

RadSciences Group

Developing Top Talent for Healthcare Organizations

2009 Allied Health Compensation Review

Radiology, Rehabilitation and Laboratory

Methodology

The 2009 Allied Health Compensation Review is based on the total number of searches conducted by RadSciences Group between January 2008 and December 2008. Historically our compensation reviews have provided data for medical imaging professionals only. However, this review includes modalities within rehabilitation (Physical Therapist, Occupational Therapist and Speech Language Pathologist) and laboratory (Medical Technologist and Medical Laboratory Technician). Similar to our previous Radiology Compensation Reviews, the majority of the searches represented in this review (89%) consist primarily of hospital-based positions. Seventy-eight percent (78%) of searches conducted were for rural hospitals, clinics and rehab centers 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 reflect the low, average and high hourly wage for each specialty group when combining all offers. This was not a survey conducted by RadSciences Group to technologists and therapists. These numbers reflect actual *offers made* by our clients when combining all offers.

Market Trends and Observations

The job market in 2008 has proved to be one of the most volatile in U.S. history, and healthcare has also seen the effects. While the demand for some specialties in healthcare remained steady, the demand for others decreased significantly. Positions for Radiologic Technologists, Nuclear Medicine Technologists, Mammographers and other ARRT modalities almost seemed to disappear, while positions for Physical Therapists, Occupational Therapists, Speech Language Pathologists and Medical Technologists remained strong. The addition of new radiology schools and skyrocketing enrollment over the past five years has created a surplus of Radiographers, and many are finding it difficult to find employment in some areas of the country. We expect to see enrollment decrease in these programs over the next 12-24 months as it becomes more apparent that it is difficult to find work as a Radiographer.

The one exception has been Ultrasound and Vascular Sonography. While we have also noticed fewer vacancies in this modality, there is still a demand for *skilled* Sonographers who hold multiple registries. However, many new graduates and non-registered Sonographers are struggling to find employment as well.

Feedback from recent marketing efforts indicate that many hospitals and clinics are seeking ways to cut costs as a result of the current recession, and this includes job cuts as a way to improve cash flow and reduce operating costs. With tens of thousands of new layoffs each month, this means fewer people have the money or health coverage to see a physician. Many routine hospital visits are deferred, or just do not happen at all, which means less cash and reimbursement.

As it relates to recruitment, we have seen relocation and sign-on bonuses cut, contract labor budgets reduced and salaries remain relatively flat. While hiring incentives have decreased for some specialties, we have seen sign-on bonuses upwards of \$15,000 for Physical Therapists. The recession has also affected the candidate pool as well. To sum it up in one line, *if a candidate cannot sell his/her home, they cannot relocate to take a job.* With hospitals cutting back on recruitment incentives, this makes it more difficult for candidates to make a move. Career travel techs are also feeling the pinch. With less job vacancies, there are fewer jobs to be filled on a temporary basis.

The formal implementation of social networks has yet to entrench itself in the healthcare sector, but RadSciences Group plans to launch one of the first healthcare social networking sites during the second quarter of 2009. Under development for more than ten months, MyMedPort.com will be the first healthcare social networking site (that we are aware of) that will encompass a free job board for hospitals and users, free classifieds, healthcare news, specialty web-links, forums and social networking capabilities. It is intended to be a customizable “one-stop” portal for healthcare workers to access important data and network with likeminded professionals.

Healthcare social networking sites are likely to be among the high-demand applications of the next generation of healthcare workers and recruiters, and will play an important roll just as the newspaper did twenty years ago. There is a heightened awareness among HR professionals regarding the benefits of social networking using new technology to find passive job seekers. Integrating healthcare social networking with existing applications will attract a new generation of healthcare workers, therefore increasing the chances for engagement and recruitment.

Like in recessions past, the economy will eventually recover. Meanwhile, the existing environment provides a good opportunity for those who want to revamp their sourcing, interviewing and recruiting practices and start a new.

Additional Data

The statistics below reflect the candidates that were made offers from January to December 2008.

Gender

Male Candidates: 42%
 Female Candidates: 58%

Experience

0-3 years: 22.9%
 4-10 years: 38.8%
 11-15 years: 21.6%
 16+ years: 16.7%

Average Years of Experience: 11.08 years

Sign-On & Relocation	Radiology	Laboratory	Rehabilitation
Avg. Sign-On Bonus	\$2,700.00	\$3,100.00	\$5,400.00
Avg. Relocation Allowance	\$2,900.00	\$2,800.00	\$3,500.00
Facilities offering Sign-On Bonus	68%	76%	86%
Facilities offering Relocation	100%	100%	100%

*Salaries, Sign-on and Relocation rounded to the nearest \$100

**Hourly wages rounded to the nearest \$.10

Radiology Compensation

Overall Category Average	ARRT Specialties Compensation (RT, CT, MRI, M, N, CV, RCIS, Interventional)	ARDMS Specialties Compensation (RDMS, RVT, RDCS, RCS)	Radiology Management Compensation (Supervisors & Manager)	Radiology Director Compensation (Salary-Exempt)
Low Wage	\$20.50	\$24.60	\$28.00	\$75,000
Avg Wage	\$27.20	\$29.80	\$33.70	\$88,000
High Wage	\$31.50	\$37.10	\$38.00	\$110,000

