



Subcontracting with Arose Therapy: FAQ

Our Values & Your Role

As a subcontractor with Arose Therapy, you are the face of our organisation. We've built our reputation on evidence-based expertise, NDIS compliance, and unwavering ethical standards. Before exploring this opportunity, it's essential that you align with our core values:

Arose Therapy Core Values

- 1. The Therapeutic Relationship Comes First** We believe genuine connection is the foundation of all meaningful change. Without authentic relationships with clients and stakeholders, we have nothing.
- 2. Meeting People Where They Are** We embrace motivational interviewing principles, accepting each person at their current stage of readiness without pushing beyond their comfort zone.
- 3. Compassionate Care for People First** We genuinely care about people - both colleagues and clients. If financial gain motivates you more than transformative work, this isn't the right fit.
- 4. Commitment to Self-Development We believe:** "We learn from our mistakes." We embrace all outcomes as learning opportunities, particularly when they challenge our initial expectations. Personal growth is essential to our practice.
- 5. Ethical Budget Management** It's essential that clients' NDIS plans last the whole period - we cannot leave clients without funding. There is an art to managing a budget: balancing the client's (and stakeholders') face-to-face service delivery expectations with completing reports and mandatory requirements.
- 6. Transparency and Accountability** We take accountability so we all know where each other is at. There's no right or wrong, but being honest about what is right for us is important. When things don't go as planned, we don't make mistakes - we learn!

If these values don't resonate with you, this role may not be the right fit.



What's the difference between being a subcontractor and an employee?

As a subcontractor, you:

- Work for yourself under your own ABN
- Choose which clients to accept
- Set your own schedule
- Build your own caseload from scratch
- Handle your own tax, super, and leave
- Earn higher hourly rates to compensate for the extra responsibilities

As an employee, you:

- Have work allocated to you
- Follow set schedules
- Inherit existing caseloads
- Receive guaranteed income
- Get paid leave and superannuation
- Have your employer handle tax obligations

Why the pay difference? Traditional employers do the legwork for you - finding clients, managing referrals, handling administration. As a subcontractor, you're compensated at higher rates because you're taking on these business development responsibilities yourself, plus covering your own overheads like insurance, super, and unpaid leave.

Administrative responsibility: You'll be required to complete your own service agreements and handle all client documentation. If there are errors in invoicing or documentation, this responsibility falls back on you - not the company.

Will I have clients ready when I start?

No. Unlike traditional employment, there's no existing caseload waiting for you. Arose Therapy will collaborate with you to build your client base through networking and relationship building. This is a gradual process that requires active effort on your part.

How many hours can I expect to work?

This entirely depends on you. There are no minimum or maximum hour requirements. This type of work complements other part-time employment well, allowing you to gradually scale back other work as your caseload builds.

Real example: One practitioner started with just one Friday per fortnight while maintaining other employment. After 3 months of active caseload building, she transitioned from her previous role with 13 clients and is now in a position to more actively build her caseload.



Typical target: Many practitioners aim for between 25-35 clients for a comfortable work-life balance.

How quickly can I build a full caseload?

The timeline varies based on your effort. As Arose Therapy explains: "What you put in is what you get back."

Building your caseload requires:

- Networking within the NDIS community
- Building relationships with support coordinators
- Nurturing referral sources

As you build these relationships, you'll see:

- Your client base grow
- Passive referrals start coming in
- Steady income establish itself

The more effort you invest in networking and relationship building, the faster your caseload will grow.

How does travel time work?

NDIS pays 30 minutes travel each way (1 hour in rural areas). Despite NDIS recently reducing travel rates to 50%, Arose Therapy maintains generous compensation:

- **Positive Behaviour Support clients:** \$130/hour for travel
- **Assessment & Recommendation clients:** \$68/hour for travel

Strategic scheduling (grouping nearby clients) helps maximise your efficiency and income.

What support will I receive?

Arose Therapy promises to "support you until you get your wings" - and beyond. This includes:

- Collaboration on caseload building strategies
- Access to learning resources and professional development
- Guidance during your establishment phase
- Ongoing support whenever you need it

After you're established: Support doesn't end once you're working independently. We expect you to work autonomously (perfect if you hate being micromanaged!), but we're always here when you need guidance. The key is balancing independence with accountability - knowing when to make decisions confidently and when to reach out for



support. This role offers true professional autonomy while maintaining a safety net of collegial support.

How does supervision work?

You have flexibility in choosing your supervisor - they can be within Arose Therapy or external. Key points:

- Select someone familiar with your state's legislation
- Standard supervision rates apply (no free supervision expected)
- You must provide evidence of supervision arrangements
- Supervision is essential due to diverse practitioner backgrounds
- **Frequency:** Expect more frequent supervision when you're new and building confidence. As you gain experience, supervision becomes less frequent - adjusting to your professional development needs

What are my responsibilities as a subcontractor?

Business requirements:

- Maintain your own ABN, insurances, and registrations
- Provide your own equipment (laptop, phone, etc.)
- Handle your own tax and superannuation

Professional requirements:

- Adhere to company policies and procedures
- Commit to ongoing professional development
- Maintain professional standards
- Provide evidence of supervision arrangements

Administrative requirements:

- Complete all service agreements accurately
- Handle all client documentation
- Take responsibility for any invoicing or documentation errors

Can I do this while keeping my current job?

Possibly. Consider whether your current role allows for:

- Gradual build-up of clients over several months
- Flexible scheduling for initial appointments



- Time for essential networking activities

Some practitioners successfully transition to casual or temporary positions to facilitate the change.

What income can I expect?

Hourly rates:

- Positive Behaviour Support: \$130/hour (including travel)
- Assessment & Recommendation: Different rates apply

Income reality:

- No guaranteed minimum income
- Income directly relates to caseload size
- Initial months typically have lower income while building
- Full caseload (25-35 clients) provides comfortable income

Is this role right for me?

☒ This role suits you if you:

- Want true independence and control over your work
- Can handle initial income uncertainty
- Enjoy networking and relationship building
- Are self-motivated and proactive
- Value flexibility over security
- Want to build your own caseload

☐ Consider other options if you:

- Need immediate steady income
- Prefer having work allocated to you
- Want an existing client base from day one
- Struggle with self-direction
- Dislike networking activities
- Need extensive supervision or guidance

What's the bottom line?



This is an opportunity to work independently as a subcontractor with Arose Therapy, with ongoing support throughout your journey. Success requires upfront investment of time and effort, but offers true professional autonomy, flexible working arrangements, and the potential for building a thriving caseload with an organisation that genuinely values its practitioners and demonstrates this through competitive rates and ongoing support.