HONEST

Nurses' and Physicians' Wage Drivers in Swiss Hospitals:

a retrospective Observational Time Series Cross Sectional Study

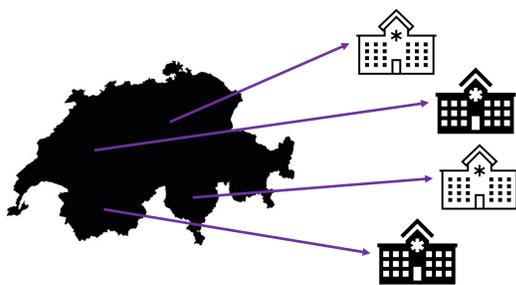Sarah Holzer[1], Michael Simon[1], Jana Bartakova[1,2]

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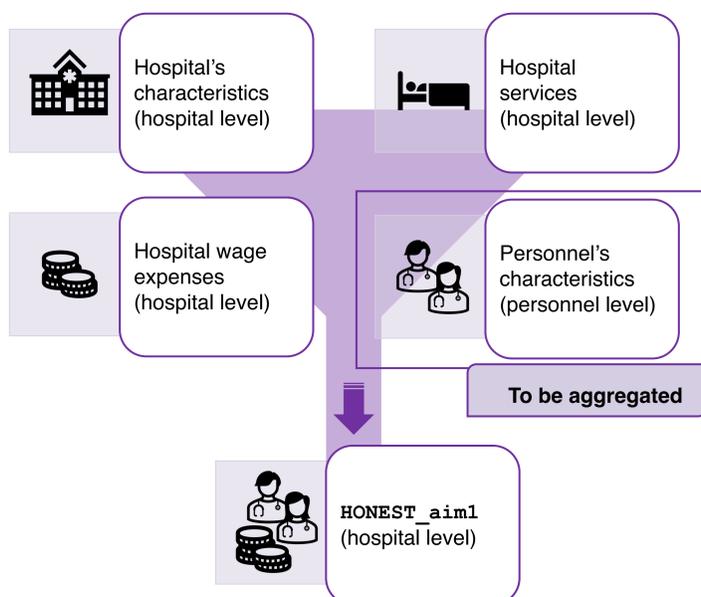
Aims

1. To describe physicians' and nurses' wage drivers in Swiss acute care hospitals
2. To investigate the wage drivers of these professions in Swiss hospitals

Methods

- Routinely collected data (*Krankenhausstatistik*) from the Swiss Federal Statistics Office from 2014 – 2020 was used for the analysis

- Data from acute care hospitals (± 170) was analyzed

- Original datasets on different levels → aggregating and merging → HONEST_aim1

- Descriptive analysis of all included variables was performed
- Inferential analysis will be run to investigate wage drivers (nr. of predictor variables is larger than the number of observations → penalized regressions)
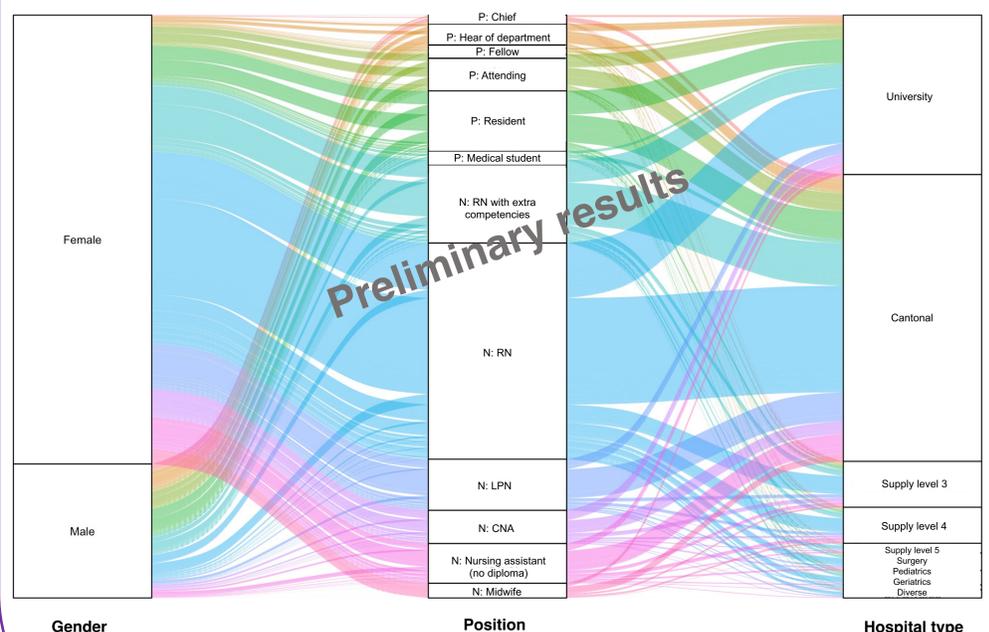
Background

- Wages are one of the biggest expenses of the health care system in many OECD countries including Switzerland
- Wages are one of the main factor attracting healthcare personnel working in hospitals, including nurses and physicians
- Considering the workforce crisis affecting the health sector it is important to better understand wages as attracting factor
- So far, little is known about the distribution of nurses' and physicians' wages across Swiss hospitals and their drivers

Results

Figure 1. Demographic characteristics of nurses und physicians.

Legend. P.: = physician; N.: nurse; RN = registered nurse; LPN = licensed practical nurse; CNA = certified nursing assistant

Strengths and Limitations

- First study to describe the general demographic characteristics of nurses and physicians in Swiss acute care hospitals, as well as their wages and wage drivers
- Hospital's identification number changes every year → not possible to track hospitals over time
- No data about hospital's geographic location
- Only aggregated data for wages with wage aggregation at the hospital level distinguishing between nurses and physicians