



## **Our plan to continue compensation adjustments throughout the next year with nursing adjustments in October**

*From Mark O'Halla, president and CEO, Prisma Health*

First and foremost, thank you for your leadership and support as we continue our journey as One Prisma Health. As a health company that touches the lives of 1.2 million patients annually, Prisma Health is many things. But above all else, it is 32,000 team members. Our philosophy is simple – team members come first, and this view must be reflected in our team member rewards, especially as it relates to pay.

Simply put, we are behind in offering many of our team members competitive pay compared to the rest of our industry. Our goal is to remedy that by continuing market-based compensation adjustments throughout FY20.

We recently reviewed local, regional and national nursing salaries. Based on the results, we will be making adjustments for a large number of nursing roles in early October. Carolyn Swinton, RN, MSN, chief nurse executive, Prisma Health, and I met with nursing directors to share the details of these adjustments. We agreed these moves will help us attract and retain the caliber of nurses we need to keep all of our beds open and serve our patients who rely on us.

We will cover a wide-range of nursing positions with this adjustment, including those in acute care bedside roles, and those in the ambulatory setting. It also includes assistant nurse managers and nurse managers. The HR team will be in touch with individual leaders in the coming weeks to review specific team member adjustments in detail.

These adjustments for nurses, combined with our recent increase for team members in various support positions, means that we will have brought adjustments to about 75% of our workforce.

There are still more positions that need to be reviewed. Our goal is to reach 100% of our team members by the end of FY20. Also know this year of adjustments is just the beginning. Our plan is not only to get us back on track, but to remain competitive in the years ahead.

Please take a moment to review several [frequently asked questions](#) about the nursing pay adjustments. If you have follow-up questions after reading through this, reach out to your HR business partner.



Thank you for choosing to be a part of Prisma Health. I am continually impressed by your collective passion and dedication for living our purpose: *Inspire health. Serve with compassion. Be the difference.*

This information will be shared with all team members on Wednesday, Sept. 18.