



***Nursing Solutions, inc***

Permanent Nurses, Permanent Solutions!

# 2016 EXECUTIVE COMPENSATION STUDY

## CNE, CHRO & CFO



**Nursing Solutions, inc**

# ***Vice President Patient Care (CNE)***

Permanent Nurses, Permanent Solutions!

## **Base Pay/Total Comp**

- **Hospitals < \$250 Million Revenues:** **\$189,654/\$289,209**
  - *Salary Range: \$159,288 to \$273,622*
- **Hospitals < \$500 Million Revenues:** **\$277,731/\$394,545**
  - *Salary Range: \$225,383 to \$317,425*
- **Hospitals < \$1 Billion Revenues:** **\$389,371/\$498,987**
  - *Salary Range: \$279,420 to \$431,326*
- **Hospitals > \$1 Billion Revenues:** **\$397,994/\$541,481**
  - *Salary Range: \$338,851 to \$655,981*
  
- 2016 Projected Pay Increase: **System: 3.6%**    **Hospital: 3.4%**

*Sources: Mercer, Towers Perrin Watson Wyatt, Modern Healthcare*



## CNE Workforce Demographics:

- Average CNE Age: **36 to 45 - 13%; 46 to 55 - 49%; 56 to 65 - 34%**
- Average Tenure : **5.4 years**
- 2015 Turnover Rate: **15.1%**
- 2016 Turnover Rate Forecast: **14.8%**
- Percent Anticipating a Job Change within 5 years: **31%**
- Job Search Time: **5 to 9 months**

**For Free Networking Assistance or Job Leads call Michael Colosi at (717) 575-7817.**

## CNE Reasons for Turnover:

- Pursuing Advancement: **28%**
- Conflict with CEO: *(Resignation Requested)* **23%**
- Dissatisfaction with Job: **21%**
- Personal Reasons: **15%**
- Retirement: **12%**

Sources: HFMA, William M. Mercer, Modern Healthcare, HealthLeader, AHA, AONE



## CNE Challenges:

- Are CNEs Prepared for RN Retirements? **YES - 45%** **NO - 52%**
- Factors Important for Quality and Safety:
  - **Nurse Ratios – 41%**
  - **Experience – 38%**
  - **Education & Certification – 31%**
- Are Night Shifts Cancelled with Short Notification?: **YES - 56%** **NO - 31%**
- Older Worker Retention Programs:
  - Modified Schedule - 55%** **Education Roles - 17%**
  - Leadership Roles - 21%** **Patient Lift Programs - 29%**
- **“Even if we graduated 90% more nurses over the next 10 years, we could not allay the nursing shortage.”** *(David Rosseter, American Association of Colleges of Nursing)*

Source: HealthLeaders, Media Intelligence Survey, AHA, AONE



***Nursing Solutions, inc***

Permanent Nurses, Permanent Solutions!

## Top CNE Concerns:

	<u>Score/100</u>
• Patient Satisfaction & Experience:	94.3
• Quality of Care & Patient Safety:	92.6
• Retaining Talent or Employee Turnover:	81.3
• Registered Nurse Recruitment:	71.9
• Cost Containment:	69.4
• Leadership Development:	68.0
• Redesigning Care Process:	65.8
• Financial Reimbursements:	64.1
• Lowering Readmission Rates:	61.0
• Succession Planning:	60.2
• Regulatory Mandates:	58.8
• Capacity:	58.1
• Rising Travel/Agency Costs:	43.8

Source: NSI, 2016 CNO HELP Survey

2/2/2016

NSI Proprietary & Confidential

[www.nsinursingsolutions.com](http://www.nsinursingsolutions.com)



# Vice President Human Resources (CHRO)

**Nursing Solutions, inc**

Permanent Nurses, Permanent Solutions!

	<u><b>Base Pay</b></u>
<ul style="list-style-type: none"><li>• <b>CHRO National Average:</b><ul style="list-style-type: none"><li>• <i>Salary Range: \$99,122 to \$319,827</i></li></ul></li></ul>	<b>\$245,962</b>
<ul style="list-style-type: none"><li>• <b>Hospitals &lt; \$250 Million Revenues:</b><ul style="list-style-type: none"><li>• <i>Salary Range: \$105,110 to \$239,430</i></li></ul></li></ul>	<b>\$148,269</b>
<ul style="list-style-type: none"><li>• <b>Hospitals &lt; \$500 Million Revenues:</b><ul style="list-style-type: none"><li>• <i>Salary Range: \$185,383 to \$317,425</i></li></ul></li></ul>	<b>\$229,665</b>
<ul style="list-style-type: none"><li>• <b>Hospitals &lt; \$1 Billion Revenues:</b><ul style="list-style-type: none"><li>• <i>Salary Range: \$229,420 to \$431,326</i></li></ul></li></ul>	<b>\$267,834</b>
<ul style="list-style-type: none"><li>• <b>Hospitals &gt; \$1 Billion Revenues:</b><ul style="list-style-type: none"><li>• <i>Salary Range: \$338,851 to \$655,981</i></li></ul></li></ul>	<b>\$383,637</b>

