



2024 IHN Healthcare Compensation Survey Suite

Participation Webcast

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welcome to brighter



Mercer Team

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Data Management Team

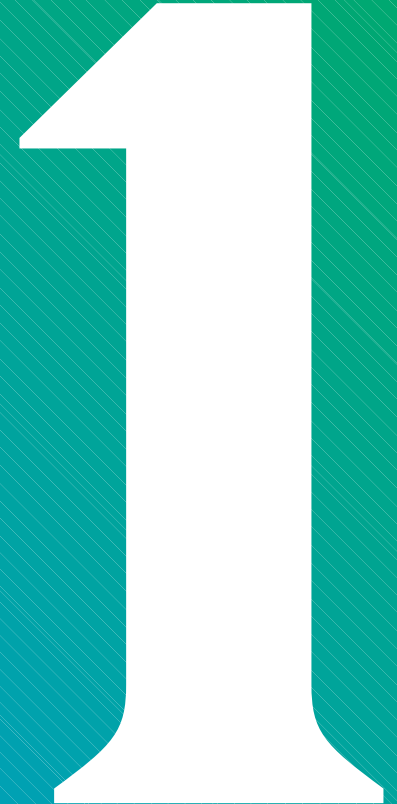
Maggie Smith

Julie Dang

Agenda

1. Survey Overview
2. Survey Process
3. Data Validation
4. Results Publication
5. Mercer Resources

Survey Overview



Survey Overview

IHN Healthcare Compensation Survey – Module Overview

————— Our two oldest modules are the Executives Module and the Individual Contributor Module —————

Module 4

Healthcare Executives

- Collects information on top executives in healthcare systems or hospitals
- Results are available as
 - Healthcare System Executives (Module 4A) - *Healthcare system* top executives
 - Hospital Executives (Module 4B) - *Hospital* top executives
 - Healthcare Executives (Module 4C) - a *combination* of the Healthcare System and Hospital Executives (4A and 4B results all available with Module 4C)

Module 5

Healthcare Individual Contributors

- Collects information on individual contributor positions in healthcare organizations

Survey Overview

IHN Healthcare Compensation Survey – Module Overview

Ancillary (outside the hospital) Services use these three modules

Module 6A

**Home Health/
Hospice**

- Collects information on home health/hospice clinical personnel

These three modules are fast growing as more positions are added/matched each year!

Module 6B

**Physician
Practices/Outpatient
Facilities**

- Collects data on physician practices and ambulatory/outpatient clinics personnel

These three modules are fast growing as more positions are added/matched each year!

Module 6C

**Senior Living/Nursing
Homes/Long-term
Care Communities**

- Collects information on senior living facilities, long-term care communities, nursing homes, assisted living facilities, etc. personnel

These three modules are fast growing as more positions are added/matched each year!

Survey Overview

IHN Healthcare Compensation Survey – Module Overview

Newest modules to the IHN survey

<div>Module 7</div> <div>Healthcare Middle Management</div> <ul style="list-style-type: none">Collects information on directors, managers, and supervisors in healthcare organizations<u>The fastest growing and one of the most popular modules!</u>	<div>Module 8</div> <div>Healthcare Information Technology</div> <ul style="list-style-type: none">Collects data on analytic, informatics, information systems, and EPIC/Cerner positions at healthcare organizations	<div>Module 9A</div> <div>Nursing and Advanced Practice Clinicians</div> <ul style="list-style-type: none">A combination of all the nurses, advanced nurses, nurse middle management, and nurse executives from all of the IHN modules
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Survey Overview

Important Dates in 2024

Key Milestones	Jan/ Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct
Questionnaire Available	Jan 27								
Submission Webcast	Feb 13								
Data Effective Date		1							
Submission Deadline		15							
Data Validation File									
Results Analysis and Review									
Results Publish						Late July			
Results Webcast & Meetings								Sept	Oct

Survey Overview

2024 Survey Enhancements

Enhancements in 2023

- 2 free additional users with every purchase
 - A separate tab for Per Diem / PRN
- Premium Pay field on the incumbent tab

Enhancements in 2024

- 16 new positions
- 81 revised positions

Survey Overview

Clinical Pay Practices

Overview

- The Clinical Pay Practices Survey **is separate from the IHN Survey. It is an online survey** that collects information regarding the most common healthcare clinical practices such as retention/recruiting/hiring, shift differentials, tuition reimbursement, turnover, budgets, and salary structures
- **103 organizations** participated in the 2023 survey
- **2024 Clinical Pay Practices Survey schedule (tentative):**
 - Participation Opens: July 8
 - Participation Deadline: August 9
 - Report Available: September
- Find out more information at:
www.imercer.com/participate or www.imercer.com/clinicalpaypractices

Most Popular Topics

- Salary Review Budgets
 - Sign-on Bonuses
- Voluntary Turnover and Involuntary Turnover

Survey Process

2

Survey Process

Main Steps

1. Participants **download survey participation materials** from their imercer.com accounts (new participants may download a blank questionnaire)
2. Participants **complete the survey** by the deadline of March 15, 2024 and **upload their submissions** using Mercer's secure web portal (see link on Introduction tab)
3. Mercer creates a **Data Validation File** for each participant that outlines any questions we may have regarding your submission. Participants will download this file from their imercer.com accounts.
4. Participants review and make corrections to their **Data Validation File** and then upload the files using the same Mercer secure website.
5. Mercer **aggregates the data** from participating organizations, reviewing for outliers and other issues.
6. Mercer **publishes results**.

Survey Process

In this section, we will cover the following topics in more detail

- ❑ Downloading Materials
- ❑ Job Matching Booklet
- ❑ Questionnaire
 - Introduction tab
 - Returning your Submission tab
 - Contact tab
 - Order tab
 - FAQs for Facility Types & CEOs tab
 - Guide tab
 - Company Data tab
 - Nurse Hiring Rates by Year tab
 - Per Diem (PRN) tab
 - Incumbents tab
 - LTI Plans tab
 - Job Catalogue tab
 - Prior Year Matches tab
 - Working tab

Downloading Materials

Survey Process

Download Participation Materials

TOP HINTS for submitting your data

You do not need an imercer.com account to participate in the IHN Survey

- All you need are the survey's participation materials and then you may upload it through Mercer's secure upload site.
- IHN is **not in** Mercer Data Connector.

Returning Participants – **please use your prepopulated questionnaire**

- *Company Data* tab is completed except for revenue, FTEs, and beds.
- *Prior Year Matches* tab is filled in with your matches from last year.
- If your organization participated last year, but you are not the contact, please take one of the following actions:
 - If the contact is still in your organization, the easiest way is for that person to download the file and share with you.
 - If the contact is no longer with your organization, please contact Mercer's North American Contact Center at 800 333 3070 or surveys@mercercorp.com and ask for the file to be moved into your imercer.com account (they will create one for you if you do not have one).

Please email me if you want me to email you a copy of your prepopulated questionnaire.

Survey Process

Download Participation Materials – Returning Participant

To Download your Pre-Populated IHN Questionnaire

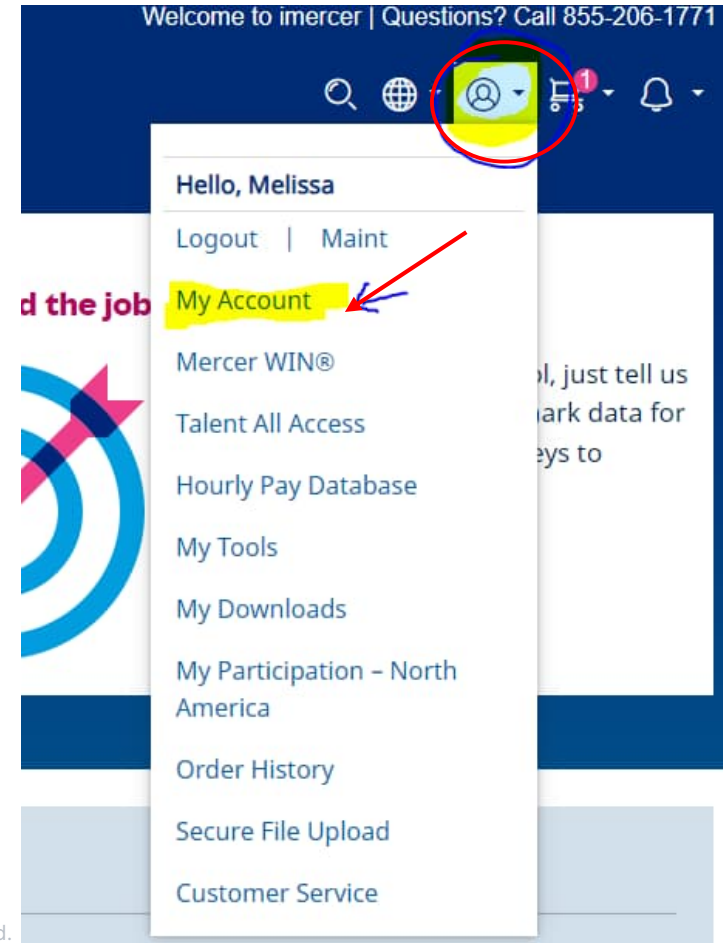
Go to www.imercer.com

- The Mercer Single Sign-On (MSSO) page will open. Mercer Account Center
- If you have previously set up log in, enter your email address and your password
- If you forgotten your password use the 'Forgot Password?' link
- If you are new to MSSO, please create an account using this email address
- Follow instructions to verify your identity with MFA (Multi Factor Authentication)
- You may be required to enter a validation code at this stage, (sent from mfa@mercer.com), if this is required, follow the onscreen instructions.

Note: For your security Mercer Single Sign-On periodically requires validation code to be entered to confirm your identity. If this is required, follow the on-screen instructions.

