

Reports

PRIVATE PRACTICE SURVEY 2015

Thank you to all who responded to the 2015 Private Practice Survey. This survey was directed to all psychologists who work in private practice in Nova Scotia. The purpose of the survey was to gather detailed information on the way in which practices are structured and the status of psychologists within these practices.

A link to the survey was sent to our full membership, which at the time was 425 (all categories). Based on the information provided to us on the APNS membership form, we estimate that approximately 235 of those participated in private practice either part or full time. This indicates that about 56% of our membership are involved in private practice. 70 members completed the full survey. This represents a response rate of 30%.

General information

1.1) What is your NSBEP registration status?

94.3 % Registered 5.7 % Candidate

1.2) How many years have you practiced as a psychologist?

Years	%
Less than 1 year	2.86
1 to 2 years	1.43
3 to 5 years	10.0
6 to 10 years	17.1
More than 10 years	68.6

1.3) Have you worked as a registered psychologist outside of Nova Scotia?

Outside of Nova Scotia	%
Yes	32.86
No	67.14

1.4) What percentage of your current work as a psychologist is in private practice?

61.4% indicated they worked full-time in private practice. 38.6% were less than full-time. Of those who considered themselves part-time, 21.4% spent less than one quarter of their time in private practice.

1.5) how many hours per week on average do you work in private practice

Hours per week worked	%
Less than 5	15.71
5-10 hrs	17.1
11-20 hrs	14.3
21-30 hrs	12.9
31-40 hrs	28.6
41-50 hrs	7.14
More than 50	4.29

1.6) At how many private practice locations do you currently work?

91.6% worked at only one practice; 5.71% (4 people) worked at two practices with the remaining 2.86% (2 people) at three or more.

1.7) What is the organizational structure of the private practice(s) in which you work?

Co-op	Inc Co.	Ltd Co.	Partnership	Un-Inc	Sole	Un-known
10.39	33.77	2.6	1.30	35.06	9.09	7.79

1.8) How long have you worked in your current practice(s)?

Years	%
Less than 1 year	6.58
1 to 2 years	11.85
3 to 5 years	22.37
6 to 10 years	23.68
More than 10 years	36.53

1.9) How many psychologists work in the practice(s)?

Number working in practice	%
Only 1 person	55.26
2 - 5 people	30.26
6 - 10 people	11.84
Over 10 people	2.63

1.10) Do non-psychologist professionals also participate in the practice(s)?

40.79% of practices included other professionals. 59.21% had psychologist-only practices.

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1.11) What professionals participate in the practice?

Other non-psychologist professionals that were represented in these practices included:

Other professionals	%
Social worker	16.67
Psychiatrist	12.50
Psychometrist	10.42
Financial/Admin	10.42
Therapist	8.33
Physiotherapist	8.33
Physician	6.25
Specialist	4.17
Occupational Therapist	4.17
Chiropractor	2.08
Other*	16.67

Other* included one each of: yoga instructor, dietician, nutritionist, RMFT, S-LP, certified councillor, psychology assistant, first nations counsellor.

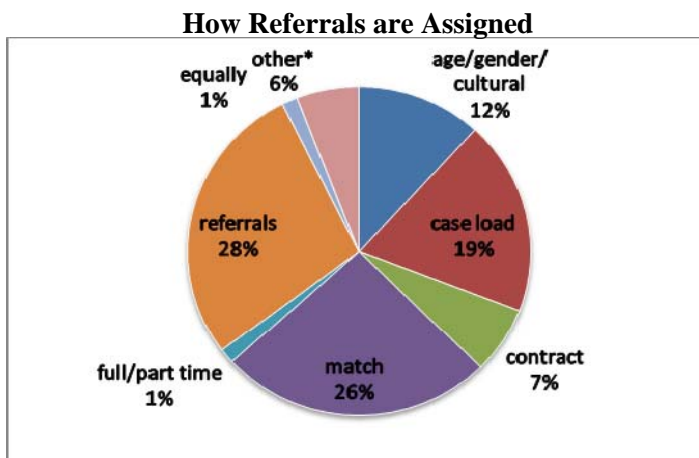
1.12) How would you describe your title, role or position in the private practice(s) in which you work?

Title or Role	%
Sole practitioner	18.07
Owner	30.12
Associate	20.48
Independent contractor	13.30
Director	9.64
Partner	3.61
Unincorp practitioner in Network	2.41
Other*/Unclear	16.67

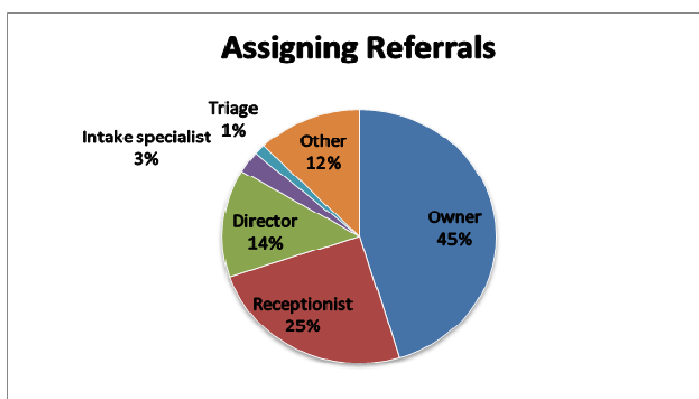
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Other* included several psychologists sharing space but not a practice per se.

