

# US Pharmacy Job Match Meeting



**Todd Atcher**

Product Manager, Louisville, KY

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CEO, JobRx

welcome to brighter

# Agenda

- Survey Overview
  - Data Collected
  - General Information
- Industry Overview
  - Kevin Mero, JobRx
- Mercer Data Connector
- Matching Your Jobs

# Survey Overview

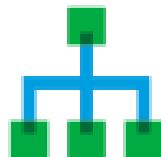


# Survey Overview

## Data Collected

### Company Data

- Industry Sector and Subsector
- FTEs
- Ownership
- Script Volume
- Number of Pharmacies
- Revenue



**MERCER DATACONNECTOR**

 IN PROGRESS

 IN PROGRESS

**Company Data**

**Employee Data**

CONTINUE >

CONTINUE >

### Incumbent Data

- Base Salary
- Salary Range
- Short-term Incentives
- Location
- Technician Certified
- Union Status
- FLSA Status



**\*NEW FOR 2021!\*** Pharmacy Policies & Practices sections of the survey have been added to Mercer Data Connector for data collection.

# Survey Overview

## Data Collected – Pay & HR Practices and Benefits

2020 US Pharmacy Compensation Survey

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#### 57 Participants List

#### Compensation Practices – Retail Organizations Only

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## 2020 US Pharmacy Compensation Survey

Policy Part



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*Note: This report is included in the price for the 2021 US Pharmacy Survey*

# Survey Overview

## 2020 Survey Statistics

	No. of organizations 186 (-30%)
	No. of incumbents 330K (+2%)
	No. of Matched Jobs 126 (+24%)
	No. of Core Based Statistical Areas 929



### 21 PAY, HUMAN RESOURCES, & BENEFITS POLICY TOPICS

**Including: Pay Increases, Pay Differentials, Holiday Pay,  
Sign-on Bonuses, and Market Pricing Philosophy**

# Survey Overview

## 2020 Participant Snapshot

### Industry Sector

Industry Specialization	# of Organizations	% of Organizations	# of Incumbents	% of Incumbents
Retail	18	10%	298,553	90%
Hospital/Healthcare System	148	80%	20,058	6%
Mail Order / PBM	5	3%	5,488	2%
Specialty Svcs to Long-term Care Facilities	2	1%	233	0%
Managed Care / Health Plan	7	4%	4,851	1%
Other	6	3%	1,305	0%
	<b>186</b>	<b>100%</b>	<b>330,488</b>	<b>100%</b>

Retail Industry Sector is made up of Chain Drug Stores, Supermarkets, and Mass Merchandisers.

