

# The Cath Lab Wage Survey

2013

Presented by:  
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## Introduction

SpringBoard's Cath Lab Wage Survey aims to gather comprehensive insight into the salaries & wages, responsibilities and backgrounds of professionals working in the sector. The survey responses for 2013 as in previous years were drawn from Cardiac Catheterization, Interventional radiology and electrophysiology specialists working within the United States in diverse roles including Managers, Nurses and Technologists. The Cath Lab Wage Survey now provides the most accurate picture of how the industry looks on the ground, from those people working day-to-day in Cardiac Catheterization Laboratories.

This report presents some of the interesting findings that were obtained from the 2013 survey and also discusses how these findings compare with results obtained from an earlier survey that SpringBoard conducted in 2011. SpringBoard wishes to thank all the clinical professionals and industry associations that supported the survey, we saw participation grow by over 20% from 2011 to 2013. We believe this year's survey allows us to create an important bench mark as the Affordable Care Act comes to our industry.

## Highlights

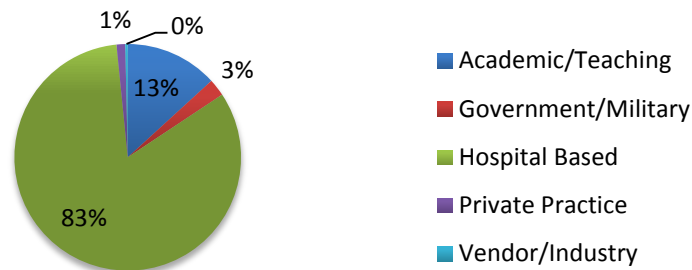
| 2011           | 2013           | Fact  |
|----------------|----------------|---|
| <b>\$4.09</b>  | <b>\$4.21</b>  | Hourly increase in salary from those who have no managerial positions to those who do                                     |
| <b>\$10.89</b> | <b>\$10.71</b> | Hourly increase in salary from permanent employees to travel employees  |
| <b>N/A</b>     | <b>\$2.17</b>  | Hourly increase in salary from employees working in rural areas to those working in a greater metropolitan area           |
| <b>\$70.15</b> | <b>\$75.00</b> | The highest hourly compensation recorded  |
| <b>\$13.00</b> | <b>\$13.93</b> | The lowest hourly compensation recorded   |
| <b>\$32.06</b> | <b>\$33.22</b> | The average hourly compensation recorded  |
| <b>\$35.53</b> | <b>\$36.12</b> | The average hourly wage for Cath Lab professionals with over 10 years experience.   |
| <b>\$24.50</b> | <b>\$25.08</b> | The average hourly wage for Cath Lab professionals with less than one year experience                                     |
| <b>\$36.36</b> | <b>\$36.51</b> | The average hourly wage for those working for a Government/Military Institution - the best paying type of Institution     |
| <b>\$28.77</b> | <b>\$29.39</b> | The average hourly wage for those working for a Private Institution - the least paying type of Institution                |
| <b>\$7.58</b>  | <b>\$7.12</b>  | What those who work in a Government/Military Institution on average earn more than those working in a Private Institution |
| <b>\$9.00</b>  | <b>\$9.54</b>  | What those who work in the West region on average earn more than those who work in the South region                       |

|                |                |  |
|----------------|----------------|--|
| <b>\$38.33</b> | <b>\$40.24</b> | The average hourly wage for those working in the West region   |
| <b>\$29.33</b> | <b>\$30.70</b> | The average hourly wage for those working in the South region  |
| <b>69.67%</b>  | <b>77.83%</b>  | The percentage of hourly workers who reported receiving an annual wage increase  |
| <b>45.68%</b>  | <b>49.18%</b>  | The percentage of respondents who have RCIS as their primary certification. RCIS is the most popular certification     |
| <b>51.29%</b>  | <b>50.58%</b>  | The percentage of respondents who do not have a secondary certification  |
| <b>\$36.80</b> | <b>\$38.26</b> | The average hourly wage for those holding RN/CCRN as their primary certification - the best paying certification type  |
| <b>\$28.56</b> | <b>\$28.74</b> | The average hourly wage for those holding RVT/CVT as their primary certification - the least paying certification type |
| <b>\$10.24</b> | <b>\$9.52</b>  | What those who have RN/CCRN as their primary certification earn on average more than those who have RVT/CVT            |
| <b>58.58%</b>  | <b>67.56%</b>  | The percentage of salaried workers who have received an annual salary increase of more than \$5,000 since date of hire |
| <b>\$9.80</b>  | <b>\$8.69</b>  | The average CCL hourly wage increase for all hourly workers since the date of hire                                     |
| <b>30.45%</b>  | <b>17.01%</b>  | Percentage of Cath Lab professionals who receive annual bonuses  |

