



Salary and Staffing Excerpts from the 2005 Membership Survey & Needs Assessment

Introduction

The following information is taken from the Association of Occupational Health Professionals in Healthcare (AOHP) 2005 Membership Survey and Needs Assessment. The survey was completed by 254 AOHP members either on line or by mail.

In the past, questions related to staffing and salary information have been the most common questions that the leadership and national headquarters staff receive. Therefore, it was decided to provide this information separately. The information provided reflects the results of the survey and does not necessarily reflect the position of AOHP related to adequate staffing or salary for occupational health professionals in healthcare.

Staffing Patterns

Table 1 represents the results of the questions related to staffing. The averages are based on the number of healthcare workers (HCW) served and broken down into nursing (RN, LPN/LVN, NA, MA, NP), non-nursing (MD, PA), clerical and other full-time equivalents (FTEs). Clerical support is provided in 63% of the offices while 37% do not have clerical support.

Staffing patterns in the occupational health office are often challenging because healthcare is faced with similar issues as other businesses, that is, to do more with less. Although the responsibilities of the occupational health professional in healthcare have increased steadily over the years and are continuing to grow, the same may not be true for the staff who are responsible for carrying out these additional responsibilities.

Salary Ranges

Salary ranges are indicated in Table 2 and are correlated to the number of hours worked. Thirty-four percent (34%) of full-time respondents are the salary range between \$50,000 to \$65,000 per year. Thirty-five percent (35%) of full time workers earn over \$65,000 to over \$80,000 per year. Two percent (2%) of full-time occupational health professionals in healthcare make \$20,000 to \$30,000 per year.

Factors for consideration for staffing and salary include:

- ü What services are offered?
- ü What is the number of healthcare workers being served?
- ü Are services provided for healthcare workers other than employees?
- ü How long does it take to provide the each service? This can be determined by identifying the services provided and the average length needed to provide the service including documentation.
- ü What are the additional responsibilities of the department? Consider committee work, other programs such as infection control, injury prevention or case management for workers' compensation.
- ü What level of clerical support is needed?
- ü Is recordkeeping manually maintained, computerized or a combination of both?
- ü What are the roles and level of functioning of the current staff?
- ü Type of healthcare professional providing the service including certification

ü Roles and responsibilities of healthcare professional

Table 1
Staffing Patterns

Number of Healthcare Workers Served	Number of Respondents N=218	Average Total FTEs*	All Nursing FTEs	All Non-Nursing FTEs	All Clerical FTEs
<200	3	0.37	0.37	0	0
200-600	26	2.08	1.47	0.18	0.43
601-1200	48	1.7	1.28	0.08	0.34
1201-1800	32	2.03	1.28	0.08	0.67
1801-2400	27	2.15	1.57	0	0.58
2401-3000	17	3.76	2.21	0.14	1.41
3001-4000	19	4.5	3.05	0.11	1.34
>4000	46	5.8	4.01	0.67	1.12

*FTE -Full time equivalent

Table 2
Salary Comparison to Hours Worked