# Survey Overview

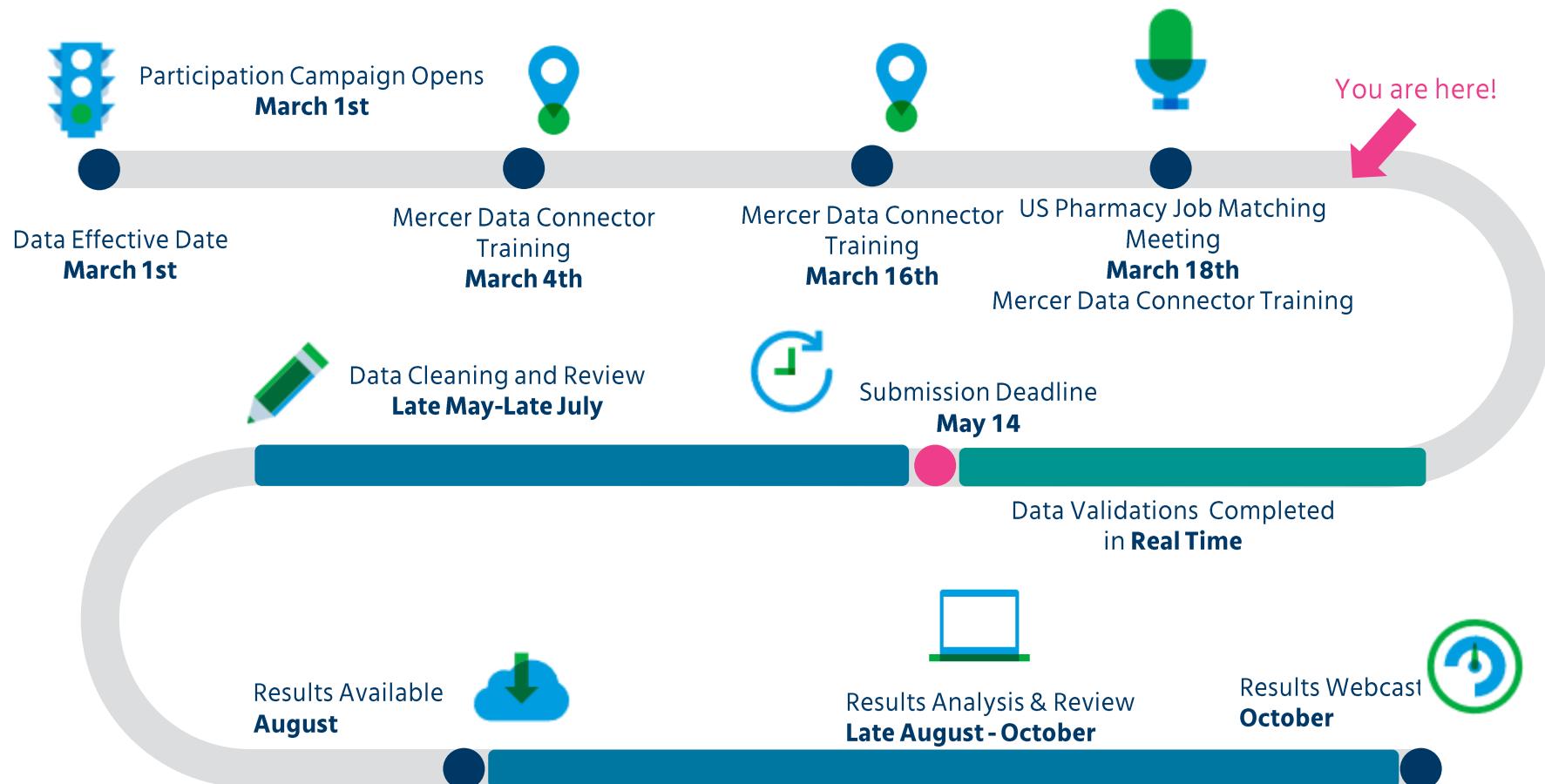
## 2021 General Info

- Effective date is **March 1**. Avoids Q1 timing challenges and aligns with other surveys at Mercer, such as IHN, IHP and Retail.
- Year 2: **Mercer Data Connector**.
- Submission deadline is May 14<sup>th</sup>. **No extensions will be accepted**.
- Updated pricing:

	2021 US Pharmacy Compensation Survey Price
<b>Single State Location – Participant</b>	\$1,800
<b>Multi State Location &amp; Specialty Operations – Participant</b>	\$3,000
<b>Single State Location – Non Participant</b>	\$5,400
<b>Multi State Location &amp; Specialty Operations – Non Participant</b>	\$9,000

# Survey Overview

## Key Dates



# A bit more about surveys

-  Salary surveys are designed using the most accurate and up-to-date HR metrics and market data practices.
-  Data is collected from HR professionals at participating organizations and is never employee self-reported.
-  Data is analyzed for validity, thoroughness, and market representation based on the organization's size, structure, geographic region, or any combination of these factors.
-  Data elements are only reported when a minimum number of incumbents, organizations, and distinct organizations are met.
-  Data is suppressed if minimums are not met ensuring the highest level of data confidentiality.

# Industry Overview

Kevin Mero, JobRx

# Pharmacist Demand Index

**2.96**

**Commercial Setting**  
(independent, chain,  
supermarket, mass  
merchandisers)

**2.60**

**Institutional**  
(pharmacies affiliated with  
hospitals and healthcare  
systems)

## Categories

- 1 = Demand is much less than pharmacist supply available
- 2 = **Demand is less than the pharmacist supply available**
- 3 = Demand is balance with supply
- 4 = Moderate demand, some difficulty filling open positions
- 5 = High demand; difficult to fill open positions