- Once you have logged in, select the "Little Person Icon" in the upper right hand corner
- Select "My Account" from the dropdown menu
- Then under the My Participation section, click on the "Access my Excel Files" link
- Select and download your Participation Materials
- Save these files on your computer.
- Once finalized, please upload your data directly to iMercer secure upload site
- Alternatively, email to surveys@mercer.com.

Please email me if you want me to email you a copy of your prepopulated questionnaire.



Survey Process

Download Participation Materials – Returning Participant

[Edit](#)

My participation



My participation using Mercer Data Connector

Access the online survey participation platform.

[Go to Mercer Data Connector](#) →



My participation using Excel

Access your Excel survey participation files (for select surveys only).

[Access my Excel files](#) →



My data validation

Access and validate your survey participation file (for select surveys only).

[Access my participation file](#) →

Please email me if you want me to email you a copy of your prepopulated questionnaire.

My participation using Excel

Select Files to Download	Product	Submission Deadline	Downloaded / Accessed On
<input type="checkbox"/>			
<input type="checkbox"/>	Mercer_2024_North_America_Questionnaire_and_DVF_FAQ	31-Dec 2024	29-Jan 2024
<input type="checkbox"/>	Mercer_2024_US_IHN_Job_Matching_Booklet	15-Mar 2024	29-Jan 2024
<input type="checkbox"/>	Mercer_2024_US_IHN_Questionnaire_104199US10043795	15-Mar 2024	29-Jan 2024
<div>Download</div>			

*To save a file, check the corresponding box and select the Download as ZIP button.
Note that subscriptions cannot be saved as a file.

Survey Process

Download Participation Materials – **NEW Participant**

There are two ways to find IHN participation materials.

- The first is to go to Mercer Participation Station: www.imercer.com/participation

Participation Station

Your one-stop destination for details on becoming a part of Mercer's US and Canada compensation and benefit surveys

Please email me if you want me to email you the participation materials and some helpful instructions by tab and field.

- Scroll down the page to locate **US Healthcare Compensation (IHN)**.
- You may click on 'Participation materials' to the right of the survey title to get the IHN Excel questionnaire.
 - On this page you may also download the Job Matching Tool/Booklet and FAQ document.

compensation

US Healthcare Compensation (IHN)

Base pay and incentive data covering nearly 800 positions, including executives, managers, and professionals, across healthcare sectors such as hospitals, physician practices, and long-term care facilities.

[Add to calendar](#)

[Participation materials](#)

Opens Jan 29, 2024 | Closes Mar 15, 2024

Survey Process

Download Participation Materials – **NEW Participant**

There are two ways to find IHN participation materials...

- The second is to go to IHN Survey web page at www.imercer.com/ihn.
- Click on “Participate now” which will take you to Data Submissions Tools as seen below.
 - You may download the questionnaire, the FAQs, and the job matching booklet at this location.

US IHN: Healthcare Compensation Survey Suite

Position your organization to capitalize on healthcare compensation trends

Buy now

Participate now

2024 Survey Participation

2024 survey participation is now open.

[Questionnaire and DVF FAQ](#)

[IHN Job Matching Booklet](#)

[IHN Questionnaire](#)

The act of submitting data to a survey is known as survey participation and your company is then viewed as a participant. Survey participation is open to all organizations and is not required to purchase results.

Key Dates:

- Participation opens: January 29, 2024
- Participation closes: March 15, 2024

Job Matching Booklet

Job Matching Booklet

HELPFUL HINT

The job matching booklet may be used any time during the year to reference that year's positions and descriptions.

Contains detailed information

- Module-specific information
- Job descriptions
- New positions
- Modified positions

Job Matching Booklet layout

- Introduction
- Module participation information
- 2024 job descriptions
 - 2024 position list by family
- New, revised, and deleted positions



2024 IHN Healthcare Compensation Survey Suite

Job Matching Booklet



» **Front Page** | Introduction | Module Participation Info | 2024 Job Descriptions | New, Revised and Deleted

Job Matching Booklet

Job Matching Booklet (JMB): 2024 Job Descriptions

- Descriptions for all positions surveyed within each IHN module
- Filter the JMB by family name or survey module



Useful Tip!

Use the filter feature to navigate the files and find positions faster! For example: if you want to filter on only the survey module, use the filter within that column.

Job Matching Booklet

Legend									
Survey Job Code	Position Title	Family Name	Position Description	B - Description and Title Change C - Position Code Change D - Description Change N - New Position S - Single Incumbent T - Title Change	Healthcare System Executives (Module 4A)	Hospital Executives (Module 4B)	Healthcare Executives (Module 4C)	Healthcare Individual Contributors (Module 5)	Home Health/Hospice (Module 6A)
5266	Community Paramedic	Emergency Medical Services/Transport	Assists with public health and primary healthcare and preventive services to underserved populations in the community. Improves access to care and avoid duplicating existing services. Provides and connects patients to primary care services, completing post-hospital follow-up care, integrates with local public health agencies, home health agencies, health systems, and other providers, and provides services not available elsewhere in the community. They can provide primary health care and preventive services without transporting patients to an emergency	N					
2024 Job Descriptions					New, Revised and Deleted				

B – Description and Title Change
C – Position Code Change
D – Description Change


N – New Position
S – Single Incumbent
T – Title Change

Job Matching Booklet

- Please notice the link to the **2024 IHN Position List by Family** PDF file.
 - Located in the **IHN Job Matching Booklet** at the top center of the tab **2024 Job Descriptions**

Job Catalogue

Position List by position family.



Position Descriptions

Survey Job Code	Position Title	Family Name	Position Description	Legend
				<div>- Description and Title Change</div> <div>- Position Code Change</div> <div>- Description Change</div> <div>- New Position</div> <div>- Single Incumbent</div> <div>- Title Change</div> <div>Healthcare System Executives (Module 4A)</div> <div>Hospital Executives (Module 4B)</div> <div>Healthcare Executives (Module 4C)</div> <div>Healthcare Individual Contributors (Module 5)</div> <div>Home Health/Hospice (Module 6A)</div> <div>Physician Practices/Outpatient Communities (Module 6B)</div> <div>Senior Living/Nursing Homes/Long-term Care Communities (Module 6C)</div> <div>Healthcare Middle Management (Module 7)</div> <div>Healthcare Information Technology (Module 8)</div> <div>Nursing and Advanced Practice Clinicians (Module 9A)</div>

Front Page

Introduction

Module Participation Info

2024 Job Descriptions

New, Revised and Deleted

Job Matching Booklet

Position List by Family	
7 - Healthcare Middle Management (Module 7)	
Service Line Leaders 7010 Service Line Director 7020 Ambulatory Services Director	Cardiology/Neurology/Respiratory 7075 Chief Perfusionist 7078 Dialysis Supervisor 7080 Dialysis Manager 7082 Dialysis Director 7089 Cardiology Supervisor 7090 Cardiology Manager 7095 Cardiology Director 7097 Cardiopulmonary Director 7098 Respiratory Director 7100 Respiratory Manager 7101 Respiratory Therapy Supervisor 7102 Neurology Director
Nursing Leaders 7040 Nurse Shift Supervisor (RN)/Charge Nurse 7045 Nurse Manager (RN) 7055 Advanced Practice Nursing Director 7060 Nursing Director	Pharmacy 7103 Pharmacy Director 7105 Pharmacy Manager 7106 Pharmacy Supervisor 7108 Pharmacy Technicians Supervisor
Surgical Services 7398 Surgical Services Manager 7400 Surgical Services Director C.D7403 Transplant Coordinator N7405 Transplant Administration Director	Rehabilitation 7109 Rehabilitation Supervisor 7110 Rehabilitation Manager 7111 Physical Therapy Supervisor 7112 Physical Therapy Manager 7113 Rehabilitation Director 7114 Occupational Therapy Manager 7117 Occupational Therapy Director 7118 Physical Therapy Director 7132 Audiology/Speech Therapy Manager 7133 Audiology/Speech Therapy Director 7144 Fitness Center Director
Patient Care 7062 Patient Care Director 7135 Palliative Care Director 7415 Emergency Room Manager 7420 Emergency Room Director 7455 Intensive Care Director 7460 Neonatal Intensive Care (NICU) Director 7465 Pediatric Intensive Care (PICU) Director 7470 Bariatric Services Director 7480 Maternity/Women's Services Director	Behavioral Health/Social Services 7115 Social Services Manager 7446 Social Services Director
Radiology 7066 Radiology Supervisor 7067 Radiology Manager 7068 Radiology Director	
Oncology 7069 Cancer Center/Oncology Director 7070 Radiation Manager	

Position List by position family:



Useful Tip!

