

RadSciences Group

The Specialists in Radiology Recruitment

Radiology Compensation Review - 2005

Overview

The 2005 Radiology Compensation Review is based on the total number of searches conducted by **RadSciences Group** between January 2004 and December 2004. As with our previous compensation reviews, the majority of searches conducted were in the South and Southwest United States and primarily consisted of hospital-based positions (97%). Seventy-six percent (76%) of searches conducted were for rural hospitals.

More often than not, our clients have little difficulty finding entry level technologists; therefore, they do not retain our services to recruit “new grads”. Generally, the types of candidates we submit to our clients are registered with two or more years of experience. For instance, many of our clients will not accept resumes from us for registry eligible Ultrasound Technologists. 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 technologist.

Trends and Observations

One of the most notable observations in 2004 was the increase in “Travel Technologists” that contacted **RadSciences Group** seeking permanent employment. In a survey we conducted in January 2005, travelers expressed concerns about the number of contract opportunities available to them compared to just a year ago. We believe the consistency in wages this year when compared to last year is somewhat based upon pure supply and demand. In other words, when more techs are applying for full-time positions, it is more likely that hourly rates will remain consistent from year to year.

The 2005 Compensation Review reveals the most significant increases in wages for Ultrasound Sonographers (RDMS) and Cardiovascular Technologists (CV). The number of requests to recruit Ultrasound Sonographers increased by 8 percent from last year, and even more impressive is the fact that the number of requests to recruit Cardiovascular/Cath Lab Technologists increased by more than 40 percent. Additionally, this year we categorized Registered Vascular Technologists (RVT) with Ultrasound Sonographers when calculating our data because we received too few requests to recruit RVTs only. Furthermore, most Ultrasound searches (87%) we engaged in requested that the technologist have vascular experience.

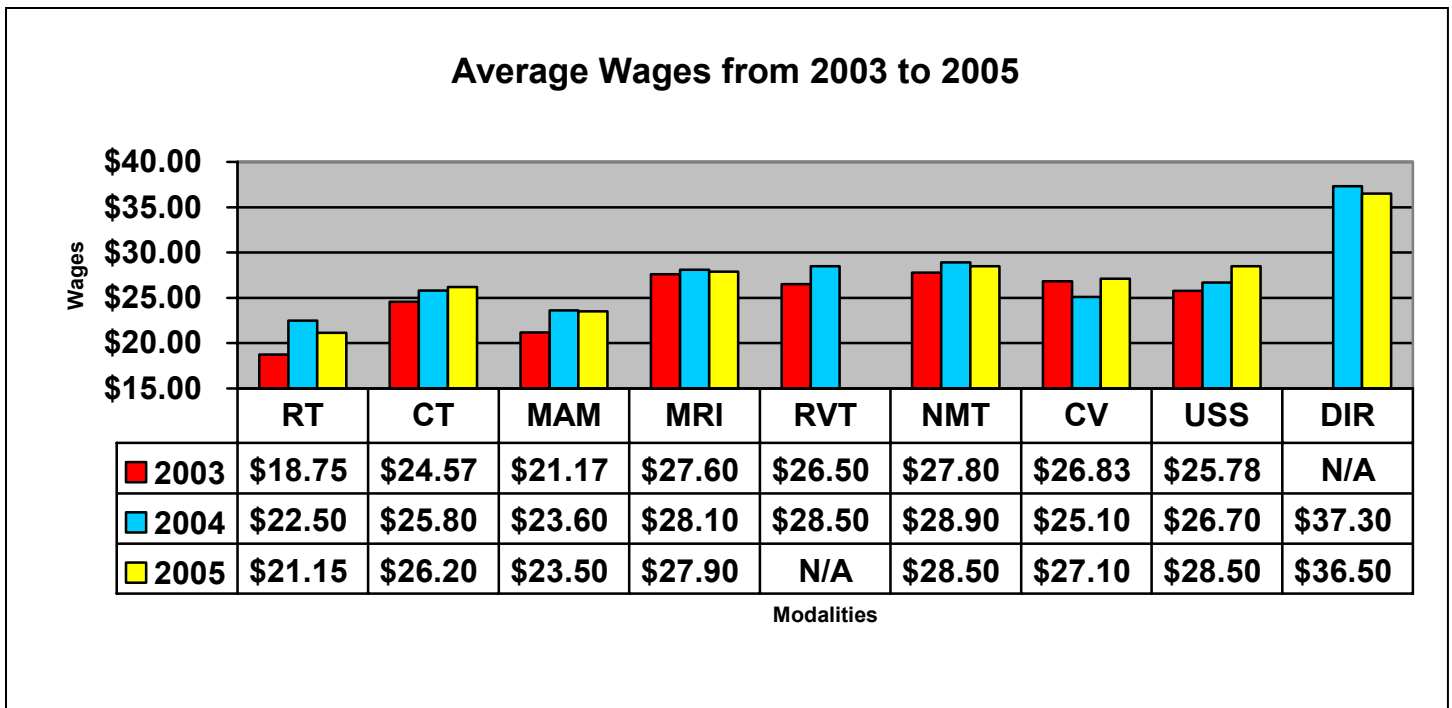
Regarding Cardiovascular/Cath Lab Technologists, we believe these searches have been the most difficult to complete due to the limited number of resources available for marketing to these candidates. For example, since many hospitals do not require technologists to have their (CV) certification in order to perform interventional procedures, most technologists do not take the exam. We believe this may change over time as it has with Cat Scan and MRI; however, that is not the case as of today. This leaves us to target individuals that are simply R.T. (R) and screen these techs until we are “blue in the face” trying to find experienced Cardiovascular Technologists. Currently, the ARRT has less than 4,000 technologists on record with the (CV) certification, and the ASRT has even less. We believe this has led to a noticeable upswing in the average rate of pay in which these technologists are paid.