### Pharmacist Demand Indicator (PDI):

**National pharmacist demand by practice setting: Quarter 4, 2018**

# Pharmacist Supply

## American Association of Colleges of Pharmacy 2019 Profile

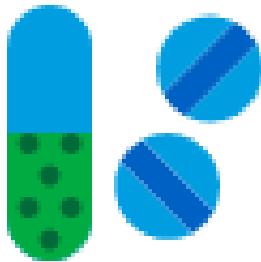
Faculty/Enrollment	Applications	Pharmacy Degrees	PharmD Degrees	Other Degrees
<ul style="list-style-type: none"><li><b>Number of Schools</b><ul style="list-style-type: none"><li><b>- Up</b><ul style="list-style-type: none"><li>6,700 faculty</li><li>61,000 students enrolled in professional programs</li><li>6,000 graduate students</li></ul></li></ul></li><li><b>Enrolment - Down</b><ul style="list-style-type: none"><li>60,594 enrolled in Doctor of Pharmacy</li><li>5.5% decrease from Fall 2018</li></ul></li></ul>	<ul style="list-style-type: none"><li><b>Applications Down</b><ul style="list-style-type: none"><li>50,842 applications</li><li>112,000 applications submitted in 2011</li><li>2 additional schools since 2018</li><li><b>15.32% decrease since 2018</b></li></ul></li></ul>	<ul style="list-style-type: none"><li>Conferred Degrees = 14,800<ul style="list-style-type: none"><li><b>0.705% decrease</b></li><li>145 accredited US colleges and pharmacy</li><li>144 submitted data (Full – 132 Candidate Status – 8 Probation – 3 Pre-candidate status – 2)</li></ul></li><li><b>Attrition rate:</b> <b>12.6% or .05% increase compared to 2018 and increasing from near zero in early 2000's</b></li></ul>	<ul style="list-style-type: none"><li>Conferred Degrees for pharmacy baccalaureates = 312<ul style="list-style-type: none"><li><b>52.5% increase from 2018</b></li><li>622 enrolled in post baccalaureate PharmD</li><li><b>18.6% decrease from 2018 and decreasing over last 9 years</b></li></ul></li></ul>	<ul style="list-style-type: none"><li>M.S. Degrees = 1128<ul style="list-style-type: none"><li><b>7.7% increase from 2018</b></li></ul></li><li>Ph.D. Degrees = 600<ul style="list-style-type: none"><li><b>Flat enrollment compared to 2018</b></li></ul></li></ul>

### Demographics

- 62.0% women**
- 37.3% Men**
- .06% Unknown/other gender**

# BLS Pharmacist Projection

Years 2019 - 2029



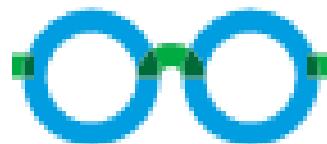
## Pharmacist jobs

**2019 – 321,700**

2018 – 314,300

2016 – 312,500

2014 – 297,100



## Job Outlook

**2019 – 2029 – 3% decline**

2018 – 2028 – 0% growth

2016 – 2026 – 6% growth

2014 – 2024 – 3% growth



## Employment Changes

**2019 – 2029 – (10,500)**

(projected numeric change in employment)

**2018 – 2028 – (100)**

**2016 – 2026 – 17,400** (1,740/yr.)

**2014 – 2024 – 9,100** (910/yr.)

**Average Number of Annual Openings – 14,100 (all sources)**

# Pharmacist Exam Passing Rates

- North American Pharmacist Licensure Examination Passing Rates for 2017-2019 Graduates Per Pharmacy School (NAPLEX):

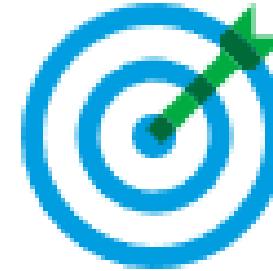
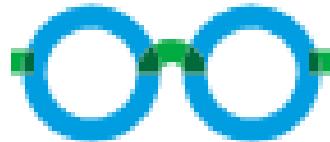
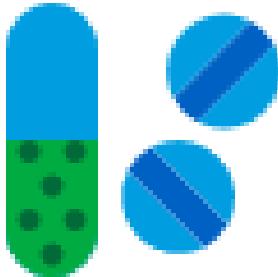
School Name	2017 Graduates				2018 Graduates				2019 Graduates			
	All Attempts	Pass Rate	First-time Attempts	Pass Rate	All Attempts	Pass Rate	First-time Attempts	Pass Rate	All Attempts	Pass Rate	First-time Attempts	Pass Rate
Xavier University of Louisiana	162	77%	142	76%	175	73%	152	75%	133	79%	1117	88%
All Graduates from ACPE Accredited Program	15,379	86%	14,087	88%	15,234	88%	14,103	89%	15,056	87%	13,869	88%
All NAPLEX Administrations	18,189	81%			18,012	83%			17,970	82%		

