

RadSciences Group

The Specialists in Radiology Recruitment

Radiology Compensation Review - 2006

Overview

The 2006 Radiology Compensation Review is based on the total number of searches conducted by **RadSciences Group** between January 2005 and December 2005. Like our previous compensation reviews, the majority of the searches conducted consisted primarily of hospital-based positions (92%). Sixty-five percent (65%) of searches conducted were for rural hospitals with populations of less than 50,000.

The wages shown in the chart below 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. Information for Mammography was not included in the review due to inadequate data.

Trends and Observations

The 2006 Compensation Review revealed the most significant increases in wages for Sonographers (RDMS), Nuclear Medicine Technologists (CNMT) and Cardiovascular Technologists (CV). The majority of all requested searches from January to July 2005 were for Nuclear Medicine Technologists (35%), while the majority of all searches from August to December 2005 shifted to Sonography (29%). Additionally, for the second consecutive year, we categorized Registered Vascular Technologists (RVT) with Sonographers when calculating our data because we received too few requests to recruit RVT's only. Furthermore, most Ultrasound searches (88%) we engaged in requested that the technologist have their RVT Registry or have vascular experience.

In 2005, **RadSciences Group** noticed a significant increase in the number of new graduates seeking full time employment. Due to the strict job descriptions of various facilities, many Technologists coming out of their program had difficulty finding employment in both urban and rural areas of the country.

In regards to new hire incentives, we have seen changes in the offering of sign-on or retention bonuses and believe this trend will continue into 2006. The percentage of facilities offering new hires a sign-on bonus decreased overall by 11% in 2005 compared to 2004. "Transition assistance" is one perk frequently being offered in lieu of sign-on bonuses. This type of incentive includes paying ancillary costs associated with relocation including deposits, rent, storage, temporary housing and other related relocation needs.

Even though some facilities have discarded sign-on bonuses, relocation assistance is still a priority when recruiting technologists. Unless the facility was hiring a local candidate, a relocation package was offered to every candidate in 2005. The amount of this assistance varied based upon the relocation distance, but was no less than \$2000 and no greater than \$7500.

Radiologic Technologists and Mammographers seem to have been relatively easy to come by for most of our clients last year, which we found to be a continuing trend from 2004. This is evident by the decrease in the number of requests to recruit these modalities. While the percentage of these searches decreased for **RadSciences Group**, requests for the recruitment of Sonographers, Nuclear Medicine Technologists and Cardiovascular Technologists increased from the previous year.

Due to “supply and demand” issues for well qualified Technologists and Sonographers, wages seemed to increase significantly for certain modalities over the past year. Larger metropolitan areas like Phoenix, Las Vegas, and Dallas showed considerable wage increases in 2005 due to significant population changes and stable economic development. According to our data, the highest wage offered to a Sonographer in 2004 was \$31.70 compared to an offer of \$35.90 last year, and the highest wage for a Nuclear Medicine Technologist increased by \$3.00. Many rural facilities seem to be suffering from the lack of wage increases at the same rate to reflect national or even regional numbers. Wages must be competitive in the regional market considering that a large number of candidates are relocated into the area. Eighty-nine percent (89%) of all candidates placed with a client by **RadSciences Group** in 2005 were relocated.

Additional Observations

The statistics below reflect the candidates that were made offers from January to December 2005.

