

2020 Health Care Staff Compensation Survey



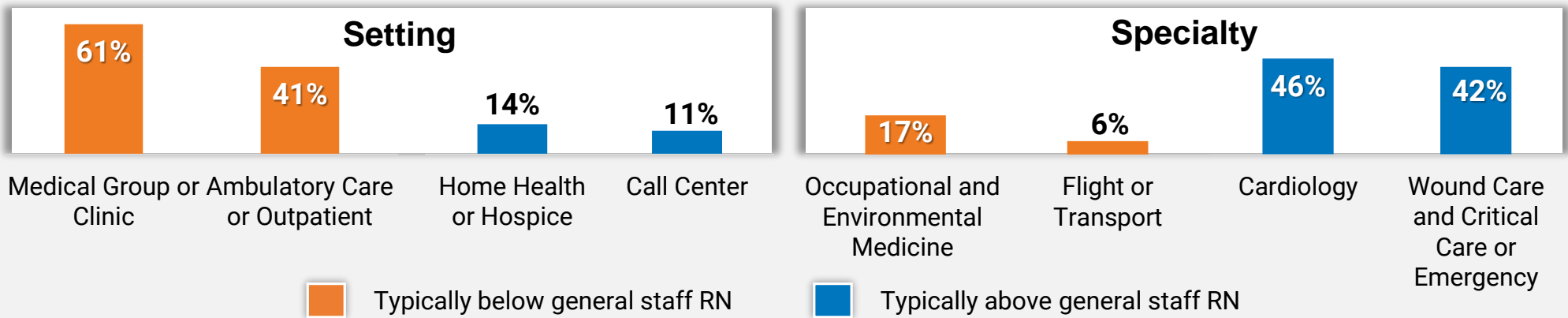
Employee compensation programs are shifting to address changing market dynamics and mitigate the financial implications of COVID-19. Considering the current impact of the pandemic, the 2020 survey benchmarks represent the best data reference point for use in the near future.

Organizations have been impacted by the pandemic to varying degrees, so it is important that each organization analyzes their unique circumstances when utilizing this market data. Applying a holistic approach will allow each organization to consider future changes that are the best fit for their situation rather than an industry best practice.

SullivanCotter's 2020 Health Care Staff Compensation Survey contains data from nearly 1,200 organizations on approximately 1,194,900 individual employees.

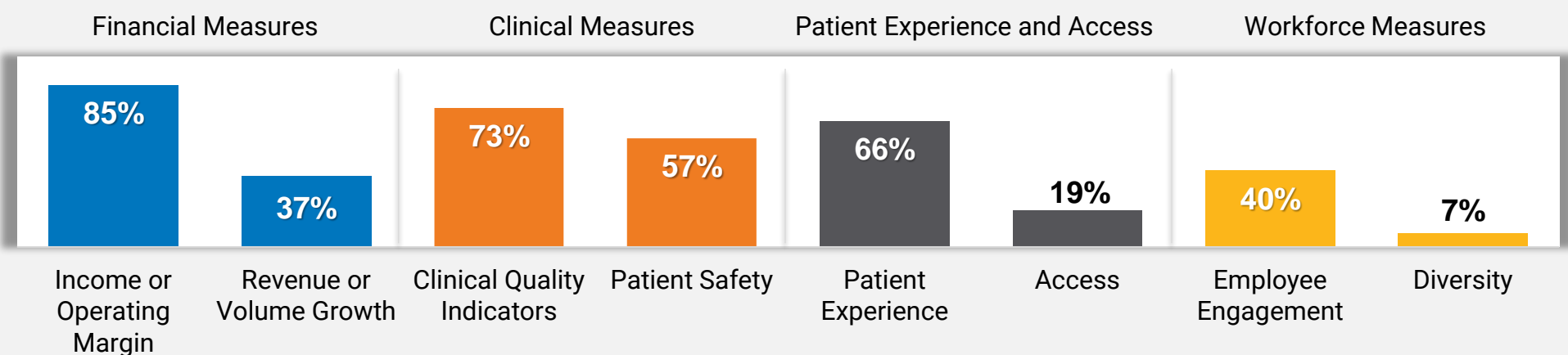
2020 Staff Nursing Compensation

35% of respondents vary nursing pay by specialty or practice setting. Within these organizations, prevalence of the adjustments by setting and specialty is illustrated in the chart below.



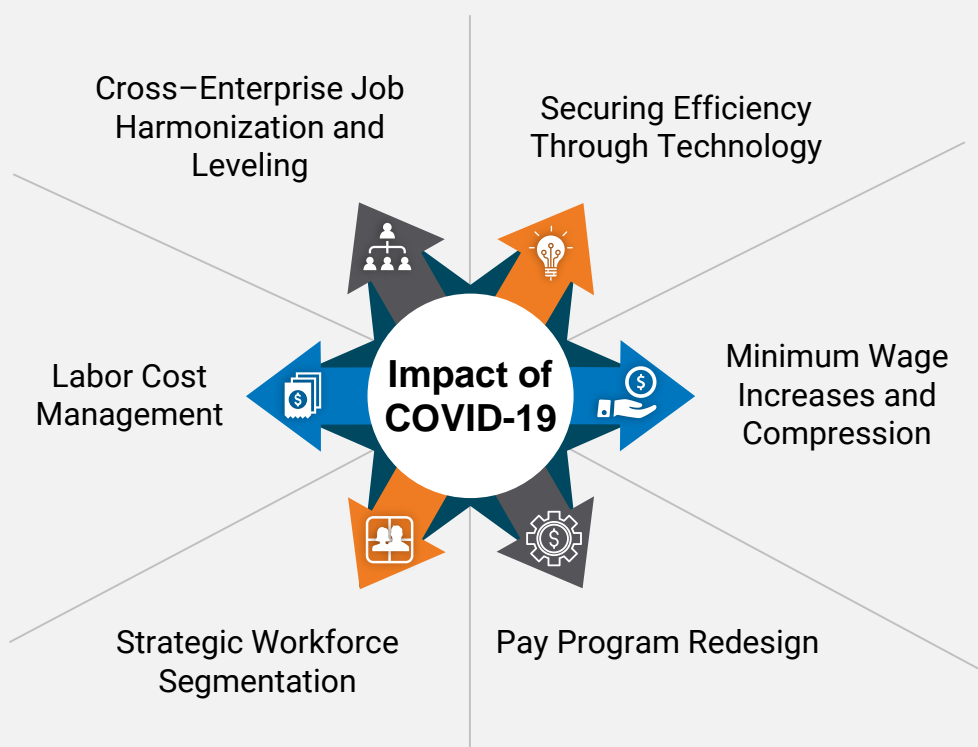
2020 Annual Incentive Plan Measure Prevalence

Most organizations have a combination of outcome measures



Emerging Compensation Challenges

As health care continues to evolve and strategic imperatives shift, there is a greater sense of urgency around long-standing issues



COVID-19, FY2021 and Beyond

Key Considerations for Employees

- 1 Re-examine compensation strategy, guiding principles and pay practices
- 2 Anticipate the implications of any compensation program changes on **employee retention and engagement**
- 3 Remember the **essential workers**
- 4 Identify **critical and emerging talent** born out of this crisis that will be in demand and require special attention
- 5 Increased focus on the **well-being of your employees**
- 6 Define **success** in the post-COVID-19 world

Source: SullivanCotter 2020 Health Care Staff Compensation Survey Report

Learn More:
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2021 Survey Now Open for Participation
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