

2022 Health Care Staff Compensation Survey



As the health care staffing crisis continues and financial pressures mount, many organizations are taking this opportunity to address key employee compensation and workforce issues.

SullivanCotter's **2022 Health Care Staff Compensation Survey** includes data from nearly **1,300 organizations** on more than **1.2M individual** employees- providing organizations with critical compensation market data, information on key employee workforce practices, and insight into emerging industry trends.

Salary Budget Increases

Salary increase budgets have reached their highest level in 20 years in the US, rising past the far-too-familiar 3% median-standard.



What did organizations do this year?

Salary Budget Increases for Current Fiscal Year

Fixed	Merit	Market
Median 2.5%	Median 3%	Median 4.5%

What are organizations planning to do next year?

Budgeted Range of Salary Increased for Next Fiscal Year

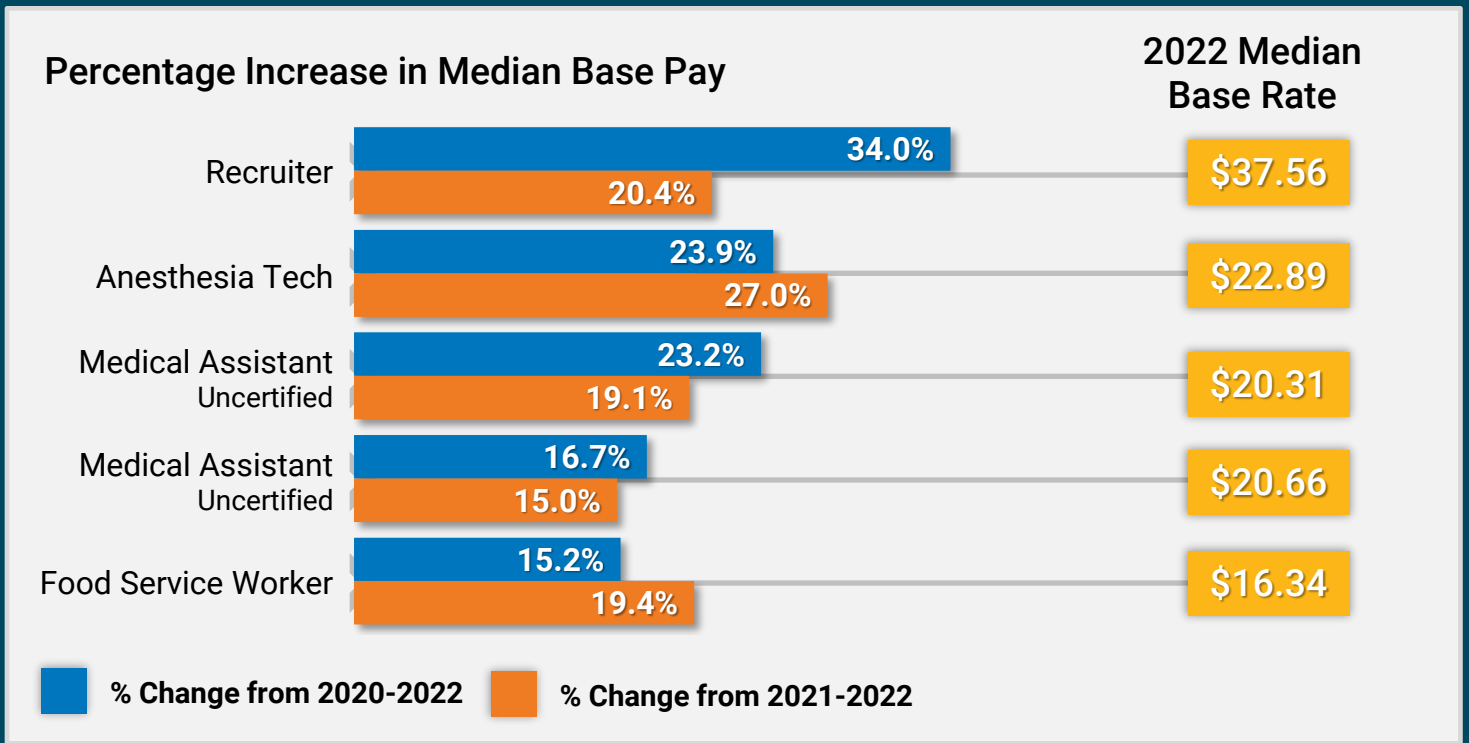
Fixed	Merit	Market
Median 2%-3%	Median 2%-4%	Median 2%-5%

How are organizations responding to certain market challenges?

- **Base pay adjustments** for key clinical positions challenged by current staffing shortages and increased competition
- **Higher salary increase budgets** - doubling the amount from last year in some cases
- **Flexible staffing arrangements** and **remote work opportunities** to attract and retain employees
- Harmonization of **premium pay practices** and **compensation administration** to improve HR team effectiveness
- Greater **retention bonuses** to help **decrease turnover in high-demand jobs**
- Accelerated activity around **raising minimum rates** to address market pressure and internal compression

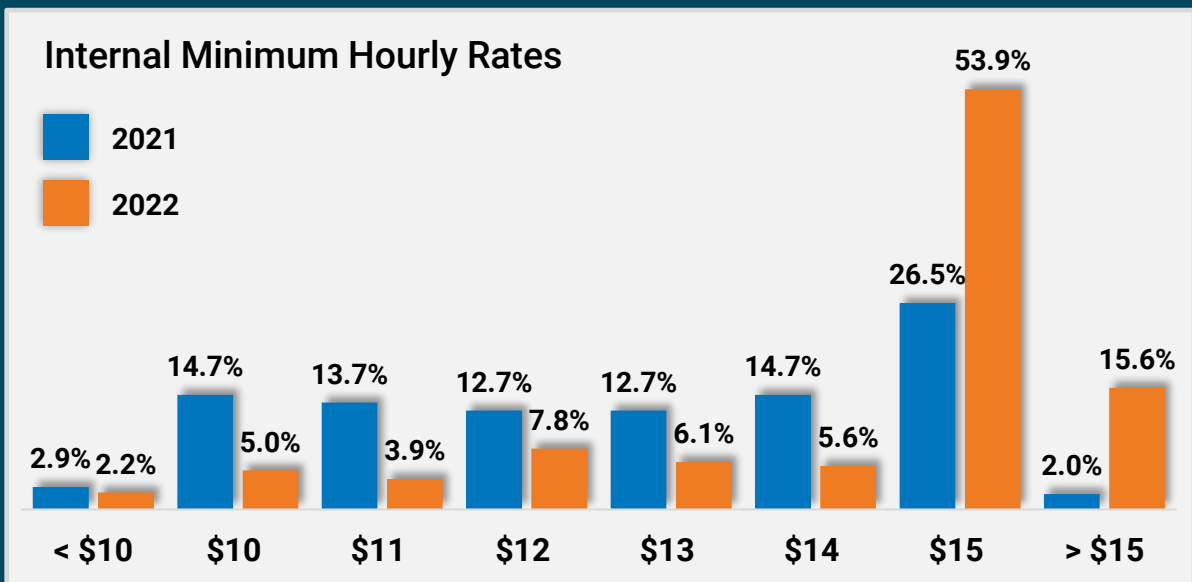
Greatest Increases in Median Base Pay

The past two years have been full of challenges. To address consistent market movers, SullivanCotter identified five jobs that have increased by more than 15% over a three-year timeframe.



Changes in Internal Minimum Rates

With the continued competition for the lowest paying jobs, more organizations have increased their minimum rate to \$15/hour



Source: SullivanCotter's 2022 Health Care Staff Compensation Survey