The number of students taking the exam, (which include previously exam takers but failed to pass):  
 “All Attempts” decreased  
 “Pass Rate” decreased

2019 - The number of “First-time Attempts” and “Pass Rate” both decreased

# BLS Pharmacy Technician Projection

## Years 2019 - 2029



### Pharmacy Technician Jobs

2029 – 437,600  
2026 – 450,100  
2019 – 422,300  
2016 – 402,500

### Job Outlook

2019 – 2029 – **4%**  
**growth (as fast as  
average) or 15,200**  
2019 – 2029 –  
422,300 number of  
jobs

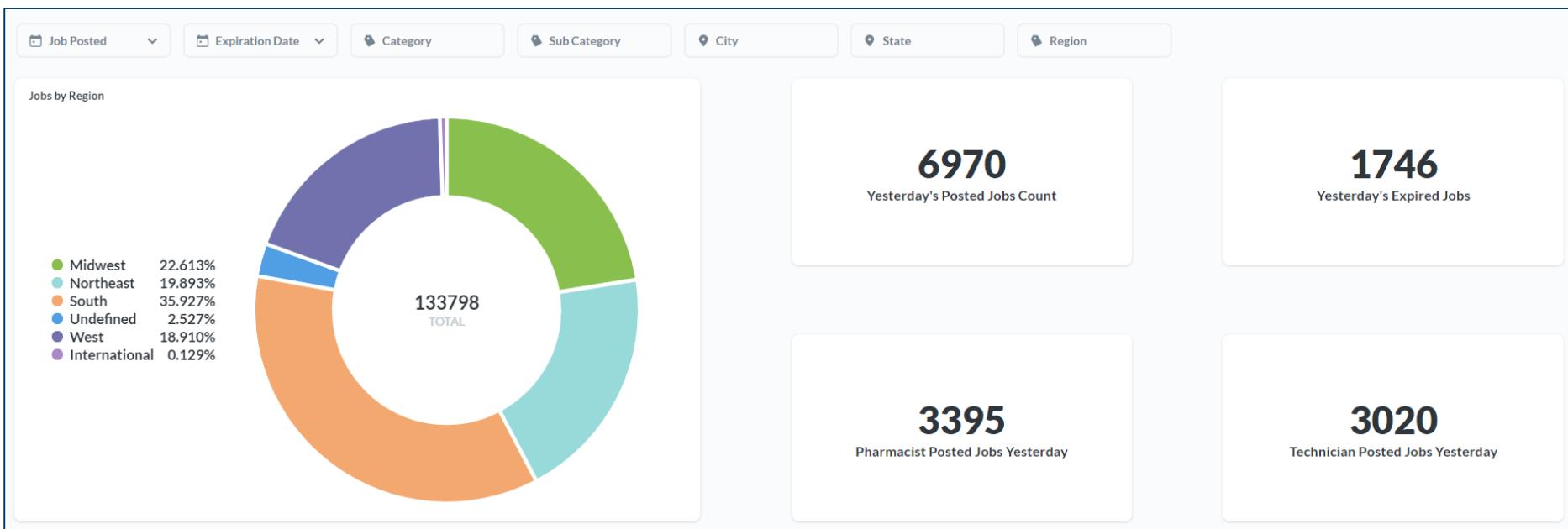
### Employment Changes

Average growth rate for **all  
occupations is 4%**

