

Home health SLP interview questions

Territory

1. What towns would you expect me to routinely cover?
2. Would you expect me to travel into another territory?
3. Do you adjust productivity for driving long distances or a high number of miles in a week?

Productivity expectations

4. What are your expectations for productivity?
5. How does the point system work? (if applicable)
6. Once productivity is met, how are extra visits paid?
7. How long should sessions be?
8. What happens if a patient isn't home or refuses the visit?
9. What happens if the caseload is low?
10. Do mandatory meetings and training count toward productivity?
11. If I give an inservice, does the prep and presentation time count toward productivity?

Flexibility in work days and hours

12. Would you expect me to work specific days and hours?
13. Are there routine meetings (in person or virtual)?
14. If I have an appointment, or the weather forecast is bad, could I freely move visits to other days during the week, or would I need to clear it with my supervisor first?

Scheduling

15. How does scheduling work?
16. How much advance warning would I receive before a new evaluation is placed on my schedule?
17. Do your schedulers assist with setting up appointments?

Software, equipment, and supplies

18. Which EMR do you use?
19. Does the EMR depend on an internet connection?
20. Does the company provide a cell phone?
21. If I use my own cell phone, does the company provide a stipend?
22. Which assessments do you own?
23. Do you have any therapy materials, such as iPads with apps, cell phone apps, LSVT LOUD software, balls for CTAR, therapy books, flashcards, etc?
24. Do you provide PPE, hand sanitizer, barriers, tongue depressors, etc?
25. Particular supplies/materials I want to ask about:

Training

26. What training do you offer?
27. How many sessions would I shadow another clinician?
28. How many sessions would another clinician shadow me?
29. Do you offer training on the EMR? What about OASIS assessment and documentation?
30. Do you offer training on assessment of vitals, the use of PPE, and the clean bag technique?

Salary and benefits

31. What salary are you offering?
32. Are there automatic cost-of-living increases?
33. Are raises merit-based?
34. Is this position benefit-eligible?
35. Do you offer medical, vision, and dental insurance?
36. Other important benefit question: _____

Continuing education, license, certifications

37. Do you provide ASHA-approved continuing education?
38. Do you reimburse for CEUs, license, or certifications?
39. Do you provide CPR training?

Holidays and time off

40. Do you offer paid holidays?
41. How is paid time off (PTO) accrued?
42. Is there a limit to how much PTO a person can accrue?
43. Does PTO roll over at the end of the calendar or fiscal year?
44. Is there a limit to how much time a person can request off at once?
45. Can an employee ask off for more than one major holiday during the year?

Can I talk to one of your SLPs?

If so, questions you may want to ask the SLP:

46. What do you like about working for this company?
47. What do you wish were different?
48. What's your typical day like?
49. Tell me about your hardest day last week.
50. Is there anything you wished you had known before you took this position?