Many new radiography graduates in 2008 likely experienced a job market that had been described differently from when they originally made their first tuition payment. With more than 735 accredited or regionally accredited radiology programs across the United States, it seems there is no longer a shortage of Rad Techs as in previous years. We received dozens of unsolicited calls from new graduates in 2008 wondering why the job market was so listless. By comparison, there were approximately 620 accredited programs in 2003. Keeping in mind this does not include the significant number of non-accredited training programs that have sprung up over the past few years. Granted, some areas of the country seem to be more saturated than others, but with economic conditions making it impossible for many new graduates to relocate, they are sometimes left unemployed in a job market that will not support them. Additionally, with hospitals postponing expansion initiatives, cutting hours and sometimes jobs, this exacerbates the condition.

When you consider the candidate production rates, or how fast you can have a candidate ready to enter the workforce, for medical imaging professionals it only takes two years. By comparison, many other allied health professions such as Medical Technology, Physical Therapy, Occupational Therapy and Speech Language Pathology require a bachelors or masters degree. Therefore, schools can produce a class of medical imaging professionals much more quickly. Additionally, the overall pay for medical imaging professionals is similar to that of other specialties that require higher educational requirements, especially once techs are cross-trained into other modalities such as Cat Scan and MRI.

Laboratory Compensation

	Medical Laboratory Technician Compensation (MLT)	Medical Technologist Compensation (MT, CLS)	Laboratory Management Compensation (Directors & Managers)	Laboratory Director Compensation (Salary-Exempt)
Low Wage	\$16.00	\$19.40	\$27.00	72,000
Avg Wage	\$18.50	\$24.00	\$30.00	75,000
High Wage	\$21.90	\$27.40	\$32.50	82,500

The Bureau of Labor Statistics reports that employment of clinical laboratory workers is expected to grow fourteen percent (14%) between 2006 and 2016. However, while the demand is increasing, half of all laboratories nationwide struggle to hire laboratory personnel according to the ASCP Wage & Vacancy Report. Sixty-three percent (63%) of clinical laboratories report increased competition for qualified staff as a stumbling block to hiring new personnel. Thirty-three percent (33%) report low compensation as a problem and twenty-eight percent (28%) say that applicants are unwilling to relocate. According to the survey, staff Medical Technologists (MT) are the most difficult to replace sixty-three (63%) followed by Medical Laboratory Technicians (MLT) at thirty-eight percent (38%). The U.S. Department of Health and Human Services reports that by 2012, 138,000 lab professionals will be needed, but fewer than 50,000 will be trained.

Rehabilitation Compensation

	Physical Therapist Compensation (PT)	Occupational Therapist Compensation (OT)	Speech Language Pathologist Compensation (SLP)	Rehab Management Compensation (Director & Manager)
Low Wage	\$24.50	\$23.00	\$22.70	\$85,500.00
Avg Wage	\$32.90	\$30.70	\$26.00	\$92,000.00
High Wage	\$38.00	\$34.00	\$32.20	\$120,000.00

With just a 0.2 percent unemployment rate, Physical Therapists are now experiencing the best employment conditions since the late 1990's. Despite increased layoffs across the country, job prospects for Physical Therapists remain strong. The shortage of state licensed health professionals is projected to increase the demand for Physical Therapists, Occupational Therapists, Speech Language Pathologists and therapy assistants up to twenty-seven percent (27%) between 2006 and 2016 according to the APTA.

While the minimum educational requirement for a Physical Therapist was initially a bachelors degree, the masters degree program slowly replaced that in the early 90's. Currently we are seeing the Doctorate of Physical Therapy program increasingly becoming the norm. The steady increase in educational requirements might deter those who are interested in healthcare as a profession from pursuing a career in Physical Therapy where wages are not that much different from a registered Sonographer who need only complete two years of training.

State licensure issues may be an additional cause of the shortage in some areas of the country. A state license is required for each state in which a Physical Therapist practices. Unlike Radiography and Occupational Therapy, this process is not just a matter of completing an application and paying a fee. Along with this process, the Federation of State Boards of Physical Therapy (FSBPT) reports that there are currently twenty-three states that require a Physical Therapist to take a jurisprudence examination (JE) to demonstrate minimal understanding of the statutes and administrative code that governs the practice of physical therapy. Additionally, some states will also require the application be presented to the state board. Once all required documentation is received, the applications will be presented to the board at the next regularly scheduled board meeting for approval or denial. However, some boards only meet once a month, creating a much longer process.

The shortage of licensed Physical Therapists is definitely creating a challenge for recruiters especially for smaller, rural areas of the country. We have also noted that many Physical Therapists prefer outpatient therapy positions over inpatient and home health opportunities. With so many opportunities available to therapists, they are able to "pick and choose", and many times it comes down to which position is offering the most money in the most desirable location. We may start to see wages increase and better employment packages offered as the demand continues to increase for Physical Therapists.