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IHStrategies 2010 National Compensation Surveys: Data Briefing

Presented by Integrated Healthcare Strategies
as Authored by Mick Schoenberger

Integrated Healthcare Strategies conducts three annual national surveys designed to provide a rich source of compensation information for the healthcare industry. In addition to a comprehensive set of position data and salary regression tables, the surveys provide insights into pay practices such as pay increases at the nursing and staff levels, as well as compensation philosophies and use of incentives for the leadership and executive levels. In this article, we provide a brief overview of each survey and some insights you will find within the full reports.

National Nursing Compensation Survey

The National Nursing Compensation Survey is specific to nursing staff and leadership positions. This year, the survey represents data from 342 healthcare systems and hospitals – a 30% increase in participation from the 2009 survey. While recent economic conditions have had a temporary stabilizing effect on hiring, 22% of the survey respondents are reportedly still using RN signing bonuses as hiring incentives. Median pay increases are projected at 3% for merit, and 2% for market-based adjustments. On a national basis, 63% of the respondents reported that they do not pay reward incentives such as gain sharing or team-based initiatives to nursing staff. However, on-call, call-in, stand-by, shift differentials, float pool, specialty and certification pay, as well as tuition reimbursement, remain to be popular incentives for nurses.

National Healthcare Staff Compensation Survey

The National Healthcare Staff Compensation Survey targets both clinical and non-clinical staff, as well as first level supervisory positions. Similar to the Nursing Survey, the staff survey also experienced a 30% increase in participation and represents responses from 720 organizations covering 237 different positions. Nationally, the median-projected merit and market pay increases for the next 12 months are as follows:

| Job Family | Market | Merit |
|-------------------------------------|--------|-------|
| Clinical Professional/Technical | 0% | 2.2% |
| Non-Clinical Professional Technical | 0% | 2.5% |
| Patient Care and Business Support | 0.3% | 2.3% |

While 72% of the respondents reported no incentive plans for staff positions, Team Based Incentives, High Performer Bonuses, and Gain Sharing Plans were the most prevalent among those participants that do provide incentive pay for staff levels. As with Nursing, signing/hiring bonuses are being utilized in the areas of Pharmacy, Professional Rehabilitation, and Radiology, as well.

National Healthcare Leadership Compensation Survey

The National Healthcare Leadership Compensation Survey contains data collected from 924 health systems and hospitals covering 142 executive, and 35 managerial positions. Nationally, respondents reported a median base salary increase projection for the next 12 months at 3% for CEOs, Executives, Directors, and Managers. Eighty-three percent of systems, and eighty-two percent of hospitals reported the use of short-term incentives, and long-term incentives were reported at 35% and 22%, respectively. In addition to these high-level insights of the leadership report, the report contains in-depth analysis, regional and revenue-based breakdowns, and salary regressions designed to assist compensation practitioners in the ongoing maintenance and improvement of their respective programs.

Both the Leadership and Staff Compensation surveys are co-sponsored by the American Society for Healthcare Human Resources Administration (ASHHRA).

In addition to these nationally based compensation surveys, IHStrategies conducts numerous compensation surveys that target specific healthcare market segments such as children's hospitals, academic medical centers, clinics, and more.

About the Author

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About Integrated Healthcare Strategies

Integrated Healthcare Strategies provides not-for-profit healthcare organizations with direct access to a comprehensive array of healthcare-specific services, delivered by professionals from the industry who understand the rigors of running a healthcare organization – from the lunchroom to the Board Room. Its client list is a “who’s who” of healthcare organizations including over 1,200 major healthcare providers, 1,800 hospitals and 700 independent and affiliated medical groups. Integrated Healthcare Strategies specializes in the areas of physician strategy and compensation, employee compensation, executive compensation, human capital solutions, labor relations, leadership transition planning, executive search, employee surveys, performance management and board governance solutions.

The MSA HR Capital practice helps clients develop a human resources organization that supports their strategic goals. MSA HR Capital provides comparative data from over 1,000 hospital organizations to tailor solutions for your specific work environment to ensure that you reach objectives by integrating your management, compensation, labor relations and employee engagement goals into one seamlessly operating strategy. Our process is simple - turn data into information which helps develop more knowledge, better decisions and positive actions.

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