1.13) How does the private practice assign new referrals? (respondent could select more than one)



1.14) Who assigns new referrals to the psychologists



in the practice?

1.15) What would you like APNS to do to enhance your work in private practice?

1. Management

- Digital file management and running a digital practice.
- Tax Information
- Group benefit packages
- Review billing rates regularly

Psychology Awareness/Advocacy

- Public awareness of psychology & private practice
- Advocate for billing under MSI; higher rates with WCB
- Advocacy for billing issues with insurance companies

Peer support

- Organize networking opportunities with colleagues in person or on-line
- Facilitate the organization of consultation/support groups for private practitioners who have commonalities in

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Section 2: This sections is specifically for non-proprietors, non-owners or non-partners.

2.1) Is the owner of the practice(s) a psychologist?

69.2% of owners are psychologists, while 30.8% are not. Those who are not were identified as Psychiatrist, Physiotherapist, studying to be registered as a psychologist and a “non-professional”.

2.2) When you were first hired did you negotiate a contract?

56.5% did negotiate a contract, however 43.5% did not. Some of those who did not negotiate a contract provide the following information:

Although no contract was signed, terms and conditions were discussed, others had a verbal agreement and others were independent contractors.

2.3) If you answered no to the previous question, would you prefer to have a contract?

Of the 10 who did not have a contract two of those indicated that they would have preferred ot have one.

2.4) Have you ever been specifically denied a contract?

None had ever been denied a contract.

2.5) If you have a contract, does it provide terms relating to any of the following

Terms included	%
Rate of pay	100
Term (length) of employment	70
Notice regarding quitting or contract termination	60
Non-compete clause	50
Disability insurance	30
Health / dental benefits	30
Professional liability insurance	20
Continuing education money / time	10
Sick or maternity / parenting leave	10
Time worked: overtime, straight time, on-call	10
Vacation	10

2.6) Which of the following [pay] do you receive?

How do you receive your pay	%
A percentage of earnings	77.27
A flat hourly rate	13.64
A Salary	4.55
Other - % of f hourly rate, other going to rent	4.55

2.7) If you answered in question 2.6 that you receive a percentage of earnings, what percentage do you receive?

Pay received as % of earnings	%
25% of earnings	5.56
50% of earnings	16.67
60% of earnings	11.11
65% of earnings	27.78
70% of earnings	11.11
76% of earnings	16.67
70-75% depending on nature service	5.56
30% (as rent)	5.56

2.8) Why do you choose to work in your current role (s) in a practice rather than operating on your own?

Reason for choice	%
Availability of administrative, booking and billing supports; rather not deal with business responsibilities	47.62
Collegiality /team environment	19.05
Candidate so cannot have own practice	14.29
Private practice is just part-time; so it would be inconvenient and financially uneconomical to operate solo	9.52
Less demanding done this way.; more time for clinical work.	9.52

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3) Section 3: This sections is specifically for proprietors, owners, or partners.

3.1) How long have you had your own practice?

Length of time	%
Less than 1 year	6.25
1 to 2 years	4.17
3 to 5 years	16.67
6 to 10 years	20.83
More than 10 years	52.08

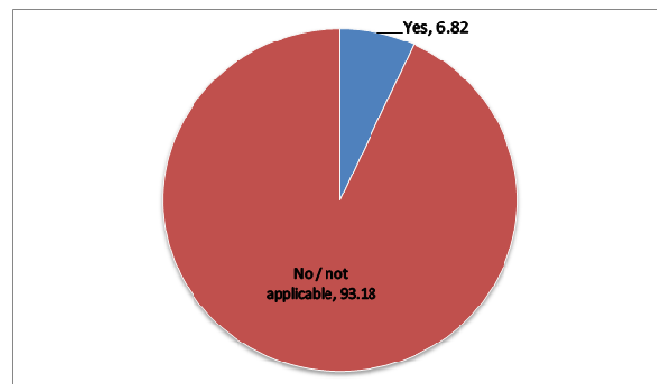
3.2) What was your primary work setting before you started your practice?

Previous work setting	%
Hospital or other institution	68.76
Private practice full time	12.5
School	12.5
Private practice part time	2.08
Research	2.08
Teaching	2.08

3.3) If you were working at another practice before you started you own, how would you describe your role there?

Previous role	%
Associate	29.17
Employee	37.50
Independent contractor	16.67
Partner	4.17
Unincorporated practitioner in a sole practice	4.17
Unincorporated practitioner in a network practice	8.33

3.4) Do you negotiate contracts with psychologists who work in your practice?



Why or Why not?

- I am a sole practitioner (45.5% of responses)
- I do not want to manage other professionals
- It is a straight forward agreement
- Associates are independent contractors
- Very small practice, not been needed as yet

3.5) If yes, does your contract provide terms relating to any of the following? (please check all that apply)

3.6) Other comments.

Terms included	%
Notice regarding quitting or contract termination	75
Rate of pay	75
Continuing education money / time	50
Non-compete clause	50
Professional liability insurance	50
Reporting / supervisory structure	50
Term (length) of employment	25
Time worked: overtime, straight time, on-call	25
Other: Subcontractor agreement	25