## The Sample

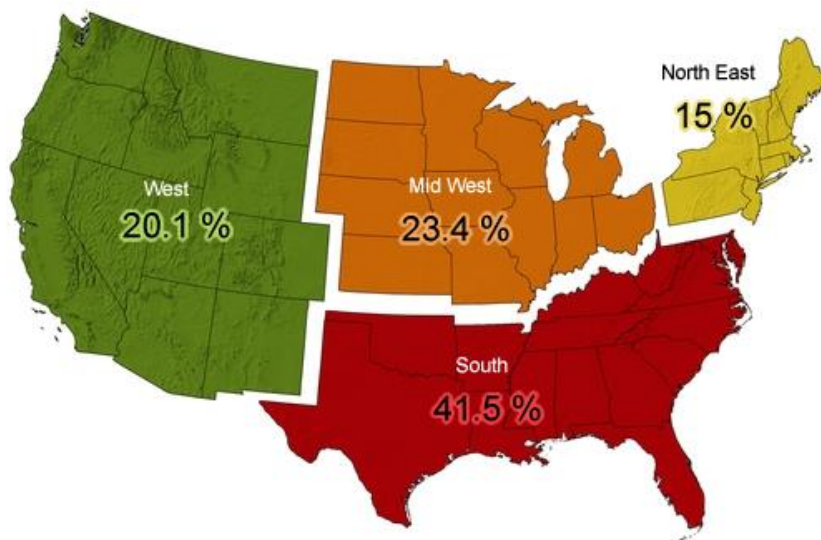
1710 people completed the survey. 91.70% of the respondents described themselves as permanently employed while 3.86% described themselves as travelling employees. A further 2.75% disclosed they were PRN/Registry employees and 1.70% did not disclose their work status.

## Respondents by Institution Type



The highest percentage of respondents work in Hospitals (82.7%) followed by Academic /Teaching institutions (13.2%), 2.5% work in Government/Military institutions, 1.2% work in private practice while only 0.4% of the respondents work in Vendor/Industry type of institutions.

## Respondents by Region



The best represented region was the South which accounted for 41.5% of all respondents, followed by the Mid West with 23.4% representation, the West had 20.1% and the North East came last with 15% of the respondents.

An analysis of the geographic market distribution of the respondents shows that 33.39% of the respondents work in a greater metropolitan area, 25.09% work in an urban area, 27.13% work in a suburban area while the remaining 14.39% work in a rural area.

## Remuneration

The remuneration data was divided into two main categories based on how respondents are compensated. The two categories are:

1. Those who earn an hourly wage
2. Those who earn a monthly salary

84.68% of the respondents earn an hourly wage while the remaining 15.32% earn a monthly salary. 17% of the respondents said they received an annual bonus in different forms such as fixed dollar amounts, gift cards or a percentage of their earnings. Below, we start by looking at the hourly wage category.

The average hourly wage of a CCL specialist in 2013 was \$33.97, which was approximately \$1.00 higher than the average for 2011 of \$32.98. This represents a 3.02% year-on-year raise. Of those earning an hourly wage, only 22.2% said they did not receive an annual wage increase in 2013 while 59.9% percent of the respondents said they received an annual wage increase of \$1.00 or less as shown in the table below.

### *Percentage of respondents who received Annual Wage Increase*

| Avg. Annual Wage Increase | 2011        |            | 2013        |            |
|---------------------------|-------------|------------|-------------|------------|
|                           | Count       | %          | Count       | %          |
| No Increase               | 208         | 18.1       | 321         | 22.2       |
| \$0.01 - \$1.00           | 718         | 62.3       | 867         | 59.9       |
| \$1.01 - \$5.00           | 211         | 18.3       | 239         | 16.5       |
| \$5.01 or >               | 15          | 1.3        | 21          | 1.5        |
| <b>All</b>                | <b>1152</b> | <b>100</b> | <b>1448</b> | <b>100</b> |

For salaried workers, the median salary fell within a range of \$91-95k with about 48 per cent of respondents earning more. An average salary for the group could not be computed because the respondents did not provide their actual salaries but only selected a salary range.

