



Round Table Notes

Breakout Group Three: Competitive Pay

Competitive Pay

How do you recruit and retain technologists when higher pay is a competitive strategy?



What are the risks or barriers on this issue?

- Wage “wars” with Competitors (non sustainable)
- Paying high local wages for remote works
 - Remote Work is not available for Hospital (Inpatients)
- Travel Workers make more than In-house Staff
- Sign-on Bonuses
- 2-years Contracts
- Outpatients’ Wages are more than Inpatients’ wages
- Tenure vs Merit based wages
 - Multiple Certification vs Tenure
- Hard to assess “soft” Skills (communication, team player, etc.)
- Focus on Wage vs Total Compensation Work-Life Balance
- “Sellers” / Employees Market
- Generational Expectation
- Inflation
- Decreased Reimbursement



What are your ideas for solutions or action items?

- Change Focus from Wages to:
 - Career Pathway: Growth/Development
 - Total Compensation/Benefits
 - Flexibility: Work-Life Balance (Flexible Patient Scheduling / Timeslot Management)
 - Career Progression
 - Skill-Pay Alignment (Match Wage to Skills)
 - Forward Value of Person
 - Present Total Compensation (Market)
- Retention Bonuses / **NOT** sign-on Bonuses
- Non-Rehire Policy (leaving for more \$)
- Increase Supply of Techs
- Incentive Program (monetary Bonuses)
- Recognition Program (non or minimum monetary)
- RT Student loan forgiveness



What can be done immediately(3-6 months)?

- Non-Rehire Policy for pay
- Recognition Program (non or minimum monetary)



What can be done in 1-3 years?

- Change Focus from Wages to:
 - Career Pathway: Growth/Development
 - Total Compensation/Benefits;
 - Flexibility: Work-Life Balance (Flexible Patient Scheduling / Timeslot Management)
 - Career Progression
 - Skill-Pay Alignment (Match Wage to Skills)
 - Forward Value of Person
 - Present Total Compensation (Market)
- Retention Bonuses / **NOT** sign-on Bonuses
- Incentive Program (monetary Bonuses)
- RT Student loan forgiveness



What can be done in 3-5 years?

- Increase Supply of Techs