On the upper left corner of each page is the module name and number

Job Matching Booklet

TOP HINT for submitting your data

Check out the **New, Revised, and Deleted Positions** worksheet in the job matching booklet

2024 Job Matching Booklet - New, Revised and Deleted						US IHN
New/Revised/Deleted	Module	If Revised, Change Made	2023 Survey Position Code	2024 Survey Position Code	2023 Position Title	2024 Position Title
New	Healthcare System Executives; Hospital Executives; Healthcare Executives;			4105		Chief Health Equity Officer
Revised	Healthcare System Executives; Hospital Executives; Healthcare Executives;	Title Change	4107	4107	Head of Regional Operations	Top Group/Regional Operations Executive
Revised	Healthcare System Executives; Hospital Executives; Healthcare Executives;	Title Change	4108	4108	Top Hospital Operations Executive	Top Market Operations Executive
Revised	Healthcare System Executives; Hospital Executives; Healthcare Executives;	Title Change	4110	4110	Head of Graduate Medical Education	Top Graduate Medical Education Executive
Revised	Healthcare System Executives; Hospital Executives; Healthcare Executives;	update title, EXE	4112	4112	Head of Admitting/Patient Access/Registration	Top Admitting/Patient Access/Registration Executive
Revised	Healthcare System Executives; Hospital Executives; Healthcare Executives;	Title Change	4113	4113	Head of Health Information Management	Top Health Information Management Executive
Revised	Healthcare System Executives; Hospital Executives; Healthcare Executives;	Title Change	4115	4115	Head of Case Management	Top Case Management Executive
Revised	Healthcare System Executives; Hospital Executives; Healthcare Executives;	Title Change	4121	4121	Head of Population Health	Top Population Health Executive
Revised	Healthcare System Executives; Hospital Executives; Healthcare Executives; Physician Practices/Outpatient Communities;	Title Change	4130	4130	Head of Ambulatory Services	Top Ambulatory/Ancillary Services Executive
Revised	Healthcare System Executives; Hospital Executives; Healthcare Executives;	Title Change	4150	4150	Head of Cardiology/Cardiopulmonary	Top Cardiology/Cardiovascular Executive
Revised	Healthcare System Executives; Hospital Executives; Healthcare Executives;	Title Change	4155	4155	Head of Oncology	Top Oncology Executive
Revised	Healthcare System Executives; Hospital Executives; Healthcare Executives;	Title Change	4180	4180	Head of Food & Nutrition Services	Top Food & Nutrition Services Executive
Revised	Healthcare System Executives; Hospital Executives; Healthcare Executives; Nursing and Advanced Practice Clinicians	Title Change	4191	4191	Head of Nursing Education	Top Nursing Education Executive
Revised	Healthcare System Executives; Hospital Executives; Healthcare Executives;	Title Change	4110	4110	Head of Emergency Services	Top Emergency Services Executive

New, Revised and Deleted

Job Matching Booklet

New, Revised and Deleted in 2024

NEW Positions in 2024

B	C	F	H
2024	Job Matching Booklet - New, Revised and Deleted		US IHN
New/Revised/Deleted	Module	2024 Survey Position Code	2024 Position Title
New	Healthcare System Executives; Hospital Executives; Healthcare	4105	Chief Health Equity Officer
New	Healthcare Individual Contributors;	5266	Community Paramedic
New	Healthcare Individual Contributors;	5317	Perinatal/Obstetric Sonographer
New	Healthcare Individual Contributors;	5393	EMG Technician
New	Healthcare Individual Contributors;	5427	Tissue Recovery Technician
New	Healthcare Individual Contributors;	5539	Certified Respiratory Therapist (CRT)
New	Healthcare Individual Contributors;	5576	Psychologist RxP
New	Healthcare Individual Contributors;	5757	Charge Auditor
New	Healthcare Individual Contributors;	5817	Insurance Verification Specialist
New	Physician Practices/Outpatient Communities;	6479	Orthoptist
New	Senior Living/Nursing Homes/Long-term Care Communities;	6463	Senior Living Food Worker
New	Healthcare Middle Management;	7119	Case Management Supervisor
New	Healthcare Middle Management;	7176	Coding Supervisor
New	Healthcare Middle Management;	7177	Coding Manager
New	Healthcare Middle Management;	7405	Transplant Administration Director

Job Matching Booklet

New, Revised and Deleted in 2024

Revised Module 4 Positions in 2024

2024	Job Matching Booklet - New, Revised and Deleted				US IHN
New/Revised/Deleted	Module	If Revised, Change Made	2024 Survey Position	2023 Position Title	2024 Position Title
Revised	Healthcare System Executives; Hospital Executives; Healthcare Executives;	Title Change	4108	Top Hospital Operations Executive	Top Market Operations Executive
Revised	Healthcare System Executives; Hospital Executives; Healthcare Executives;	Title Change	4110	Head of Graduate Medical Education	Top Graduate Medical Education Executive
Revised	Healthcare System Executives; Hospital Executives; Healthcare Executives;	Title Change	4112	Access/Registration	Executive
Revised	Healthcare System Executives; Hospital Executives; Healthcare Executives;	Title Change	4113	Head of Health Information Management	Executive
Revised	Healthcare System Executives; Hospital Executives; Healthcare Executives;	Title Change	4115	Head of Case Management	Top Case Management Executive
Revised	Healthcare System Executives; Hospital Executives; Healthcare Executives;	Title Change	4121	Head of Population Health	Top Population Health Executive
Revised	Healthcare System Executives; Hospital Executives; Healthcare Executives;	Title Change	4130	Head of Ambulatory Services	Top Ambulatory/Ancillary Services Executive
Revised	Healthcare System Executives; Hospital Executives; Healthcare Executives;	Title Change	4150	Head of Cardiology/Cardiopulmonary	Top Cardiology/Cardiovascular Executive
Revised	Healthcare System Executives; Hospital Executives; Healthcare Executives;	Title Change	4155	Head of Oncology	Top Oncology Executive
Revised	Healthcare System Executives; Hospital Executives; Healthcare Executives;	Title Change	4180	Head of Food & Nutrition Services	Top Food & Nutrition Services Executive
Revised	Healthcare System Executives; Hospital Executives; Healthcare Executives;	Title Change	4191	Head of Nursing Education	Top Nursing Education Executive
Revised	Healthcare System Executives; Hospital Executives; Healthcare Executives;	Title Change	4210	Head of Emergency Services	Top Emergency Services Executive
Revised	Healthcare System Executives; Hospital Executives; Healthcare Executives;	Title Change	4240	Head of Foundation/Philanthropy	Top Foundation/Philanthropy Executive
Revised	Healthcare System Executives; Hospital Executives; Healthcare Executives;	Title Change	4270	Head of Laboratory Services	Top Laboratory Services Executive
Revised	Healthcare System Executives; Hospital Executives; Healthcare Executives;	Title Change	4323	Head of Revenue Cycle	Top Revenue Cycle Executive
Revised	Healthcare System Executives; Hospital Executives; Healthcare Executives;	Title Change	4325	Head of Reimbursement	Top Reimbursement Executive
Revised	Healthcare System Executives; Hospital Executives; Healthcare Executives;	Title Change	4330	Head of Managed Care	Top Managed Care Executive
Revised	Healthcare System Executives; Hospital Executives; Healthcare Executives;	Title Change	4365	Head of Community Health	Top Community Health Executive
Revised	Healthcare System Executives; Hospital Executives; Healthcare Executives;	Title Change	4366	Head of Physician Relations	Top Physician Relations Executive
Revised	Healthcare System Executives; Hospital Executives; Healthcare Executives;	Title Change	4390	Head of Operations	Top Operations Executive
Revised	Healthcare System Executives; Hospital Executives; Healthcare Executives;	Title Change	4393	Head of Organizational Mission Services	Executive
Revised	Healthcare System Executives; Hospital Executives; Healthcare Executives;	Title Change	4400	Head of Surgical Services	Top Surgical Services Executive
Revised	Healthcare System Executives; Hospital Executives; Healthcare Executives;	Title Change	4420	Head of Pharmacy	Top Pharmacy Executive
Revised	Healthcare System Executives; Hospital Executives; Healthcare Executives;	Title Change	4431	Head of Physician Recruitment	Top Physician Recruitment Executive
Revised	Healthcare System Executives; Hospital Executives; Healthcare Executives;	Title Change	4433	Head of Talent Acquisition	Top Talent Acquisition Executive
Revised	Healthcare System Executives; Hospital Executives; Healthcare Executives;	Title Change	4435	Head of Clinical Research	Top Clinical Research Executive
Revised	Healthcare System Executives; Hospital Executives; Healthcare Executives;	Title Change	4450	Head of Behavioral Health Services	Top Behavioral Health Services Executive
Revised	Healthcare System Executives; Hospital Executives; Healthcare Executives;	Title Change	4470	Head of Radiology	Top Radiology Executive
Revised	Healthcare System Executives; Hospital Executives; Healthcare Executives;	Title Change	4480	Head of Rehabilitation	Top Rehabilitation Executive
Revised	Healthcare System Executives; Hospital Executives; Healthcare Executives;	Title Change	4485	Head of Telemedicine / Telehealth	Top Telemedicine / Telehealth Executive
Revised	Healthcare System Executives; Hospital Executives; Healthcare Executives;	Title Change	4497	Head of Payroll	Top Payroll Executive
Revised	Healthcare System Executives; Hospital Executives; Healthcare Executives;	Title Change	4530	Head of Support Services	Top Support Services Executive
Revised	Healthcare System Executives; Hospital Executives; Healthcare Executives;	Title Change	4600	Head of Product/Service Line	Top Product/Business/Service Line Executive

Job Matching Booklet

New, Revised and Deleted in 2024

Revised Module 5 Positions in 2024

2024 Job Matching Booklet - New, Revised and Deleted						US IHN
New/Revised/Deleted	Module	If Revised, Change Made	2024 Survey Position Code	2023 Position Title	2024 Position Title	
Revised	Healthcare Individual Contributors;	Description Change	5440	Pharmacy Technician	Pharmacy Technician	
Revised	Healthcare Individual Contributors;	Description Change	5535	Respiratory Therapy Technician	Respiratory Therapy Technician	
Revised	Healthcare Individual Contributors;	Description and Title Change	5540	Respiratory Therapist	Registered Respiratory Therapist (RRT)	
Revised	Healthcare Individual Contributors;	Description Change	5747	Medical Records / Health Information Technician - Associate	Medical Records / Health Information Technician - Associate	
Revised	Healthcare Individual Contributors;	Description Change	5749	Medical Records / Health Information Technician - Intermediate	Medical Records / Health Information Technician - Intermediate	
Revised	Healthcare Individual Contributors;	Description Change	5750	Medical Records / Health Information Technician - Senior	Medical Records / Health Information Technician - Senior	
Revised	Healthcare Individual Contributors;	Description and Title Change	5754	Coder/Coding Specialist - Associate	Outpatient Coder / Medical Coder	
Revised	Healthcare Individual Contributors;	Description and Title Change	5755	Coder/Coding Specialist - Intermediate	Inpatient Coder / Hospital Coder	
Revised	Healthcare Individual Contributors;	Description and Title Change	5756	Coder/Coding Specialist - Senior	Professional Coder	

