

# RadSciences Group

## Developing Top Talent for Healthcare Organizations

### 2008 Radiology Compensation Review

#### Overview

The 2008 Radiology Compensation Review is based on the total number of searches conducted by **RadSciences Group** between January 2007 and December 2007. Similar to our previous compensation reviews, the majority of the searches conducted consist primarily of hospital-based positions (97%). Seventy-one percent (71%) 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 3*) 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 2008 Radiology Compensation Review revealed a relatively stagnant market as it relates to wage increases over the last 12 months. Based upon our research, 2007 showed that our clients found it much easier to recruit technologists who perform Radiography, Computed Tomography, Magnetic Resonance Imaging and Nuclear Medicine compared to previous years. As a result, hospitals have not had to compete for these specialists keeping wages comparable to the previous year. Notably, the demand for Sonographers, Vascular Sonographers, Cardiac Sonographers and Interventional Technologists are still high. Thus, we did notice a slight increase in demand from many of our clients, as well as an increase in some compensation packages. The number of General, Vascular and Cardiac Sonographer searches conducted by **RadSciences Group** increased from 47.9 percent of overall searches in 2006 to 58.5 percent in 2007. Proudly, we were able to fill more than 90 percent of these open positions.

In 2007, we observed a startling trend: many Radiologic Technologists were unable to find jobs due to saturated markets in some areas. Our research shows that the number of radiology programs has increased significantly over the last four years, and enrollment in these programs skyrocketed during this period. Some new graduates who were not in the top of their class or who were not picked up by a facility during rotations are faced with the shocking reality of unemployment or, in some cases, possibly having to relocate to find suitable employment. We have also noted that many “career travelers/contractors” are now settling into a secure organization for full-time employment. Whereas some of them could once pick and choose from different short-term gigs, temporary assignments now come less frequently than in past years. This has given many facilities a small pool of experienced technologists to choose from as well.

The dilemma that many new Sonographers face when entering the job market is also very futile. Unlike radiography and other ARRT modalities, ultrasound scanning is either a skill you have, or you don't. Many of our clients will not consider applicants with less than 1 to 2 years of practical, hands-on experience. Additionally, in many cases they require candidates to be proficient in both general ultrasound and vascular studies. Unfortunately, many new graduates do not have that level of skill coming out of a two-year training program, thus they are not considered by many facilities. Additionally, some JCAHO accredited hospitals require that Sonographers be registered by the ARDMS. This can take several months for many new graduates to accomplish, and some choose not to get registered at all. A Sonographer who is unemployed and unregistered is, unfortunately, not very marketable. So the million-dollar question that new graduates ask us: “How do I get the 1 or 2 years of experience if no one will hire me out of school?” Unfortunately, that is not a question that is black or white. However, we are happy to discuss the subject should you contact us at <http://www.radsciences.com/contactus.asp>.

Regarding new hire incentives, **RadSciences Group** has observed a slight change from last year. Due to it being somewhat of an “employer’s market”, candidates are not demanding perks that were once commonplace. Therefore, bonuses and relocation packages have also remained steady. The most notable change has been in the amount of bonus given and the payout of these bonuses. While so called “sign-on bonuses” have increased slightly in Ultrasound and Vascular, these incentives have remained flat with radiography and other specialties.

Other notable incentives that have been used to attract and retain top talent are tuition reimbursement programs, structured cross-training programs, home purchase programs, cash out PTO programs, employee involvement initiatives and employee recognition programs. Many facilities have also had success partnering with local colleges in order get an advance look at the newest talent. Some even go a step further and establish programs for their current employees to return to school in order to advance their skills in more specialized areas such as Ultrasound or Nuclear Medicine. These types of incentives have proven in some cases to create loyalty and stability within the organization.

Finally, online hiring tools, behavioral assessments and leadership development have also played a significant role in hiring and retention. While organizational development has been a very popular topic over the last few years, it should be mentioned that in order to make a significant impact, a program needs to be designed and implemented strategically over a period of time (i.e. one to two years). Most healthcare leaders understand this philosophy and know that the long-term impact is well worth the nominal investment. (For more information on this, please click here: <http://www.radsciences.com/radperformance/default.asp>)

For a sample of a behavioral assessment report, please click here:

<http://www.radsciences.com/radperformance/DiSC%20PPSS%20Strategies%20for%20Managing.pdf>

### **Additional Data**

The statistics below reflect the candidates that were made offers from January to December 2007.