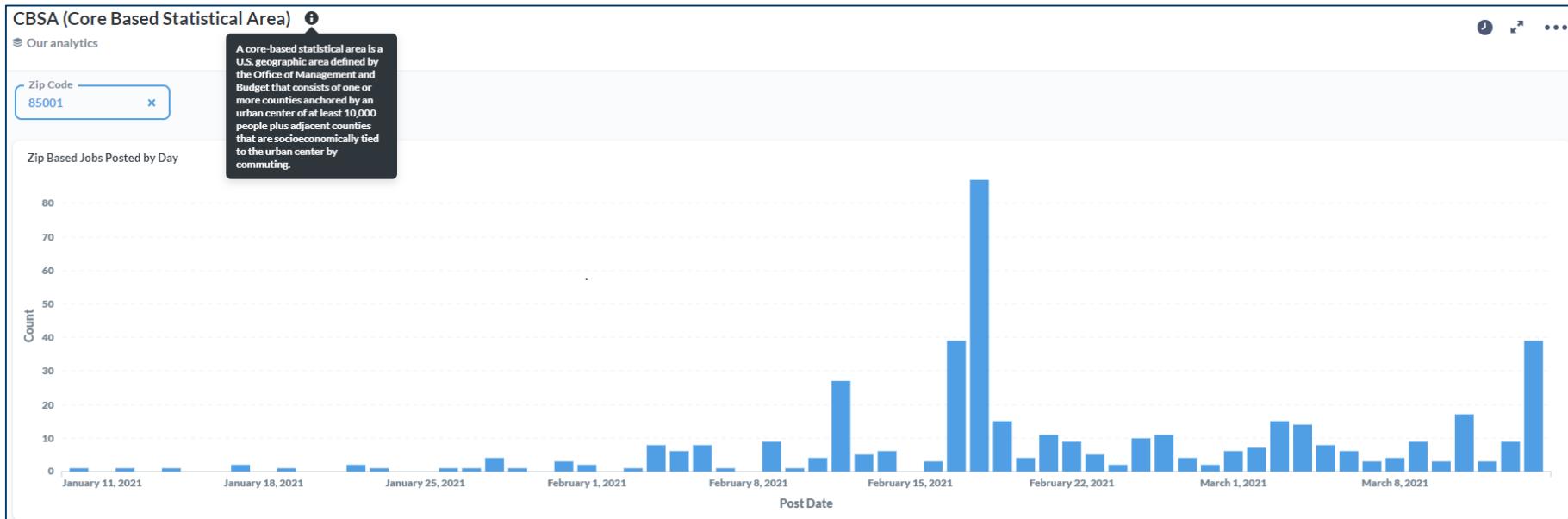
Average growth rate for  
**technicians is 4%**

Average Number of Annual  
Openings – 38,300 (all sources)

# JobRx Pharmacy Jobs Report Dashboard



# JobRx Pharmacy Jobs Report Dashboard



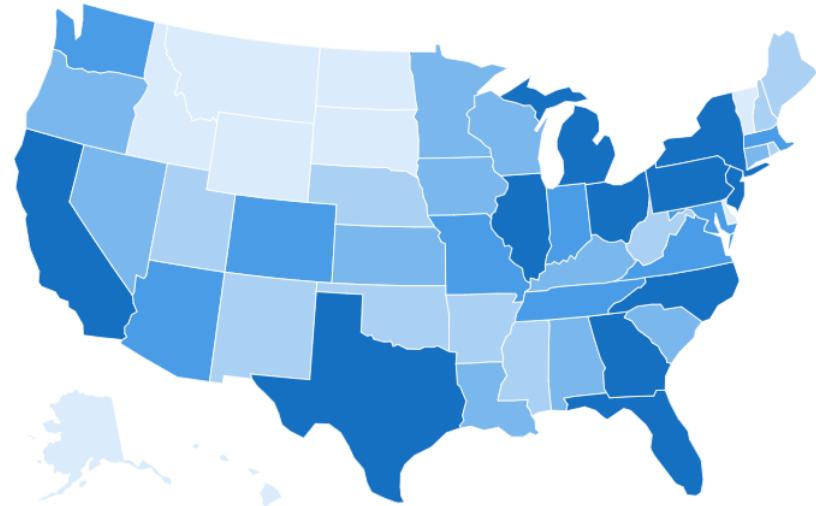
# JobRx Pharmacy Jobs Report Dashboard

## Technician Jobs Demand by State

- 1) Demand is much less than the number of job postings
- 2) Demand is less than the number of job postings
- 3) Demand is in balance with the number of job postings
- 4) Moderate demand with more jobs vs. supply of labor
- 5) High demand with the most of number of jobs vs. supply of labor

