

Without extreme focus, premium pay can quickly become out of sync with an organization's overall compensation and benefits philosophy. Understanding complex add-on pay practices, staff utilization practices, and how they fit together is key to reducing unnecessary and unsustainable wage expenses.

That's where Novia can help. We partner with department leaders, Finance and HR to systemically analyze the root cause of add-on pay practices. Understanding the impact on total compensation is the first step in reducing your organization's reliance on premium pay that may not be the most effective use of limited resources. The result: a competitive overall compensation structure that effectively utilizes your organization's human and financial resources.

Our Approach

For more than two decades, Novia has partnered with hospitals and healthcare systems to improve their efficiency, quality and financial health. Today we continue to work with hospitals and healthcare systems to transform their human resource programs and policies they face increasing competitive pressure in recruiting and retaining quality staff.

Every client project is overseen by a clinician and every project team comprises a project director responsible for ongoing client communication and subject-matter experts with immense knowledge as well as established healthcare consulting experience. We begin each project with an assessment phase to identify opportunities to improve costs and efficiencies. We then vet each opportunity with you and together we prioritize the opportunities and determine the project plan to achieve the results. Once agreed, we move into implementation phase.

All along, we remain focused on our core tenets:

1. We do good client work... every time
2. We assemble strong teams
3. We motivate our people for exceptional performance
4. We operate our business in a manner that ensures your future and ours

Client Benefits



Reduce premium pay expenses



Ensure payment is consistent with policies



Create equitable compensation models



Improve employee satisfaction



Improve quality of patient care



Ready to Talk?

Contact Theresa Brandon today to discuss how Novia Strategies' Human Resource consulting solutions can help your organization succeed.

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