

2024 US Pharmacy Job Matching Guidelines



March 2024

2024 US PCS – Key Information

- Mercer's Pharmacy Compensation Survey provides you with comprehensive and reliable insights on compensation practices for organizations with **retail, mail-order, and hospital pharmacies**. The survey includes critical pharmacy-specific positions including **pharmacists, pharmacy technicians, and pharmacy management positions**.
- Participation opened **March 4** on Mercer Data Connector. The deadline for data submission is **April 26**. Please make sure that your account is set up correctly and to **get started as soon as possible** to finish on time, with quality data.
- Please take enough time to match your jobs, and please refer to the **matching guidelines for pharmacy organizations** (slide 31~).
- **The most important slides in this deck are: Slide 3 and Slides 31 through 39.**
- For any general inquiries or support regarding survey submission, please contact our North American Contact Center team, at +1-800-333-3070 or surveys@mercer.com. The product manager, Phoebe Min (phoebe.min@mercer.com) is also available to address any survey-specific questions.

Key Takeaways for PCS Submission

1

Critical pharmacy-related organization data

Number of pharmacies, Average weekly script volume, Industry specialization

2

Critical pharmacy-related employee data

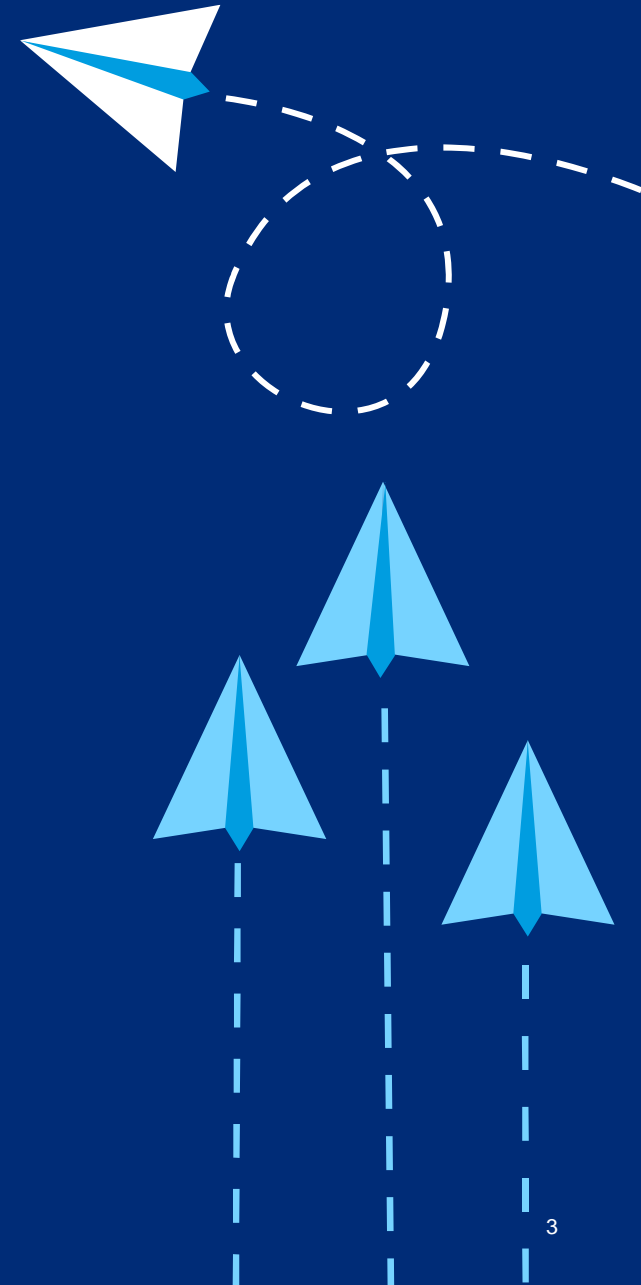
Workplace zip code, # pharmacies supervised, Registered pharmacist, Technician certified

3

Returning participants – Please use pre-populated file

Please use your pre-populate files to maintain the rematching/cleaning done in 2023

Completing all pharmacy-specific organization and employee data fields, and using the pre-populated file (for returning participants) are critical for the survey's overall database quality.