## Technician Jobs Demand by State

- 1
- 2
- 3
- 4
- 5 +

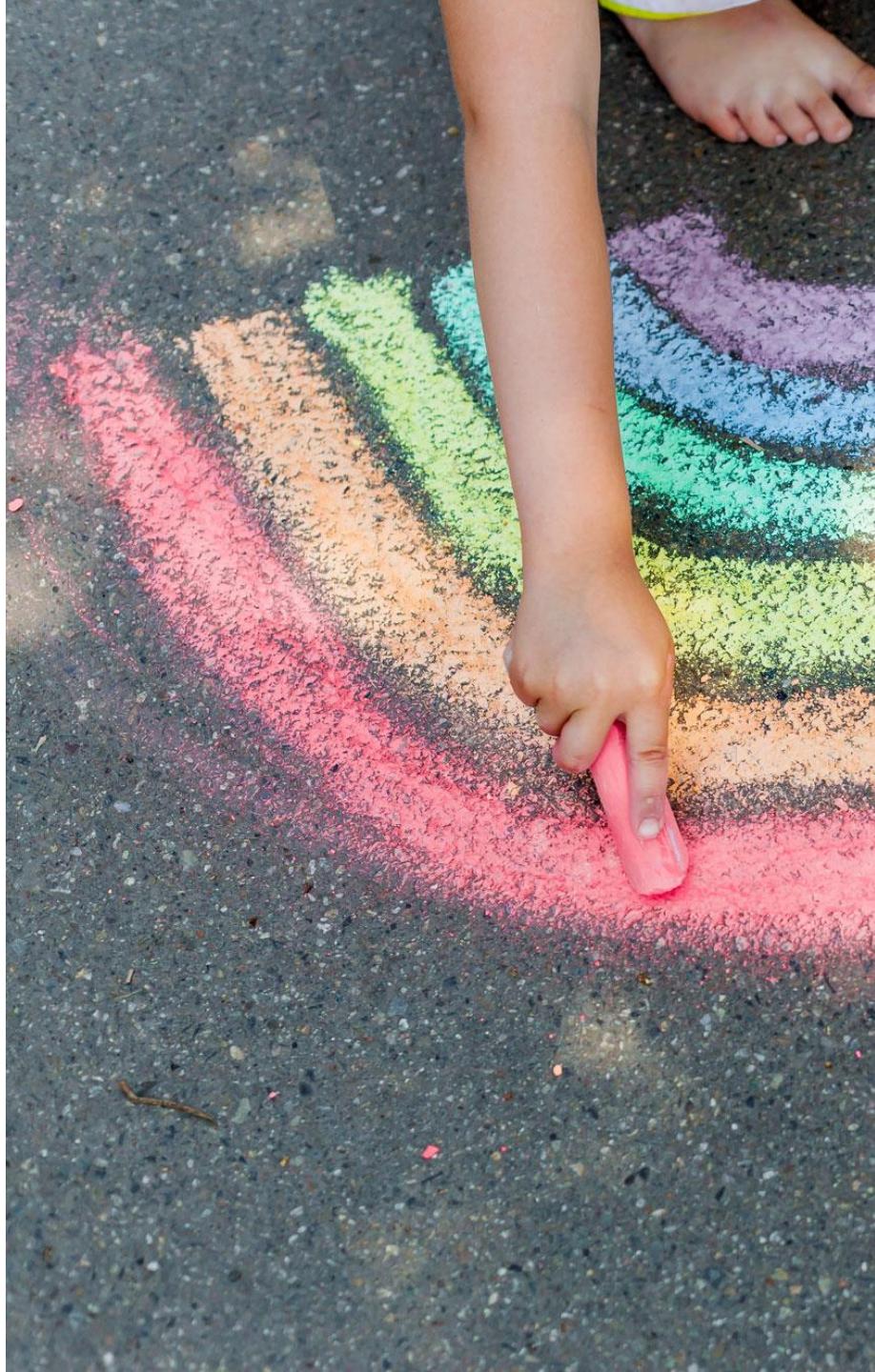


# Mercer Data Connector



# What's new in 2021?

- Mercer Data Connector for **Pharmacy**, Retail, MBD, MTCS, SIRS, & Mining
- Integration of the Pharmacy Policies & Practices questions into MDC
- New and updated jobs