Male Candidates: 46.9%
 Female Candidates: 53.1%

Associates Degree or Lower: 82.9%
 Bachelor’s Degree or Higher: 17.1%

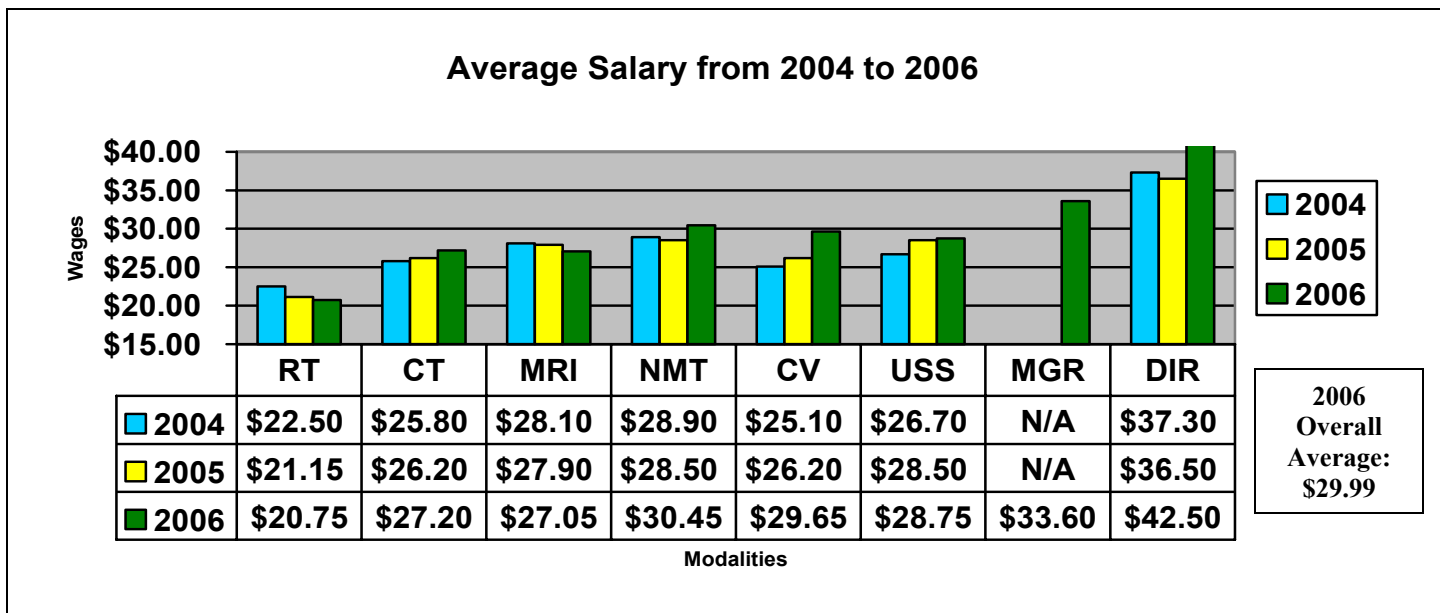
Experience
 0-5 years: 42.86%
 6-11 years: 31.73%
 12+ years: 25.41%

Average Years of Experience: 9.82 Years

2006 Overall Averages

*Average Wage Offered	\$29.99
**Ave. Sign on Bonus	\$3,500
**Ave. Relocation Allowance	\$4,000
Ave. Percentage of Hospitals Offering Sign on Bonus	87%
Ave. Percentage of Hospitals Offering a Relocation Allowance	100%

For information on **RadSciences Group** and permanent radiology recruitment services, please call (800) 804-2345 Ext. 231.



(RT=Radiologic Technologist; CT=Computed Tomography Technologist; MRI=Magnetic Resonance Imaging Technologist; NMT=Nuclear Medicine Technologist; CV=Cardiovascular/Interventional; USS=Ultrasound Sonographer; MGR= Radiology Manager/Supervisor; DIR=Radiology Director)

Radiography (R)	Low	Average	High
*Wage Offered	\$19.00	\$20.75	\$23.00
**Ave. Sign on Bonus		\$2,600	
**Ave. Relocation Allowance		\$2,500	
Hospitals Offering Sign on Bonus		77%	
Hospitals Offering a Relocation Allowance		100%	

Computed Tomography (R) (CT)			
*Wage Offered	\$23.50	\$27.20	\$31.00
**Ave. Sign on Bonus		\$3,600	
**Ave. Relocation Allowance		\$2,900	
Hospitals Offering Sign on Bonus		71%	
Hospitals Offering a Relocation Allowance		100%	

Magnetic Resonance Imaging (R) (MR)			
*Wage Offered	\$25.05	\$27.05	\$29.10
**Ave. Sign on Bonus		\$2,300	
**Ave. Relocation Allowance		\$2,500	
Hospitals Offering Sign on Bonus		71%	
Hospitals Offering a Relocation Allowance		100%	

Nuclear Medicine (R) (N) or (CNMT)			
*Wage Offered	\$23.85	\$30.45	\$35.00
**Ave. Sign on Bonus		\$3,800	
**Ave. Relocation Allowance		\$5,400	
Hospitals Offering Sign on Bonus		91%	
Hospitals Offering a Relocation Allowance		100%	

Cardiovascular / Interventional (R) (CV)			
*Wage Offered	\$24.15	\$29.65	\$31.15
**Ave. Sign on Bonus		\$3,500	
**Ave. Relocation Allowance		\$5,500	
Hospitals Offering Sign on Bonus		100%	
Hospitals Offering a Relocation Allowance		100%	

Ultrasound (RDMS) AB or OB (RVT)			
*Wage Offered	\$23.05	\$28.75	\$35.90
**Ave. Sign on Bonus		\$3,000	
**Ave. Relocation Allowance		\$2,300	
Hospitals Offering Sign on Bonus		89%	
Hospitals Offering a Relocation Allowance		100%	

Managers & Supervisors of Radiology (R)			
*Wage Offered	\$29.50	\$33.60	\$38.75
**Ave. Sign on Bonus		\$3,500	
**Ave. Relocation Allowance		\$4,400	
Hospitals Offering Sign on Bonus		100%	
Hospitals Offering a Relocation Allowance		100%	

Directors of Radiology (R)			
**Salary Offered	\$74,500	\$88,400	\$105,000
**Ave. Sign on Bonus		\$6,000	
**Ave. Relocation Allowance		\$6,500	
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)