01

Survey Timeline and Overview

02

Mercer Data Connector

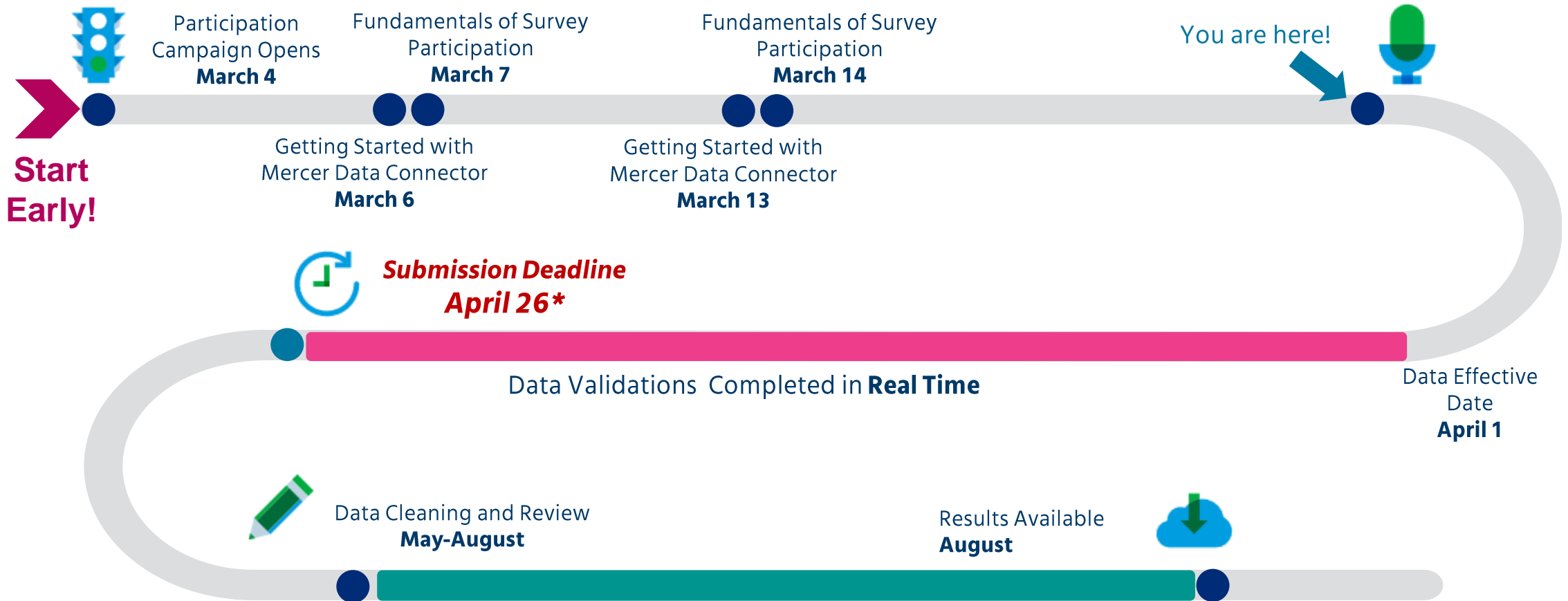
03

Job Matching Booklet & Executive Matching

04

US Pharmacy – Matching Your Jobs

Survey Timeline: 2024 Survey Cycle



*** Extensions beyond April 26 cannot be provided ***
If you have concerns, please visit www.imercer.com/market-analytics-services to learn more about our Participation Services to ensure you meet the deadline.

Survey Timeline: Where we are in the process



You should now be set up in Mercer Data Connector

- Use of Mercer Data Connector is by invitation only.
- Mercer has set up a profile and sent an *Invitation to Participate* to the person that submitted your organization's data on Mercer Data Connector last year.
- All 2024 participants will have their matches pre-populated in the employee data file.
- **Did not participate in 2023? Did not receive an Invitation to Participate email from Mercer Data Connector?**
- **Please call 800-333-3070 or email us at surveys@mercer.com as soon as possible.**



You should have attended two essential webinars for participation

- *[Getting Started with Mercer Data Connector](#) and [Fundamentals of Survey Participation using Mercer Data Connector](#)*
- If you missed them, you can view the recording and presentation deck by going to our iMercer page (www.imercer.com): Click on “Webinars & Training” and select “Webinars & Events”
- Locate the two webinars on the page, and click on ‘View Webinar Replay’ and ‘View PDF’ on the right.

Survey Overview: Company Data & Employee Data



Company Data

- Super sector, sector, and sub sector (if applicable)
- Type of organization
- Parent organization ownership
- FTEs
- Financials

Key Pharmacy data!

- FTEs (pharmacy operations only)
- Number of pharmacies
- Average weekly pharmacy script volume
- Industry specialization (pharmacy operations only)

...



Employee Data

- Base Salary
- Short-term incentives, Sales incentives
- Profit sharing
- LTI – eligibility, play type, and awards
- Year of hire
- Full-time/Part-time Status

Key Pharmacy data!

- **Zip code (Workplace)**
- **Registered Pharmacist**
- **Technician certified**
- **Number of pharmacies supervised**

...

Survey Overview: 2024 Pricing Information

2024 US PCS	
Product Name	Pricing
Single-State Location – <i>Participant</i>	\$2,400
Multi-State – <i>Participant</i>	\$4,000
Single-State Location – <i>Non Participant</i>	\$7,200
Multi-State – <i>Non Participant</i>	\$12,000

- **Notes about Single-State and Multi-State:**

- If an organization gives data for more than one state, then the organization should purchase Multi-state.
- Hospitals operating in only one state should purchase the Single-State product; all others should purchase the Multi-State price.

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Job Matching Booklet & Executive Matching

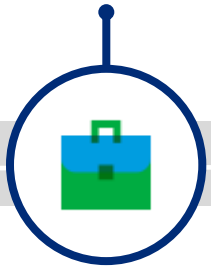
04

US Pharmacy – Matching Your Jobs

Mercer Data Connector: Process

Register securely

Through Mercer single sign on

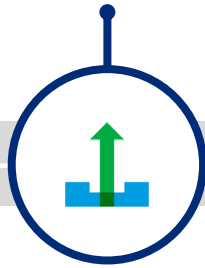


Add users

*Unlimited # of users with
role-based security*

Upload data

Review prior year data online



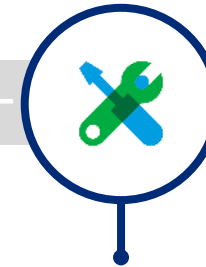
Monitor status

*Real-time visibility to
work in progress*



Match jobs

Review automated suggestions



Correct issues

In real-time



Submit data

Download submission

*Please remember
to SUBMIT!*

Mercer Data Connector: Survey Participation

survey participation

Data submission using Mercer Data Connector

Your survey data is collected using our online data submission platform – Mercer Data Connector.

[View a complete list of surveys included and access survey-specific resources.](#)

Returning Participants

Have you completed participation for your organization in a prior year using Mercer Data Connector?

Enter your company email address and imercer.com password* to access Mercer Data Connector.

Login now

New Participants

Did someone else complete participation for your organization in a prior year using Mercer Data Connector?

Complete the New Contact form and we'll send you access instructions.

New Contact Form

New Companies

Is this your company's first time participating in Mercer surveys using Mercer Data Connector?

Complete the New Company form so we can start the set-up process for your organization and send you access instructions.

New Company Form

<https://www.imercer.com/mercer-data-connector-participation>

Mercer Data Connector: Easy User Access Functionality

Manage Users in one place

Add new users with a click of a button

Edit or delete user

User Role Permissions	Administrator	Delegate
Manage companies within organization	Yes	
Manage users	Yes	
View, enter and edit data	All sections	Select sections
Submit data	Yes	
Download your data	Yes	
Order products	Yes	

Mercer Data Connector: Dashboard

Mandatory

Company Data NOT STARTED 0 out of 1 Completed BEGIN >	Employee Data NOT STARTED 0 out of 1 Completed BEGIN >	Long-Term Incentive Plans NOT STARTED 0 out of 1 Completed BEGIN >	Script Volume NOT STARTED 0 out of 1 Completed BEGIN >
Pharmacy Policies and Practices NOT STARTED 0 out of 1 Completed BEGIN >	Contact Center Location Details NOT STARTED 0 out of 1 Completed BEGIN >	Contact Center Policies NOT STARTED 0 out of 1 Completed BEGIN >	Retail Policies and Practices NOT STARTED 0 out of 1 Completed BEGIN >
Mercer/Gartner IT Jobs and Skills Policy NOT STARTED 0 out of 1 Completed BEGIN >	Skills NOT STARTED 0 out of 1 Completed BEGIN >	Order Products NOT STARTED ORDER >	Submit Data NOT STARTED 0 out of 1 Submitted SUBMIT >

