



HEALTH
eCAREERS

SALARY GUIDE



2015 EDITION



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ABOUT THE GUIDE

The Health eCareers 2015 Salary Guide is a comprehensive resource on compensation and employment trends in the healthcare industry. Responses for the 2015 Salary Guide were collected via a survey of 28,399 healthcare job seekers from the Health eCareers database between January 9 and February 11, 2015. Healthcare occupations included nurses (18%), administrative/operations (12%), physicians/surgeons (10%), allied health professionals (8%), nurse practitioners (7%) and other healthcare professionals. The majority of respondents currently work full time (77%), with another 15% working part time (8%), per diem or on contract (5%), or irregular hours each week or on call (2%). The rest of the respondents (8%) are currently unemployed or retired.

Throughout the report, compensation information is shown only where a sample size of at least 100 exists.

Compensation findings were based off of two measures: “base salary” and “hourly wage.” Those with hourly wages below \$8 or above \$500, or with base salaries below \$1,000 or greater than \$350,000 (or \$750,000 for physicians and healthcare executives), were excluded from the survey. In some sections, base salary and hourly wage data are combined to reach an estimated annualized base salary for the population. Average salary numbers reflect base salary plus overtime pay.



THE LAY OF THE LAND

Healthcare demand is increasing – can the supply of healthcare providers keep up?

Top of mind for many is the Affordable Care Act. As the uninsured population shrinks, more healthcare workers are needed to service the influx of new patients seeking care. Add to this an expanding economy and an aging baby-boomer population, and the demand for preventative and discretionary care is increasing as well.¹

To meet this demand, healthcare hiring has been increasing. In 2014, employment growth in healthcare averaged 26,000 jobs per month, as compared to 17,000 per month in 2013.²

When it's all said and done, the healthcare industry is expected to produce one in three new jobs in the U.S. over the next decade and is projected to add about five million jobs overall by 2022.³

But while the need for more healthcare professionals is on the rise, the number of qualified physicians and nurses is falling short. As healthcare professionals in the baby-boomer generation begin to retire over the next ten years, a vacuum of qualified workers will open up.⁴

Industry shifts benefit job seekers – for now

As the gap between supply and demand widens, the healthcare industry is poised for some rocky hiring challenges.

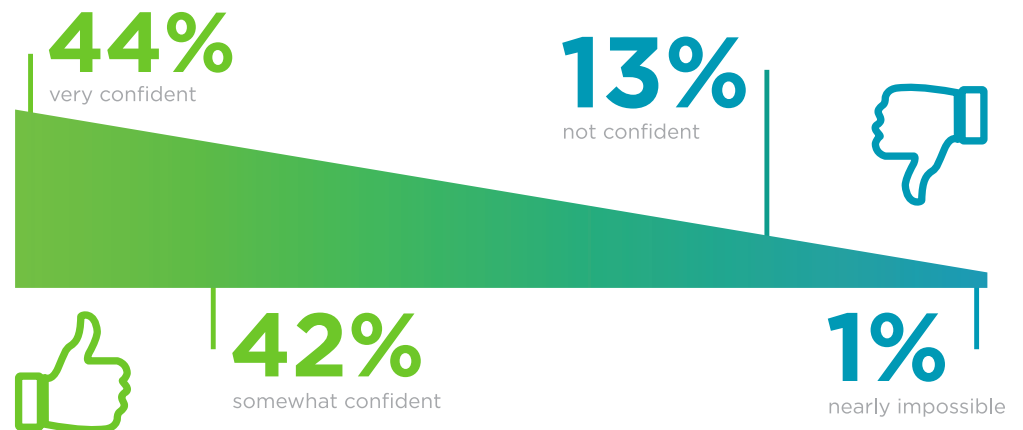
In the meantime, it's a job seeker's market, and healthcare professionals are aware of it. In fact, 86 percent are "very" (44%) or "somewhat" (42%) confident they could find a favorable new position in the next 12 months.

