

IHN

Healthcare Compensation Survey Suite

Evaluate your healthcare salaries from top to bottom

As the world of work continues to transform to the new reality, has your strategy around rewards shifted? Featuring salary data for healthcare positions across a wide variety of job families and care settings, with IHN you can be confident that your compensation strategy is built to attract, retain and motivate employees for all of your strategic positions.



792 positions published

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Modules available

- **IHN - Healthcare System Executives**(Module 4A)
- **IHN - Hospital Executives** (Module 4B)
- **IHN - Healthcare Executives** (Module 4C)
- **IHN - Healthcare Individual Contributors** (Module 5)
- **IHN - Home Health/Hospice** (Module 6A)
- **IHN - Physician Practices/Outpatient Facilities** (Module 6B)
- **IHN - Senior Living/Nursing Homes/Long-term Care Facilities** (Module 6C)
- **IHN - Healthcare Middle Management** (Module 7)
- **IHN - Healthcare Information Technology** (Module 8)
- **IHN - Nursing and Advanced Practice Clinicans** (Module 9A)



Position families analyzed

- Academic medical schools
- Accountable care
- Behavioral health/social services
- Clinical Research
- Compliance/privacy
- Development/planning
- Executives
- External relations
- Facilities/environmental services
- Finance/insurance/reimbursement
- Food & nutrition/dining
- Health information/patient relations
- Human Resources
- Information systems executives
- Legal
- Materials Management
- Medical/nursing executives
- Patient care
- Physicians
- Product/service line executives
- Quality management
- Rehabilitation
- Senior Executives
- Support Services
- Telemedicine
- Wellness



Data collected

- Base salary
- 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



11,499 companies submitting data

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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 these great benefits:

- A discount on the 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

\$9,500 – Participants **\$28,500 – Non-participants**

Modules may also be purchased individually with prices starting at \$1,100 for participants and \$3,300 for non-participants. Pricing varies by module.

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

| Mercer | | | | | | | | | |
|-------------------------------|-------------|------------|--------|-------------------|-------------------|---------------|----------------|-------------------|-------------------|
| 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 |

Contact us to order or for more information

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