

Need Health Care Salary Data That's Relevant To Your Hospital?



The OHA has been collecting annual compensation data from over 100 health care organizations for decades. It's the most comprehensive database of Ontario hospital salaries. And it's getting better.

There's no shortage of compensation salaries from global consultancies, but no other compensation survey can offer the level of detail specific to hospital jobs in Ontario.

To attract and retain the best candidates in your region, you need to develop a compensation strategy based on salary data that is both current and relevant. It should have job descriptions that match the ones in your hospital. It should also consider the roles, education and functions that influence pay structure, and it should factor in your organization's type and location.

A TRUSTED SOURCE.

OHA surveys are conducted annually and vetted by an advisory committee of hospital representatives who meet regularly to ensure the relevance of our questions and the veracity of our results.

EVOLVING WITH YOU.

The health care workplace has never been more dynamic. Organizations need to respond to evolving and new positions. Our survey job class descriptions are reviewed annually and data are kept up to date with titles, qualifications and responsibilities that match real-world Ontario hospital environments. OHA salary surveys keep improving, not just because our members see the value in participating but because our members help to design them.

FIND THE RIGHT BALANCE OF COMPENSATION WITH...

- Salaries for more than 375 different hospital job types in Ontario.
- Compensation data collected from over 100 hospitals.
- Over 10,000 Ontario health care individual salary records.

PLAN YOUR OHA SALARY SURVEY PARTICIPATION

Salary Survey	Focus On	Benchmark Positions
Administrative Physician	Administrative physicians, including chiefs, VPs, division heads and medical directors in specialty categories to establish compensation guidelines for physician performance of administrative duties (i.e., market stipends and practices) <i>Titles Include: chief of staff, division head of emergency medicine, medical director of general surgery</i>	80+
Research	Research analysts, scientists, statisticians, veterinarians, technicians <i>Titles Include: director – research operations/administration, research analyst/assistant, research manager</i>	40
Non-Management	Non-management roles in: clerical, clinical, diagnostic imaging, finance, health information management, human resources, information technology, laboratory, nursing, payroll, privacy, procurement, quality, trades/services, etc. <i>Titles Include: accounting/finance clerk, dietitian, health information management coder, physiotherapist, registered technologist – radiography, unit clerk/ward clerk</i>	190+
Management	Management roles in: finance, human resources, information technology, nursing, nutrition and food services, pharmacy, quality and risk management, etc. <i>Titles Include: clinical director, director – HR, manager – health records, manager – radiology and diagnostic imaging</i>	80+
Non-Union	Non-union roles <i>Titles Include: administrative professionals, clinical professionals, technologists</i>	14