Job Matching Booklet

New, Revised and Deleted in 2024

Revised Modules 6 and 7 Positions in 2024

B	C	D	E	F	G	H	U
2024	Job Matching Booklet - New, Revised and Deleted						
New/Revised/Deleted	Module	If Revised, Change Made	2023 Survey Position Code	2024 Survey Position Code	2023 Position Title	2024 Position Title	
Revised	Senior Living/Nursing Homes/Long-term Care Communities;	Title Change	6605	6605	Senior Living Environmental Services Manager	Senior Living Environmental Services Director/Manager	
Revised	Healthcare Middle Management;	Title Change	7240	7240	Payer Relations and Contracting Manager	Managed Care Manager	
Revised	Healthcare Middle Management;	Title Change	7245	7245	Payer Relations and Contracting Director	Managed Care Director	
Revised	Healthcare Middle Management;	Position Code and Description Change	7065	7403	Transplant Coordinator	Transplant Coordinator	

Job Matching Booklet

New, Revised and Deleted in 2024

Deleted Positions in 2024

No deleted jobs in 2024

Introduction tab

Survey Process

Introduction



Useful Tip!
You can use the secure website to submit your Questionnaire and Data Validation File

2024 United States Questionnaire

▪ IHN Healthcare Compensation Survey Suite

1

Contact

2

Order

FAQs for facility types & CEOs

3

Guide

4

Company Data

5

Nurse Hiring Rates by Years

6

Per Diem (PRN)

7

Incumbents

8

LTI Plan Summary

Survey Effective Date:

1-Mar-2024

Submission Deadline:

15-Mar-2024

Returning Questionnaire

via secure website

<https://hcsurveys.imercer.com/US>

Mercer Contact

800 333 3070

surveys@mercer.com

Need Domestic Relocation Policy Data?

The results of our North America Domestic Relocation Policy Survey are now available.

[Click here](#) for more information

Introduction

Returning your Questionnaire

1-Contact

2-Order

FAQs for facility types & CEOs

3-Guide

4-Company Data

5-Nurse Hiring Rates

Returning your Questionnaire tab

Survey Process

Returning my Submission

TOP HINT for submitting your data

Survey Effective Date:	1-Mar-2024
Submission Deadline:	15-Mar-2024
Returning Questionnaire	
Via secure website	https://hcsurveys.imercer.com/US
Mercer Contact	
800 333 3070	
surveys@mercer.com	



Useful Tip!

You can use the secure website to submit your Questionnaire and Data Validation File

Introduction | **Returning your Questionnaire** | 1-Contact | 2-Order | FAQs for facility types & CEOs | 3-Guide | 4-Company Data

Contact Tab

Survey Process

Contact Tab

TOP HINT for submitting your data

Tab 1 - Contact

Make sure your e-mail address is correct so we may contact you to clarify your data or in case of questions.

* - mandatory field

1.1 Contact Information

Please enter details of the person who completes the questionnaire. Please be advised that Data Validation File will be sent to your account on www.imercer.com. If you do not have an account it will be created for you.

* Name:

Title:

* Phone Number:

* E-mail Address:

1.2 Organization Information

* Organization Name:

Street Address:

City:

State:

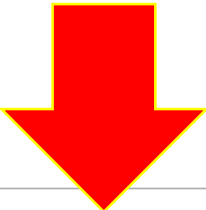
Zip/Postal Code:

If you have a prepopulated questionnaire it will have the organization information already populated. Please note that you still **MUST** complete the top section.

Order Tab

Survey Process

Order Tab



Complete all three:

- 1. Primary User**
- 2. Select which modules you want to purchase by putting a Y in the cell**
- 3. Billing Information**

STEP 1/3: Select products and define primary user

Primary User	
Name:	
E-mail:	
Product	Primary User Price
Please enter Y to order	

Entire IHN - All Modules

IHN - All Modules Includes Healthcare System Executives (Module 4A), Hospital Executives (Module 4B), Healthcare Executives (Module 4C), Healthcare Individual Contributors (Module 5), Home Health/Hospice (Module 6A), Physician Practices/Outpatient Communities (Module 6B), Senior Living/Nursing Homes/Long-term Care Communities (Module 6C), Healthcare Middle Management (Module 7), Healthcare Information Technology (Module 8) and Nursing and Advanced Practice Clinicians (Module 9A) surveys.	\$10,500	
---	----------	--

Note: You can only receive participant price in Module 4 if you match your top executives (e.g. CEO, CFO, CMO, CHRO, etc.)

Single Module Options

IHN - Individual Modules

IHN - Healthcare System Executives (Module 4A)	\$2,100	
IHN - Hospital Executives (Module 4B)	\$2,100	
IHN - Healthcare Executives (Module 4C)	\$4,200	
IHN - Healthcare Individual Contributors (Module 5)	\$2,100	
IHN - Home Health/Hospice (Module 6A)	\$1,275	
IHN - Physician Practices/Outpatient Communities (Module 6B)	\$1,275	
IHN - Senior Living/Nursing Homes/Long-term Care Communities (Module 6C)	\$1,275	
IHN - Healthcare Middle Management (Module 7)	\$1,750	
IHN - Healthcare Information Technology (Module 8)	\$1,750	
IHN - Nursing and Advanced Practice Clinicians (Module 9A)	\$1,750	

Note: You must participate in Modules 4, 5, 6B and 7 to be eligible for the participant prices listed above.

Note: All prices listed above are participant prices. To receive participant pricing, you must submit data to that specific survey module.

STEP 2/3: Define additional users (optional)

Add User 1	Add User 2
Name:	
E-mail:	
Add User Price (per user)	
Please enter Y to order	

FREE		FREE

Useful Tip!

All prices listed are participant prices. You must match jobs to those specific modules to receive participant pricing. Non-participant prices are 3X the listed rates.

Survey Process

Order Tab



Useful Tip!

Please be sure to complete Step 3/3. This ensures accurate billing.

For questions on billing and invoices, please contact our North American Contact Center (NACC)
Phone: **800 333 3070**
Email: surveys@mercer.com

- Complete all three:**
- 1. Primary User**
 - 2. What modules?**
 - 3. Billing Information**

STEP 3/3: Provide billing information

Bill to information:

Name:

Title:

Phone Number:

Extension:

Street Address:

City:

State:

Zip/Postal Code:

E-mail Address:

***Note:** An invoice will be mailed after the results are available. Sales tax (where applicable), handling, and administrative charges will be included on the invoice.

Enter your organization's tax exempt ID #

Purchase Order No. (if applicable):

Introduction

Returning your Questionnaire

1-Contact

2-Order

FAQs for facility types & CEOs

3-Guide

4-Compar

FAQs for Facility Types & CEOs Tab

Survey Process

FAQs for Facility Types & CEOs Tab

FAQs for Facility Types and CEOs									
		Facility ID Unique number for each facility Example:	Facility Name	Facility Type	CEO code	COO code	CFO code	CMO code	Type of Care
If you are a hospital system:	Your system and its executives and employees who are responsible for the system.	1	System Name	1 or 2	4100	4102	4230	4320	1-9
		2	Hospital 1 Name	6	4050	4102	4230	4320	1-9
		3	Hospital 2 Name	6	4050	4102	4230	4320	1-9
		4	Hospital 3 Name	6	4050	4102	4230	4320	1-9
		5	Hospital 4 Name	6	4050	4102	4230	4320	1-9
	Each one of your hospitals should have its own company data row and all employees who are responsible for that hospital should be linked to that facility id.								
If you are a single stand-alone hospital:	Any specialty business your system owns: Home Health/Hospice Long-Term Care/Nursing Home/Skilled Nursing/Assisted Living Physician Practice/Medical Practice Outpatient Facility Outpatient Surgery Center	6	Name of Home Health Group	7	4610	4249			12
		7	Name of Group	7	4630				10
		8	Name of Practice	7	4125	4126	4239	4322	13
		9		7	4650				14
		10		7	4650				18
	Your executives and employees who are responsible for your hospital. Any specialty business you have: Home Health/Hospice Long-Term Care/Nursing Home/Skilled Nursing/Assisted Living Physician Practice/Medical Practice Outpatient Facility Outpatient Surgery Center	11	Hospital Name	5	4100	4102	4230	4320	1-9
		16	Name of Home Health Group	7	4610	4249			12
		17	Name of Group	7	4630				10
		18	Name of Practice	7	4125	4126	4239	4322	13
		19	Name of Group	7	4650				14
		20	Name of Surgical Center	7	4650				18

Facility Types

1 - Hospital System - a system that operates more than one a
2 - Subsidiary Hospital System - a multi-hospital system that
5 - Stand-alone Hospital - a single acute care facility not own
operate a "satellite operation" (e.g., long-term care/nursing
rehabilitation, physician practice, outpatient/ambulatory care
6 - System-owned Hospital - an acute care hospital owned by
Hospital System.
7 - Healthcare Non-Hospital System - a healthcare system th
hospitals, but includes outpatient facilities, physician practic
agencies, laboratories, radiology outpatient centers, etc.).
9 - Other - any healthcare organization that does not fit into

Type of Care

Inpatient Hospitals

1 - General Acute Care Hospital
2 - Children's Hospital
3 - Women's Hospital

4 - Long-Term Acute Care Hospital
5 - Mental/Psychiatric Hospital
6 - Cancer Hospital
7 - Heart Hospital
8 - Physical Rehabilitation/Orthope
9 - Other Inpatient Facility

Outpatient Facility

IntroductionReturning your Questionnaire1-Contact2-OrderFAQs for facility types & CEOs3-Guide4-Company Data5-Nurse Hiring Rates by Years6-Per Die ...

