

Leveraging yourself in the form of another clinician has many great potential rewards including income, mutual professional growth, less stress for coverage if you go away or choose to not work certain days etc etc But there can also be headaches, as with any staff.

I am going to summarise the important points of making this work, by my experience, not theory or conjecture:

1. WHEN do you consider hiring another clinician?
After you've hired administrative help! See last 2 emails!
And once your CENSUS is plump, forcing you to juggle a waiting list most days of the week. Having a waiting list is NOT good business, it is flushing \$\$ down the toilet! Have a good handle on what times of the day most people are stacking up, to guide you as to your staffing needs and coverage times.
2. TAXES and payroll:
The most simple payroll configuration is that of an Independent Contractor, on a 1099 basis. What this means is that You, the employer, does not need to hassle with taking out their taxes, paying workers comp, disability etc. You pay them by the hour for the treatment sessions they do. How much, is up to you, and them. It is based on what you get paid for each treatment, and what your overhead is. If you have significant overhead in the way of staff, rent etc it is not unreasonable to reimburse the treating therapist employee 30-40% of the hourly fee, depending on the other factors of the work relationship. Personally I like to include a 2 tier hourly package, one higher rate (say +/- \$50/hr) for clinical work, and a lower rate (say \$15/hr) for administrative work, including paperwork and waiting time for unoccupied slots. Of course a salaried position is far more secure for the clinician, but also greater risk for the employer. "What if they are not booked to treat a patient, do they they get paid anyway?" Well yes, they do, that's the risk you take with a salaried employee. But you can also then involve them in other productive activities during the down time, such as writing clinical articles for you etc
3. REQUIREMENTS:
I operate a Myofascial Release Treatment center, so I do not even *consider* a clinician for employment until they have attended at least 3 of John Barnes' MFR courses, and with plans to attend many more. I gladly include CEU benefits in the salary package, as a token of my encouragement to take more courses. We all need to take more courses! So decide what YOUR requirements are. See with crystal clarity exactly whom you want to work with in your office, if you need help.

This clarity of thought will then send out a vibration into the universe to help you create *exactly* what you need and want. This will make a harmonious union more likely because that is what it is "a union". Drop the concept of an "Employee", that is so loaded with ego. Rather, see it as a relationship that the two of you will be building, thriving on, on many levels, not just economically. Create the work environment so that it serves the soul, is FUN, and provides nurturing and mentoring if that is desired. Treat each other, first as a vital part of the interview process, and ongoing also. You (the employer) want to be comfortable with honestly highly recommending that your patients see the other

therapist employee. Would you refer your mother / spouse to be treated by them?! You need to be comfortable with that ultimately.

4. TEAMWORK:

Many "put out there" and expect patients to not want to work with anyone else. I did too in the beginning, and it has been a process to make this work effectively. This resistance to being treated by a team needn't be the case. John Barnes' clinic in Paoli has taught me a lot about the value of different therapists working as a team. We do this now very nicely in our office, and most patients see all 3 PT's. The ones that do LOVE it! Proper education and implementation from ALL office staff is KEY for this to work. We explain that we all have the specialty training in MFR, but because we're different people we each have a different style, and bring something different to the table. It is in their (the patient's) benefit to take advantage of those different styles.

I find that the only therapists who purport the benefit of their patients not being treated by more than 1 therapist are guess what, in business for themselves!! They're not in a group setting, so are speaking from no information, an erroneous observation. This was very evident in [Lance van Ardsell's interviews](#) with many successful therapists in cash based business.

Hope this helps the few clinicians who are blessed enough to be in the busy position of hiring another clinician.

Please reply with any thoughts you have!

Regards,

Scott

<http://www.mfrsuccess.com/>

<http://www.wholisticphysicaltherapy.com/>