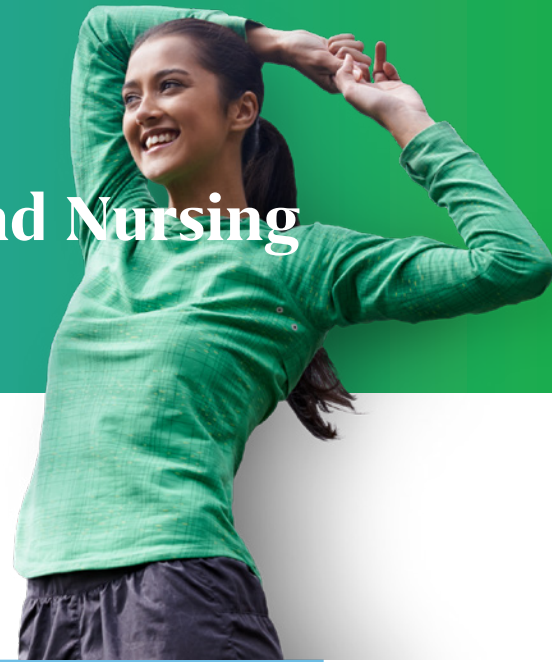


Advanced Practice Clinicians and Nursing

Attract, keep, and motivate the employees you need to be successful.

Building the right compensation strategy starts with getting pay right. Using the IHN – Advanced Practice Clinicians and Nursing survey, set pay for your employees with confidence.



of positions published **83**

[View full list](#)

Top 20 matched positions

1.	Registered Nurse – Level II (RN – Hospital)	11.	Physician Practice/Clinic LPN/LVN
2.	Registered Nurse – Level I (RN – Hospital)	12.	Nurse Manager (RN)
3.	Certified Nursing Assistant (CNA)	13.	Dialysis Nurse (RN)
4.	Patient Care Technician (PCT)	14.	Senior Living CNA
5.	Registered Nurse – Level III (RN – Hospital)	15.	Nurse Anesthetist (CRNA)
6.	Medical Office Nurse (RN)	16.	Home Health RN
7.	Licensed Practical/Vocational Nurse (LPN/LVN)	17.	Physician Practice/Clinic Nurse Practitioner
8.	Nurse Practitioner	18.	Physician Assistant
9.	Nurse Shift Supervisor (RN)/Charge Nurse	19.	Home Health Aide
10.	Case Manager (RN)	20.	Nurse Educator/Instructor (RN)

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Position families analyzed

- Administrative
- Advanced practice nursing
- Ambulatory clinics/physician practices
- Ambulatory surgery
- Behavioral health/social services
- Call center
- Cardiology/neurology/respiratory
- Clinical research
- Emergency medical/transport
- Home health/hospice nursing
- Medical/nursing executives
- Nursing leaders
- Nurse practitioner and physician assistant policies and specialty pay
- Patient care
- Rehabilitation
- Skilled nursing/extended care
- Telemedicine



Data collected

- Base salary
- Hourly per diem/PRN
- Hourly float pool
- Salary range minimum, midpoint, maximum
- Short-term incentive eligibility
- Short-term incentive – actual
- Short-term incentive (actual, threshold, target, maximum) as percent of base
- Total cash compensation (actual)
- Total cash compensation (actual) – receivers
- Long-term incentive eligibility
- Long-term incentive (Black-Scholes)
- Total direct compensation, actual (Black-Scholes) – receivers



of companies submitting data **1,784**

[View full list](#)

Mercer surveys are built using employee data collected from companies. The act of submitting data to a survey is known as survey participation and your company is then viewed as a participant that is entitled to receive key benefits.

- A discount on survey results.
- Exclusive invitations to events that provide expert insight into the survey results.
- The ability to compare your data to peer companies or competitors that you select.



Survey schedule

Participation runs from January to March with results published in late July.



