

## CHALLENGES

- Time-consuming to match market data to positions
- Onerous to compile compensation data
- Challenging to make informed compensation decisions

## RESULTS

- Easy access to current market data
- Better matches to organization's positions
- Reduced time compiling compensation data
- Gained confidence in analysis, recommendations, and compensation decisions



# Uniontown Hospital Harnesses Pay Data to Ensure Competitive Compensation

Offering competitive compensation is essential in today's healthcare environment. After all, nearly every healthcare organization faces stiff competition when recruiting staff. The challenge is even more pressing in rural areas where experienced talent is harder to come by. This was the case for Uniontown Hospital in Pennsylvania, a community hospital featuring very individualized positions. Without a proper compensation market data solution, it struggled to determine whether or not it was offering competitive wages.

## Struggling to Keep Pace

As the lone compensation/IT analyst at Uniontown Hospital, Deidra Grimm struggled to ensure her organization was paying competitively. To develop a pay scale and compare Uniontown to its peers, Grimm aggregated data from numerous market data surveys. Unfortunately, these surveys did not strongly match the positions at Uniontown. This resulted in Grimm reading every job title and description to identify the closest matches. Even then, the surveys were only released once or twice a year, so the information was largely outdated when Grimm consulted it. Coming up with a pay scale baseline for the organization's 1,110 employees and approximately 200 new annual hires was challenging and time-consuming.

## Tapping into a Comprehensive Solution

Wanting compensation information at her fingertips, Grimm started searching for a solution. After seeing a demo of HealthcareSource Pay Data<sup>SM</sup> at a conference, she presented it to her immediate leadership consisting of the Director of HR and Executive Director of HR. They in turn took the recommendation to the CEO, who approved the purchase. According to Grimm, getting started was extremely simple. "HealthcareSource 'flipped a switch' and I had access," she explains.

## Accessing Compensation Data with Ease

With access to Pay Data, Grimm can much more easily compile and analyze relevant compensation market data. She greatly appreciates the fact that she no longer needs to manually aggregate data and match positions. She can even create customized pay markets, such as viewing finance compensation across industries. The ready access to accurate data prompted Grimm to spearhead a project to reevaluate all leadership compensation.

Even better, Grimm can now work from an accurate baseline. "Before I could barely match 10% of our positions. Now it's easy to find positions that closely match ours. Plus, the data is continuously updated so I never have to question my analysis and recommendations, and the hospital can feel confident about its compensation decisions," says Grimm. As a result, Uniontown can more easily stay competitive in the local job market. "We do not have much to compare to because we are in a rural area. But with Pay Data, we know we are offering competitive compensation, which helps us more easily retain existing employees and bring new ones on board," concludes Grimm.



## ABOUT HEALTHCARESOURCE PAY DATA

HealthcareSource Pay Data is a compensation market data solution that automatically matches up-to-date salary data to your jobs and pay markets, so that your compensation team can quickly analyze results and make informed decisions on job offers and employee compensation.

Pay Data's simple project-based design makes it easy to start new projects, link them to your pay markets and jobs, contact services, review previous projects, track activity and more.

## ABOUT UNIONTOWN HOSPITAL

**Location:** Uniontown, Pennsylvania

**Overview:** Uniontown Hospital is a compassionate, dedicated community hospital providing a full range of medical care to residents of Fayette County and the surrounding areas for more than a century. Healthcare services at this acute, specialty-care hospital include an award-winning cardiology department and catheterization lab, an award-winning stroke center, a state-of-the-art wound healing center, a family beginnings birthing center, and the Uniontown Hospital Center for Weight Loss Surgery. The facility features 175 beds and more than 200 medical staff representing more than 30 medical specialties.

**Employees:** 1,100

**HealthcareSource Solutions:** Position Manager<sup>®</sup>, Staff Assessment<sup>SM</sup>, Leadership Assessment<sup>SM</sup>, Performance Manager<sup>®</sup>, NetLearning<sup>®</sup>, NetCompetency<sup>®</sup>, eLearning Library<sup>SM</sup>, Pay Data<sup>SM</sup>



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### About HealthcareSource

With more than 2,500 healthcare clients, HealthcareSource is the leading provider of talent management solutions for the healthcare industry. The HealthcareSource Quality Talent Suite<sup>SM</sup> helps healthcare organizations recruit, develop, and retain the best workforce possible in order to improve the patient and resident experience. The company's cloud-based talent management solutions include applicant tracking, behavioral assessments, reference checking, employee performance, compensation, competency and learning management, and eLearning courseware. A private company focused exclusively on the healthcare industry, HealthcareSource consistently earns high marks for client satisfaction and retention. HealthcareSource has been regularly ranked as a leader by KLAS Research for Talent Management, in addition to recognition in Healthcare Informatics 100, Modern Healthcare's "Healthcare's Hottest," Inc. 500|5000, Deloitte Technology Fast 500, and Becker's "150 Great Places to Work in Healthcare" list.