

Bus. II – St. Law & Rules + Get a Job! (Part 1)



History of Texas St. Law & Rules

- 1984 – 250 hours - first massage law & rules
 - St. test and practical
- 1990 – 300 hours (w/ 50 hr. internship) “
- 2007 – 500 hours MBLex (or NESL)

~ btw - TLC offered 750 hours from 1989 on ~

For State Law & Rules -

- google - *massage therapy texas*

Discipline is remembering what you want.

What do you want?

Legal Status

- Start as sole proprietor – You must pay self-employment and income taxes
- File, annually, a Schedule C with your 1040 form and pay personal income tax on the profits.
- Later, especially with employees, you would want to incorporate. Talk with a lawyer before you do so.

Business Name

- Your name & title
- Your name, title and name of your practice
- Using just a name for your business, not including yours
- Checking and registering your business as a DBA – “doing business as” (if not using your name in your business name)

Spas

Spas – Day, Destination, Cruise Ship, Dental,
Medical

Just from 2007-2008!

- Revenue – \$10.9 billion to \$12..8 17.8%+
- Spa Visits 138 million to 160 million 15.8%+
- Locations 17,900 to 21,300 18.8%+
- Employees 303,700 to 340,600 12.2%+

Community

- Corporate culture

Important:

Treating employees and customers with respect

Discouraging gossip

Good team work / mutual support

May have dress and conduct code;

Required duties other than massage?

Training for those? Pay for those?

Training – CE provided?

Scheduling – recommended never more than 3 session
back to back (better 2).

Not more than 6 hours of massaging in a day.

Some Ethical Concerns

- addressing sexual misconduct
- working outside scope of practice
- not detailed intake form (to screen for contraindications/ effective session planning)
- compensation inequities/ dishonesty/ pay too low – min. acceptable \$20/hr up to \$70 plus tips in any case.
- benefits – health ins., paid vacation, paid sick days, pension plans, profit-sharing, 401-K, reimbursement for CE's.
- confidentiality
- seniority – how do they assign customers to therapists?

- Study brochures, website, talk with former and current employee, visit (incognito)
- What is spa's vision?,
- how long is a shift?
- What kind of turnover do you have?
- Strong team environment?
- Methods of communication/structure for mutual feedback?
Compensation.
- How is seniority handled?
- What are the treatment rooms and general environment like?
- What do you bring to the table – advanced trainings.

Spa's - cont'd

- Review policy and procedures manuals.
- Set your boundaries with care and some acceptance of the realities.
- Support their marketing of you and others.
- Support their optimizing their income as much as possible (within app. boundaries).
- Keep good records.
- Practice good self-care.

Cruise Ship

- 12-hour workday? including spa treatments.
- Lots of experience!
- Save some money
- Travel (albeit most while working a lot!)
- Captive environment
- sea-sickness
- privacy issues
- little time off

Destination, Resort and Luxury hotel spas

- Affluent clientele
- little repeat business
- often fully booked
- Often very pretty work environment.
- Do your research – decide FOR SURE where you want to be. Show them through repeated contacts that you have chosen them as **the** place you want to work in..

Dental / Medical spas

- research reputations on-line and with employees.
- In medical setting – demonstrate:
 - good training re medical terminology; record-keeping,
 - clinical bodywork
 - knowledge of contraindications/indications

Medical Settings for Complementary and Alternative Medicine

Hospitals, clinics, medical centers, sports medicine clinics, orthopedic offices

- Knowledge of clinical techniques
- Assessment skills
- short and long-term treatment plans/goals
- medical terminology & record-keeping.
- Dress and hygiene code
- Be a great employee – know the structure and hierarchy of where you are.

Wellness Centers

Combining alternative & allopathic therapies
massage, yoga, Chiropractic, Osteopaths, Medical
Doctors, Nurse Practitioners, Physical therapists,
Psychotherapy, acupuncture, athletic trainers,
Pilates, etc.

- Talk with employees and clients if possible.

Massage Centers

- Lots of experience (of all varieties)
- Pay can be low
- be careful, checking re policies in general esp. scheduling policies - *before taking the job*
- Self-care super-important