Sources: Mercer, Towers Perrin Watson Wyatt, Modern Healthcare, AON Consulting, Hospital & Health Networks, Hewitt & Associates



**CHRO Compensation: (Con't)**

- 2016 Projected Pay Increase:           **System: 3.7%    Hospital: 3.5%**
- 2016 Projected Total Comp Inc.:       **System: 4.8%    Hospital: 3.9%**

<b>Bonus Program Prevalence:</b>	<b><u>% Using</u></b>	<b><u>Effectiveness</u></b>
• Group Incentives:	<b>59%</b>	<b>39%</b>
• Lump Sum:	<b>39%</b>	<b>61%</b>
• Profit Sharing:	<b>13%</b>	<b>54%</b>

*Sources: Mercer, Towers Perrin Watson Wyatt, Modern Healthcare, AON Consulting, Hospital & Health Networks, Hewitt & Associates*



**Nursing Solutions, inc**

Permanent Nurses, Permanent Solutions!

## CHRO Workforce Demographics:

- Average Tenure : **3.5 years**
- Median Tenure: **4.4 years**
- 2015 Turnover Rate: **16.1%**
- 2016 Turnover Rate Forecast: **13.8%**
- Percent Anticipating a Job Change within 5 years: **24%**
- Job Search Time: **8 to 19 months**

**For Free Networking Assistance or Job Leads call Michael Colosi at (717) 575-7817.**

## CHRO Reasons for Turnover:

- Pursuing Advancement: **33%**
- Dissatisfaction with Job: **25%**
- Conflict with CEO: *(Resignation Requested)* **19%**
- Retirement: **7%**
- Personal Reasons: **5%**

Sources: HFMA, William M. Mercer, Modern Healthcare, HealthLeader





# Top CHRO Concerns:

**Score/100**

• Registered Nurse Recruitment:	<b>74.6</b>
• Retaining Talent or Employee Turnover:	<b>69.4</b>
• Maintaining Competitive & Cost Effective Benefits:	<b>68.0</b>
• Decreasing/Controlling Labor Costs:	<b>65.4</b>
• Maintaining Market Competitive Compensation:	<b>65.4</b>
• Leadership Development & Succession Planning:	<b>62.9</b>
• HR Strategic Planning:	<b>59.2</b>
• Performance Metrics:	<b>53.2</b>
• Union Avoidance/Labor Relations:	<b>48.5</b>
• Protecting Aging Workforce:	<b>43.3</b>

Source: NSI, 2016 CHRO HELP Survey



# Chief Financial Officer (CFO)

**Nursing Solutions, inc**

Permanent Nurses, Permanent Solutions!

	<b><u>System</u></b>	<b><u>Hospital</u></b>
• Average Salary:	<b>\$349.9k</b>	<b>\$293.3k</b>
• Median Salary:	<b>\$399.6k</b>	<b>\$289.9k</b>
• 2016 Projected Pay Increase:	<b>5.4%</b>	<b>5.6%</b>
• 2016 Projected Total Comp Increase:	<b>6.3%</b>	<b>6.3%</b>

*Sources: Mercer, Towers Perrin Watson Wyatt, Modern Healthcare, AON Consulting, Hospital & Health Networks, Hewitt & Associates*



## CFO Workforce Demographics:

- Average Tenure : **7.2 years**
- 2015 Turnover Rate: **7.4%**
- 2016 Turnover Rate Forecast: **7.1%**
- Percent Anticipating a Job Change within 5 years: **22%**
- Job Search Time: **5 to 9 months**

**For Free Networking Assistance or Job Leads call Michael Colosi at (717) 575-7817.**

## CFO Reasons for Turnover:

- Pursuing Advancement: **35%**
- Conflict with CEO: *(Resignation Requested)* **31%**
- Dissatisfaction with Job: **13%**
- Retirement: **7%**
- Personal Reasons: **2%**

*Sources: HFMA, William M. Mercer, Modern Healthcare, HealthLeader*



# Why NSI?

***Nursing Solutions, inc***

Permanent Nurses, Permanent Solutions!

- NSI is a high volume nurse recruitment firm; that only recruits within the continental U.S. for “**Experienced RNs**”, as **your** core staff.
- NSI utilizes a full service executive search model.
- Focus is on cultural fit and core competencies to enhance retention capacity. **NSI first year retention rate of 94.2%.**
- Founded in 2000, NSI continues to lead the industry:
  - Proven success rate with an average **time-to-fill of 34 days.**
  - High quality; with an 82% interview-to-offer rate and an average **RN experience rate of 14.5 years.**
  - **One (1) year replacement guarantee.**
- All NSI engagements are “**Risk Free**” since you must hire the nurse **before** NSI is paid.