

# RadSciences Group

## The Specialists in Radiology Recruitment

### **Radiology Compensation Review - 2004**

#### **Overview**

The intent of the Review is to quantify financial and other recruitment incentives offered to our clients and candidates during the last 12-month period. The majority of searches conducted were in the South and Southwestern United States, and primarily consisted of hospital based positions (93%).

The 2004 Review is based on the total number of searches conducted by RadSciences Group between January 2003 and December 2003. The wages shown reflect the lowest, highest, and average hourly wage offered by a facility when combining all offers.

#### **Trends and Observations**

The 2004 Compensation Review reflects the most significant changes in Ultrasound, Vascular and Radiography. The number of requests to recruit Ultrasound Sonographers and Registered Vascular Technologists (RVT) increased significantly, while the request for X-Ray Technologists declined by more than 15%. Other areas to note were the decline of searches for MRI and CT Technologists. While Technologists with these skills are still in demand, the number of recruitment requests slightly decreased.

Wage increases for X-Ray Technologists increased in 2003, with the average offer made through RadSciences Group being \$20.50 per hour, up from \$18.75 in 2002. Many of our clients realized the need to make adjustments in compensation in 2003, with a few clients still offering wages of less than \$16.00 per hour for new X-Ray graduates. In most cases, new X-Ray graduates are being offered between \$17.00 and \$19.00 per hour, respectively.

The highest wages being offered still remain technologists practicing Nuclear Medicine, MRI and Ultrasound. In 2002, the average offer to Nuclear Medicine Technologists was \$27.80 per hour. In 2003, this increased to \$28.90. In 2002, the average offer to MRI Technologists was \$27.60 per hour. In 2003, this increased to \$28.10. In 2002, the average offer to Ultrasound Sonographers was \$25.80 per hour. In 2003, this increased to \$26.70.

RadSciences also noticed an increase in calls from contract technologists looking for permanent work. It seems some contractors have been unable to renew their contracts and have found the need to locate permanent jobs. This trend was noticed mainly in the third quarter of 2003 and is just being noted as an observation, and not an indication of future trends.

For information on permanent radiology recruitment services, please call (800) 804-2345.

<b>Radiography (R)</b>	<b>Low</b>	<b>Average</b>	<b>High</b>
*Wage Offered	\$16.80	\$22.50	\$24.00
**Ave. Sign on Bonus		\$2,000	
Hospitals Offering Sign on Bonus		71%	
Hospitals Offering a Relocation Allowance		97%	

<b>Computed Tomography (R) (CT)</b>	<b>Low</b>	<b>Average</b>	<b>High</b>
*Wage Offered	\$23.20	\$25.80	\$28.80
**Ave. Sign on Bonus		\$2,200	
Hospitals Offering Sign on Bonus		93%	
Hospitals Offering a Relocation Allowance		100%	

<b>Mammography (R) (M)</b>	<b>Low</b>	<b>Average</b>	<b>High</b>
*Wage Offered	\$21.00	\$23.60	\$25.70
**Ave. Sign on Bonus		\$1,900	
Hospitals Offering Sign on Bonus		69%	
Hospitals Offering a Relocation Allowance		100%	

<b>Magnetic Resonance Imaging (R) (MR)</b>	<b>Low</b>	<b>Average</b>	<b>High</b>
*Wage Offered	\$24.00	\$28.10	\$31.00
**Ave. Sign on Bonus		\$2,800	
Hospitals Offering Sign on Bonus		96%	
Hospitals Offering a Relocation Allowance		97%	

<b>Vascular (RDMS) (RVT)</b>	<b>Low</b>	<b>Average</b>	<b>High</b>
*Wage Offered	\$26.00	\$28.50	\$32.50
**Ave. Sign on Bonus		\$3,500	
Hospitals Offering Sign on Bonus		98%	
Hospitals Offering a Relocation Allowance		99%	

<b>Nuclear Medicine (R) (N) or (CNMT)</b>	<b>Low</b>	<b>Average</b>	<b>High</b>
*Wage Offered	\$23.30	\$28.90	\$32.00
**Ave. Sign on Bonus		\$3,500	
Hospitals Offering Sign on Bonus		98%	
Hospitals Offering a Relocation Allowance		99%	

<b>Cardiovascular / Interventional (R) (CV)</b>	<b>Low</b>	<b>Average</b>	<b>High</b>
*Wage Offered	\$21.90	\$25.10	\$31.00
**Ave. Sign on Bonus		\$2,800	
Hospitals Offering Sign on Bonus		70%	
Hospitals Offering a Relocation Allowance		99%	

<b>Ultrasound (RDMS) AB or OB</b>	<b>Low</b>	<b>Average</b>	<b>High</b>
*Wage Offered	\$24.00	\$26.70	\$31.80
**Ave. Sign on Bonus		\$3,000	
Hospitals Offering Sign on Bonus		98%	
Hospitals Offering a Relocation Allowance		97%	

<b>Directors of Radiology (R)</b>	<b>Low</b>	<b>Average</b>	<b>High</b>
*Wage Offered	\$29.80	\$37.30	\$40.70
**Ave. Sign on Bonus		\$5,300	
Hospitals Offering Sign on Bonus		97%	
Hospitals Offering a Relocation Allowance		100%	

\* Rounded to the nearest .10

\*\*Rounded to the nearest \$100

**Low:** Lowest offer extended

**Average:** The sum of offers extended divided by the number of offers extended

**High:** Highest offer extended