Survey Process

FAQs for Facility Types & CEOs Tab

Facility Types
1 - Hospital System - a system that operates more than one acute care hospital.
2 - Subsidiary Hospital System - a multi-hospital system that is owned by another system.
5 - Stand-alone Hospital - a single acute care facility not owned by a Hospital System; may also operate a “satellite operation” (e.g., long-term care/nursing home, assisted living, physical rehabilitation, physician practice, outpatient/ambulatory care, home health/hospice, etc.).
6 - System-owned Hospital - an acute care hospital owned by a Hospital System or a Subsidiary Hospital System.
7 - Healthcare Non-Hospital System - a healthcare system that does not own acute care hospitals, but includes outpatient facilities, physician practices, nursing homes, home health agencies, laboratories, radiology outpatient centers, etc.).
9 - Other - any healthcare organization that does not fit into any other facility type.

Care Types
<div>Inpatient Hospitals</div> <div> 1 - General Acute Care Hospital 2 - Children's Hospital 3 - Women’s Hospital 4 - Long-Term Acute Care Hospital (LTAC) 5 - Mental/Psychiatric Hospital 6 - Cancer Hospital 7 - Heart Hospital 8 - Physical Rehabilitation Hospital 9 - Other Inpatient Facility </div>
<div>Outpatient Facility</div> <div> 10 - Long-Term Care/Nursing Home/Skilled Nursing/Assisted Living 12 - Home Health/Hospice 13 - Physician Practice/Medical Practice 14 - Outpatient Facility 15 - Physical Rehabilitation Facility 16 - Mental/Psychiatric/Behavioral Health Facility </div>
<div>Other</div> <div> 17 - Radiation/Chemotherapy Facility 18 - Outpatient Surgery Center 19 - Other Outpatient Facility 20 - Research/University </div>

Survey Process

FAQs for Facility Types & CEOs Tab

TOP HINT for submitting your data

Survey Job Code	Position Title	What facility types? Care types?
4050	President/Chief Executive Officer - System-owned	facility type 6
4055	Administrator of a System-owned Hospital	facility type 1,2, 6
4100	President/Chief Executive Officer (CEO)	facility type 1, 2, 5
4125	CEO of Physician Practices / Medical Group	facility type 7 care type 13
4610	CEO of Home Health/Hospice	facility type 7 care type 12
4630	CEO of Senior Living/Long term Care/Assisted Living	facility type 7 care type 10
4650	CEO of Outpatient Facilities	facility type 7 care type 14

Facility Type
1 = Hospital System
2 = Subsidiary Hospital System
5 = Stand-alone Hospital
6 = System-owned Hospital
7 = Healthcare Non-Hospital System

You can only match one of these 7 CEO jobs to an entity except for 4055. If you want to match more than one you have to create an entity for it.

Care Types for Outpatient Facilities
10 - Long-Term Care/Nursing Home/Skilled Nursing/Assisted Living
12 - Home Health/Hospice
13 - Physician Practice/Medical Practice
14 - Outpatient Facility

Survey Process

FAQs for Facility Types & CEOs Tab

		Facility ID Unique number for each facility Example:	Facility Name	Facility Type	CEO code	COO code	CFO code	CMO code	Care Type
If you are a hospital system:	Your system and its executives and employees who are responsible for the system. Each one of your hospitals should have its own company data row and all employees who are responsible for that hospital should be linked to that facility id.	1	System Name	1 or 2	4100	4102	4230	4320	1-9
		2	Hospital 1 Name	6	4050	4102	4230	4320	1-9
		3	Hospital 2 Name	6	4050	4102	4230	4320	1-9
		4	Hospital 3 Name	6	4050	4102	4230	4320	1-9
		5	Hospital 4 Name	6	4050	4102	4230	4320	1-9
	Any specialty business your system owns: Home Health Skilled Nursing/Nursing Home/Assisted Living/Long-term Care Facility Physician Practice Outpatient Facilities Outpatient Surgery Center	6	Name of Home Health Group	7	4610	4249			12
		7	Name of Group	7	4630				10
		8	Name of Practice	7	4125	4126	4239	4322	13
		9		7	4650				14
		10		7	4650				18

Survey Process

FAQs for Facility Types & CEOs Tab

		Facility ID Unique number for each facility Example:	Facility Name	Facility Type	CEO code	COO code	CFO code	CMO code	Care Type
If you are a single stand-alone hospital:	Your executives and employees who are responsible for your hospital.	11	Hospital Name	5	4100	4102	4230	4320	1-9
	Any specialty business you have:								
	Home Health	16	Name of Home Health Group	7	4610	4249			12
	Skilled Nursing/Nursing Home/Assisted Living/Long-term Care Facility	17	Name of Group	7	4630				10
	Physician Practice	18	Name of Practice	7	4125	4126	4239	4322	13
	Outpatient Facilities	19	Name of Group	7	4650				14
	Outpatient Surgery Center	20	Name of Surgical Center	7	4650				18

Survey Process

FAQs for Facility Types & CEOs Tab

		Facility ID Unique number for each facility Example:	Facility Name	Facility Type	CEO code	COO code	CFO code	CMO code	Care Type
If you are a non-hospital healthcare system:	If you have more than one specialty business, please separate and give each a separate facility id.	If you have more than one location but the same care type than you can combine them all into one facility id. In incumbent data, you should provide the zip code for each incumbent. That will allow us to produce location scopes.							
	Home Health	26	Name of Home Health Group	7	4610	4249			12
	Skilled Nursing/Nursing Home/Assisted Living/Long-term Care Facility	27	Name of Group	7	4630				10
	Physician Practice	28	Name of Practice	7	4125	4126	4239	4322	13
	Outpatient Facilities	29	Name of Group	7	4650				14
	Outpatient Surgery Center	30	Name of Surgical Center	7	4650				18

Guide Tab

Survey Process

Guide Tab

TOP HINT for submitting your data

Tab 3 - Questionnaire Guide

Contents

- [Getting Started](#)
- [Module Participation Info](#)
- [2024 Enhancements](#)
- [Important Dates](#)
- [Ordering Results](#)
- [Terms and Definitions](#)
 - [Contact](#)
 - [Company Data](#)
 - [Nurse Hiring Rates by Years](#)
 - [Per Diem / PRN](#)
 - [Incumbents](#)
 - [LTI Plan Summary](#)

Getting Started

This participation guide is designed to make data submission easy. Included in this guide are the following materials:

- General introduction and tips
- Module overview
- Survey terms and definitions


Module Participation Info

The IHN Healthcare Compensation Survey questionnaire collects compensation data for executives, managers, professionals, and individual contributors in Healthcare organizations. Some data collection fields are module-specific and will be identified as such on the Incumbents Tab. You can participate in the survey by providing data for one or multiple modules as appropriate. The survey results will be modularized, with purchasers receiving a discount for modules in which they participated. The modules are described below:

IHN - Healthcare Executives (Module 4) collects information on top executives in healthcare systems or hospitals.

Results will be available as:

IHN - Healthcare System Executives (Module 4A) - Healthcare system top executives.



Useful Tip!


Click on column headings on Tab 6 – Incumbents and you will be directed here. Guide tab provides definitions and helpful information.

Survey Process

Guide Tab

S	T	U
<p>MD</p> <p>Only for position 4100</p> <p>Enter Y/N</p>	<p>Nurse Specialty</p> <p>Only for positions 5020, 5030 and 5040</p> <p>1 = Emergency room</p> <p>2 = Surgical (operating room)</p> <p>4 = Neonatal</p> <p>5 = Pediatrics</p> <p>6 = Obstetrics</p> <p>8 = Cardiac</p> <p>9 = Intensive care</p>	<p>Standard Work Week (Hours)</p> <p>Only report Part-Time Incumbents if giving Hourly Base Salary and Incumbents are in Module 5 or Module 6</p> <p>IMPORTANT NOTE: Please provide how many hours this incumbent works in a standard week (7 days).</p>

Nurse Specialty	<p>This item is collected only for positions 5020, 5030, and 5040. Indicate whether a specialty of care applies for each registered nurse incumbent. Select from the list provided below:</p> <p>1 = Emergency room</p> <p>2 = Surgical (operating room)</p> <p>4 = Neonatal</p> <p>5 = Pediatrics</p> <p>6 = Obstetrics</p> <p>8 = Cardiac</p> <p>9 = Intensive care</p> <p>BACK</p>	<p>There are other specialty nurses that have their own position codes:</p> <p>5053 Recovery/PACU Nurse</p> <p>5065 Infection Control Nurse (RN)</p>
-----------------	---	--



Useful Tip!

Click BACK and you are taken back to that field on Tab 6 - Incumbents

Company Data Tab

Survey Process






Company Data Tab

TOP HINT for submitting your data

Provide an entity for your system, and each of your hospitals or product lines (e.g., home health, physician practice, outpatient facility, nursing home, etc.)

****Don't include entities that you are not providing incumbents.****

Tab 4 - Company Data

Facility ID	Facility Name Your organization's name should be listed below exactly as you would like it to appear on the survey participant list.	City	State	Zip Code
				

Survey Process

Company Data Tab

Tips for entering your facility type and system status

Tab 4 - Company Data

Facility ID	Facility Name <small>Your organization's name should be listed below exactly as you would like it to appear on the survey participant list.</small>	City	State	Zip Code	Facility Type <small>(please see FAQs for Facility Type & CEOs tab)</small> 1 = Hospital System 2 = Subsidiary Hospital System 5 = Stand-alone Hospital 6 = System-owned Hospital 7 = Healthcare Non-Hospital System 9 = Other	Description <small>(If Facility Type 9 = Other)</small>	System-owned <small>(If the entity is the system, System-owned should be marked N and no System Name is needed)</small> Enter Y/N	System Name	Parent Organization Ownership <small>(Required for Survey Participation)</small> 10 = Publicly Traded on a Stock Exchange 20 = Privately Owned Organization 30 = Government and Broader Public Sector (including Crown Corporations) 40 = Joint Venture 50 = Not-for-Profit
10022661	ABC Healthcare System	Fort Myers	Florida	33900	1		N		50
10022662	Hospital 1	Cape Coral	Florida	22904	6		Y	ABC Healthcare System	50
10022663	Hospital 2	Bonita Springs	Florida	34135	6		Y	ABC Healthcare System	50
10022664	Hospital 3	Fort Myers	Florida	33901	6		Y	ABC Healthcare System	50
10022668	ABC Home Health	Fort Myers	Florida	33900	7		Y	ABC Healthcare System	50
10022669	ABC Outpatient Clinics	Fort Myers	Florida	33900	7		Y	ABC Healthcare System	50
10022670	ABC Physician Practices	Fort Myers	Florida	33900	7		Y	ABC Healthcare System	50
2	NEW Hospital	Fort Myers	Florida	33905	6		Y	ABC Healthcare System	50
3	NEW Nursing Home	Fort Myers	Florida	77030	7		Y	ABC Healthcare System	50

Survey Process

Company Data Tab

TOP HINT for submitting your data

If you are entering 5 million for Net Revenue, you need to enter it as 5,000 which is 5 million in thousands.