Pricing

\$975 – Participants \$2,925 – Non-participants

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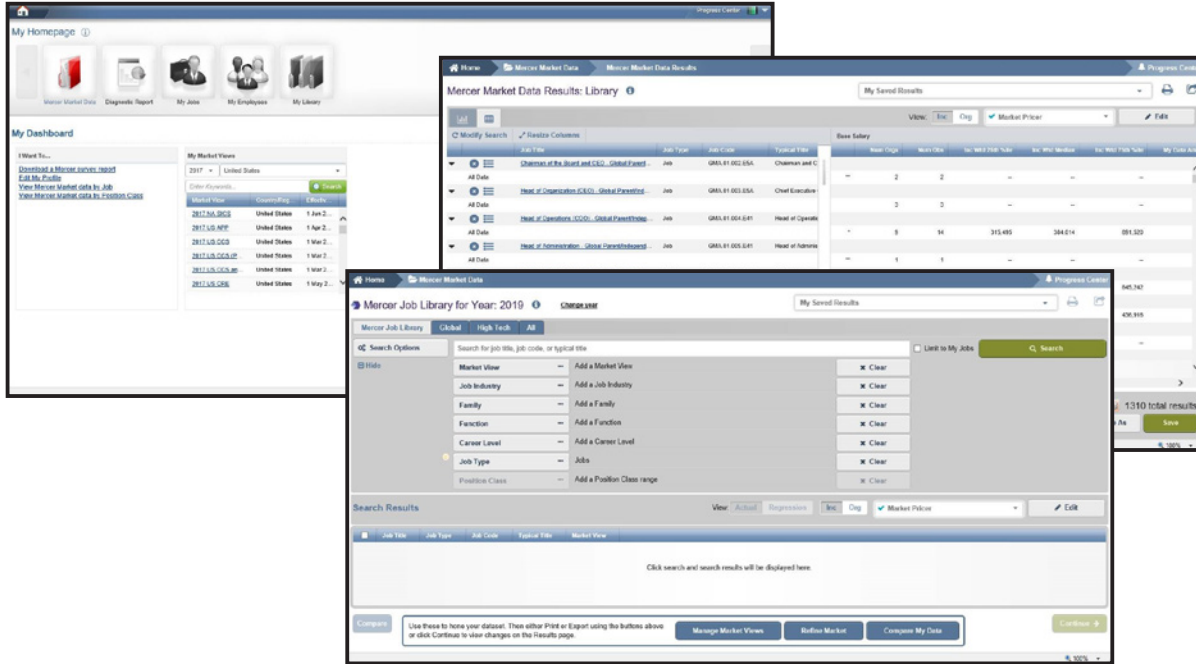
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Advanced Practice Clinicians and Nursing

Mercer WIN®

Survey results are published in Mercer WIN offering you simplified, single-point access to a broad range of data and analytics. Customize your analysis with ease.



Sample report

Compensation Element	No. of Orgs	No. of Obs	*/**	Inc Wtd 10th %ile	Inc Wtd 25th %ile	Inc Wtd Mean	Inc Wtd Median	Inc Wtd 75th %ile	Inc Wtd 90th %ile
Base Salary	77	503	*	40,000	45,760	60,928	53,456	72,084	91,987
Salary Min	41	106		42,200	48,000	55,714	52,900	61,033	73,960
Salary Mid	42	111		54,700	60,000	71,137	67,100	76,250	94,000
Salary Max	41	106		70,080	72,825	88,052	81,100	95,186	122,200
STI Threshold % Base	6	12	*	--	--	3.1	2.8	--	--
STI Target	34	112	*	2,036	2,668	5,926	4,289	8,542	12,560
STI Target % of Base	34	112	**	--	--	7.2	7.0	--	--
STI Maximum % Base	16	62	**	--	--	11.7	8.0	--	--
STI Actual	28	101	*	1,871	2,367	5,886	4,180	8,114	12,700
STI Actual % Base	28	101	**	--	--	7.2	5.7	--	--
Sales Incentive (Target)	9	53	*	11,692	13,288	19,636	16,513	22,223	30,250
Sales Incentive Target % Base	9	53	**	--	--	28.4	20.0	--	--
Sales Incentive Actual	12	61	*	7,328	13,235	45,910	31,777	70,230	106,142
Sales Incentive Actual % Base	12	61	*	9.7	21.3	94.9	40.9	164.4	244.3
Profit Sharing Actual	2	2	**	--	--	--	--	--	--
Profit Sharing Actual % Base	2	2	**	--	--	--	--	--	--
Total Cash - Target	61	262		49,864	58,334	79,249	74,380	94,791	116,840
Total Cash Target - Receivers	40	155		54,601	69,784	89,263	85,244	102,797	130,082
Total Cash - Actual	77	503	*	40,019	46,010	67,693	56,476	80,000	114,305
Total Cash Actual - Receivers	41	164		56,616	70,716	94,153	88,520	114,902	140,855
LTI (B-S)	5	11	**	--	--	17,845	5,000	--	--
LTI % of Base (B-S)	5	11	*	--	--	20.9	7.6	--	--
TDC Target (B-S)	61	262		49,864	58,334	79,987	75,108	94,825	122,771
TDC Target (B-S), Rcvrs	4	10	*	--	--	--	--	--	--
TDC Actual (B-S)	77	503	*	40,019	46,010	68,083	56,476	81,360	115,461
TDC Actual (B-S) Rcvrs	5	11	*	--	--	100,709	85,982	--	--
Tenure - Organization	73	496	*	0	1	7	3	7	19

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