Sources

1. Health eCareers 2015 Healthcare Recruiting Trends Survey
2. bls.gov/news.release/archives/empst_01092015.htm
3. bls.gov/news.release/ecopro.nr0.htm
4. Health eCareers 2015 Healthcare Recruiting Trends Survey

It's a Job Seeker's Market

CONFIDENCE LEVELS IN FINDING A NEW JOB



SALARY BY THE NUMBERS

Average Salary by Profession

1

\$249,353

Physician/
Surgeon



2 **\$154,573**



Executive

3 **\$101,528**



Physician Assistant

4 **\$95,531**



Nurse Practitioner

5 **\$89,247**



Healthcare
IT Professional

POSITION

SALARY

6. Pharmacy	\$84,368
7. Maintenance/Hospitality	\$80,974
8. Academics/Research	\$71,543
9. Occupational/Physical Therapy	\$67,851
10. Nurse	\$63,839
11. Admin/Operations (non-executive)	\$61,807
12. Radiologic Tech/Medical Imaging	\$59,442
13. Respiratory Therapy	\$59,397
14. Counselor/Social Services	\$52,351
15. Dietician/Nutritionist	\$51,813
16. Allied Health Professional	\$42,171

To see compensation data at the specialty and job title level, check out [Health eCareers' Salary Calculator](#).

Average Physician Salary

BY SPECIALTY

POSITION	SALARY
Cardiology	\$359,044
Surgery	\$295,178
Women's Health/OBGYN	\$241,572
Family Medicine	\$177,053

Average PA Salary

BY SPECIALTY

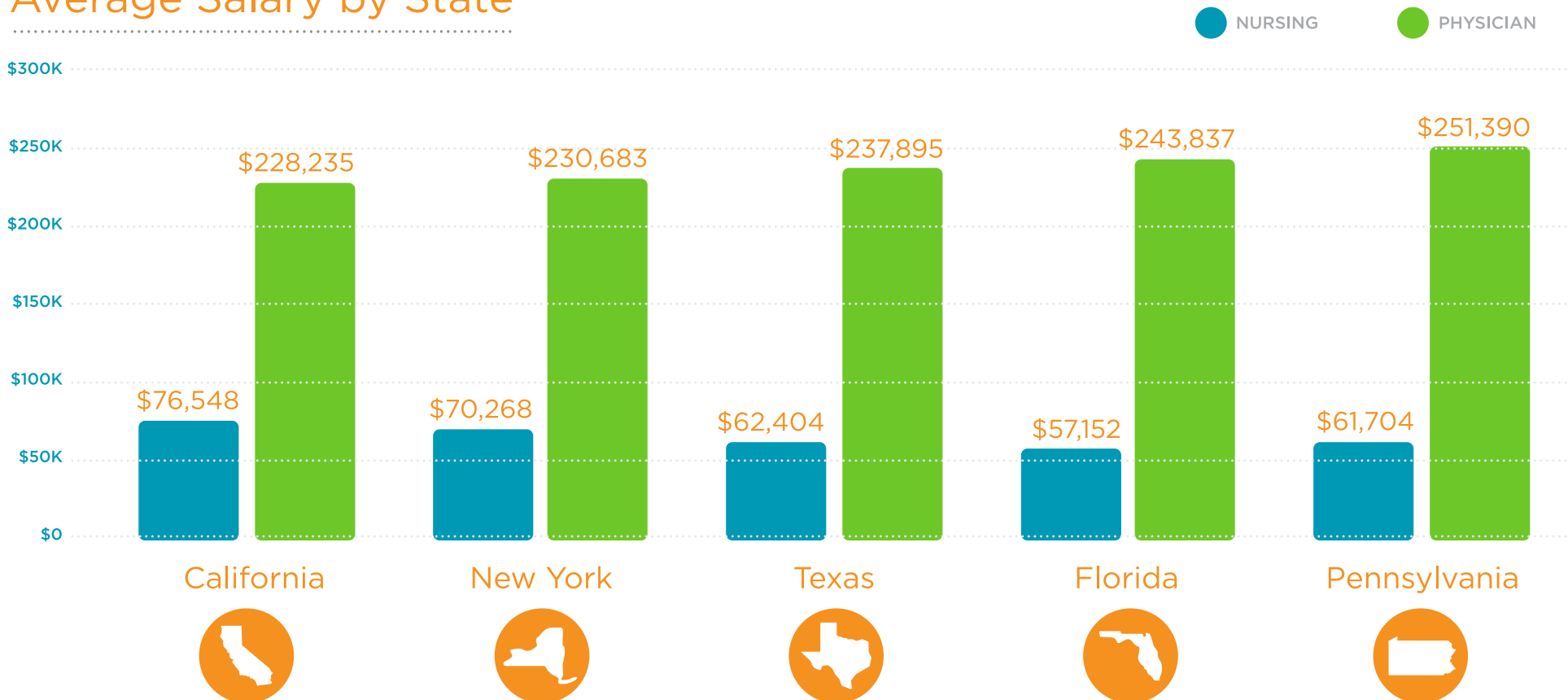
POSITION	SALARY
Emergency Medicine	\$123,945
Orthopedic	\$105,740
Family Medicine	\$89,885

