

# RadSciences Group

## The Specialists in Radiology Recruitment

### 2007 Radiology Compensation Review

#### Overview

The 2007 Radiology Compensation Review is based on the total number of searches conducted by **RadSciences Group** between January 2006 and December 2006. Like our previous compensation reviews, the majority of the searches conducted consist primarily of hospital-based positions (93%). Seventy percent (70%) of searches conducted were for rural hospitals with populations of less than 50,000 and are more than forty-five miles from a city with populations of more than 100,000.

The wages shown (*Table 2*) reflect the lowest, highest and average hourly wage *offered by a facility* when combining all offers and was *not* a survey conducted by **RadSciences Group** to Technologists. Outliers (a statistical value that is outside other values in a set of data) were excluded from the final analysis in order to present a more accurate representation of data.

#### Trends and Observations

The 2007 Radiology Compensation Review revealed an average wage increase of more than a dollar twenty-five per hour for staff level positions in Magnetic Resonance Imaging (MRI), Nuclear Medicine (CNMT) and Ultrasound (RDMS). This increase in wage is likely contributed to the lack of qualified technologists available on a national scale and the increase in patient volumes. The number of Ultrasound searches conducted by **RadSciences Group** increased from 18.4 percent of overall searches in 2005 to 40.3 percent in 2006. However, Nuclear Medicine searches declined from 22 percent in 2005 to only 7.5 percent in 2006.

The American Society of Radiologic Technologists (ASRT) reported that vacancy rates for Radiographers and Mammographers is currently less than five percent and vacancy rates for Nuclear Medicine Technologists decreased from eight percent in 2005 to 5.7 percent in 2006. According to the data, Ultrasound has a current vacancy rate of 9.1 percent for the second consecutive year.

Lack of adequate space in Radiological Training Programs may have contributed to staffing shortages, and in turn forced some facilities to increase wages. The U.S. Department of Labor projects the need for 76,000 additional Radiologic Technologists, 23,000 additional Diagnostic Sonographers, 23,000 additional Cardiovascular Technologists and 7,000 additional Nuclear Medicine Technologists by 2014. According to the ASRT, first-year enrollments for Radiologic Science Educational Programs increased by only 0.5 percent between 2005 and 2006.

An independent healthcare research company based in Illinois (Sg2) reported that by 2016 MRI volumes will increase by 44 percent, Ultrasound by 16 percent, CT by 57 percent, PET by 120 percent, SPECT by 14 percent and X-Ray by eight percent. Due to the advancement in imaging technology and the aging “baby boomer” population, the use of imaging procedures is expected to grow to nearly half a billion outpatients and 100 million inpatient scans by 2008.

Over the past several years, **RadSciences Group** has encountered the most difficulty in completing searches for Interventional/Cath Lab Technologists due to the limited number of resources available for marketing to these candidates. For example, since many hospitals do not require Technologists to have their Cardiovascular (CV) certification in order to perform Interventional procedures, some Technologists do not take the exam. As of March 2006, the American Registry of Radiologic Technologists (ARRT) had only 4,250 Technologists on record with the (CV) certification, and the ASRT has even less. By contrast, the number of Technologists with the Computed Tomography (CT) certification is over 25,000, and the number of ARDMS (American Registry for Diagnostic Medical Sonography) registered Sonographers exceeds 30,000.

Regarding new hire incentives, **RadSciences Group** has observed a slight change in the structure of employee contract terms. We encountered higher sign-on, retention and relocation packages in 2006; however, most came with stipulations. Some employment contracts have increased in length from the traditional one-year employment commitment term to now two-year, three-year and as high as five-year commitments. Additionally, a greater percentage of these bonuses are now being paid out over the term of the contract rather than on the candidate's first paycheck.

Over the past couple of years **RadSciences Group's** clients have found mammographers relatively easy to come by. According to **RadSciences Group's** compensation data, wages for mammographers have been steady since 2004. This trend could possibly be contributed to the utilization of digital Mammography equipment which enables departments to schedule and perform more exams resulting in a decrease of patient back-up. Questions to ask are: Has the supply of qualified Mammographers caught up with demand or have patient volumes declined? A study by the Centers for Disease Control and Prevention reported that the percentage of women, 40 and older, who said they had a mammogram in the previous two years fell from 76.4 in 2000 to 74.6 in 2005. This percentage difference equates to approximately one million women.