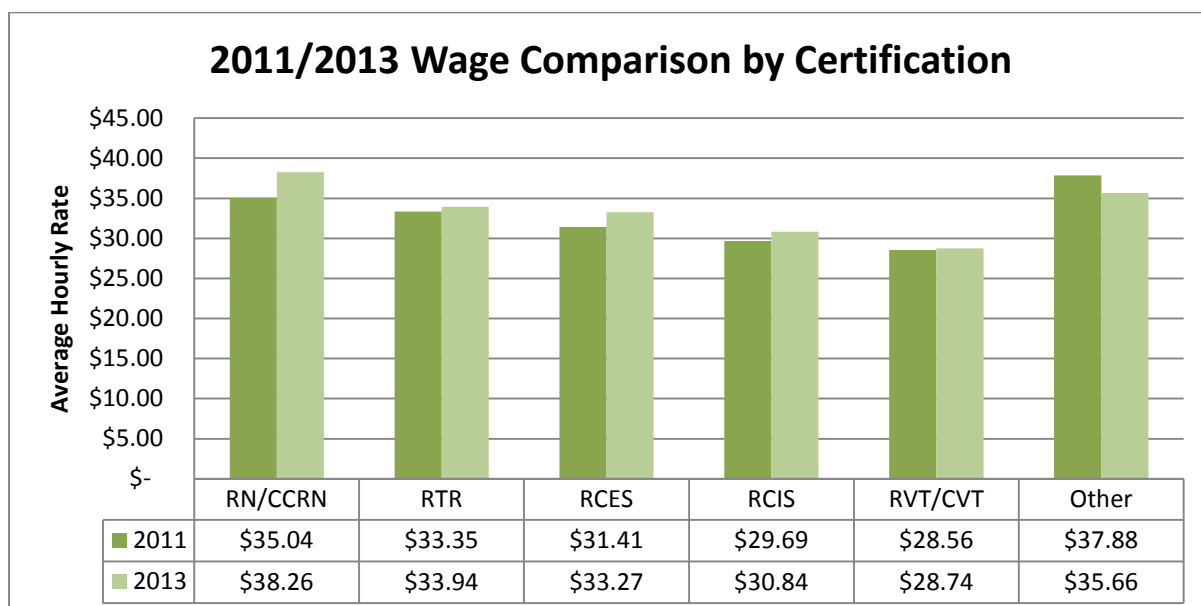
Further analysis shows that salaried workers have continued to receive salary increases with only a few indicating they had not received an increase since the date of hire. This can be explained by the fact that most of those who had not received an increase had less than one year experience. The table below shows the percentage of respondents who had received a salary increase since the date of hire and the total increase they have received to date.

### *Percentage of respondents who have received salary increases since date of hire*

| Total Salary Increase | 2011       |            | 2013       |            |
|-----------------------|------------|------------|------------|------------|
|                       | Count      | %          | Count      | %          |
| No Increase           | 22         | 13.0       | 29         | 11.1       |
| \$1.00 - \$2,000      | 19         | 11.2       | 26         | 9.9        |
| \$2,001-\$5,000       | 29         | 17.2       | 30         | 11.5       |
| \$5,001 or >          | 99         | 58.6       | 177        | 67.6       |
| <b>All</b>            | <b>169</b> | <b>100</b> | <b>262</b> | <b>100</b> |

## Certifications

99.77% of the respondents disclosed that they had at least one certification. As we had found in the 2011 survey, the type of certification held impacted the reported wages for Cath Lab workers. The respondents who listed RN/CCRN as their primary certification reported the highest average wage of \$38.26 and those who have RVT/CVT reported the lowest average wage of \$28.74 as shown below.



This means that workers holding RN/CCRN certification can on average expect to earn \$9.52 more than those with RVT/CVT certification. RCIS was the most popular certification amongst the respondents with over 49% of the respondents listing it as their primary certification.

### *Distribution of Respondents by Primary Certification*

| Primary Certification | No of Respondents | %     |
|-----------------------|-------------------|-------|
| RN/CCRN               | 453               | 26.49 |
| RTR                   | 264               | 15.44 |
| RCES                  | 56                | 3.33  |
| RCIS                  | 841               | 49.18 |
| RVT/CVT               | 57                | 3.27  |
| Other                 | 35                | 2.05  |
| None                  | 4                 | 0.23  |

49.4% of the respondents stated they have a secondary certification. An interesting observation we made was that having a secondary certification did not necessarily mean a higher wage. In fact, those who stated RN/CCRN as their only certification earned higher wages than those who held secondary certifications. For others having a secondary certification seemed to be advantageous but we were not able to establish a direct link between having a secondary certification and earning higher wages as shown in the table below.



