

# 2021 Health Care Staff Compensation Survey



The SullivanCotter 2021 *Health Care Staff Compensation Survey* features data from over **1,100 organizations** representing nearly **1.2 million individuals**, more than **600 positions** and **14 pay categories**. Our dataset captures **key specialties and support functions** including nursing, clinical, rehab, IT, finance, human resources and more.

In 2020, there was a sense that COVID-19 was a temporary pandemic. Organizations were responding to a developing situation and staffing shortages in key areas. With the realization that COVID-19 will be a long-term challenge, organizations have had to shift their strategies to create more permanent solutions in order to recruit and retain staff in an increasingly competitive labor market. We expect to see the impact of these changes reflected in our 2022 survey results.

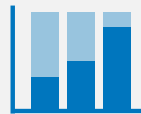
## Talent Market Challenges



Health care organizations are continuing to experience tension between the need to **manage labor costs** and the reality of **labor shortages**, which is **driving up wages** for talent

### Competition for Higher Hourly Wages

General industry competitors are disrupting the talent market with increased hourly wages



### Increased Worker Demands

From remote work to pay equity, employees are driving social changes and expansion of total rewards offerings



### Labor Shortages

The ongoing impact of COVID-19 is continuing to escalate the need for talent while workers are exiting the workplace and considering other options



### Resource Constraints

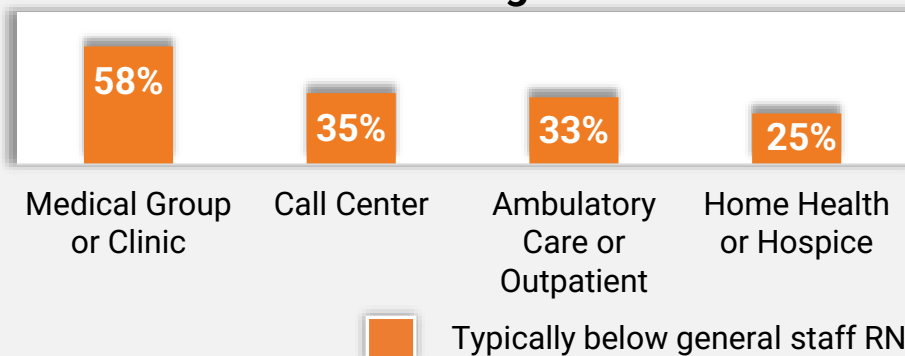
Organizations are making difficult pay decisions with tightened operating margins and limited financial funding



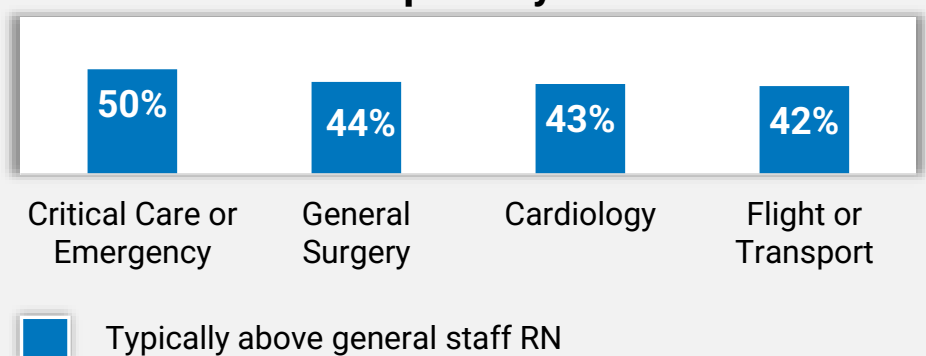
## 2021 Staff Nursing Compensation

28% of respondents vary pay by setting or specialty

### Setting



### Specialty



## Minimum Pay Rate Practices

Organizations are establishing **minimum compensation rates, often well above the federal or state minimum wage** in order to compete against non-health care employers for semi-skilled workers



**64%** of respondents have an internal minimum rate higher than state or local minimum wage

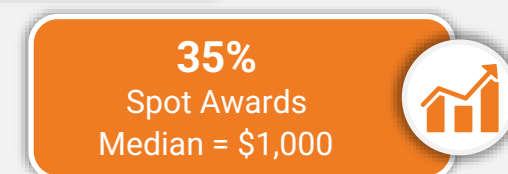
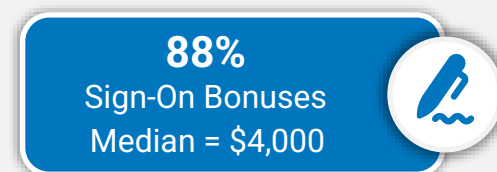


**\$15/ Hour** most common internal minimum wage

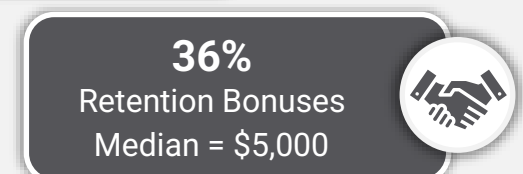
## Recruitment and Retention

Organizations are increasing the use of recruitment and retention bonuses to recognize and show appreciation for employees

### Bonus Programs Utilized\*



\*This data reflects the organizations that offer some form of these bonus programs. The dollar amounts and eligible positions vary greatly.



## Industry-leading benchmarking data and analyses for health care and beyond

For 30 years, SullivanCotter has provided the most comprehensive total compensation data, analyses and research to a wide variety of organizations. Our market-leading surveys equip organization with the data and information they need to keep pace with the changing marketplace – enabling them to confidently develop compensation strategies that attract, manage and retain top talent while satisfying evolving regulatory requirements.

Source: SullivanCotter 2021 *Health Care Staff Compensation Survey Report*

Learn More:  
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2022 Survey Now Open for Participation  
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