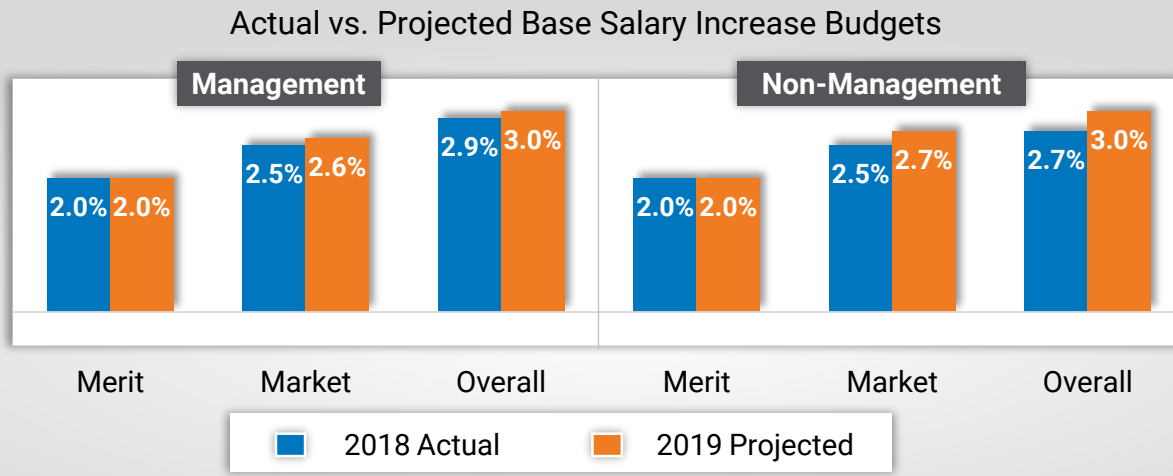





Organizations must balance the need to manage labor expense with the ability to compete and perform in an increasingly competitive talent market

Continued flat annual increase budgets require greater focus on total rewards and a segmented approach in order to allocate investments to areas of strategic importance

**93%** of organizations reported providing a **base salary increase**

**63%** offer **lump sums** in lieu of increases to employees above **salary range maximum**



Recruiting and retaining experienced talent increasingly requires tailored and defined compensation approaches to maintain internal equity and ensure competitiveness

### New Hire Pay Practices

- 82%** of organizations have a formal process to determine **hire-in rates**
- 41%** of participants cap the number of years of **creditable experience**
- 18 years** average experience required to be hired in at the **range maximum**

### Select Incentive Prevalence

- 73%** Sign-On Bonuses
- 46%** Spot Awards
- 71%** Retention Bonuses

Routinely assessing the levels and proper utilization of additive pay components is imperative to managing labor costs, funding additional investments and ensuring overall competitiveness

### Shift Differentials and On-Call Practices

Type	Practice		Formal Policy	
	Yes	No	Yes	No
Evening, Weeknights or Weekend Pay	95%	4%	91%	9%
On-Call and Callback Pay	92%	8%	93%	7%
Holiday Premium Pay	84%	16%	96%	4%
Float Pool Pay	49%	45%	84%	16%

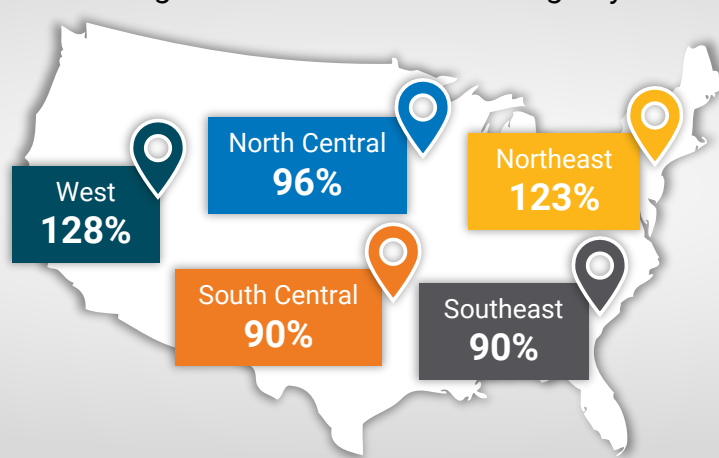


Nurses represent a sizable portion of the health care workforce and remain in high demand, requiring careful consideration of nursing pay and associated practices

**22%** of organizations vary staff nursing compensation by **specialty**



### Regional Differences in Nursing Pay



**35%** of organizations vary staff nursing compensation by **practice setting**



Source: SullivanCotter 2018 Health Care Staff Compensation Survey Report

Learn More:  
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