Average Nursing Salary

BY SPECIALTY

POSITION	SALARY
Family Medicine	\$86,349
Emergency	\$81,042
Psychiatric/Mental Health	\$79,104
Acute & Critical Care	\$78,744
Cardiology	\$78,607

Average Salary by State



• SALARY BY THE NUMBERS •

When it comes to compensation, physicians/surgeons, executives and physician assistants pull in the top average salaries in healthcare, with counselors/social service workers, dietitians/nutritionists and allied health professionals at the bottom of the list. Factors like salary raises and compensation based on experience pose some interesting challenges for many respondents.

Only 38% of respondents say their compensation is higher than one year ago, while 45% say it's about the same and 14% say it's lower.

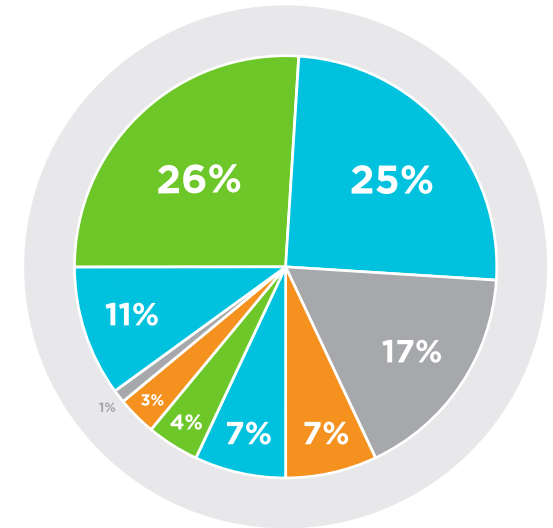
Of those who reported an increase, 26% say it was due to a change in employer and 25% say they earned a merit raise.

A couple of factors may be contributing to the low percentage of healthcare professionals making more money than they were last year. One is that many employers are using their budgets to hire additional employees to handle the increased patient loads. Another is the investment in healthcare IT and infrastructure that's required to keep up with the rules of healthcare reform legislation.

However, 51% of physician assistants and 47% of nurse practitioners reported higher compensation this year than a year ago, which could be due in part to both the physician shortage and the trend of having PAs and NPs take on what have traditionally been physician duties to help pick up the slack.



Reason for Compensation Increase



- 26% *Changed employer*
- 25% *Earned a merit raise*
- 17% *Mandated (company-wide) increase*
- 7% *Bonus for performance*
- 7% *Internal promotion*
- 4% *Changed jobs with the same employer*
- 3% *Worked more overtime hours*
- 1% *Received sign-on bonus*
- 11% *Other*

Salary by Experience



NURSE

Less than 1 year	\$50,496
1 - 2 years	\$54,442
3 - 5 years	\$58,102
6 - 10 years	\$62,009
11 - 15 years	\$64,702
More than 15 years	\$68,978



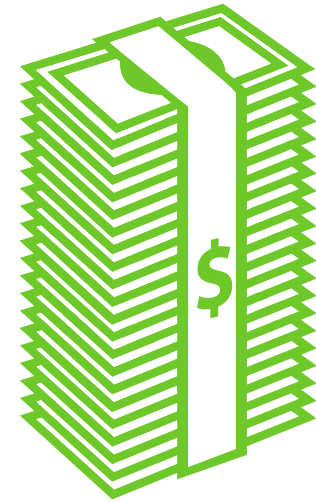
NURSE PRACTITIONER

Less than 1 year	\$86,189
1 - 2 years	\$91,974
3 - 5 years	\$94,886
6 - 10 years	\$95,491
11 - 15 years	\$98,009
More than 15 years	\$97,030