## Average Wage Comparison by Primary and Secondary Certifications

### Secondary Certification

| Primary Cert | None   | Other  | RCES   | RCIS   | RN/CCRN | RTR    | RVT/CVT | Average |
|--------------|--------|--------|--------|--------|---------|--------|---------|---------|
| Other        | \$36.0 |        | \$33.3 | \$45.0 |         | \$29.9 | \$30.9  | \$35.7  |
| RCES         | \$31.3 | \$34.0 |        | \$31.7 |         | \$28.0 | \$41.6  | \$33.3  |
| RCIS         | \$30.2 | \$31.9 | \$36.0 |        | \$37.1  | \$34.2 | \$29.8  | \$30.8  |
| RN/CCRN      | \$39.2 | \$36.8 | \$37.7 | \$37.5 |         | \$36.6 | \$38.2  | \$38.3  |
| RTR          | \$32.3 | \$35.6 | \$35.0 | \$34.5 |         |        | \$35.9  | \$33.9  |
| RVT/CVT      | \$27.7 | \$31.7 | \$32.1 | \$27.6 |         | \$34.1 |         | \$28.7  |

Of the five listed certifications, only three provided large enough sample sizes to draw conclusions from as the other two had less than five percent response rate. Hence judging from the three certifications that provided sizable responses of 15% and above, one can conclude that RN/CCRN is the best paying certification followed by RTR and then RCIS follows. This applies to both regular hourly wage and on-call hourly compensation.

### Average On-Call Hourly Compensation by Primary Certification

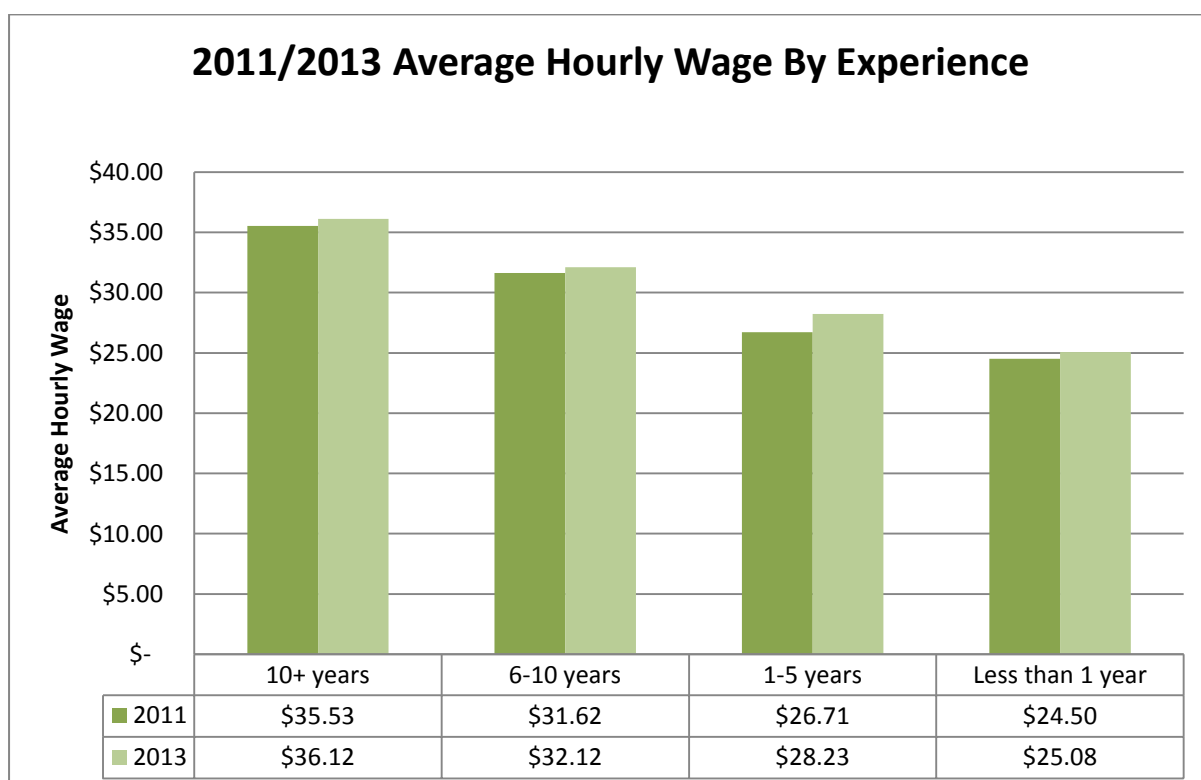
| Certification  | Count of Respondents | Average of On-Call Hourly Comp |
|----------------|----------------------|--------------------------------|
| RCES           | 26                   | \$4.28                         |
| RCIS           | 669                  | \$5.28                         |
| RN/CCRN        | 281                  | \$7.27                         |
| RTR            | 176                  | \$6.22                         |
| RVT/CVT        | 44                   | \$5.05                         |
| <b>Average</b> |                      | <b>\$5.88</b>                  |