Male Candidates: 44%

Female Candidates: 56%

Associates Degree or Lower: 74%

Bachelor’s Degree or Higher: 26%

#### Experience

0-3 years: 26.5%

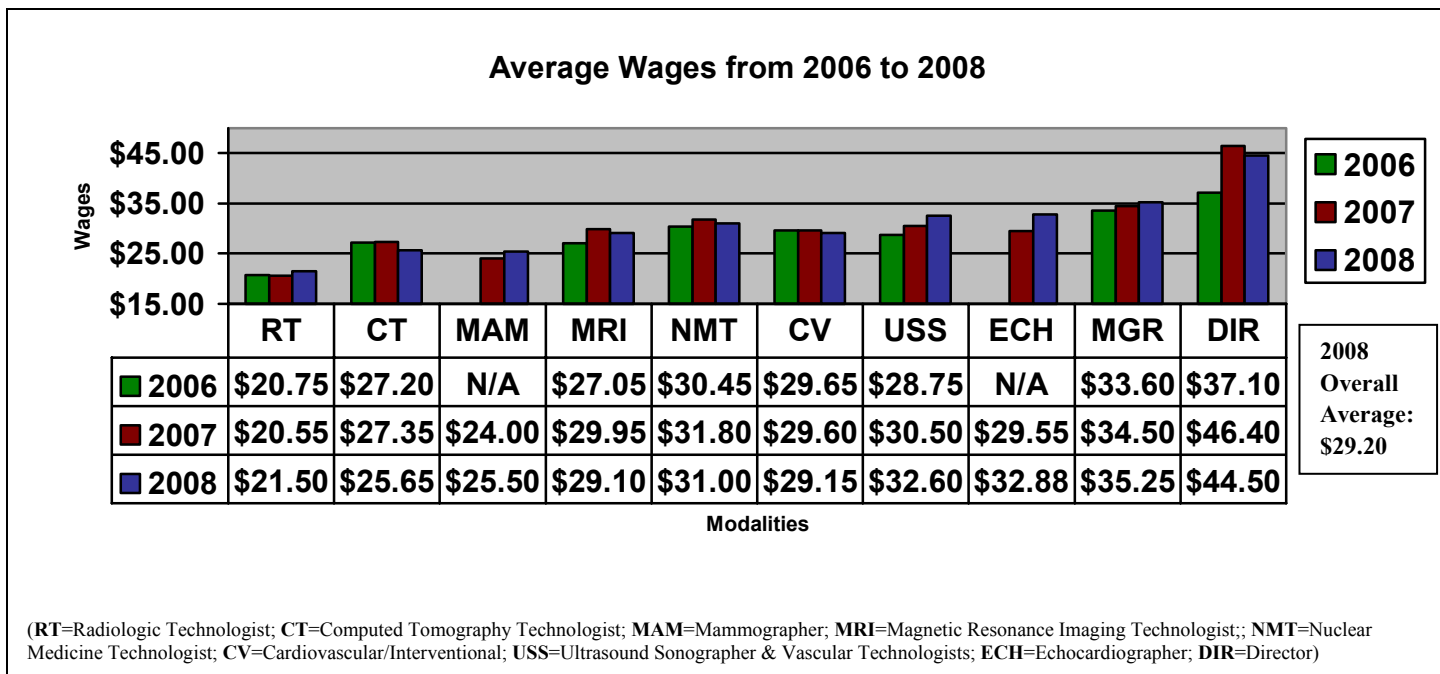
4-10 years: 20.6%

11-15 years: 23.5%

16 + years: 29.4%

Average Years of Experience: 12.97 Years

**Graph 1**



**Table 1**

**2008 Overall Averages (staff positions only)**

*Average Wage Offered	\$29.20
**Ave. Sign on Bonus	\$2,900
**Ave. Relocation Allowance	\$3,500
Ave. Percentage of Hospitals Offering Sign on Bonus	87%
Ave. Percentage of Hospitals Offering a Relocation	100%