Mercer Data Connector: Company Data

NOT STARTED

Company Data

0 out of 1 Completed [BEGIN >](#)

0 Errors

8 Organization type
Survey participation
Organization size
Organization's activities
Job evaluation system
Internal grading/levelling
Employee Population
Hiring Intentions
Staff turnover
Hot Jobs

Save & Validate

Organization type

Type of organization * ⓘ

- Parent/Corporate
- Subsidiary
- Multi-Division
- Division
- Not applicable

Parent organization ownership * ⓘ

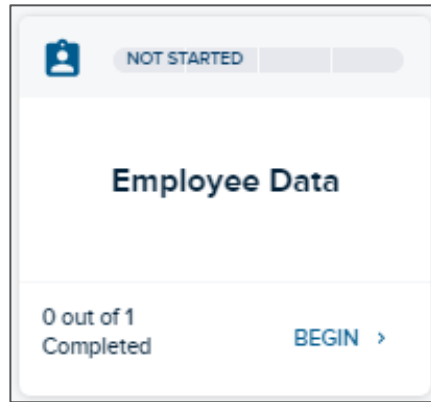
- Publicly Traded on a Stock Exchange
- Privately Owned Organization
- Not-for-Profit
- Joint-Venture
- State-Owned Enterprise (Crown Corporation)
- Not applicable

Please complete this section as much as possible!

Submitting data allows for data cuts within survey results by (for example):

- *Net Sales Revenue*
- *FTEs*
- *Number of pharmacies*
- *Average weekly script volume*
- *Industry specialization*

Mercer Data Connector: Employee Data (Downloading Template)



2024 DATA COLLECTION

Employee Data

Status

- 1. File Upload
- 2. Job Match
- 3. Validation

File Upload

Choose your company(ies)

Filter: 1 Companies selected CLEAR

Choose Your Company

US Retail Company (US) x

First select companies you want to upload from the drop down list on the right. When preparing your file choose one of below options:

I participated last year and want to review my pre-populated data.

Click the "Download Template" button and Mercer Data Connector will generate an Excel file that contains your data from last year. If you have more than one company and country (or region) combination selected, they will be identified in the "Company Name" and "Country/Region Code" columns. This is the easiest way to update your employee data.

I want to use a blank template.

Click the "Download Template" button and Mercer Data Connector will generate an Excel file template. If you didn't participate last year, the template will be blank but if you did participate, data will be pre-populated – just delete it and copy and paste your data into the Excel file – don't modify the columns.

I want to upload my HRIS file.

Using an Excel (xlsx only) file, upload your file by clicking the "Upload" button. Once your file is uploaded, Mercer Data Connector will prompt you to map your column headings to Mercer's columns and identify the country (or region) combinations the data applies to.

Are you uploading data for multiple countries (or regions) using one file?

During the file upload process, Mercer Data Connector will automatically skip data that is not applicable for the countries (or regions) that you are participating in. Why do we do this? Mercer Data Connector automatically cleans and validates your data during the file upload process. As a result, you won't have to review answers that are not needed for your survey participation.

Download Template

Download the template

Mercer Data Connector: Employee Data (Pre-populated Template)

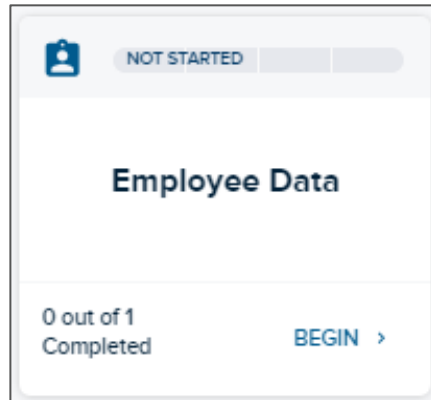
The main spreadsheet displays the following data:

2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
Mercer position title	Previous year job code (for reference only)	Previous year job title (for reference only)	Therapeutic area flag	Mercer Job Library specialty flags, level 1 (for specific jobs)	Mercer Job Library specialty flags, level 2 (for specific financial jobs)	Mercer Job Library specialty flags, level 3 (for specific financial jobs)	Organization type (sales/non-sales)	Job title within your organization	Internal job code	Job level within your organization	Job grade within your organization										
	610.572.220	Purchasing Manager						Purchasing Manager	SGPUR0200001												
	210.100.220	Finance Manager						Finance Manager	SGF&A0300001												
	210.100.220	Finance Manager						Finance Manager	SGF&A0200001												
	210.100.220	Finance Manager						Finance Manager	SGF&A0300001												
	210.030.120	Head of Finance & Accounting - Tier 3						Head of Finance & Accounting	SGF&A0400001												
	210.100.220	Finance Manager						Finance Manager	SGF&A03SGM01												
	310.100.210	Information Technology - Senior Manager																			
	610.100.350	Supply & Logistics Analyst - Experienced																			
	500.100.350	Research & Development (R&D) Engineer - Experienced																			
	510.415.360	Systems Engineer - Entry																			
	410.476.210	Product / Brand Marketing - Senior Manager - Group																			
	500.100.220	Research & Development (R&D) Manager																			
	110.209.130	Head of Public Relations Sub-Function																			
	500.100.210	Research & Development (R&D) - Senior Manager																			
	510.100.220	General Engineering Manager																			
	500.100.220	Research & Development (R&D) Manager																			
	510.100.220	General Engineering Manager																			
	500.100.210	Research & Development (R&D) - Senior Manager																			
	510.100.220	General Engineering Manager																			

The 'Guide' window provides details for the following fields:

Question	Question Code	Description	Applicable for Countries	Options
Employee identifier	YOUR_EEID	Unique employee identifier, without dashes or other formatting. Exclude government identification numbers and personal information.	SG	
Mercer benchmark code	POS_CODE	This field is essential to determine the survey job match.	SG	
Mercer position title	POS_TITLE		SG	
Previous year job code (for reference only)	OLD_POSCODE		SG	
Previous year job title (for reference only)	OLD_POSTITLE		SG	
Therapeutic area flag	EMP_010	Please select one: Animal Health Bio/Pharmaceuticals Bio/Pharmaceuticals - Specialty Cardiovascular Generics Medical Devices: Capital Equipment Medical Devices: Consumables/Disposables Medical Devices: Durable Goods Medical Devices: Implantable Devices Oncology OTC Vaccines Not applicable	SG	Animal Health Biologics Cardiovascular Generics

Mercer Data Connector: Employee Data (Uploading Template)



Are you uploading data for multiple countries (or regions) using one file?