Due to the relatively small number of hourly wage responses for RCES and RVT/CVT certifications, we felt that including these three certifications when drawing observations would make the results misleading. We anticipate higher levels of participation from workers with these certifications in future surveys as the RCES certification in particular is on the rise.

## Experience, Work Status and Managerial Roles

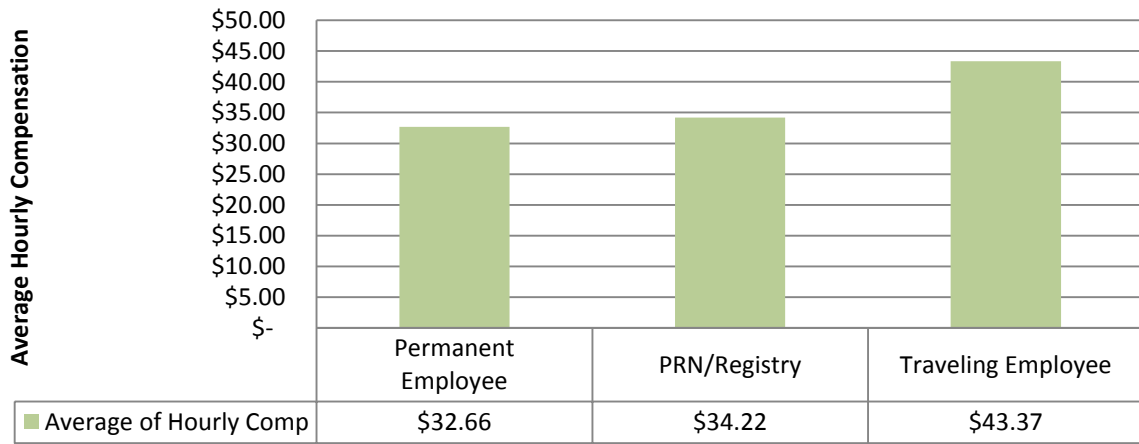
A key driver of the 2011 and 2013 survey's has been to develop a clear understanding of how factors like experience, work status and management roles impact the wage a Cath Lab employee receives. This means analyzing each of these factors and identifying any significant wage differences between the possible responses.

As expected, there is a direct correlation between how much an employee earns and the amount of experience they have. This is further outlined by the fact that majority of the employees said they received annual wage/salary increases and the cumulative salary or wage increases over the years results in higher wages for longer serving employees. The graph below shows that on average a Cath Lab worker with over ten years experience earns \$36.12 which is \$11.04 higher than those with less than one year experience whose average wage is \$25.08. This pattern is consistent across the board and hence we can report that this survey conclusively established a direct link between years of experience and wages earned.



