

Allied Health & Somatic Therapist Agreement

(Including but not limited to: Remedial Massage, Myotherapy, Bodywork, Somatic Therapy, Movement Therapy, Manual Therapies, and Related Modalities)

1. Parties

Engaging Entity: lexyburns.co / Dhamma Gamil

Practitioner: _____

Primary Modality/Modalities: _____

Commencement Date: _____

2. Mission, Vision & Values

Mission

To deliver grounded, trauma-informed, embodied therapeutic services that support personal agency, nervous system regulation, and long-term wellbeing.

Vision

To build an integrated hub of skilled practitioners delivering high-quality, ethical, and financially sustainable care within a regenerative community setting.

Values

- Clinical integrity
- Emotional maturity and self-regulation
- Professional accountability
- Evidence-informed practice
- Clear boundaries
- Contribution to shared systems
- Respect for clients, colleagues, and land

The Practitioner agrees to uphold these principles at all times.

3. Role Description: Allied Health & Somatic Therapist

The Practitioner is engaged to provide professional therapeutic services aligned with organisational frameworks and quality standards.

Core Responsibilities

- Deliver safe, ethical, and client-centred sessions
 - Maintain accurate clinical and administrative records
 - Support client retention and appropriate referrals
 - Work within approved scope of practice
 - Represent organisational values in all interactions
 - Participate in collaborative initiatives when appropriate
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4. Clinical & Revenue KPIs

Performance will be assessed quarterly against:

1. Minimum ___ billable client hours per week
2. Minimum quarterly revenue: \$ _____
3. Client retention rate \geq ___%
4. Rebooking rate \geq ___%
5. Compliance with documentation, hygiene, and systems

Ongoing failure to meet standards may result in review or termination.

5. Professional Standards & Credentialing

The Practitioner must disclose current professional status.

Tier A – Accredited Practitioner (Higher Rate)

Eligible if all of the following are current:

- Recognised professional association membership
- Public liability and professional indemnity insurance
- Relevant qualifications

Salary base rate: \$60/hr plus Performance Incentives

Tier B – Non-Accredited / Provisional Practitioner (Standard Rate)

Applies if one or more of the above is not held.

Tier placement is reviewed annually or upon change of status.

Salary base rate: \$40/hr plus Performance Incentives

6. Performance Incentives

0-100% of target -> base commission (10%)

100-120% -> 1.25x commission (12.5%)

120%+ -> 1.5x commission (15%)

7. Reporting & Systems Integration

- Weekly booking and treatment summary
 - Monthly revenue report
 - Participation in quarterly performance review
 - Use of approved booking, CRM, and record systems
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8. Confidentiality & Intellectual Property

All client data, programs, systems, and clinical frameworks remain the property of lexyburns.co.

9. Term & Termination

This Agreement may be terminated with ___ weeks' notice by either party. Immediate termination applies for professional misconduct, ethical breach, misrepresentation, or repeated KPI failure.

10. Signatures

Practitioner: _____ Date: _____

Director (lexyburns.co): _____ Date: _____

Note: These agreements prioritise professionalism, emotional maturity, measurable contribution, financial sustainability, and long-term alignment with organisational mission.

Growth, Shared Investment & Review Clause

lexyburns.co, Dhamma Gamil, and somasutra.co are in a period of steep and ongoing growth and infrastructure development. The parties acknowledge that this phase requires significant time, energy, creativity, and collaborative effort beyond minimum role compliance.

The Worker/Practitioner acknowledges that:

- Early-stage and growth-phase participation involves contributing consistent time, skill, and emotional maturity in service of long-term organisational sustainability.
- Such contribution is understood as an investment in future financial opportunity, role progression, and income stability.
- The organisation operates on a model of shared responsibility, mutual accountability, and collective stewardship of systems, reputation, and resources.

Accordingly:

- These agreements will be reviewed regularly (at minimum annually, and more frequently during growth phases).
- Roles, responsibilities, KPIs, remuneration, and opportunities may evolve as individual strengths, leadership capacity, and organisational needs emerge.
- Adjustments will be made by mutual agreement and documented in writing.
- The Worker/Practitioner agrees to participate in good-faith reviews, reflective practice, and adaptive role design.
- No role is considered static; contribution is expected to mature in line with demonstrated capability, reliability, and alignment.

This clause is intended to support fairness, long-term wealth creation, organisational resilience, and shared success rather than short-term transactional engagement.