PHYSICIAN ASSISTANT

Less than 1 year	\$89,985
1 - 2 years	\$92,871
3 - 5 years	\$99,977
6 - 10 years	\$106,456
11 - 15 years	\$107,021
More than 15 years	\$113,515



PHYSICIAN/SURGEON

Less than 1 year	\$220,396
1 - 2 years	\$248,693
3 - 5 years	\$234,528
6 - 10 years	\$251,289
11 - 15 years	\$264,255
More than 15 years	\$261,351

Salary is not necessarily reflective of experience, though. In fact, 25% percent of respondents who reported salary dissatisfaction said it was because they feel their compensation does not reflect their years of experience – see [page 10](#).

However, occupations seem to follow their own patterns when it comes to salary and experience. Whereas physician assistant and nurse salaries show steady increases with experience, physician/surgeon and nurse practitioner salaries fluctuate – decreasing, increasing and in some cases decreasing again.

More respondents (55%) reported their primary workplace as “for-profit,” with 45% working for a non-profit. For the most part, in both hourly and salaried positions, those working in non-profit healthcare earn more than those working in for-profit healthcare.

MOTIVATORS AND INCENTIVES

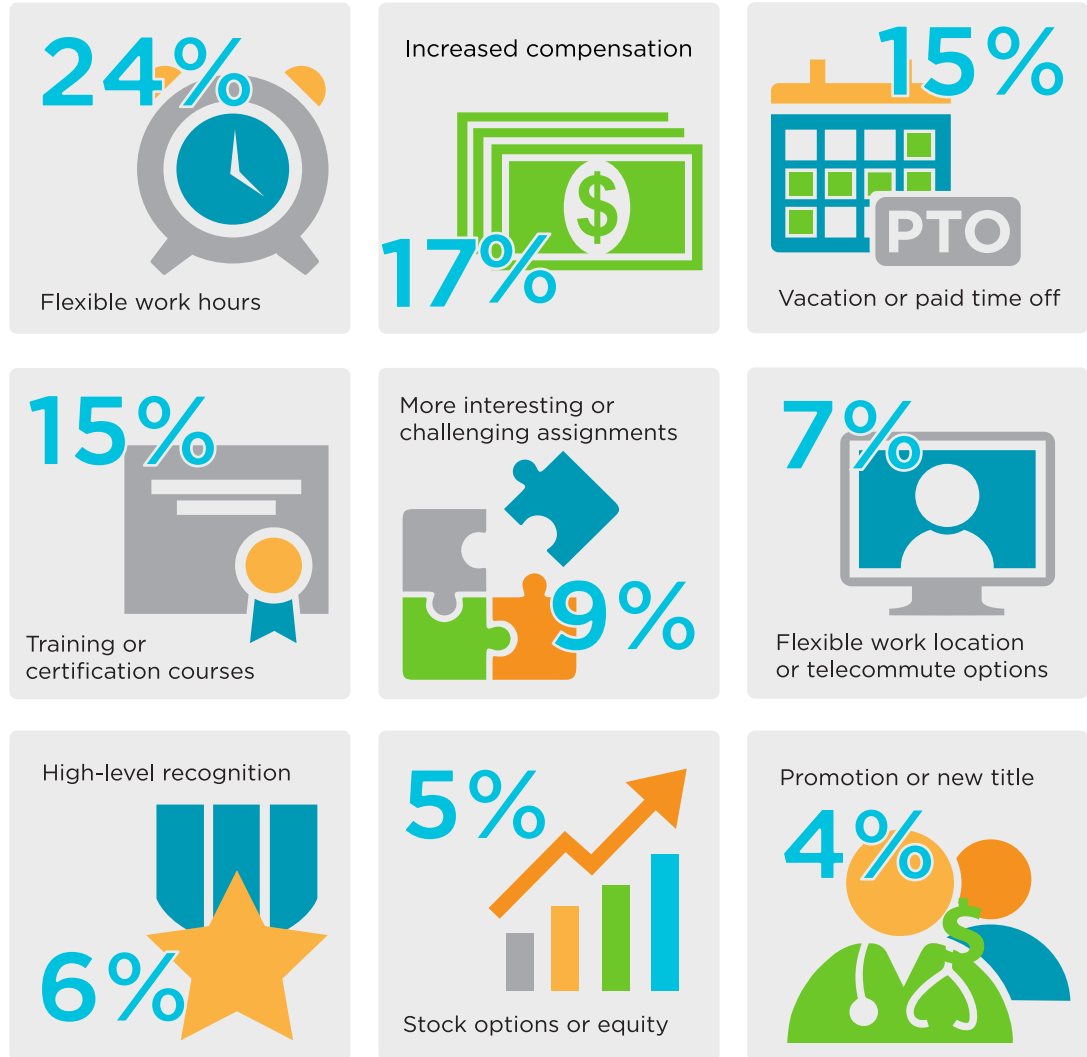
When it comes to attracting and retaining healthcare employees, current efforts by employers appear to be lukewarm.

