

Compensation Models



An aging workforce and increasing turnover among bedside nurses challenge virtually every CNO and HR recruiter. Adding even more pressure: a shrinking talent pool from which to recruit new talent. All of these factors underscore the importance of a fair, equitable, and competitive base compensation program – one of the keys to recruiting and retaining talented staff.

Using a data-driven approach, peer-appropriate benchmarks, and HR best practices, we partner with your HR and nursing leaders to develop a base compensation model that improves recruitment and retention rates. The right compensation program also reduces excess premium pay resulting from the need to fill critical shifts. The result: more efficient and effective recruitment of new staff, retention of valuable clinician and nursing staff, and a more engaged workforce committed to delivering quality patient care.

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



Recruit & retain key staff



Achieve organizational parity



Engage employees



Reduce turnover



Deliver quality 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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