



## **Market-based nursing compensation adjustments**

*Frequently asked questions  
as of Sept. 16, 2019*

### **Market-based nursing compensation adjustments overview**

**Q: What are market-based compensation adjustments?**

A: Market-based compensation adjustments are an effort to offer team members more competitive pay. The process includes a look at how our current compensation ranges compare to others in our industry. Based on this review and the overall financial performance of the organization, it is our goal to move our team members closer to the industry-wide midpoint of their salaries at a faster pace.

**Q: What do you mean by industry-wide midpoint?**

A: The industry-wide midpoint is the average pay for a particular position based on review of local, regional and national salary surveys. Prisma Health uses this information to develop its salary ranges for positions. Generally, the midpoint is the rate a team member achieves when they are deemed to be fully competent in their role.

**Q: Why are these adjustments happening?**

A: Team members come first, and this must be reflected in our compensation. Doing so allows us to recruit and retain a highly qualified workforce to better serve the needs of our patients and community.

**Q: What adjustments are coming next?**

A: The first adjustment is taking place in September and affects team members in various support positions. The next adjustment will happen in October and will cover a wide-range of nursing positions, including those in acute care bedside roles, and those in the ambulatory setting. It also includes assistant nurse managers and nurse managers. Together, these two adjustments reach about 75% of our team members. Our goal is to review all other positions by the end of FY20.

**Q: How does HR determine where a team member falls within their position's pay scale?**

A: A team member's previous work experience relative to their position is used to determine where their salary should fall within the position's pay scale.

**Q: Are secondary jobs eligible for market adjustments?**

A: Yes. Secondary jobs will be adjusted provided they are eligible for a market adjustment based on Human Resources' review.



**Q: Are Palmetto Health-USC Medical Group team members included?**

A: Yes - Palmetto Health-USC Medical Group and University Medical Group (UMG) team members are included. USC-leased employees are excluded.

**Q: Who should I contact if I have further questions?**

A: Contact your supervisor or manager and they will help you with any questions. If they are not able to answer your questions, your leader will contact the Human Resources business partner for your area to address your question.

## **Nursing adjustments**

**Q: What positions are included in this adjustment?**

A: This adjustment will cover a wide-range of nursing positions, including those in acute care bedside roles, and those in the ambulatory setting. It also includes assistant nurse managers and nurse managers.

**Q: In addition to adjustments, are new compensation ranges coming?**

A: Yes - new compensation ranges are being put into place:

- New Prisma Health RN bedside salary range: **\$29.00 - \$43.50**; previous range was \$25.48 – \$39.38 (Midlands) and \$25.48 – \$39.10 (Upstate).

**Q: When and how will managers find out details about what their individual team members will receive?**

A: Soon, managers will receive personalized letters for distribution to team members receiving market adjustments. If you are a manager, your director will receive details about your adjustment.

**Q: When will nursing team members see the adjustment reflected in their paychecks?**

A: Adjustments will be reflected beginning with the following pay periods:

- Upstate – Pay period beginning Sunday, Sept. 29
- Midlands – Pay period beginning Sunday, Oct. 6