Radiologic Technologists, Computed Tomography and Mammography Technologists seem to have been relatively easy to come by for some of our clients in 2004. Since many of our clients are in desirable areas of the country, a number of technologists are motivated to practice in these areas due to quality of life considerations. The number of searches conducted for Radiographers decreased by 24 percent in 2004, Computed Tomography also decreased by 11 percent and Mammography decreased by 33 percent.

Compared to the previous two years, we have observed a plateau in the wages offered to Nuclear Medicine Technologists. Some regions are offering more due to their geographic location and/or competition, but wages in areas such as Las Vegas, Dallas and Phoenix have remained relatively level due to the availability of technologists in these particular markets.

The highest wages are still being offered for technologists practicing Nuclear Medicine, Ultrasound and MRI, but interventional wages are on the rise according to our research. We discuss wages on a daily basis with technologists in all modalities, and what is being offered by our clients varies slightly with the hourly rate some technologists claim they earn. This is not to imply that some Ultrasound Sonographers and Nuclear Medicine Technologists are not making \$35 per hour as they say they are. However, the clients that retained our services in 2004 simply are not offering that kind of rate.

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



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

Radiography (R)	Low	Average	High
*Wage Offered	\$18.00	\$21.15	\$25.00
**Ave. Sign on Bonus		\$2,600	
**Ave. Relocation Allowance		\$3,300	
Hospitals Offering Sign on Bonus		100%	
Hospitals Offering a Relocation Allowance		95%	

Computed Tomography (R) (CT)

*Wage Offered	\$23.00	\$26.20	\$29.00
**Ave. Sign on Bonus		\$3,500	
**Ave. Relocation Allowance		\$4,300	
Hospitals Offering Sign on Bonus		100%	
Hospitals Offering a Relocation Allowance		96%	

Mammography (R) (M)

*Wage Offered	\$21.50	\$23.50	\$25.50
**Ave. Sign on Bonus		\$3,000	
**Ave. Relocation Allowance		\$2,500	
Hospitals Offering Sign on Bonus		100%	
Hospitals Offering a Relocation Allowance		100%	

Magnetic Resonance Imaging (R) (MR)

*Wage Offered	\$25.00	\$27.90	\$29.80
**Ave. Sign on Bonus		\$2,100	
**Ave. Relocation Allowance		\$2,300	
Hospitals Offering Sign on Bonus		90%	
Hospitals Offering a Relocation Allowance		98%	

Nuclear Medicine (R) (N) or (CNMT)

	Low	Average	High
*Wage Offered	\$24.00	\$28.50	\$32.00
**Ave. Sign on Bonus		\$3,600	
**Ave. Relocation Allowance		\$2,400	
Hospitals Offering Sign on Bonus		95%	
Hospitals Offering a Relocation Allowance		100%	

Cardiovascular / Interventional (R) (CV)

*Wage Offered	\$23.85	\$27.10	\$31.00
**Ave. Sign on Bonus		\$3,000	
**Ave. Relocation Allowance		\$3,000	
Hospitals Offering Sign on Bonus		100%	
Hospitals Offering a Relocation Allowance		100%	

Ultrasound (RDMS) AB or OB (RVT)

*Wage Offered	\$24.95	\$28.50	\$31.70
**Ave. Sign on Bonus		\$2,900	
**Ave. Relocation Allowance		\$2,100	
Hospitals Offering Sign on Bonus		95%	
Hospitals Offering a Relocation Allowance		100%	

Directors of Radiology (R)

*Wage Offered	\$34.60	\$36.50	\$40.90
**Ave. Sign on Bonus		\$4,500	
**Ave. Relocation Allowance		\$5,000	
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

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

High: Highest offer extended