Facility ID	Facility Name <small>Your organization's name should be listed below exactly as you would like it to appear on the survey participant list.</small>	Facility Type <small>(please see FAQs for Facility Type & CEOs tab)</small> 1 = Hospital System 2 = Subsidiary Hospital System 5 = Stand-alone Hospital 6 = System-owned Hospital 7 = Healthcare Non-Hospital System 9 = Other	Full-time equivalents (FTEs) for most recent completed fiscal year IMPORTANT NOTE: This is not the Headcount.	Net Revenue <small>(in 000s USD)</small>	# of Staffed/Setup Hospital Beds Only for Hospitals and Hospital Systems - entity types 1, 2, 5 and 6	Teaching programs for medical students Only for Hospitals and Hospital Systems - entity types 1, 2, 5 and 6 1 = Teaching 2 = Non-teaching	Faith-based Only for Hospitals and Hospital Systems - entity types 1, 2, 5 and 6 1 = Faith-based 2 = Secular
10022661	ABC Healthcare System	1	13000	5504000	12000	1	1
10022662	Hospital 1	6	4000	2000000	5000	1	1
10022663	Hospital 2	6	2000	1000000	2500	2	1
10022664	Hospital 3	6	2000	1000000	2500	2	1
10022668	ABC Home Health	7	500	2000		2	1
10022669	ABC Outpatient Clinics	7	1000	500000		2	1
10022670	ABC Physician Practices	7	1000	500000		2	1
2	NEW Hospital	6	2000	500000	2000	2	1
3	NEW Nursing Home	7	500	2000		2	1

Survey Process

Company Data Tab

Type of Care is a very important field for scoping.

Facility ID	Facility Name <small>Your organization's name should be listed below exactly as you would like it to appear on the survey participant list.</small>	Facility Type <small>(please see FAQs for Facility Type & CEOs tab)</small> 1 = Hospital System 2 = Subsidiary Hospital System 5 = Stand-alone Hospital 6 = System-owned Hospital 7 = Healthcare Non-Hospital System 9 = Other	Type of Care <small>(please click on this to see explanation of care types or click on cell below for a dropdown list)</small> <small>Only Facility Types 1, 2, 5, and 6 can select Type of Care 1-9</small> <small>Only Facility Type 7 can select Type of Care 7</small> <small>Facility Type 9 do not need to give Type of Care</small> <small>Inpatient Hospitals - Care types: 1, 2, 3, 4, 5, 6, 7, 8, 9</small> <small>Outpatient Facility - Care types: 10, 12, 13, 14, 15, 16, 17, 18, 19</small> <small>Other - Care types: 20</small>
10022661	ABC Healthcare System	1	1 - General Acute Care Hospital
10022662	Hospital 1	6	1 - General Acute Care Hospital
10022663	Hospital 2	6	2 - Children's Hospital
10022664	Hospital 3	6	6 - Cancer Hospital
10022668	ABC Home Health	7	12 - Home Health/Hospice
10022669	ABC Outpatient Clinics	7	14 - Outpatient Facility
10022670	ABC Physician Practices	7	13 - Physician Practice/Medical Practice
2	NEW Hospital	6	1 - General Acute Care Hospital
3	NEW Nursing Home	7	10 - Long-Term Care/Nursing Home/Skilled Nursing/Assisted Living

Type of Care

Facility Types 1,2,5,6,
use type of care 1-9

Facility Type 7, use type
of care 10-19

Nurse Hiring Rates by Year Tab

Survey Process

Nurse Hiring Rates by Years

Tab 5 - Nurse Hiring Rates by Years

Please enter the hiring rate for each year of experience for your hospital RNs that are matched to 5020, 5030, 5040, or 5041.

"Hiring Rate" cells should not be empty. Hiring Rates can be the same for different years. If it is the same for more than one year, just enter the same rate for each year.

Each year should have a rate next to it.

Year	Hiring Rate
Example	\$ 27.55
0	
1	
2	
3	
4	
5	
6	
7	
8	
9	
10	
11	
12	

- Please enter the hiring rate for each year of experience for your RNs.
- Hiring Rate cells should not be empty.
- Each year should have a rate next to it.
- If it is the same for more than one year, just enter the same rate for each year.
- Hiring Rates may be the same for different years.

Per Diem (PRN) Tab

Survey Process

Per Diem (PRN)

Tab 6 - Per Diem (PRN)				
IMPORTANT NOTE: Please enter for survey position codes in Health Care Individual Contributors (Module 5), Home Health/Hospice (Module 6A), Physician Practices/Outpatient Communities (Module 6B), and Senior Living/Nursing Homes/Long-term Care Communities (Module 6C).				
Facility ID	Employee Identifier	Survey Job Code	Position Title	Hourly \$ Per Diem Rate/PRN
			Provide Survey Job Code and Position Title will automatically populate	For each incumbent that receives per diem or PRN, please provide the hourly per diem rate.
10022661	1234	5030	Registered Nurse - Level 2 (RN - Hospital)	\$ 55.00
10022662	2345	5030	Registered Nurse - Level 2 (RN - Hospital)	\$ 55.00
10022663	5678	5030	Registered Nurse - Level 2 (RN - Hospital)	\$ 55.00
10022664	6789	5030	Registered Nurse - Level 2 (RN - Hospital)	\$ 55.00
10022668	7890	6306	Home Health RN	\$ 60.00
10022669	8901	6065	Medical Office Nurse (RN) Level 2	\$ 50.00
10022670	9012	6065	Medical Office Nurse (RN) Level 2	\$ 50.00
2	3456	5030	Registered Nurse - Level 2 (RN - Hospital)	\$ 55.00

- Please enter the facility ID and survey job code for each of your incumbents that are classified as Per Diem (PRN).
- If your per diem (PRN) staff all work for the system, you can use that facility id for all of them.
- If you have one rate for a job, you can enter it and leave empty the employee identifier.

Incumbents Tab

Survey Process

Incumbents Tab

TOP HINT for submitting your data

Ensure that your employees **are matched to a facility** that has been entered on the Company Data Tab or you will get a validation error.

Tab 7 - Incumbents					
Facility ID	Employee Identifier	Survey Job Code	Position Title <small>Provide Survey Job Code and Position Title will automatically populate</small>	Survey Job Code Validation Error	Product / Module <small>(for client's reference only)</small>
10022661	1234	4100	President/Chief Executive Officer (CEO)		Healthcare System Executives; Hospital Executives; Healthcare Executives
2	2345	5030	Registered Nurse - Level 2 (RN - Hospital)		Healthcare Individual Contributors; Nursing and Advanced Practice Clinicians
	3456	5030	Registered Nurse - Level 2 (RN - Hospital)	Please provide Facility ID.	Healthcare Individual Contributors; Nursing and Advanced Practice Clinicians
1	4567	5030	Registered Nurse - Level 2 (RN - Hospital)	Please provide data for Facility id '1' on the '4-Company Data' tab.	Healthcare Individual Contributors; Nursing and Advanced Practice Clinicians

Please provide

Microsoft Excel

This value doesn't match the data validation restrictions defined for this cell.

OK

Cancel

Help

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Survey Process

Incumbents Tab

TOP HINT for submitting your data

An incumbent should only be matched to one survey job.
It is NOT ALLOWED for an incumbent to be matched to more than one survey job.

Tab 7 - Incumbents			
Facility ID	Employee Identifier	Survey Job Code	Position Title
			Provide Survey Job Code and Position Title will automatically populate
10022661	1234	4100	President/Chief Executive Officer (CEO)
10022661	2345	5030	Registered Nurse - Level 2 (RN - Hospital)
2	2345	5030	Registered Nurse - Level 2 (RN - Hospital)
3	2345	5030	Registered Nurse - Level 2 (RN - Hospital)

Do not match an incumbent to more than one position. You need to pick the position that best represents the incumbent.

Survey Process

Incumbents Tab

TOP HINT for submitting your data

Single Incumbent positions (noted with “S”) can only have one incumbent per facility ID matched to them.

	A	B	C	D
5	Tab 7 - Incumbents			
6	Facility ID	Employee Identifier	Survey Job Code	Position Title
7				Provide Survey Job Code and Position Title will automatically populate
8	1	1234	4230	Chief Financial Officer (CFO)
9	1	2345	4230	Chief Financial Officer (CFO)
10	1	3456	4230	Chief Financial Officer (CFO)
11	1	4567	4230	Chief Financial Officer (CFO)



This is not acceptable since a single incumbent job 4230 CFO is matched more than once to the same facility ID.

This is acceptable since a single incumbent job 4230 CFO is matched more than once but to different facility IDs.