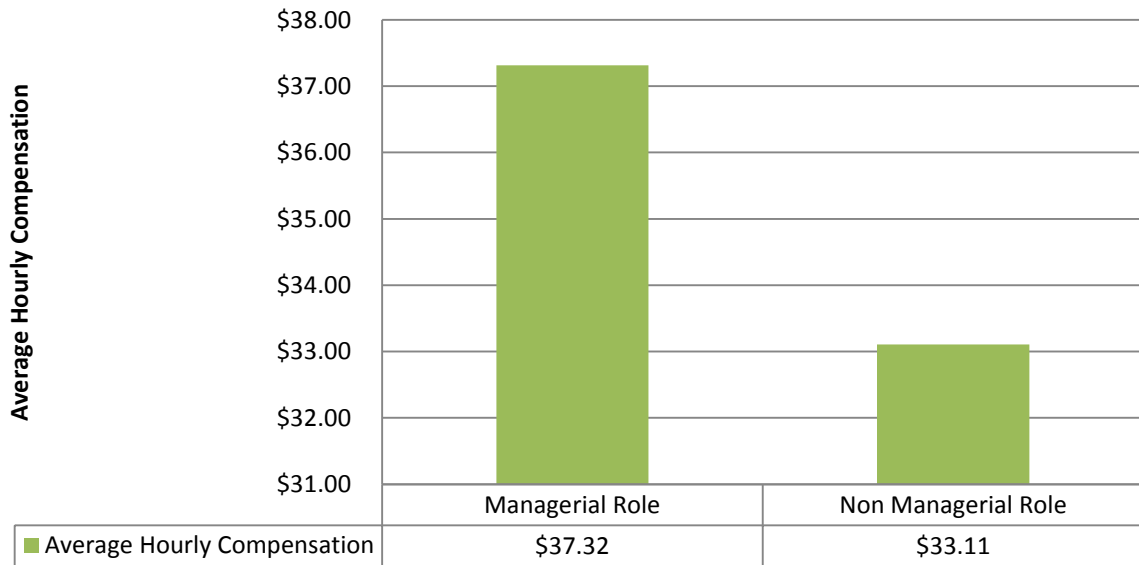
Work status was also observed to be an important factor affecting the wages workers earn with travelling employees earning at least \$10.00 more than permanent workers and one can assume the higher wages are meant to cover travelling expenses. The chart below compares the average wage compensation based on an employee's work status.

## Average Wage Compensation Based on Employee's Work Status



Another observation we made from the analysis is that having a managerial role pays more due to the additional responsibilities. The chart below shows that those with managerial roles on average earned \$4.21 more than those without. 7.84% of the respondents indicated that they were in a managerial position.

## Average Hourly Comparison for Managerial / Non Managerial Roles



## Geographic Factors

Our research showed that those working in the West region commanded on average the highest wages, followed by those in the North East and then the Mid West follows with the South coming last. The table below shows that this was also the case in the 2011 survey.

### Average Wage Comparison by Region

| Region             | 2011           | 2013           | Difference  | % Growth    |
|--------------------|----------------|----------------|-------------|-------------|
| Mid West           | \$29.90        | \$31.04        | 1.14        | 3.80        |
| North East         | \$34.34        | \$33.92        | -0.42       | -1.23       |
| South              | \$29.33        | \$30.70        | 1.36        | 4.65        |
| West               | \$38.33        | \$40.24        | 1.91        | 4.97        |
| <b>All Regions</b> | <b>\$32.98</b> | <b>\$33.97</b> | <b>1.00</b> | <b>3.02</b> |

The same trend was observed with the on-call hourly rates with the West leading, North East follows and then Mid West with the South coming last.

### Average On-Call Hourly Compensation Comparison by Region

| 2013               |  |
|--------------------|--|
| Regions            | Average of On-Call Hourly Compensation |
| Mid West           | \$4.96                                 |
| North East         | \$6.09                                 |
| South              | \$4.90                                 |
| West               | \$8.66                                 |
| <b>All Regions</b> | <b>\$6.15</b>                          |