During the file upload process, Mercer Data Connector will automatically skip data that is not applicable for the countries (or regions) that you are participating in. Why do we do this? Mercer Data Connector automatically cleans and validates your data during the file upload process. By removing responses that are not applicable, you won't have to review answers that are not needed for your survey participation.

Download Template

Time Saver Tip:

When you upload your file, Mercer Data Connector will automatically match your data to the Job Library. If we can't find a match, we'll make a suggestion for you to review.

I have agreed to the upload [Terms & Conditions](#)

Select Date Format: YYYY-MM-DD

Select Numeric Format: X,XXX,XXX,XX

Drop files here or click to upload, make sure to accept Terms & Conditions to activate

Upload the Employee Data file

Agree to Terms & Conditions

This is the main upload interface. It includes a 'Download Template' button, a 'Time Saver Tip' section, a checkbox for 'I have agreed to the upload Terms & Conditions', two dropdown menus for 'Select Date Format' and 'Select Numeric Format', and a large file upload area with an upward arrow icon. A callout box points to the checkbox, and another points to the upload area.

Mercer Data Connector: Real-time Data Validation

Validations

View Submitted Choose Your Company

My Company In China (CN) x My Company In Denmark (DK) x
My Company In USA (US) x

Mercer Data Connector gives you the ability to validate your data in real-time. Select your options below and quickly solve

Review validations by type

SELECT YOUR TYPE

Job Match (2) Required (6) Optional (45) Resolved (67) [Advanced Filter](#)

Results - You have 53 Items.

To dismiss multiple items, check the box next to each one and click the Dismiss button. [Dismiss](#)

<input type="checkbox"/>	Category	Error Description	Status	Number of Incumbents	Action
<input type="checkbox"/>	Employee Information	The annual base salary is very low for this position.	JOB MATCH	2	FIX ERROR
<input type="checkbox"/>	Employee Information	The annual total cash (actual) is low for this position.	JOB MATCH	3	FIX ERROR
<input type="checkbox"/>	Base Salary	Pay type is required for submission.	REQUIRED	15	FIX ERROR
<input type="checkbox"/>	Base Salary	Employee salary currency: Provided response is not a valid option from the predefined list.	REQUIRED	15	FIX ERROR
<input type="checkbox"/>	Base Salary	Annual base salary or hourly rate is required for survey submission.	REQUIRED	14	FIX ERROR

Make sure to budget time to complete data validations!

The quality of the survey data depends on your ability to properly address your validations.

Mercer Data Connector: Real-time Data Validation

There are three actions to take when presented with an audit:



Fix the error: The tool is user friendly, and you can address any corrections through this without redoing the incumbent submission.



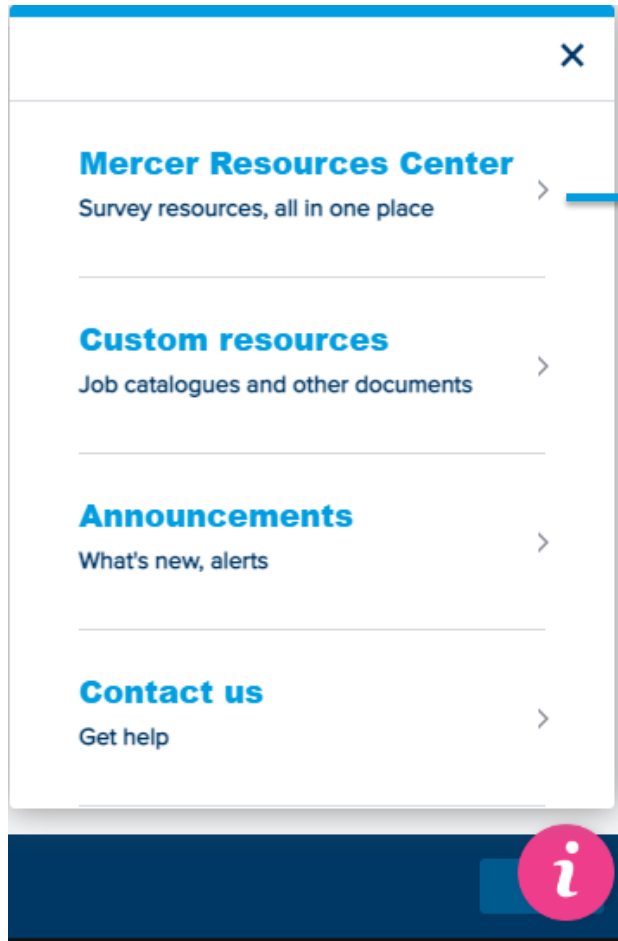
Dismiss: This accepts the entry as is and Mercer may take further action if required



Exclude: This omits the entire line of data from being included in the submission. *Use with caution.*

Be sure to understand the difference between Dismiss and Exclude

Mercer Data Connector: Where to get help



- About Mercer Data Connector
- Access & First Steps
- File Upload
- Match Jobs
- Validation (Employee Data)
 - About employee data validation
 - Data Submission Management
 - Employee data validations
 - Reviewing validations
 - Navigating Validations
 - How to fix errors
 - Manually changing data
 - Using the Bulk Update functionality
 - Using an Excel file with Validations
 - How to dismiss validations
 - Review resolved validations
- Policy & Benefits sections
- Submit & Download data

In Mercer Data Connector, look for the **pink "i" icon** on the bottom right.