	A	B	C	D
5	Tab 7 - Incumbents			
6	Facility ID	Employee Identifier	Survey Job Code	Position Title
7				Provide Survey Job Code and Position Title will automatically populate
8	1	1234	4230	Chief Financial Officer (CFO)
9	2	2345	4230	Chief Financial Officer (CFO)
10	3	3456	4230	Chief Financial Officer (CFO)
11	4	4567	4230	Chief Financial Officer (CFO)

Survey Process

Incumbents Tab

5	Tab 7 - Incumbents					
6	Facility ID	Employee Identifier	Survey Job Code	Position Title Provide Survey Job Code and Position Title will automatically populate	Survey Job Code Validation Error	Product / Module (for client's reference only)
7						
8						
9						

Product/Module
For your reference only
Auto-populates based on job code selected

Facility ID
Enter the corresponding facility as reported on Tab 4 – Company Data

Employee Identifier
Enter your employee identifier so if we have a question about that incumbent we can identify them to you.

- Survey Job Code**
- **MANDATORY**
 - **Match an incumbent only once to a Mercer position code**
 - Position descriptions and codes can be found in the **Job Catalogue tab** or in the **Job Matching Booklet**

Survey Process

Incumbents Tab

TOP HINT

Organization Job Title	Organization's Reports to Position Title (Optional)	Organization Job Code	Zip Code (five digits)

Organization Job Title/Reports to Title/Job Code

- Used to create titling reports
- Facilitates data cleaning

Zip Code

Enter the five-digit zip code for the city in which the incumbent works

****This information is key for geographic scopes****

Survey Process

Incumbents Tab

These fields are optional, but please provide data for these fields when possible, since they contribute to many scopes that help you in the results

# Vacation days new hire in this position receives	FLSA Status E = Exempt N = Nonexempt	Union Status Enter Y/N	Year of Hire	Year Entered into Position	Gender M = Male F = Female NB = Non-binary	Year of Birth	Medical Coverage Election 1 = Single 2 = Self Plus One 3 = Family	MD Only for position 4100 Enter Y/N	Nurse Specialty Only for positions 5020, 5030 and 5040 1 = Emergency room 2 = Surgical (operating room) 4 = Neonatal 5 = Pediatrics 6 = Obstetrics 8 = Cardiac 9 = Intensive care

- # Vacation days**
The number of vacation days a new hire receives
- FLSA Status**
Provide for positions in the 5000 and 6000 job codes
- Union Status**
Provide for positions in the 5000 job codes
- Year of Hire**
Enter year incumbent was hired into position
- Year Entered into Position**
Enter year incumbent began to work in their current position
- Gender**
Enter gender of incumbent
- Year of Birth**
Enter year of birth of incumbent (e.g. 1987)
- MD**
Enter Y/N
Only for CEO position
- Nurse Specialty**
Only for 5020, 5030, and 5040
Select specialty from list in the guide tab

Survey Process

Incumbents Tab

TOP HINT for submitting your data

Enter Base Salary in whole numbers.

- Ex. 32200 annual, do not shorten to 32.2
- Ex. 32.25 hourly

Report part-time incumbents in hourly base salary

Useful Tip!
Do not use formulas – always paste special/values when copying data from another source.

Base Salary Format
Enter whether the amount in Base Salary is an annual or hourly amount
This is not if the incumbent is salaried or not

U	V	W	X	Y	Z
Standard Work Week (Hours)	Base Salary Format	Base Salary	Premium Pay	Salary Range Minimum	Salary Range Maximum
Only report Part-Time Incumbents if giving Hourly Base Salary and Incumbents are in Module 5 or Module 6	Base Salary reported as: A = Annual H = Hourly	Do not report average data	Enter any extra premium pay (e.g. location, specialty) that is not included in their base pay here as an hourly rate. (example \$5.00)	Do not report broadband ranges	Do not report broadband ranges
IMPORTANT NOTE: Please provide how many hours this incumbent works in a standard week (7 days).	IMPORTANT NOTE: This is only informing us how you are reporting the data in the Base Salary field. It is not stating if they are a salaried employee.	IMPORTANT NOTE: Please report Base Salary as an Hourly rate for employees with hourly base salary format.		IMPORTANT NOTE: Please enter these in the same format (annual or hourly) as you did base salary.	IMPORTANT NOTE: Please enter these in the same format (annual or hourly) as you did base salary.

Salary Range

- Report only where a formal range exists
- Do not enter broadband ranges (e.g. range spread > 100%)
- Provide range data in same format as base salary (annual or hourly)

Survey Process

Incumbents Tab

NEW FIELD

U	V	W	X	Y	Z
<p>Standard Work Week (Hours)</p> <p>Only report Part-Time Incumbents if giving Hourly Base Salary and Incumbents are in Module 5 or Module 6</p> <p>IMPORTANT NOTE: Please provide how many hours this incumbent works in a standard week (7 days).</p>	<p>Base Salary Format</p> <p>Base Salary reported as:</p> <p>A = Annual H = Hourly</p> <p>IMPORTANT NOTE: This is only informing us how you are reporting the data in the Base Salary field. It is not stating if they are a salaried employee.</p>	<p>Base Salary</p> <p>Do not report average data</p> <p>IMPORTANT NOTE: Please report Base Salary as an Hourly rate for employees with hourly base salary format.</p>	<p>Premium Pay</p> <p>Enter any extra premium pay (e.g. location, specialty) that is not included in their base pay here as an hourly rate. (example \$5.00)</p>	<p>Salary Range Minimum</p> <p>Do not report broadband ranges</p> <p>IMPORTANT NOTE: Please enter these in the same format (annual or hourly) as you did base salary.</p>	<p>Salary Range Maximum</p> <p>Do not report broadband ranges</p> <p>IMPORTANT NOTE: Please enter these in the same format (annual or hourly) as you did base salary.</p>

NEW FIELD – Premium Pay

Enter any extra premium pay (e.g., location, specialty) that is not included in their base pay here as an hourly rate. (example \$5.00)


Survey Process

Incumbents Tab

AA	AB	AC	AD	AE
Hourly \$ 2nd Shift Premium Rate (differential only)	Hourly \$ 3rd Shift Premium Rate (differential only)	Hourly \$ Weekend 1st Shift Premium Rate (differential only)	Hourly \$ Weekend 2nd Shift Premium Rate (differential only)	Hourly \$ Weekend 3rd Shift Premium Rate (differential only)
IMPORTANT NOTE: Only for Module 5, 6A, 6B and 6C.	IMPORTANT NOTE: Only for Module 5, 6A, 6B and 6C.	IMPORTANT NOTE: Only for Module 5, 6A, 6B and 6C.	IMPORTANT NOTE: Only for Module 5, 6A, 6B and 6C.	IMPORTANT NOTE: Only for Module 5, 6A, 6B and 6C.
\$ 2.00	\$ 2.25	\$ 1.00	\$ 3.00	\$ 3.25
\$ 1.00	\$ 1.25	\$ 1.00	\$ 2.00	\$ 2.25

Shift Differentials

- Enter for incumbents in Module 5 or Module 6A, 6B, or 6C (5000/6000 job codes)
- Enter premium rates of pay for incumbents working with nonstandard shifts
- **Report the data in hourly figures, not as a percent of base pay (\$1.25 not 4%)**
- **For weekend differentials, report entire differential rates, including any 2nd or 3rd shift differentials that may apply (for example, if the incumbent receives \$1.00 for weekend but it is on top of a \$1.25 (2nd shift differential), then put \$2.25 for the weekend 2nd shift).**



Useful Tip!
Refer to Tab 3 – Guide for more information on each premium listed below

Survey Process

Incumbents Tab

W	AF	AG	AH
Base Salary	Hourly \$ Holiday Premium Rate (differential only)	Hourly \$ In-Charge Premium Rate (differential only)	Hourly \$ On-call/Stand-by Rate
Do not report average data			
IMPORTANT NOTE: Please report Base Salary as an Hourly rate for employees	IMPORTANT NOTE: Only for Module 5, 6A, 6B and 6C.	IMPORTANT NOTE: Only for Module 5, 6A, 6B and 6C.	Should be full hourly rate for standing by, waiting to be called in
\$ 525,000.00			
\$ 45.50	\$ 22.75	\$ 1.00	\$ 1.50
\$ 24.50	\$ 12.25	\$ 1.00	\$ 1.50



Useful Tip!

Report data in hourly figures, **not percent of base pay.**

Holiday Premium

- Enter the extra hourly pay each incumbent receives on a holiday
- Frequently it is half their regularly hourly pay for time and a half

In-Charge Rate

- Enter the extra hourly rate of pay an incumbent receives when they are in-charge
- Typically, this is when they are filling in for their Shift Nurse

On-call Rate

- Enter the hourly rate of pay each incumbent receives during the time he/she is waiting and prepared to work if called in
- This is **not** the rate of pay an incumbent would receive if he/she reported into work after being called in

Survey Process

Incumbents Tab

TOP HINT for submitting your data

Record if incumbents are **STI or LTI Eligible**
****Do not leave this field blank****
Report “N”, even if all incumbents are not eligible for incentives
You will receive an audit for every incumbent that these two fields are empty.

AI
Short-term Incentive Eligibility
Enter Y/N

AO	AP	AQ
Provide details of the LTI Programs in the LTI Plans tab first		
Long-term Incentive Eligibility	Long-term Incentive Status for Non-Recipients	LTI Plan Types Offered
Enter Y/N	1 = Performance goals not achieved 2 = New employee 3 = Granted amount not available 4 = Plan design change 5 = Other	Enter all that apply (e.g., 11,21,32)

Survey Process

Incumbents Tab

AI	AJ	AK	AL	AM	AN
Short-term Incentive Eligibility Enter Y/N	Short-term Incentive (Threshold) as Percent of Base	Short-term Incentive (Target) as Percent of Base	Short-term Incentive (Maximum) as Percent of Base	Short-term Incentive (Actual)	Short-term Incentive Status for Non-Receivers 1 = Performance goals not achieved 2 = New employee 3 = Payout amount not available 4 = Plan design change 5 = Other
Y	25	50	100	25000	
Y		10			2
N					

Short-term Incentives

- Threshold/Target/Maximum are collected as **percent of base salary** (Ex: 5% - **Please enter 5 and not 0.05**)
- Amount of incentive earned (but not necessarily paid out), in dollars, for the most recently completed performance period
- **If an incumbent is eligible, but did not receive an incentive, please complete Short-term Incentive Status for Non-Receivers**
- **Exclude non-performance based incentives** such as: Holiday bonuses, Sign-on bonuses, Retention bonuses, Mandatory deferred compensation payments.

