

37b – Business:
**TX Massage Law +
Find the Job You Want!**



The History of TX State Law & Rules

1984

- 250 hours
- first massage law and rules
- state test and practical

1990

- 300 hours
- + 50 hr internship

2007

- MBLEx
- BTW: TLC offered 750 hours since 1989

For TX Massage Therapy Law & Rules

Texas Department of Licensing and
Registration

tdlr.texas.gov

→ Massage Therapy → Law and Administrative
Rule

Discipline is remembering what you want.

What do you want?

Being an Employee: Advantages and Challenges

Advantages

- Greater possibilities for getting lots of clients quickly
- Part of team
- Easier re: paperwork, marketing, supplies needed, taxes, bookkeeping, scheduling
- Ability to focus on hands on work.
- Possible benefits in addition to salary.

Challenges

- Lack of control
- Possibly poor management, lack of freedom re: dress, choice of session design
- Difficult co-workers?, possibly less money, possibly unclear boundaries

Being Self-Employed: Advantages and Challenges

Advantages:

- more control over work atmosphere, session design, more repeat clients, environment, more autonomy, potentially more money

Challenges:

- more isolated, more risks and responsibility, more non-massage work required.

(More re: Self-employment in class 45b)

Employee Settings

- Day Spas
- Massage Centers
- Destination Resorts & Luxury Hotel Spas
- Cruise Ships
- Dental/Medical Spas
- Wellness Centers

ISPA 2018 Update: Spa Industry Surpasses \$17.5 Billion Revenue Mark

10/08/2018

THE BIG FIVE STATISTICS

ISPA 2018 U.S. SPA INDUSTRY STUDY

The Big Five Statistics: 2017 out-turn and percentage change in 2017

	2016 (Year End)	2017 (Year End)	% Change
Revenue	\$16.8 billion	\$17.5 billion	4.3%
Spa Visits	184 million	187 million	1.6%
Locations	21,260	21,770	2.4%
Revenue per visit	\$91.3	\$93.7	2.7%
	2017 (May)	2018 (May)	% Change
Total Employees	365,200	372,100	1.9%
Full-Time	165,800	170,900	3.1%
Part-Time	164,500	173,900	5.7%
Contract	35,000	27,300	-22.0%

*Calculations of percentage change are based on unrounded figures.

Spa

Corporate/Spa “Community” Culture

Important considerations:

- Treat employees and customers with respect
- Discourage gossip
- Good team work/mutual support
- May have dress and conduct code
- Required duties other than massage? Training for those? Pay?
- Continuing Education training- provided? How much?
- Scheduling- recommended never more than 3 back-to-back sessions.
- Recommended: No more than 6hrs of massaging in a day

Spa (continued)

Ethical considerations:

- 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 + 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?

Spa (continued)

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

Spa (continued)

- Review policy and procedures manuals.
- Set your boundaries with care and some acceptance of the realities.
- Support their marketing of you and others.
- Support optimizing you employer's income as much as possible (within appropriate boundaries).
- Keep good records.
- Practice good self-care.
- consider: "body treatments" (i.e. salt scrubs, mud wraps, Vichy showers, etc.) can be welcomed "hand-saving" alternatives to strictly doing massage.

Massage Centers

- You will gain a great deal of experience (of all varieties) in a short period of time
- Pay can be low
- Be careful, checking re: policies in general
especially scheduling - *before taking the job*
- Self-care is super-important

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.
- You often provide alternative treatments to “just massage” - salt scrubs, body wraps, Ayurvedic treatments, etc. are often a welcomed break for your hands.

Cruise Ships

- 12-hour workday (not uncommon)? incl. spa treatments
- You will gain lots of experience!
- Save some money
- Travel (albeit most while working a lot!)
- Captive environment
- Sea-sickness
- Privacy issues
- Little time off
- At times may be expected to help with serving banquets or cleaning, etc!

Dental / Medical Spa

- Research reputations on-line and with employees
- In medical setting – demonstrate:
 - proficiency with medical terminology
 - excellent record-keeping
 - know your clinical bodywork
 - knowledge of contraindications/indications

Medical Settings for Complementary and Alternative Medicine

**including: Hospitals, medical centers,
orthopedic/sports medicine clinics,
chiropractic/physical therapy practices**

- 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 – understand and respect the structure and hierarchy of where you are employed.

Wellness Centers

Often combine alternative & allopathic therapies such as **Chiropractic Medicine, Osteopathy, Medical Doctors, Nurse Practitioners, Physical Therapists, Psychotherapists, Acupuncturists, Midwives/Doulas, Athletic Trainers, Yoga Instructors, Pilates Instructors, Personal Trainers and Massage Therapists.**

- Talk with employees and clients if possible.
- Understand the referral structure and expectations- what is your pay if/ when not booked?