Navigating Validations

	Category	Error Description	Status	Number of Incumbents	Action
<input type="checkbox"/>	Employee Information	The annual total cash (actual) is high for this position.	JOB MATCH	5	FIX ERROR
<input type="checkbox"/>	Employee Information	The annual base salary is very low for this position.	JOB MATCH	5	FIX ERROR
<input type="checkbox"/>	Base Salary	Employee salary currency is required for submission.	REQUIRED	92	FIX ERROR
<input type="checkbox"/>	Base Salary	Monthly base salary or annual base salary is required for survey submission.	REQUIRED	2	FIX ERROR
<input type="checkbox"/>	Benefits	Please complete Health insurance eligibility if you have the data.	OPTIONAL	92	REVIEW
<input type="checkbox"/>	Benefits	Please complete Personal assistance eligibility if you have the data.	OPTIONAL	92	REVIEW
<input type="checkbox"/>	Short-term Incentives	Short-Term Incentive (variable bonus) eligibility information has not been provided.	OPTIONAL	52	REVIEW
<input type="checkbox"/>	Benefits	Please complete Retirement scheme eligibility if you have the data.	RESOLVED	92	VIEW

- 1 Use the **Choose Your Company** drop down list.
- 2 Select one or more **Validation types** for review.
- 3 Apply an **Advanced Filter**.
- 4 Review validation **Results**, color coded by type.
- 5 Click the arrow to see a description, including the correction that will be applied if the validation is not resolved.
- 6 In the **Action** column, click **Fix Error/Review/View** to see more details and take action.
- 7 Use page navigation to switch between pages or expand to view more results on one page.

After you click on one of the action buttons it will take you to the error page where you will:

Employee salary currency is required for submission. 1 3 of 21

Adding required data will ensure your submission is complete, please review and update.

Mercer will insert a default answer if not added.

Previous Error | Next Error 3

- 1 Review the **validation message and description**. Where applicable, it will include the action Mercer will take if

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Mercer Data Connector

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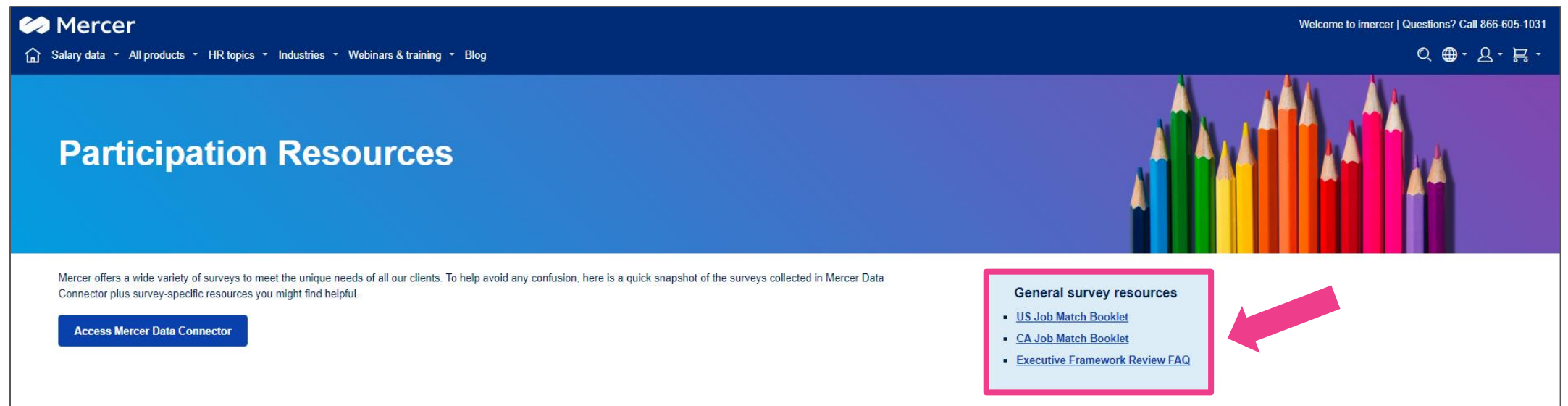
Job Matching Booklet & Executive Matching

04

US Pharmacy – Matching Your Jobs

2024 Job Matching Booklet: Where to access

- *All US surveys on Mercer Data Connector share the same Job Matching Booklet.*
- In addition to assisting you with the job matching process, the Job Matching Booklet helps you identify which Mercer Job Library specializations are covered by which survey product / module.
 - There may be supplementary or adjacent survey products you may be interested in apart from the survey products you traditionally participate in.
- **To access the Job Matching Booklet:**
 - Go to the Participation Resources page: [Mercer Data Connector Surveys \(imercer.com\)](https://www.imercer.com)



Mercer

Welcome to imercer | Questions? Call 866-605-1031

Salary data All products HR topics Industries Webinars & training Blog

Participation Resources

Mercer offers a wide variety of surveys to meet the unique needs of all our clients. To help avoid any confusion, here is a quick snapshot of the surveys collected in Mercer Data Connector plus survey-specific resources you might find helpful.

[Access Mercer Data Connector](#)

General survey resources

- [US Job Match Booklet](#)
- [CA Job Match Booklet](#)
- [Executive Framework Review FAQ](#)

2024 Job Matching Booklet: How to use

Some jobs are covered by surveys outside US FSS. Use the Job Matching Booklet to see which jobs are covered by which survey.

Filter on the Pharmacy Compensation Survey column to see which jobs are part of US PCS

Please note that columns have been hidden to allow you to easily view the list of their alignment to our various survey products. Please expand and collapse the view additional details regarding the Specializations and/or Jobs.

					MBD/TRS	FSS	SIRS	RET	MTCS	MIN	Pharmacy Compensation Survey
Specialization Code	Specialization Title	Industry	Broad-Based/General Specialization	Specialization Year over Year Change Status	Full Mercer Benchmark Database/Total Remuneration Survey <small>(Click at the plus button to see detailed product information)</small>	Financial Services Suite - All Modules <small>(Click at the plus button to see detailed product information)</small>	SIRS Premium - Includes ALL SIRS <small>(Click at the plus button to see detailed product information)</small>	Retail Compensation and Benefits Survey - All Modules <small>(Click at the plus button to see detailed product information)</small>	Mercer Total Compensation Survey for the Energy Sector - All Modules <small>(Click at the plus button to see detailed product information)</small>	Mining - All Modules <small>(Click at the plus button to see detailed product information)</small>	
GMA.01.001	Chair of the Board (Non CEO)	Cross Industry			•	•	•		•		
GMA.01.002	Chair of the Board and CEO	Cross Industry			•		•	•	•		
GMA.01.003	Head of Organization (CEO)	Cross Industry	X		•	•	•	•	•	•	
GMA.01.008	Head of Commercial/Chief Commercial Officer (CCO)	Cross Industry			•		•		•		
GMA.01.006	Head of International Operations	Cross Industry			•		•		•		
GMA.01.009	Head of Administration	Cross Industry			•		•				
GMA.01.010	Chief Operating Officer	Cross Industry			•	•	•	•	•	•	•
GMA.01.004	Chief Financial Officer	Cross Industry			•	•	•	•	•	•	
GMA.01.005	Head of Administration	Cross Industry			•	•	•	•	•		
GMA.01.007	Head of Shared Services	Cross Industry			•		•				
GMA.02.001	Long-Term Business Strategy & Planning	Cross Industry			•	•	•	•	•	•	
GMA.02.002	Mergers & Acquisitions Strategy & Planning	Cross Industry			•		•		•		

Familiarize yourself with the available Career Streams & Levels in Mercer Job Library

Introduction | **MJL Specializations & Levels** | Job Catalogue | Career Streams & Levels | Family & Sub-Fa ...

