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Core principles: Financial management, Human and resource management, Business and clinical operations

Salary by practice type, size, and manager qualifications 2009

Applies to all healthcare practices

This is the second in the series of articles presenting the results of the AAPM salary survey for 2009. The purpose of the survey and presenting summary results in the *Practice Manager* is to provide members with information to allow them to assess their own salary position and factors that influence practice management salaries. Results will also provide members with a comparison between results from previous salary surveys in 2007 and 2005, indicating changes that have been made over the years.

Four tables are presented in this article – first, average salary by state, second, average salary by practice type, followed by a table of salaries by practice size, and a final table summarising average salaries based on qualifications of practice managers.

Table 1 sets out average salary by state. As you interpret these figures, keep in mind that the average salary for all practice managers from the survey was some \$63,300. Thus, you can see from Table 1 that practice manager salaries in the ACT, Northern Territory, Victoria, Western Australia, and those serving in international regions reported an average salary higher than the national average, whereas those in other states reported a salary lower than the national average. In theory at least, we would expect little difference between average salaries by state, although it may be argued that practice managers in areas such as the Northern Territory may command a higher salary than the national average. It is interesting to note that the two states providing the highest responses (New South Wales and Queensland) reported some of the lowest salaries on average.

Table 2 looks at average salary for practice managers based on type of practice managed by the practice manager – general, specialist, dental, or veterinary

reported by specialist practices and this may be expected. Veterinary practices were close to the national average; however, dental and medical general practices reported averages lower than the national average. We need to keep in mind in interpreting these figures that many factors influence practice manager salaries – experience, qualifications, type of practice, location of the practice, work responsibilities, and the equivalent.

The third table in this article looks at average salaries for practice manager in terms of practice size – size being measured in terms of numbers of fee earners in the practice. Table 3 reports these average figures with what might be expected, the largest practices reporting the highest salaries. It is interesting to note that practices with between six and nine fee earners reported an average

TABLE 1 – Salary by State

State	Average Salary	% of Respondents
ACT	\$73,425	3%
New South Wales	\$58,146	25%
Northern Territory	\$79,000	1%
Queensland	\$58,707	29%
South Australia	\$62,340	12%
Tasmania	\$61,597	3%
Victoria	\$63,818	16%
Western Australia	\$64,551	9%
International (incl NZ)	\$64,027	2%

TABLE 2 – Salary by Practice Type

Salary by Practice Type	Average Salary
Medical General	\$58,870
Medical Single Specialist	\$64,348
Medical Multi-Specialist	\$68,673
Dental General	\$59,621
Dental Specialist	\$52,469

This is the 3rd salary survey done by AAPM. It is the only national salary survey for healthcare practice managers in Australia.