Although the vast majority of our searches and subsequent data are hospital-based, **RadSciences Group** believes it is important to mention trends for outpatient imaging centers as well. Due to increases in medical imaging procedures over the past decade, the number of outpatient centers in operation increased from 3,000 in 1999 to 5,760 in 2005. However, because there was such a rapid growth of centers, the number of procedures per week per facility has been falling since 2002. This decrease and the fully enacted Deficit Reduction Act (DRA), which has cut Medicare reimbursements, could very well result in a significant increase in imaging center closures in 2007. This could drive Medicare patients back to hospitals and result in an increase in hospital-based technologist jobs.

## Statistical Observations

Male Candidates: 45%  
 Female Candidates: 55%

Associates Degree or Equivalent: 68%  
 Bachelor's Degree or Higher: 32%

Experience  
 0-3 years: 34.2%  
 4-10 years: 14.6%  
 11-15 years: 21.9%  
 16 + years: 29.3%

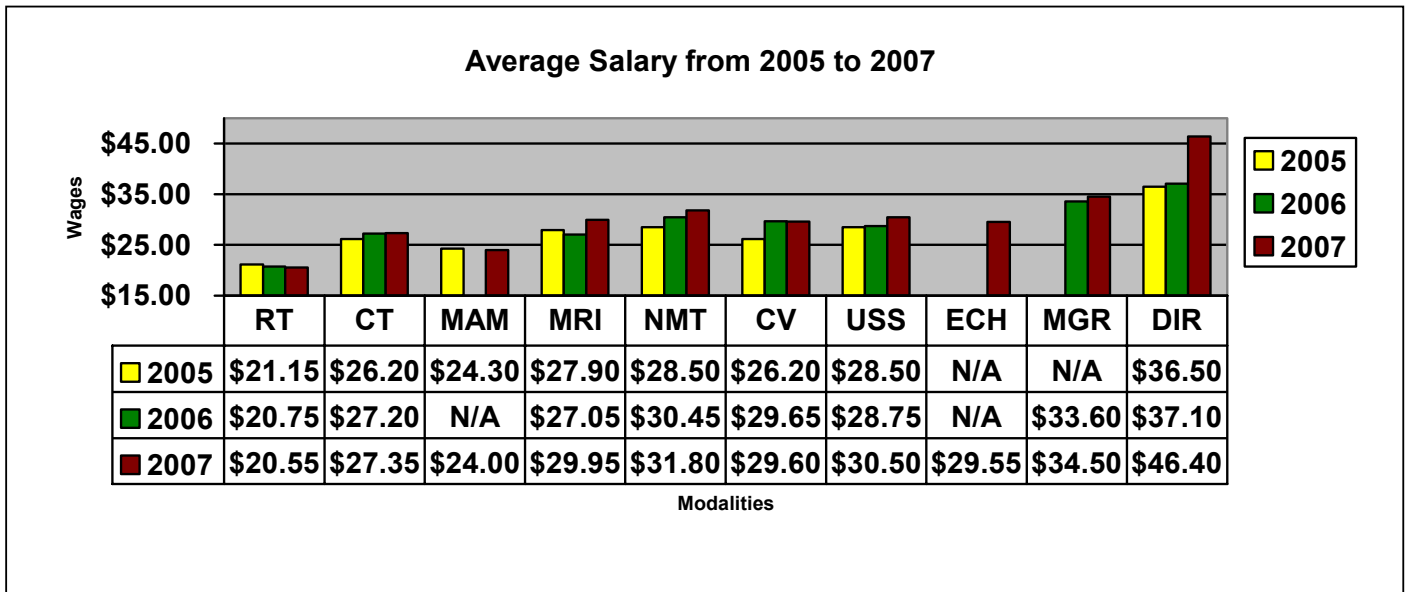
Average Years of Experience: 11.39

**Table 1**

### 2006 Overall Averages (staff positions only)

*Average Wage Offered	\$27.91
**Average Sign on Bonus	\$3,600
**Average Relocation Allowance	\$3900
Average Percentage of Hospitals Offering Sign on Bonus	87%
Average Percentage of Hospitals Offering a Relocation Allowance	100%