NEW! Unveiling the simplified Executive Framework



In order to improve the job matching experience we are streamlining Mercer Job Library's Executive Framework.

5

New 5 top leadership benchmark levels, replacing current 22 Executive and Top Management level job codes.

Key changes



Introduction of Executive Tiers

Represent leadership breadth of role by replacing Executive Levels with Executive Tiers.



Organization Type & Geographic Scope of Role

Above elements detached from executive job code, but kept as data refinements.



Defining Top Leadership

Refreshed relationship between Executive and Management Career Stream – complementing Executive Tiers with Director Levels.

What's in it for you



Simplification

Reduced number of levels and jobs while keeping existing benchmarking information.



Easier Job Matching

Job matching process made easier and faster allowing for more flexibility and higher accuracy.



Improved Data Availability

Within new framework, larger portion of available executive benchmarks will be published on the compensation survey reports.

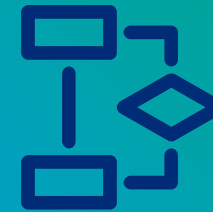
Executive Framework: What does this mean for you?

If you are a past participant...



We've mapped over everything to our new framework

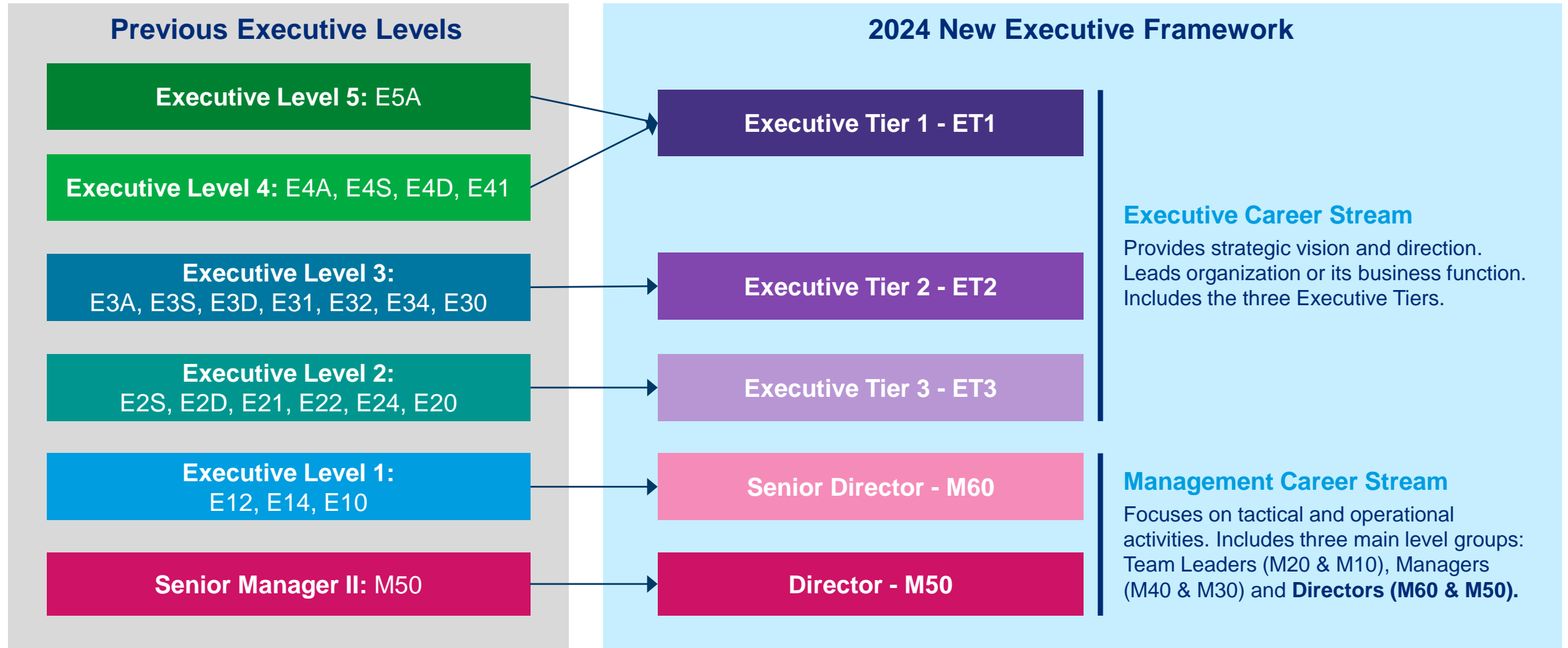
If you are a new participant...



We'll teach you how to match your executives

Executive Framework: Year over Year Mapping

Simplified Mapping Table – By Level Code



Executive Framework: Typical Leveling

Parent organization			
Geographic Scope of Role	Head of Organization	Head of Major Function	Head of Function
Global/Multi-Regional	ET1	ET1	ET2
Regional/Multi-Country	ET1	ET2	ET3
In-Country/District	ET2	ET3	M60

Non-parent organization (Subsidiary/Division(s))			
Geographic Scope of Role	Head of Organization	Head of Major Function	Head of Function
Global/Multi-Regional	ET1	ET2	ET3
Regional/Multi-Country	ET2	ET3	M60
In-Country/District	ET3	M60	M50

Executive Framework: Organization Type Definitions



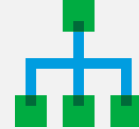
Parent/Corporate

The highest reporting entity **without any organization above it**. Typically, management is responsible to either the board of directors and shareholders or to the owners for overall organization performance. Note: Organizations structured as Joint Ventures should report themselves as Parent/Corporate.



