

## JOIN PACE & EXPLORE YOUR PRIVATE PRACTICE HORIZONS

### *Who we are*

Pace is a full service, multidisciplinary therapy provider. Our Associates deliver service in the clients 'home', whether it be a residential setting, Long Term Care Facility (Nursing Home), Retirement Home, Assisted Living Retirement Private Residence, or Group Home. We are able to cater to the needs of people of all ages - from babies, to young children to the elderly.

### *Our Associate Model*

Pace Homecare Services Inc. has developed a highly successful model that allows professionals to be independent practitioners within the supportive structure of a healthcare company environment.

As an independent practitioner (Associate) you will enjoy all of the **independence**, the **flexibility**, the **control** and **tax benefits** that are afforded only to those who are in private practice. One of the many reasons our Associates enjoy working for Pace is the level of support that we make available to all our therapists.

### *INDEPENDENCE*

As an independent, private practitioner your relationship to Pace will be as a "professional-in-practice". For the most part, your referrals will be from the geographic district agreed upon with Pace. You will manage those cases, working out of your home or the Pace office. Pace offers a congenial office environment where the therapists can make calls, pick up referrals, and just mingle with colleagues.

### *FLEXIBILITY*

As a valued member of the Pace team, you will manage your service delivery to suit your life and its' requirements. Associates have considerable flexibility in determining the number of visits they would like to do each year. This is mutually agreed upon each year in the form of a contract or addendum. Associates are also able, within the framework of meeting client needs and satisfying the priorities that Pace must adhere to, schedule their visits at their own choice of times and days.

### *CONTROL*

The amount of time that you spend engaged in activities other than delivering services are kept at a minimum. At Pace, we attempt to limit the time demands that we place on our associates in areas such as departmental meetings that can take away from your service delivery time. As an independent practitioner you are encouraged to participate in special projects and take on additional referrals, however you ultimately decide how much time you want to devote to these areas. Your practice is your main occupation and you decide how much time you want to spend.

### *SUPPORT*

Professional support, backup, and the collegiality that one needs are available to Pace Associates. As a group, our Associates work well together as "Independent Practitioners". This means sharing information, case discussion, pointing out the latest resources, staying in touch with professional College and Association issues,

and working collaboratively with the other members of your Discipline Team and our Clinical Leads.

In addition to the many intangible benefits associated with working in the Pace team environment, we offer many other perks. You will appreciate the use of standardized clinical forms, an exclusive on-line associate resource center that we have developed where only Pace practitioners have access and most recently, preferred customer rates on the "BlackBerry" wireless email solution from Research In Motion.

### *INCOME TAX BENEFITS*

It goes without saying that the therapist in private practice is afforded certain tax benefits that are not available to an "employee". As a bonus for joining our company, Pace will arrange for a cost-free 90-minute consultation with an accounting professional to discuss how your private practice can be organized from a financial point of view. We will also arrange for you to speak to a therapist who is already providing service for us within your specific Discipline to answer any other questions you may have.

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### ***Additional Questions***

#### **- WHAT DO THOSE WHO HAVE BEEN WORKING FOR PACE OVER THE PAST YEARS HAVE TO SAY ABOUT THE COMPANY AND THE MODEL?**

Pace is described by our Associates as fair, thorough, well organized, and extremely supportive. We are known as excellent communicators and the type of company where you have ready access to those in leadership positions. **When you need us we are there, when you don't, we stay out of your way!**

The "Associate" or independent practitioner model is not for everyone. It requires that the practitioner have a desire and/or need for flexibility, independence, and control. It demands that the practitioner is prepared to manage his or her own caseload, time and finances. It requires that the professional represent not only themselves but also our Company in the communities in which we are providing service. For those who prefer an associate model, Pace is known as the company that makes it work to everyone's benefit.

Pace's current Associates will attest to our company's commitment to quality service. This is achieved, we believe, by having positive working relationships with our referral sources, our community health care service partners (i.e. physicians and other agencies) and with the individuals and families who are referred to us for help. We have a reputation for committing to state-of-the-art data management, quality assurance initiatives and for participation on key community committees and projects.

Pace Associates have appreciated the ongoing support that we provide for both professional and personal development within our independent practitioner model.

## - IS THERE A DOWNSIDE TO THE INDEPENDENT PRACTITIONER MODEL?

The most commonly posed question about a model that allows you to be a private practitioner within a company has to do with benefits. The answer is that the independent practitioner is responsible for their own benefit package, if they need one. It is also important that the practitioner have professional liability insurance and that some form of disability insurance be in place. At Pace, we offer our associates helpful advice and contacts that they can use to set up their professional practice.

The Associate in our system, which is an in-home, onsite service, is responsible for all costs to their practice including car expenses, and any supplies they need. We do have available in our offices: computers, phone, fax, photocopier, desks and other resources and storage space.

Associates are permitted and encouraged to accept private work outside of Pace. The only restriction is that the work cannot be for an agency or company who competes directly with us. This of course leaves open the possibility for the Associate to take on a variety of private referral work.

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## Join Our Team!

In summary, we at Pace Homecare Services Inc. invite you to submit an application to become an Associate with us. We will welcome you at our Head Office facility in Kitchener (Ontario) for a visit, and to meet our management, ownership, administrative support and other Associates.

For more information, contact Toni Lemon, Manager Client Services for Pace Homecare at 1-866-904-9904 ext. 228, or email your resume to:

[Toni@pacehomecare.com](mailto:Toni@pacehomecare.com)