

Pay Practices Manager

In an ongoing effort to recruit, retain and engage the best talent while also supporting evolving business strategies, base compensation is only the beginning. Understanding the latest trends in health care pay practices – such as incentives, value-based compensation, call pay and more – is critical for organizations to consider when looking to design highly effective and competitive compensation programs.

Through industry-leading data, analyses and reporting, **SullivanCotter's Benchmarks360™ Pay Practices Manager** allows you to compare your organization's specific pay practices and compensation design elements to industry benchmarks.



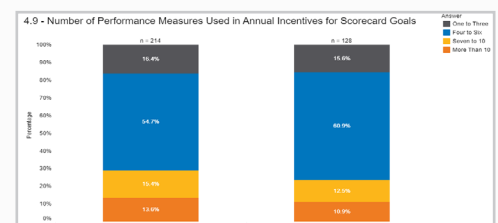
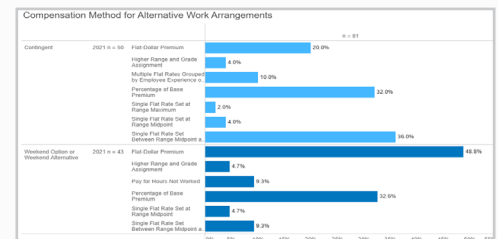
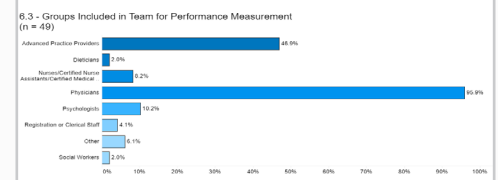
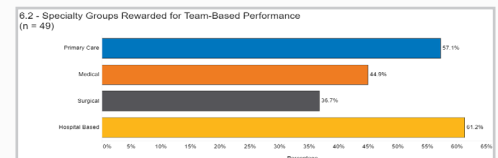
Compare your organization's specific pay practices and compensation design elements to many of the nation's leading hospitals, health systems and medical groups. This module provides unique benchmarks that are often difficult to find and covers the entire health care workforce – including executives, physicians, advanced practice providers and other staff positions.

Difficult to Find Benchmarks

Gain market insights on unique pay practices such as on-call pay, shift differentials, paid time off, sign-on and retention bonuses and much more – to help inform the design of your competitive compensation programs

Custom Analysis

View and analyze relevant benchmarking data tailored to your organization's characteristics (e.g., academic, pediatric, geographic).



Data-Driven Insights to Inform Total Rewards Strategies

Pay Practices Manager comes in both a Standard (included with survey participation or survey purchase*) and a Pro version (upgrade available for additional licensing fee).

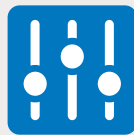
Pay Practices Manager		
FEATURE	STANDARD	PRO (COMING SOON)
Standard national benchmarks	●	●
Easily navigate amongst benchmarks by utilizing organized data tabs	●	●
Leverage across entire organization with enterprise license		●
Visualize your organization against market benchmarks		●
Exclusive access to data cuts not included in published survey reports		●
Analyze year-over-year trends		●

*Access to the Standard version is complimentary for health care organizations that have answered all questions labeled as required in the corresponding survey and purchased the report. Nonparticipant health care organizations that purchase a survey report gain access to the pay practices benchmarks that align with their corresponding purchased survey.

A suite of intelligent, web-based products designed to address benchmarking needs for employees at all levels



Workforce Compensation and Clinical Productivity Manager



Clinical CPT Manager



APP Utilization and Perceptions Manager



Pay Practices Manager

[Learn more about Benchmarks360™](#) – including additional modules, features and functionality.



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