Survey Process

Incumbents Tab

Short-term Incentive Eligibility Enter Y/N	Short-term Incentive (Threshold) as Percent of Base	Short-term Incentive (Target) as Percent of Base	Short-term Incentive (Maximum) as Percent of Base	Short-term Incentive (Actual)	Short-term Incentive Status for Non-Receivers 1 = Performance goals not achieved 2 = New employee 3 = Payout amount not available 4 = Plan design change 5 = Other
Y	10	20	40	10,000	
Y		20		10,000	
Y		20		0	2
Y	50	20	200	10,000	
Y	20	20	20	10,000	

The rows in green are correct. The rows in red are not correct.

Survey Process

Incumbents Tab

LTI information per incumbent is entered on the incumbent tab.

- Everyone needs to complete the Long-term Incentive Eligibility field with a Y or N.
- If you do not have LTI plans, you do not have to do anything else.
 - If you do have LTI plans, you **need to complete the LTI Plans tab** and also **enter the incumbent information on the incumbent tab** below columns AP-AT for the first plan. If the incumbent has more than one plan there is space to add up to four LTI Plans.

AO	AP	AQ	AR	AS	AT	AU
Provide details of the LTI Programs in the LTI Plans tab first						
Long-term Incentive Eligibility Enter Y/N	Long-term Incentive Status for Non-Receivers 1 = Performance goals not achieved 2 = New employee 3 = Granted amount not available 4 = Plan design change 5 = Other	LTI Plan Types Offered Enter all that apply (e.g., 11,21,32)	Stock/Share Ownership Guidelines Enter Y/N	LTI Plan Award #1 Organization LTI Plan Identifier (identifiers provided on the LTI Plans tab are available here)	Number of granted Options/ Shares/ Performance Units or value of granted Cash Award (in case of Cash Award please express it in currency stated in LTI Plans tab)	LTI Plan Award #2 Organization LTI Plan Identifier (identifiers provided on the LTI Plans tab are available here)

4-Company Data

5-Nurse Hiring Rates by Years

6-Per Diem (PRN)

7-Incumbents

8-LTI Plans

Job Catalogue

Prior Year Matches

LTI Plan Tab

Survey Process

LTI Plan

The LTI Plan Tab is only for those that have an LTI Plan

You only will be completing this tab if:

1. You have LTI Long-term Incentives (LTI) at your organization.
2. If you are providing incumbents that are granted LTI.
3. If you do not have LTI, then you do not have to complete this tab.

Tab 8 - LTI Plan Summary									
Use a separate row for each LTI Program offered to your employees. Use N/A only to indicate the employee group is not found in the organization for which you are reporting									
Organization LTI Plan Identifier	Eligibility - Executives Y / N / N/A	Eligibility - Management Y / N / N/A	Eligibility - Professionals Y / N / N/A	Eligibility - Para-Professionals Y / N / N/A	LTI Plan Type 11 = Stock/Share Options 12 = Share Appreciation Rights (SARs) 21 = Restricted Shares/Share Units 22 = Performance Shares/Share Units 31 = Performance Cash Units 32 = Long-term Cash	Plan Structure (for all Plan Types) 1 = Fixed Amount Award 2 = Defined Target Award (with higher/lower payout potential) 3 = Defined Maximum Award (with lower payout potential)	Maximum Award as a % of Target (for Plan Structure 2 only)	How LTI Grant Vests (for all Plan Types) 1 = Service Based 2 = Performance Based 3 = Performance Accelerated	Performance Measures (for all Performance Measures) 1 = Relative Total Shareholder Return 2 = Multiple Measures Including Total Shareholder Return 3 = Multiple Measures not Including Total Shareholder Return 4 = Other

4-Company Data

5-Nurse Hiring Rates by Years

6-Per Diem (PRN)

7-Incumbents

8-LTI Plans

Job Catalogue

Job Catalogue Tab

Survey Process

Job Catalogue Tab





Find & Select ▾

2

3

4

5

6

7

8

9

Job Catalogue

Position List by position family:

2024 IHN Position List by Family.pdf

Position Descriptions

Survey Job Code

Position Title

Family Name

Position Description

B - Description and Title Change

C - Position Code Change

D - Description Change

N - New Position

S - Single Incumbent

Title Change

Healthcare System Executives (Module 4A)

Hospital Executives (Module 4B)

Healthcare Executives (Module 4C)

Healthcare Individual Contributors (Module 5)

Home Health/Hospice (Module 6A)

Physician Practices/Outpatient Communities (Module 6B)

Senior Living/Nursing Homes/Long-term Care Communities (Module 6C)

Healthcare Middle Management (Module 7)

Healthcare Information Technology (Module 8)

Nursing and Advanced Practice Clinicians (Module 9A)

4050

President/Chief Executive Officer - System-owned

Senior Executives

Top management position in a system-owned or -operated hospital facility. Responsible for the overall operation of the facility including departments such as finance, legal, and human resources as well as the clinical departments. May report directly to the system senior management or to the Board of Directors. Note: This is generally a single incumbent position. Only one employee, the most senior individual, non-management position should be

S

2-Order

FAQs for facility types & CEOs

3-Guide

4-Company Data

5-Nurse Hiring Rates by Years

6-Per Diem (PRN)

7-Incumbents

8-LTI Plans

Job Catalogue

Prior Year Matches Tab

Survey Process

Prior Year Matches Tab

Only prior year’s participants will have this tab filled in on their prepopulated questionnaire.

Prior Year Matches

Mercer will not use, reference, nor review any data on this tab. Please provide your data on the appropriate tabs. The data shown here is intended to help facilitate matching consistency and provide prior year participants with a starting point for supplying incumbent data.

Facility ID	Survey Job Code	Position Title	Organization Job Title	Organization Job Code	# of Matches by Organization to this Job Code in 2020
1005555	5077	Care Coordinator	CARE COORDINATOR	1234	3
1005555	5077	Care Coordinator	CLINICAL COORDINATOR	1235	13
1005555	5077	Care Coordinator	PATIENT CARE COORDINATOR	1236	11
1005555	5130	Patient Transporter	DRIVER	1237	52
1005555	5130	Patient Transporter	TRANSPORTATION WORKER	1238	10
1005555	5161	Dental Assistant	DENTAL ASST	1239	4
1005555	5162	Dental Hygienist	DENTAL HYGIENIST	1240	3
1005555	5402	Lab Clerk/Assistant	LAB TECH	1241	1
1005555	5440	Pharmacy Technician	PHARMACY TECH	1242	198
1005555	5455	Staff Pharmacist (RPh)	PHARMACIST	1243	70
1005555	5470	Pharmacy Buyer	PHARMACY PURCHASING COORD	1244	1
1005555	5503	Rehabilitation Aide	REHABILITATION TECHNICIAN	1245	6

Data Validation

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Data Validation

1. You should receive your Data Validation file 5-10 business days after submitting.
 2. You download it from your imercer account “My Data Validation”.
 3. You will have 5 business days to complete and return.
 4. If you do not return your file within 5 business days, we will email you and ask you if you want to:
 - Receive an extension of a few more days to complete and return
 - Schedule a call with Mercer to review your file with you
 - Have Mercer take Mercer Default Action
- *If we have questions that we need you to resolve so we can keep your data in the survey, we will have to have you respond to us in a timely manner.
- *If you do not respond to us, it could mean your organization is not considered a participant and you will not receive participant pricing.

Data Validation

How to Access your Data Validation File

How to access your Data Validation File (DVF):

1. Go to imercer.com and choose “Hello, sign into My Account”
2. Enter your user ID (typically your email address) and password, then sign in
3. If you have forgotten your password, please use the “Forgot Password” link and follow the instructions on the screen
4. Scroll down to “My Data Validation”
5. Select the files you would like to open using the check box and click “Download as Zip”

1.



2.

Sign In

Email

example@domain.com

Password

☐ Update your multi-factor authentication contact information after login

[Forgot password?](#)

Sign In

3.

4.

My Data Validation

<input type="checkbox"/>	Download Name▲	Submission Deadline	Downloaded / Accessed On
<input type="checkbox"/>	Mercer_2020_US_JHN_Questionnaire_		
To open or save a file, check the corresponding box and select Download as Zip.			
Download as Zip			Submit Submit my participation data

5.

Results Publication

4

Results Publication

- Mercer's IHN Survey Suite provides an inside view to compensation packages in the marketplace, allowing you to create a competitive offering to retain and reward key talent
- Determining competitive pay levels requires carefully aligning market demands with base pay, incentives, and other compensation elements

Results in late July

- Email notification will be sent once results are available
- Place your order on the questionnaire to ensure access as soon as the results are released

Excel and PDF

- Data available in PDF and Excel
- Cuts by location, revenue, beds, and more

Mercer WIN®

- Create unlimited data cuts
- Create a custom peer group

Mercer Resources

5

Mercer Resources

Career Products Solutions

Find all the information you need on our products, services, upcoming training courses and more:

- www.imercer.com
- www.imercer.com/participate
- www.imercer.com/ihn
- www.imercer.com/clinicalpaypractices

Contact Center | Help Desk

For help with any Mercer survey (e.g., ordering, access problems, etc.):

- 800 333 3070
- surveys@mercer.com

Healthcare Contacts

Healthcare Product Leader:
Donna Burke
954 838 3515
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Healthcare Product Team:
Phoebe Min
818-739-9881
phoebe.min@mercer.com

welcome to
brighter