Forty percent of respondents said their employer does not offer motivators or incentives at all. For respondents who are offered motivators or incentives, flexible work hours (24%), increased compensation (17%), vacation/paid time off (15%) and training and certification courses (15%) topped the list. In fact, training and certification incentives directly address one of the top career concerns for respondents: “keeping skills and certifications up to date” (15%) - see [page 11](#).

As a new generation of healthcare professionals enters the workforce, they expect a better work/life balance than their predecessors, so flexible hours and adequate vacation and paid time off are becoming increasingly important in employee retention.

Motivators and Incentives

HOW EMPLOYERS ATTRACT AND RETAIN EMPLOYEES



JOB AND SALARY SATISFACTION

Healthcare workers know that they are needed more than ever before. Many are beginning to experience the higher patient loads created by the Affordable Care Act and aging baby boomers, and they expect to be compensated accordingly, which may not be happening yet.

Less than half of the respondents (45%) reported they are “very” (12%) or “somewhat” (33%) satisfied with their salary.

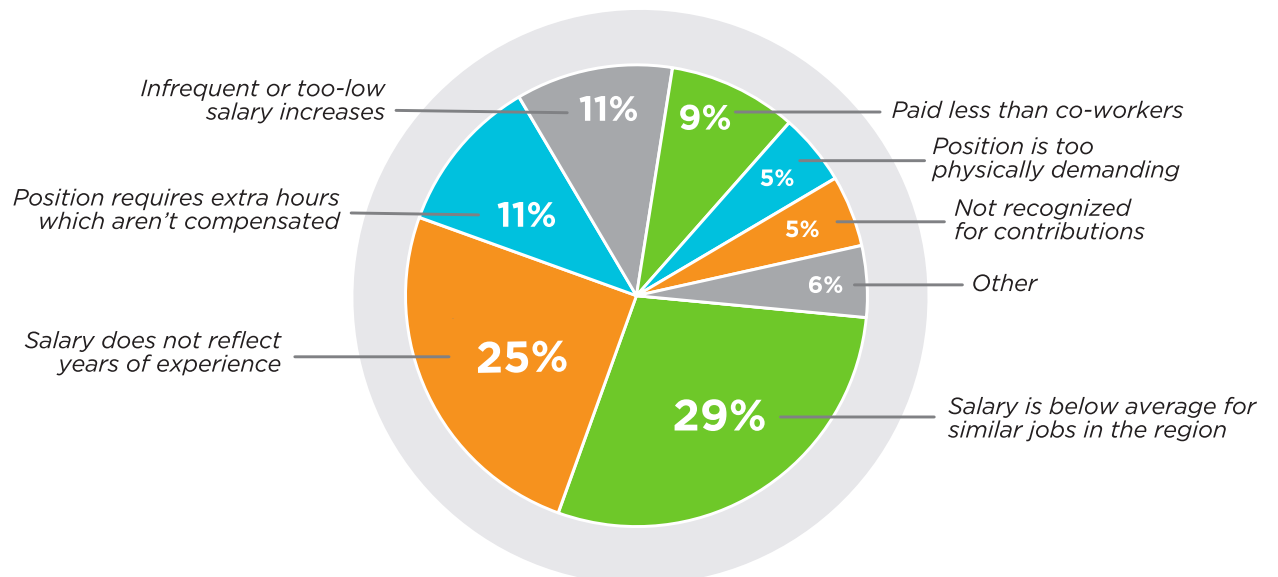
So where could all of this lead? Job changes. Thirty-four percent of respondents anticipate changing employers in 2015, and of those, 68% say they would change employers in order to seek higher compensation, which echoes the 26% of respondents who reported making more money than they were a year ago due to a change in employers – see [page 7](#).

