

2019 Health Care Staff Compensation Survey

In an increasingly competitive marketplace for talent, health care organizations must balance the need to manage labor expense with the ability to effectively recruit, retain and engage key staff positions.

Learn more about emerging market trends in base salary, total cash compensation and pay practices from SullivanCotter's 2019 Health Care Staff Compensation Survey – featuring critical benchmarking data from more than 600 organizations on over 450 different administrative, nursing, professional, supervisory and management positions.

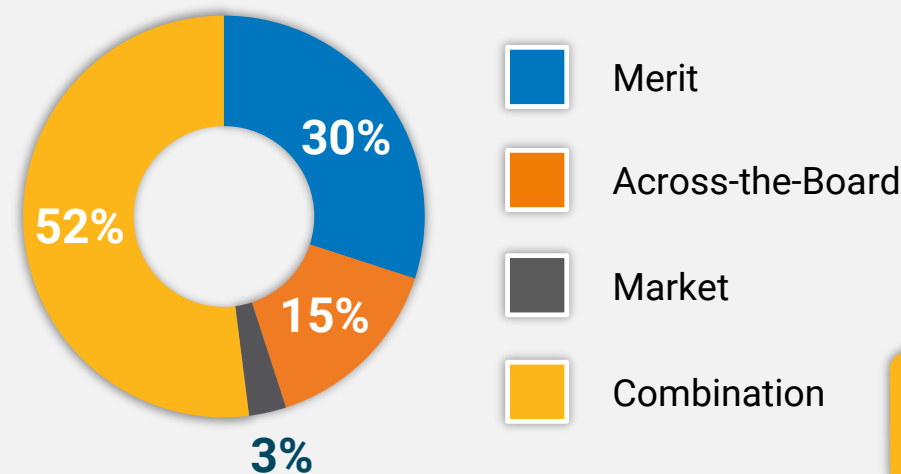


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While overall spend on **annual base salary adjustments** remains stable year over year, organizations are using a **variety of different methods** to deliver these increases

Method of Annual Base Salary Increases



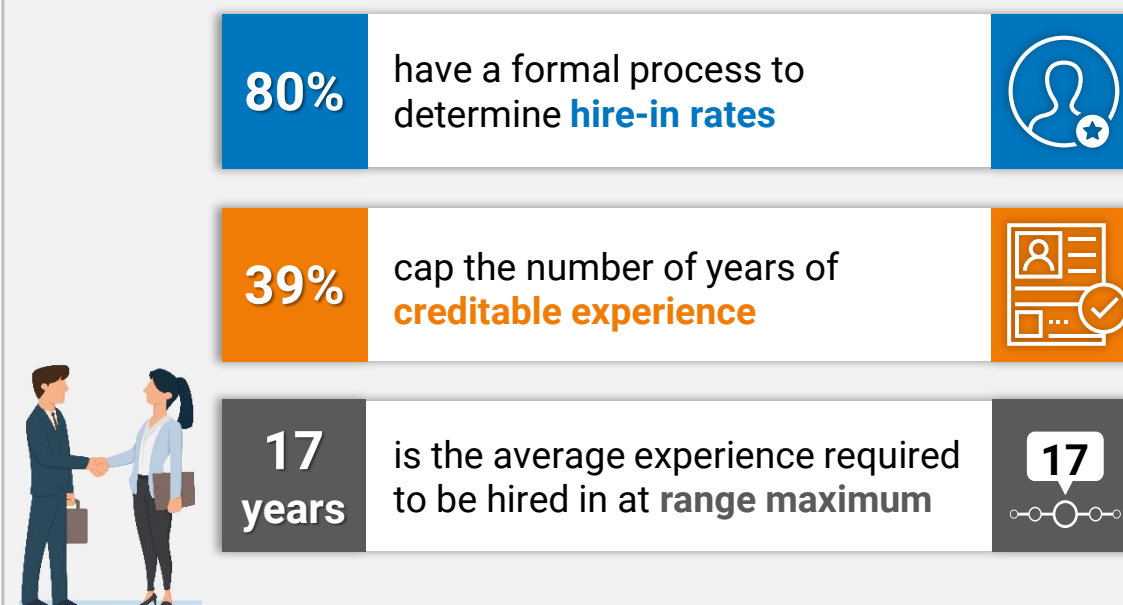
Compared to an overall median annual increase of 2.1% in base hourly rates, organizations are paying **larger annual increases for certain roles** to address scarcity and other critical talent needs

Median Percent Change in Base Hourly Rates (2018-2019)



Recruiting experienced talent often requires defined guidelines in order to balance market competitiveness and internal equity

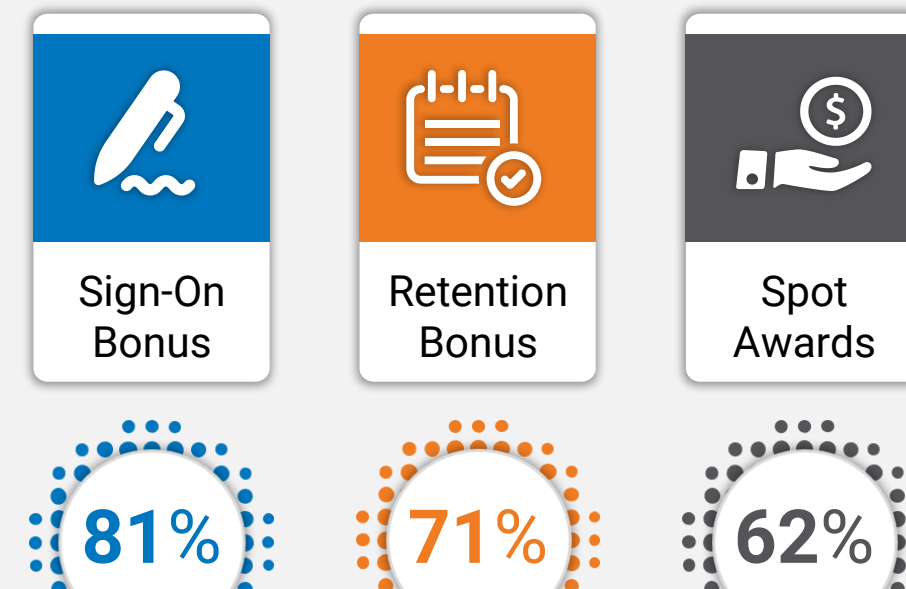
New Hire Pay Practices



With modest fixed amounts, **42%** of organizations utilize select **incentives** to support a wide range of **recruitment, retention** and **recognition** scenarios



2019 Prevalence



Source: SullivanCotter 2018-2019 Health Care Staff Compensation Survey
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