Beyond the Salary for New Grads

CONGRATS! You have been offered a position as a REAL PT! Before you accept the position, make sure you know the answers to the following questions.

**What are the terms to receive a sign-on bonus?**

* Will you have to return the bonus depending on how long you stay with the clinic? If so, what is the time period?
* Is there a non-compete clause? If so, what are the parameters?

**Sick Leave or Paid Time Off (PTO) Plan? How much PTO is being offered?**

* PTO Plans frequently combine 10 paid holidays, 2 weeks vacation, 2 personal days, and 8 sick leave days per year into 30 days paid time off instead
* Will this amount of PTO work for you to maintain a healthy work/life balance?
* Can you save your PTO or cash it out if you don’t use it?

**How will you be evaluated?**

* What are the productivity standards? Is there a ramp-up period for new grads?
* Will you be involved in marketing for the clinic? Are you expected to recruit your own patients?
* How frequently and under what measures will you be evaluated?
* Is there a probationary period where the employer can fire the employee without cause?
* Is there an established and successful system for mentorship from experienced PTs?

**What is the process for continuing education?**

* Do you need to use PTO for continuing education?
* Does the benefit carryover year-to-year? Can you save the benefit for a larger conference?
* Do you pick your continuing education or is it chosen to best fit company’s goals?
* Consider negotiating tuition reimbursement for CEU
* Some companies may have reimbursement options for residencies/fellowships

**What health benefits are available with your benefits package?**

* Health Insurance
  + If under 26 years old, consider benefits of staying under parent’s health insurance plan (if possible)
* Dental Insurance
* Life Insurance

**Is disability insurance included in your benefits package?**

* This is important for Physical Therapists! Know what the definition of disability is for your role.
* Is there a waiting period to enroll following your start date? Is the plan employer or employee paid?
* Short-term: better option
* Long-term: can take up to 6 months for this to kick in
* Recommended to also carry supplementary insurance in case injured not on the job
* Know if this benefit will cover maternity/paternity leave

**How does liability and malpractice insurance work?**

* Coverage for your time at work
* Recommended to carry supplementary liability insurance because you most likely will unintentionally give advice to family/friends as a healthcare provider
* *\*\*\* As an APTA member, you can receive discounts when purchasing supplementary disability and liability insurance. More info available at http://www.apta.org/benefits/#Discounts*

**What fees will be impacting you on a daily basis that could potentially be subsidized?**

* Transportation
  + Free parking, subway passes
* Auto Insurance Discount
* Cell Phone Discount
* Gym Discount

**When can you start saving for retirement?**

* Recommended to participate if a 401 (k) plan is offered because of the company’s match
* Don’t be shy to consider options outside of your employer sponsored plan

**Who is your HR Director or Benefits Administrator?**

* Build a professional relationship with this individual
* This individual will be able to help you consider all the available options and answer any questions about your benefits package

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