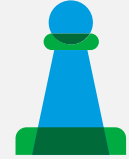
Subsidiary

The Subsidiary is **a separately incorporated legal entity** with majority interest held by a Parent/Corporate entity; it can have multiple business divisions and is responsible for most organization functions. Although a Subsidiary may ultimately roll up into a Parent/Corporate entity, management performs most functions of a stand-alone organization and is accountable to the Parent/Corporate organization for operations and financial performance. Note: Hospitals who are majority owned by a college or university and organizations whose parent is structured as a holding company should report themselves as a Subsidiary.



Multi-Division

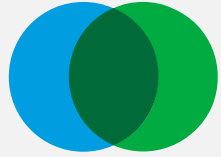
A major segment of an organization that is **composed of related products/services or lines of business** that are measured for purposes of financial performance. Is held accountable to either a Parent/Corporate or Subsidiary entity. Does not have a Board of Directors and **is not a separately incorporated legal entity**.



Division

A unit of a Parent/Corporate, Subsidiary or Multi-Division organization that **operates as a profit center**. May comprise most functions of a fully integrated business and/or some functions may be supported by Shared Service Centers. Does not have a Board of Directors and is **not a separately incorporated legal entity**.

Executive Framework: Executive Types Definition



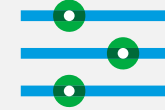
Head of Organization

- Specializations focused on leading entire organization, selected entity or line of business.
- Matching Tier depends mostly on the organization's parameters.
- Following Tiers may be included ET1, ET2 and ET3.



Head of Major Function

- Specializations focused on leading broad umbrella of associated functions.
- Incumbents in those roles lead multiple other Executives and Directors, typically matched to different specializations within the same Job Family.
- Following Tiers/Levels may be included: ET1, ET2, ET3 and M60.



Head of Function

- Typically, responsible for a single business function or part of a function. If role leads any other Executive or Director, matching will most likely be within the same specialization.
- Following Tiers/Levels may be included: ET2, ET3, M60 and M50.
- Within those specializations lower career levels are typically also available.

Executive Framework: Geographic Scope Definitions



Global

- Worldwide

Multi-Regional

- Two or more Regions, e.g., Americas, EMEA, Latin America and APAC, APAC and Middle East

Regional

- Commonly accepted Geo-political area or substantial number of countries, e.g., North America, Europe, Latin America, APAC, Africa, Middle East

Multi-Country

- 3 to 8 countries within a region, e.g., Western or Eastern Europe, ASEAN, North Asia

In-Country

- One country only, e.g., United States, Canada, Australia

District

- Geographically significant area within a country; typically used in large geographically diverse countries, e.g., Pacific Northwest, Southeast, Southwest, etc.

01

Survey Timeline and Overview

02

Mercer Data Connector

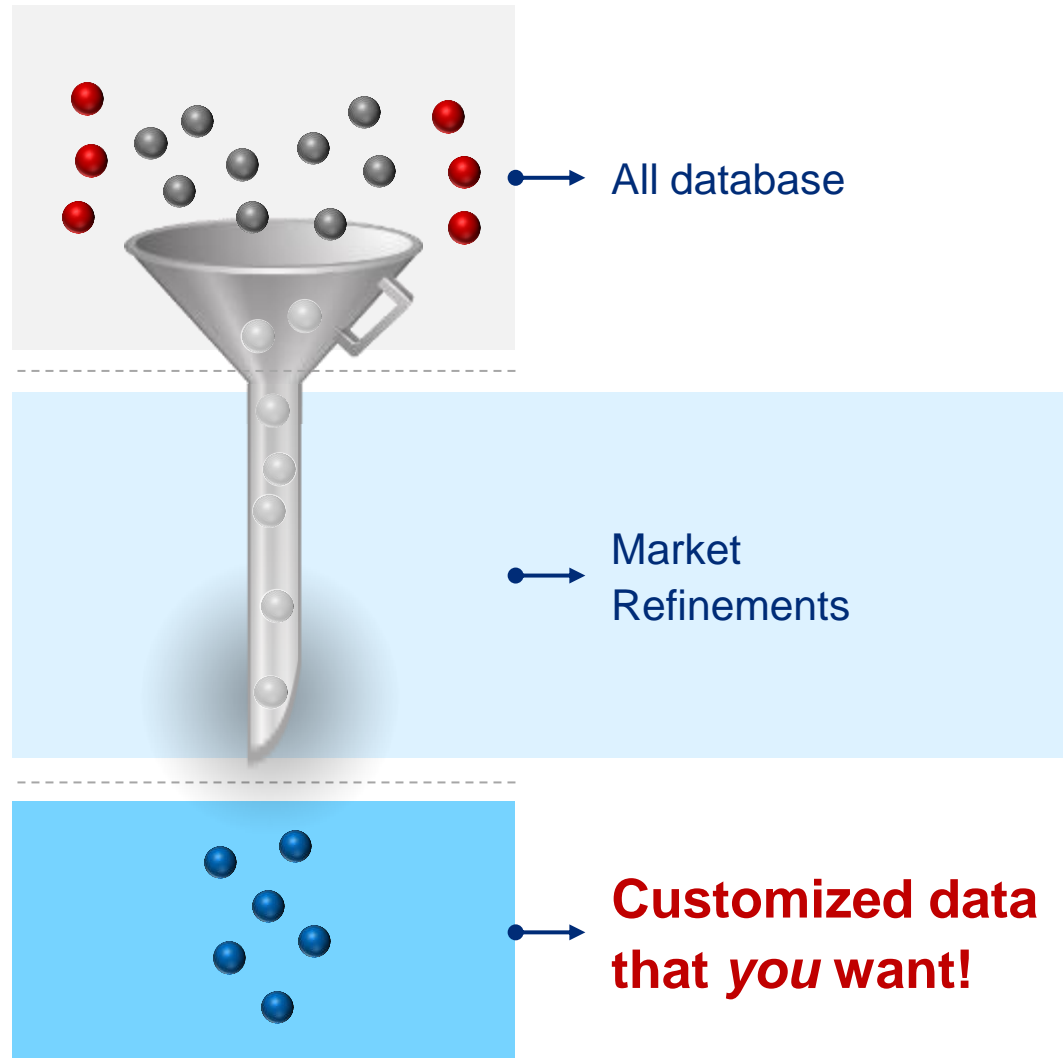
03

Job Matching Booklet & Executive Matching

04

US Pharmacy – Matching Your Jobs

Key Fields for the Pharmacy Industry



Please ensure that you are submitting data for some of the key fields for the Pharmacy Industry, such as:

Company Data

Number of pharmacies

Average weekly pharmacy script volume for all pharmacies

Full-time Equivalents

Industry specialization

...