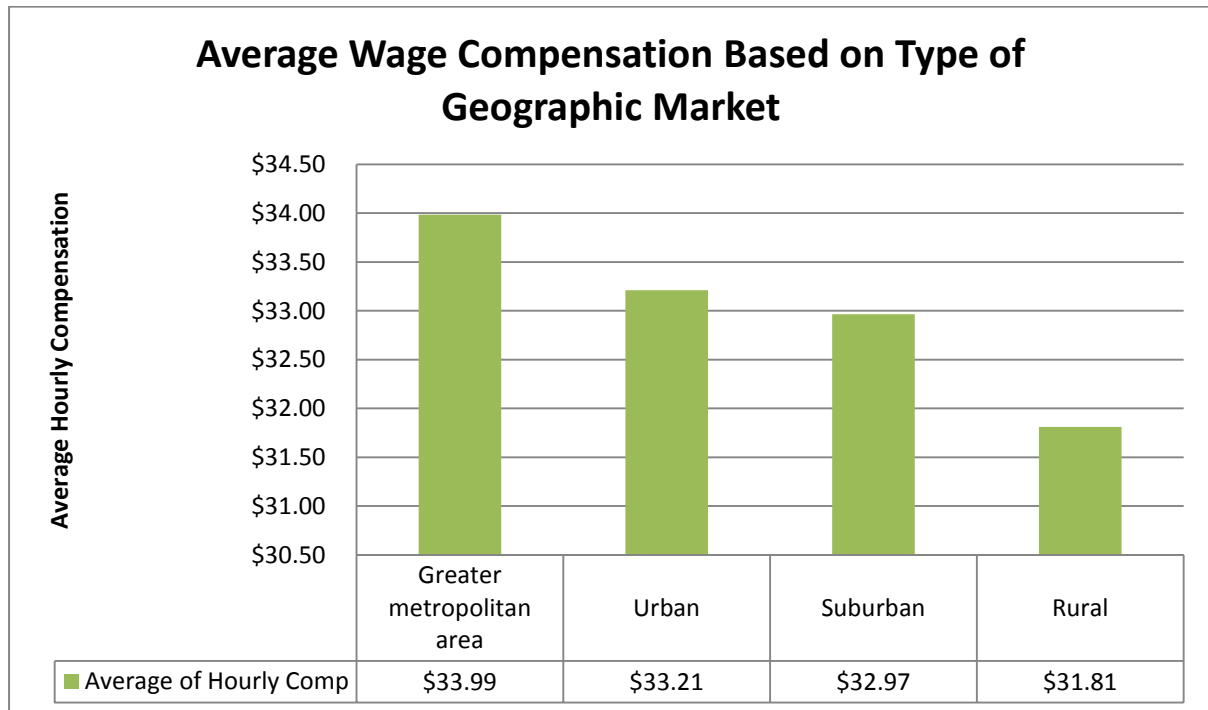
One can observe that the wages have recorded a positive growth since the last survey but there is a slight decline in the average wage for those working in the North East. The decline can be attributed to sampling errors since the sample size for the North East region in the 2013 survey is almost double the sample size of 2011 survey. It is possible that the small sample size for 2011 could have been less representative of the actual market and may have failed to capture an accurate picture of the market on the ground. Below is a table showing the sample sizes from the two surveys.

### Total Number of Respondents on Hourly Compensation per Region

| Region             | 2011        | 2013        |
|--------------------|-------------|-------------|
| Mid West           | 254         | 345         |
| North East         | 118         | 214         |
| South              | 442         | 591         |
| West               | 222         | 298         |
| <b>All Regions</b> | <b>1036</b> | <b>1448</b> |

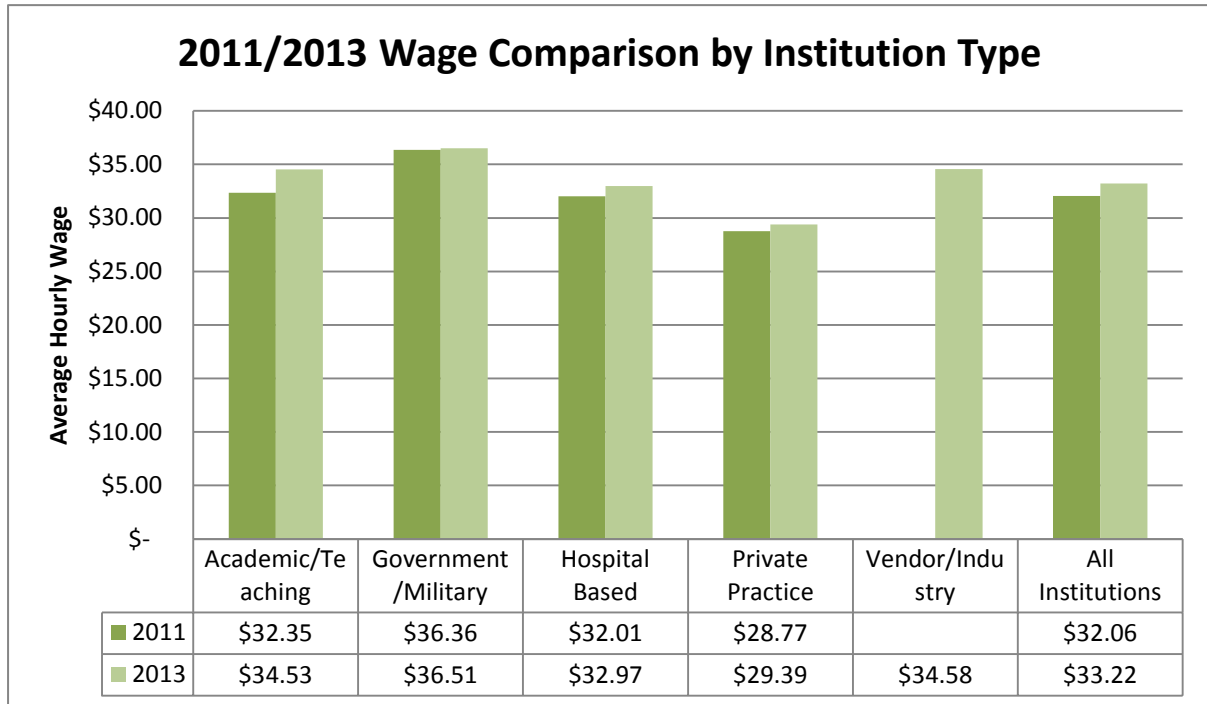
We also wanted to find out if the geographic market of a worker has any weight on the wage an employee earns and therefore we asked the respondents to provide us with information about the geographic market they work in. We observed that those who work in a greater metropolitan area earned the highest followed by urban workers, then suburban workers followed while rural workers earned the lowest wages. We believe the difference in wages across geographic markets is as a result of employers factoring in the cost of living in the regions – rural areas tend to have lower costs