Despite respondents’ high anticipation of changing employers in 2015, compensation concerns remain at the forefront, as most respondents would require at least a 6% increase in pay to consider changing jobs.

Salary Satisfaction

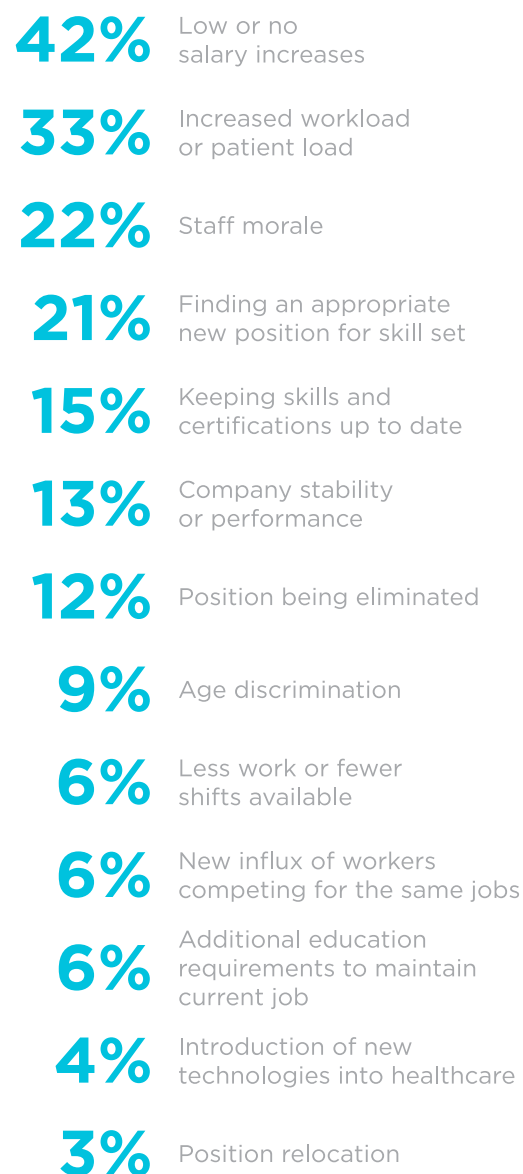


Reasons for Salary Dissatisfaction



Employee Concerns

FOR 2015



•JOB AND SALARY SATISFACTION•

What else are employees concerned about in 2015? Many are worried about low or no salary increases (42%), followed by increased workload/patient load (33%), staff morale (22%) and finding an appropriate new position for his/her skill set (21%).

These concerns speak to the overall fluctuations in the healthcare industry, such as the cost-saving measures resulting from healthcare regulation and their impact on compensation and morale, as well as age discrimination concerns as baby-boomers near retirement. Permeating all of this, skills, certifications, education and an ability to adapt to new technologies become increasingly important competitive markers, at least in the minds of current healthcare employees.

ABOUT HEALTH eCAREERS

Healthcare is all about connection, and Health eCareers is the healthcare industry's career hub for professionals, employers and associations. With a network of more than 1.7 million job seekers, thousands of healthcare employers and more than 100 exclusive association partners, Health eCareers is designed to match qualified healthcare professionals - from physicians to non-clinical staff - with medical providers looking for top talent. And with the addition of SHIFT, Health eCareers has also become the destination to find temporary healthcare work. But Health eCareers is more than just a place to look for your next job - it's a resource to help you advance your career at every stage. That's why Health eCareers also includes industry news and career advice targeted to your healthcare specialty. For employers, Health eCareers offers innovative recruiting tools and services and healthcare hiring data that you won't find anywhere else.



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