Employee Data

Zip code (Workplace)

Registered Pharmacist

Technician Certified
(for Pharmacy technicians)

Number of Pharmacies Supervised

...

These fields are all available as refinement criteria on WIN!

US PCS Job Matching Guidelines

Pharmacy Leadership & Management

Job	Mercer Job Code	Responsibilities
Pharmacy Leadership	HLT.05.001	<ul style="list-style-type: none"> • Head of Pharmacy (Healthcare)
	HLT.05.002	<ul style="list-style-type: none"> • Head of Pharmacy (Health Insurance)
Pharmacy Management	HLT.05.020	<ul style="list-style-type: none"> • Multi-Pharmacy Operations Management (Retail): M30-M50 recommended
	HLT.05.021	<ul style="list-style-type: none"> • Pharmacy Management: M30 recommended
	HLT.05.022	<ul style="list-style-type: none"> • Mail Order Pharmacy Center Mgmt. (Health Insurance): M20-M40 recommended
	HLT.05.023	<ul style="list-style-type: none"> • Pharmacy Mgmt.: PBM/Managed Care (Health Insurance): M30 recommended
	HLT.05.024	<ul style="list-style-type: none"> • Pharmacy Formulary Management (Health Insurance): M30 recommended

US PCS Job Matching Guidelines

Pharmacists (1/2)

Position	Mercer Job Code	Responsibilities
Pharmacists	HLT.05.031	• Registered Staff Pharmacist
	HLT.05.032	• Registered Staff Pharmacist: Specialty
	HLT.05.033	• Registered Staff Pharmacist: Remote Pharmacy Services
	HLT.05.034	• Clinical Pharmacists (Healthcare & Health Insurance)
	HLT.05.035	• Infusion Pharmacist (Healthcare)
	HLT.05.036	• Nuclear Pharmacist (Healthcare)

Note: Specializations are broken out by setting. For the pharmacist roles above, we suggest **P20** as the default level. However, if there are any levels within the organization that must be **differentiated based on additional responsibilities**, those incumbents will be reviewed during cleaning.

US PCS Job Matching Guidelines

Pharmacists (2/2)

Position	Mercer Job Code	Responsibilities
Pharmacy Clinical Consultants, Interns, and Residents (Healthcare)	HLT.05.037	<ul style="list-style-type: none">• Pharmacy Clinical Consultant: P20 recommended
	HLT.05.045	<ul style="list-style-type: none">• Pharmacy Intern<ul style="list-style-type: none">– Para-Professionals levels and P10 are available for matching. However, given the nature of the job, there is very little differentiation in pay for the para-professional levels.
	HLT.05.046	<ul style="list-style-type: none">• Pharmacy Resident (Healthcare): P10 recommended

US PCS Job Matching Guidelines

Pharmacy Technicians & Service Associates

Position	Mercer Job Code	Responsibilities
Pharmacy Technicians & Service Associates	HLT.05.055	<ul style="list-style-type: none"> • Pharmacy Technician (Retail)
	HLT.05.056	<ul style="list-style-type: none"> • Pharmacy Technician (Healthcare & Life Sciences)
	HLT.05.057	<ul style="list-style-type: none"> • Pharmacy Technician (Health Insurance)
	HLT.05.058	<ul style="list-style-type: none"> • Pharmacy Technician: PBM/Managed Care
	HLT.05.059	<ul style="list-style-type: none"> • Pharmacy Technician: Specialty
	HLT.05.060	<ul style="list-style-type: none"> • Infusion/Intravenous Pharmacy Technician (Healthcare)
	HLT.05.061	<ul style="list-style-type: none"> • Pharmacy Services Assistance (Healthcare & Retail)

Note: Specializations are broken out by setting. For the pharmacy technician roles above, we suggest **S20** as the default level. For some of the larger organizations with multiple levels, other para-professional (S10, S30, S40) levels may be used. **Team leads and/or supervisors may be matched to M10.** Please be sure to match your technicians to the **accurate specialization** as identified here.

US PCS Job Matching Guidelines

Finance, Legal, and Project Management

Position	Mercer Job Code	Responsibilities
Finance	FIN.09.008	<ul style="list-style-type: none">• Pharmacy Billing (Healthcare & Retail): S20 recommended
	FIN.09.009	<ul style="list-style-type: none">• Pharmaceutical Rebate Management (Health Insurance): P20 recommended
Legal, Compliance & Audit	LCA.03.044	<ul style="list-style-type: none">• Pharmaceutical Contracting (Health Insurance): M30 and M40 recommended
	LCA.04.001	<ul style="list-style-type: none">• General Regulatory Affairs: P20 and M30 recommended
	LCA.07.150	<ul style="list-style-type: none">• Government Contract Pharmacy Coordination (Healthcare & Health Insurance): Only Management and Professional streams are available

US PCS Job Matching Guidelines

Sales and Quality Management

Position	Mercer Job Code	Responsibilities
Sales, Management & Professional	SMP.02.023	<ul style="list-style-type: none">• Commercial Pricing Strategy & Planning
	SMP.07.010	<ul style="list-style-type: none">• General Field Sales
	SMP.09.001	<ul style="list-style-type: none">• Account Management/Key Accounts
Quality Management	QLT.02.005	<ul style="list-style-type: none">• Claims Quality Audit (Healthcare & Insurance): P20 as the default level. Management stream is also active
	QLT.02.012	<ul style="list-style-type: none">• Pharmacy Benefit Claims Verification (Healthcare & Health Insurance): Only Professional stream is available to match

US PCS Job Matching Guidelines

IT and Supply Chain

Position	Mercer Job Code	Responsibilities
IT, Telecom & Internet	ITC.08.001	<ul style="list-style-type: none">• General IT Infrastructure Systems Administration: P20 and P30 recommended
	ITC.09.001	<ul style="list-style-type: none">• Management Information Systems (MIS) Administration & Reporting: P20 recommended
Supply Chain	SCN.03.016	<ul style="list-style-type: none">• Pharmacy Purchasing (Healthcare & Retail): P20 and M30 as the default levels

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