**Graph 1**



(RT=Radiologic Technologist; CT=Computed Tomography Technologist; MAM=Mammographer; MRI=Magnetic Resonance Imaging Technologist;; NMT=Nuclear Medicine Technologist; CV=Cardiovascular/Interventional; USS=Ultrasound Sonographer & Vascular Technologists; ECH=Echocardiographer; DIR=Director)

**Table 2**

<b>Radiography (R)</b>	<b>Low</b>	<b>Average</b>	<b>High</b>
*Wage Offered	\$16.50	\$20.55	\$26.15
**Average Sign on Bonus		\$2,900	
**Average Relocation Allowance		\$2,600	
Hospitals Offering Sign on Bonus		80%	
Hospitals Offering a Relocation Allowance		100%	

<b>Computed Tomography (R) (CT)</b>	<b>Low</b>	<b>Average</b>	<b>High</b>
*Wage Offered	\$22.85	\$27.35	\$30.90
**Average Sign on Bonus		\$2,800	
**Average Relocation Allowance		\$3,200	
Hospitals Offering Sign on Bonus		84%	
Hospitals Offering a Relocation Allowance		100%	

<b>Mammography (R) (M)</b>	<b>Low</b>	<b>Average</b>	<b>High</b>
*Wage Offered	\$19.50	\$24.00	\$26.50
**Average Sign on Bonus		\$3,100	
**Average Relocation Allowance		\$3,600	
Hospitals Offering Sign on Bonus		100%	
Hospitals Offering a Relocation Allowance		100%	

<b>Magnetic Resonance Imaging (R) (MR)</b>	<b>Low</b>	<b>Average</b>	<b>High</b>
*Wage Offered	\$24.60	\$29.95	\$33.00
**Average Sign on Bonus		\$3,400	
**Average Relocation Allowance		\$4,000	
Hospitals Offering Sign on Bonus		78%	
Hospitals Offering a Relocation Allowance		100%	

<b>Nuclear Medicine (R) (N) or (CNMT)</b>	<b>Low</b>	<b>Average</b>	<b>High</b>
*Wage Offered	\$26.00	\$31.80	\$37.20
**Average Sign on Bonus		\$4,800	
**Average Relocation Allowance		\$5,800	
Hospitals Offering Sign on Bonus		100%	
Hospitals Offering a Relocation Allowance		100%	

**Cardiovascular / Interventional (R) (CV)**

*Wage Offered	\$22.00	\$29.60	\$35.00
**Average Sign on Bonus		\$3,500	
**Average Relocation Allowance		\$4,100	
Hospitals Offering Sign on Bonus		88%	
Hospitals Offering a Relocation Allowance		100%	

**Ultrasound (RDMS) AB or OB (RVT)**

*Wage Offered	\$23.40	\$30.50	\$37.70
**Average Sign on Bonus		\$3,800	
**Average Relocation Allowance		\$3,900	
Hospitals Offering Sign on Bonus		89%	
Hospitals Offering a Relocation Allowance		100%	

**Echocardiography (RDMS)**

*Wage Offered	\$24.00	\$29.55	\$35.50
**Average Sign on Bonus		\$4,600	
**Average Relocation Allowance		\$4,100	
Hospitals Offering Sign on Bonus		80%	
Hospitals Offering a Relocation Allowance		100%	

**Managers & Supervisors of Radiology (R)**

*Wage Offered	\$28.00	\$34.50	\$42.00
**Average Sign on Bonus		\$3,500	
**Average Relocation Allowance		\$4,800	
Hospitals Offering Sign on Bonus		100%	
Hospitals Offering a Relocation Allowance		100%	

**Directors of Radiology (R)**

**Salary Offered	\$76,000	\$96,500	\$118,000
**Average Sign on Bonus		\$6,500	
**Average Relocation Allowance		\$8,000	
Hospitals Offering Sign on Bonus		100%	
Hospitals Offering a Relocation Allowance		100%	

\* Rounded to the nearest .05

\*\*Rounded to the nearest \$100

Low: Lowest offer extended (excluding outliers)

Average: The sum of offers extended divided

High: Highest offer extended (excluding outliers)