

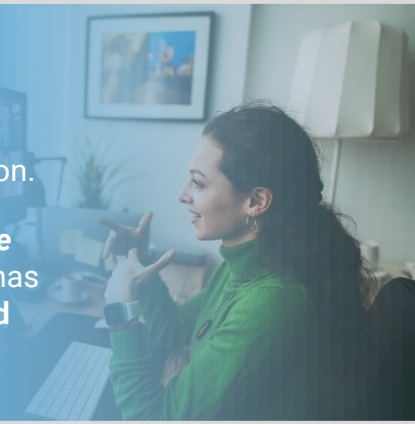
# Remote Work and Geographic Pay

## Key Policy Trends in Health Care Organizations



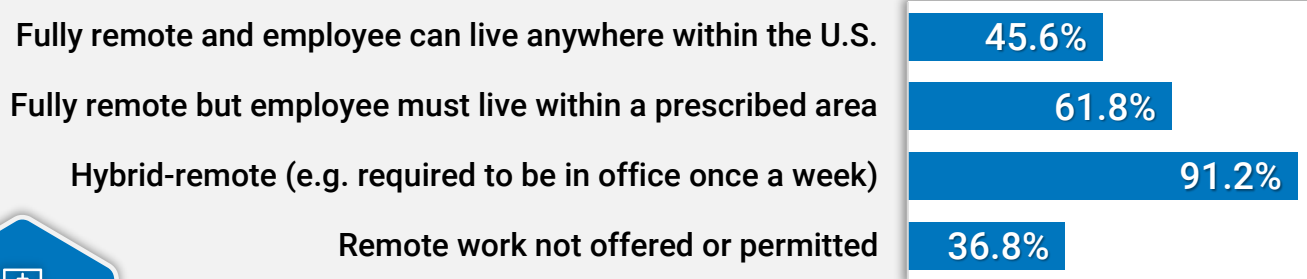
Attracting and retaining employees as the COVID-19 pandemic continues has proven increasingly difficult for health care organizations. As **workers grow accustomed to remote and more flexible work arrangements**, the provision of these offerings can become a competitive advantage in recruitment and retention.

Learn more from SullivanCotter's recent **Remote Work and Geographic Pay Pulse Survey**, which examines how health care organizations are responding to what has changed with respect to **remote work policies, geographic pay differentials, and staffing models** - all of which have been forever altered by the pandemic.



## Remote Work

### Prevalence of Different Remote Work Scenarios within Health Care



Please note that responses do not add up to 100% as participants were able to 'select all that apply'.

As health care organizations navigate the 'new normal', they've encountered a number of challenges and benefits related to remote work

### Top Challenges

- 19.2% Perceived divide between onsite and remote workers
- 18.7% Video conferencing fatigue or burnout
- 12.1% Employee burnout

### Top Benefits

- 28.0% Strong employee engagement
- 26.5% Ability to expand recruiting footprint
- 17.5% Policy provides clarity on eligibility

# Geographic Pay

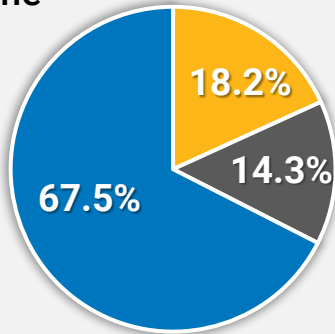
With the increase in remote work, issues regarding geographic pay have also become more complex. While national or headquarters-based compensation structures will continue to be important, **considerations around geographic pay are much more nuanced** as remote work is now prevalent and talent acquisition strategies extend beyond regional/local geographies.

Does your organization have a geo. pay policy applicable within the United States?

Yes

No, but plan to create one

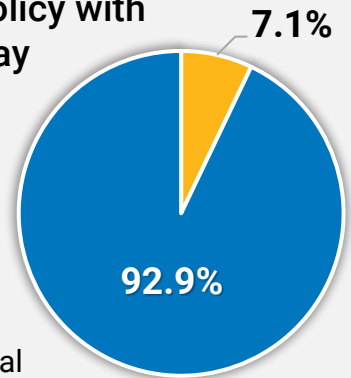
No, all employees are on same structure regardless of geography



Which statement best describes your policy with respect to geo. pay differentials?

Separate salary structure for each labor market

Standard/national structure and apply premiums/discounts based on defined geographic areas



How organizations handle **geographic pay differentials** is rapidly **evolving** as hybrid and remote work structures take hold



## Traditional Approach

- Pay determined by employee's location, with locations grouped together into 'pay zones'
- Differentials calculated using cost of labor data

## Post-Pandemic Approach

Organizations moving to a partial or fully remote model are considering other options as well:

- Traditional approach but provide pay differentials based on employees' location or nearest office
- Foregoing traditional approach and moving toward consistent 'national' structure for remote workers



Source: SullivanCotter 2022 Remote Work and Geographic Pay Pulse Survey