



Recommended IACAT Professional Fees 2020

The following professional fees (bands) are recommended guidelines for members to work against when setting up their own fee structure and have been developed from a recent survey done in 2019, in relation to fee charges made by IACAT members, as well as considering contracted salaries.

These are recommended guidelines only and it is up to each individual member to decide on the fees they personally charge, which may be lower or higher from the suggested bands.

The current recommendations apply to all therapy contact whether face to face or provided online. Any differentiation in fees for online therapy is at the discretion of the therapist.

When deciding a fee rate, it's useful to consider all the costs which will be arising for you, as well as a number of other factors.

You should consider:

- the length of your clinical and professional working experience
- additional trainings and expertise developed
- personal costs
 - health insurance/ medical cover
 - tax and national insurance
 - annual leave
- costs that arise in the course of your work
 - insurance
 - premises
 - materials
 - travel
 - supervision

Recommended Professional Fees

	IACAT 2020 Recommended Fees
Individual per hour	€60 - 90
Group per hour (Important to consider the size of the group)	€70 - 100
Institutional Half Day 3.5 Hours	€170 - 250
Institutional Full Day 7 Hours	€300 - 500
Supervision p.hr	€60 - 90
Workshop: inclusive of planning, equipment (One off session/ introductory workshop etc)	€80 -120 per hr
Lecture / Presentation (There may be a fixed rate paid by the institution/ college etc)	€80 - 100 per hr

IACAT recommends:

- New graduates would normally price themselves at the lower end of the bands.
- All set up, pack away and documentation time should be included in the hourly rate.
- Assessment may be charged for separately or as part of the therapists' hourly rate in private practice or their institutional rate.
- Report writing may be completed as part of a therapist's regular documentation and charged at the hourly rate. In circumstances, where a more detailed report is requested for a court hearing, discretion may be used.
- Some therapists may choose to offer a discounted rate for some individuals who would find it hard to pay the full fee. Whilst this is a choice for each therapist, its worth factoring in how many places you are able to offer at a reduced rate, rather than finding all your clients are paying a reduced rate.
- Choosing an annual date/ time to review your pricing structure.
- Being cognizant of the prevailing market/ financial situation i.e. recessionary times/ Covid 19 situation, when setting fees.

Contracted Salaries

IACAT recommends that salaries are based pro-rata on the Senior Physio HSE Scale

(Physiotherapy, Speech & Language Therapy, Occupational Therapy, Dietetics – HSE Consolidated Pay Scales 1/9/19)

Note that these salaries will increase by 2% in September 2020

Therapist	€36,292 – €52, 970	14 Increments
Senior Therapist	€53,074 – €62,493	9 Increments
Clinical Specialist	€58,711 – €68,129	9 Increments
Manager	€63,980 – €76,511	7 Increments

Conclusion

Settings professional fees, particularly at the start of your professional career, or when moving into a new sphere of work, can be daunting, so its worth considering investigating what your local therapy market is like, in terms of the fees other therapists may be charging. But ultimately, the fees you charge need to be based on your own situation and the variables associated with such work. Talking to your own supervisors or peers will also be helpful in reaching a final decision.

“The financial health of creative arts therapists, both individually and as a profession, has the potential to impact the work we do and therefore the health and well-being of our clients. Our profession sits within large and often financially constrained health, education and social care ecosystems. Without financial health, therapists, therapy businesses and professional organisations cannot provide the clinical work that is paramount to the greater health and well-being of our clients and our communities” (Thomas & Abad, 2017a, p. 19).

Thomas, D. and Abad, V. (2017a) ‘Introduction’ In: D. Thomas and V. Abad, eds. *The Economics of Therapy: Caring for Clients, Colleagues, Commissioners and Cash-Flow in the Creative Arts Therapies*. London, United Kingdom: Jessica Kingsley Publishers, pp. 19-23.

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