**Table 2**

Percentage of Searches for RadSciences Group			
Specialty	2006	2007	% change
Radiography (R)	8.51%	4.72%	-3.79%
Computed Tomography (R) (CT)	14.89%	5.66%	-9.23%
Mammography (R) (M)	3.19%	2.83%	-0.36%
Magnetic Resonance Imaging (R) (MR)	5.32%	3.77%	-1.55%
Nuclear Medicine (R) (N) or (CNMT)	7.45%	1.89%	-5.56%
Cardiovascular / Interventional (R) (CV) (VI) (CI)	9.57%	10.38%	0.81%
Ultrasound (RDMS) AB or OB (RVT)	40.43%	49.06%	8.63%
Echocardiography (RDCS)	7.45%	9.43%	1.98%
Managers & Supervisors of Radiology (R)	1.06%	7.55%	6.49%
Directors of Radiology (R)	2.13%	4.71%	2.58%

**Table 3**

<b>Radiography (R)</b>	<b>Low</b>	<b>Average</b>	<b>High</b>
*Wage Offered	\$17.00	\$21.50	\$25.50
**Ave. Sign on Bonus		\$2,100	
**Ave. Relocation Allowance		\$3,200	
Hospitals Offering Sign on Bonus		76%	
Hospitals Offering a Relocation Allowance		100%	

<b>Computed Tomography (R) (CT)</b>			
*Wage Offered	\$20.00	\$25.65	\$33.00
**Ave. Sign on Bonus		\$2,700	
**Ave. Relocation Allowance		\$3,300	
Hospitals Offering Sign on Bonus		100%	
Hospitals Offering a Relocation Allowance		100%	

<b>Mammography (R) (M)</b>			
*Wage Offered	\$22.00	\$25.50	\$27.00
**Ave. Sign on Bonus		\$2,500	
**Ave. Relocation Allowance		\$2,300	
Hospitals Offering Sign on Bonus		68%	
Hospitals Offering a Relocation Allowance		100%	

<b>Magnetic Resonance Imaging (R) (MR)</b>			
*Wage Offered	\$23.80	\$29.10	\$32.60
**Ave. Sign on Bonus		\$2,500	
**Ave. Relocation Allowance		\$3,600	
Hospitals Offering Sign on Bonus		100%	
Hospitals Offering a Relocation Allowance		100%	

<b>Nuclear Medicine (R) (N) or (CNMT)</b>			
*Wage Offered	\$25.00	\$31.00	\$36.80
**Ave. Sign on Bonus		\$2,900	
**Ave. Relocation Allowance		\$3,800	
Hospitals Offering Sign on Bonus		100%	
Hospitals Offering a Relocation Allowance		100%	

<b>Cardiovascular / Interventional (R) (CV) (VI) (CI)</b>			
*Wage Offered	\$24.50	\$29.15	\$36.75
**Ave. Sign on Bonus		\$3,000	
**Ave. Relocation Allowance		\$3,000	
Hospitals Offering Sign on Bonus		75%	
Hospitals Offering a Relocation Allowance		100%	

<b>Ultrasound (RDMS) AB or OB (RVT)</b>			
*Wage Offered	\$25.10	\$32.60	\$39.00
**Ave. Sign on Bonus		\$3,500	
**Ave. Relocation Allowance		\$3,700	
Hospitals Offering Sign on Bonus		90%	
Hospitals Offering a Relocation Allowance		100%	

<b>Echocardiography (RDCS)</b>			
*Wage Offered	\$25.00	\$32.88	\$37.80
**Ave. Sign on Bonus		\$2,900	
**Ave. Relocation Allowance		\$3,800	
Hospitals Offering Sign on Bonus		89%	
Hospitals Offering a Relocation Allowance		100%	

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

<b>*Wage Offered</b>	<b>\$28.00</b>	<b>\$35.25</b>	<b>\$40.00</b>
<b>**Ave. Sign on Bonus</b>		<b>\$4,500</b>	
<b>**Ave. Relocation Allowance</b>		<b>\$5,500</b>	
Hospitals Offering Sign on Bonus		100%	
Hospitals Offering a Relocation Allowance		100%	

**Directors of Radiology (R)**

<b>**Salary Offered</b>	<b>\$85,000</b>	<b>\$92,600</b>	<b>\$115,000</b>
<b>**Ave. Sign on Bonus</b>		<b>\$3,600</b>	
<b>**Ave. Relocation Allowance</b>		<b>\$5,500</b>	
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 by number of total offers

High: Highest offer extended (excluding outliers)