

## National Salary Survey: Occupational Rehabilitation Positions within Rehabilitation Providers

The following salary indicators are based on the candidates having Occupational Rehabilitation experience (regardless of whether or not they have clinical experience)

### Psychologists: Provisional or Registered | Rehabilitation Counsellors | Registered Nurse

#### Graduates:

Graduates tend to attract a salary in the range of \$52 - \$57k Base+ Super (depending on whether or not they have had a placement at a rehab services provider).

#### Rehab Consultant Psych / Rehabilitation Counsellor with 1-2 years' experience:

Salary to \$75k Base + Super. Generally speaking, you will find outliers in this, i.e. a bit more or a bit less (tendency for the smaller clients to pay more while the larger clients pay less and ride on their name, industry reputation and career growth potential as add-on sellers). Also, traditionally speaking, and as a general rule, RCs tend to ask for and get less money than Psychologists – even though they are scarcer than Psychologists.

#### Rehab Consultant Psych / Rehabilitation Counsellor – 3-4 years' experience:

Salary to \$80k Base + Super (not including outliers).

#### Rehab Consultant Psych / Rehabilitation Counsellor – 5-10 years' experience and also Rehab Consultant Psych / Rehabilitation Counsellor – 10 years' + experience:

At this stage, salaries tend to stop their meteoric rise and tend to stabilise at around a max of \$85 - \$90k Base + Super. Most of these candidates tend to want to move out of occupational rehab in general and go contracting to insurers or final employers or into pure counselling roles or, alternatively, into some form of management position. There is also a large tendency for this level of candidate to want to balance work and lifestyle and they tend to want flexibility in their work options, part-time or work from home options (generally due to family responsibilities).

# Physiotherapist | Occupational Therapist | Exercise Physiologist | Registered Nurse

## **Graduates:**

Graduates tend to attract a salary in the range of \$52K - \$57K Base+ Super (depending on whether or not they have had a placement at a rehab services provider).

## **Rehab Consultant OT / Physio – 1-2 years' experience:**

This is a very fluid area simply because of the exceptionally high level of demand for physical candidates with even six months' occupational rehab skills. The salary on these is anywhere in the range of \$60k Base + Super for the more junior level candidates (minimum six months experience), to \$75K - \$80K Base + Super for those candidates with closer to two years' experience.

## **Rehab Consultant OT / Physio – 3-4 years' experience:**

Salary anywhere up to \$85k Base + Super depending on the candidate's current salary expectations. We have found employers to be getting a lot more open to negotiation based on candidates' expectations and their current package, as opposed to trying to fit them into pre-existing band-widths. This is because some clients try to price fairly junior candidates out of the market by offering them inordinately high salaries upfront. This means that potential employers are therefore unable to meet their 'unrealistic' salary demands.

## **Rehab Consultant OT / Physio – 5-10 years' experience and Rehab Consultant OT / Physio – 10 years' + experience:**

This is a very similar scenario to candidates from the Different Employer background, i.e. salaries tend to stop their meteoric rise and tend to stabilise at around a max of \$85K - \$90K Base + Super. Most of these candidates tend to want to move out of occupational rehabilitation in general and go contracting to insurers or final employers or into pure counselling roles or, alternatively, into some form of management position. There is also a large tendency for this level of candidate to want to balance work and lifestyle and they tend to want flexibility in their work options, part-time or work from home (generally due to family responsibilities).

Physiotherapist candidates tend to ask for more money than Occupational Therapists as a general rule of thumb, whereas Exercise Physiologists tend to be the candidates who ask for and get paid the least.

In the states where this is required, if EP's have Worksite Assessment and FCE Accreditation from WorkCover, then their salary expectations tend to match those of Occupational Therapists. Having said that; the Rehabilitation industry generally finds that the rate of Physiotherapist attrition, is higher than Occupational Therapists or Accredited EPs, as they tend to miss the clinical side of things when they are put into pure case management roles.

## Management Level Roles:

### **Team Leaders:**

Attract a salary of between \$90K - \$100K Base + Super depending on the client, size of the team and the candidate's expectations amongst other factors.

### **Business Development Managers:**

Traditionally get anywhere from \$85K - \$100k Base + Super depending on the client.

### **Technical Managers:**

\$100K - \$110K Base + Super. Life Insurance, QA and Comcare Technical Managers are in high demand at the moment.

### **Branch Managers:**

This salary will of course depend on the size of the billables that each branch is bringing in. Salaries tend to be between \$100K - \$110 K Base + Super depending on the size of the branch.

### **Regional Managers, Operations Managers, National Managers:**

\$100K Base + Super - \$170K Base + Super depending on the size of the company and also the sizes of the teams they shall be managing.

### **General Managers:**

\$170K - \$250k Base + Super



## Terms of the Salary Survey:

- This salary survey has been compiled based on placements made by Medijobs Australia with our clients over the last eighteen months.
- This has been conducted on a national basis and is based solely on the Occupational Rehabilitation Sector.
- All figures are for metro regions Australia wide. Regional roles tend to attract a higher or lower wage (\$3-5k either way plus outliers of course) based on how difficult a location it is to attract staff to and the cost of living locally (rent etc).
- The above band-widths are based on the candidates having Occupational Rehabilitation experience (regardless of whether or not they have counselling experience).