of living compared to urban and metropolitan areas. The chart below highlights the differences in wages across geographic markets.



## Institutional Factors

Our research suggests that for Cath Lab workers, government/military institutions offer the highest wages while private practice institutions offer the lowest wages. The difference between the best paying and lowest paying institutions is significant with an average difference of \$7.12 between government institutions and private practice. This could be an indication of a general trend across the market for all professionals and not necessarily limited to Cath Lab workers. The chart below shows the average wages paid to Cath Lab workers by different types of institutions.



## Conclusion

The main objective of the 2013 Cath Lab/EP Wage Survey (as well as previous iterations of the survey) was to provide the most accurate picture of how the industry looks on the ground to the men and women working every day. SpringBoard's aim was to create an industry specific tool for Cath Lab professionals to reference when seeking career information. We believe this objective has been achieved, and from the reported results, one can tell what to expect for compensation as a Cath Lab professional based on various factors; including geographic region and market, certification, number of years experience, institution type, work status and management role.

In closing, we appreciate any feedback you feel would enhance the participation, delivery, or overall industry information we are collecting for future surveys. Finally, please check our website for an industry wage calculator we are developing at [www.springboardstaffing.com](http://www.springboardstaffing.com).

## Appendix

| 2013 Summary Statistics   | 2011  |        | 2013  |        |
|---|-------|--------|-------|--------|
|   | Count | %      | Count | %      |
| Total number of responses analysed                              | 1355  | 100%   | 1710  | 100%   |
| Respondents who disclosed their work region                     | 1199  | 88%    | 1710  | 100%   |
| Respondents who disclosed the type of Institution they work in  | 1355  | 100%   | 1710  | 100%   |
| Respondents who stated their primary certification <sup>1</sup> | 1351  | 99.70% | 1706  | 99.77% |
| Respondents who have a secondary certification <sup>1</sup>     | 659   | 48.63% | 900   | 48.89% |
| Respondents who are on hourly wage                              | 1152  | 85.01% | 1448  | 84.68% |
| Respondents who are on monthly salary                           | 203   | 14.99% | 262   | 15.32% |
| Respondents who are in a managerial position                    | 369   | 27.23% | 134   | 7.84%  |
| Respondents who are Permanently employed                        | 1256  | 92.69% | 1568  | 91.70% |
| Respondents who are PRN/Registry employees                      | 33    | 2.43%  | 47    | 2.75%  |
| Respondents who are travelling employees                        | 43    | 3.17%  | 66    | 3.86%  |
| Respondents who did not disclose their work status              | 3     | 0.22%  | 29    | 1.70%  |
| Respondents who are working in a Greater Metropolitan area      | N/A   | N/A    | 571   | 33.39% |
| Respondents who are working in an Urban area                    | N/A   | N/A    | 429   | 25.09% |
| Respondents who are working in a Suburban area                  | N/A   | N/A    | 464   | 27.13% |
| Respondents who are working in a Rural area                     | N/A   | N/A    | 246   | 14.39% |

1. This includes those who stated 'Other' but excludes those who stated 'None'.