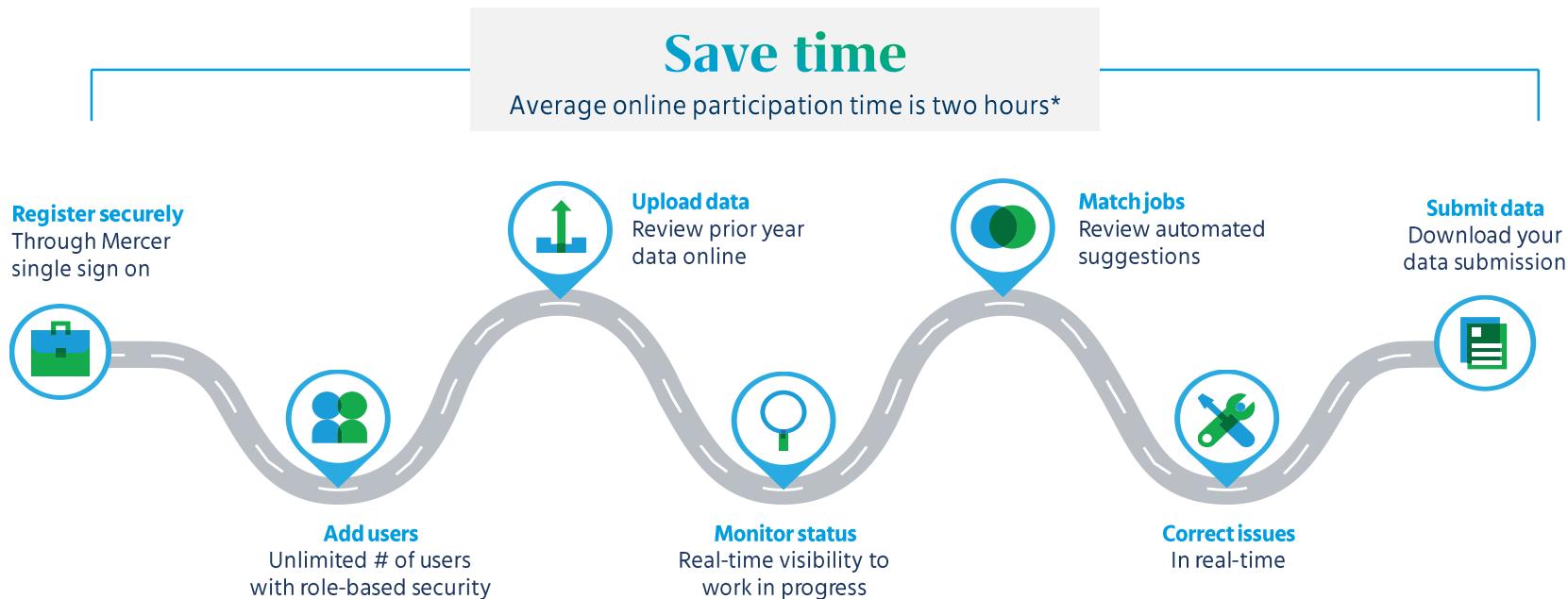
# Mercer Data Connector

## Data Collection in the US

- Airline & Transportation Compensation Survey
- Consumer Goods Compensation Survey
- Contact Center & Customer Service Compensation Survey
- Financial Services Suite
- Mercer Benchmark Database/Total Remuneration Survey
- Mercer Hospitality Survey
- Mercer Total Compensation Survey for the Energy Sector (MTCS)
- Mining
- New & Emerging Jobs Survey
- **Pharmacy Compensation Survey**
- Retail Compensation and Benefits Survey
- SIRS

# Mercer Data Connector

[www.imercer.com/mercerauditeddataconnector](http://www.imercer.com/mercerauditeddataconnector)



\*Based on 2,400+ participating companies with avg 1K+ employee population

# Survey Participation Resources

<https://www.imercer.com/us-events>

## Live Webinars & Events

Mercer Data Connector	Date	Time	Attend	Additional Description
Mercer Data Connector Training	March 16	2pm ET	<a href="#">Register</a>	Technical and functionality training
Inside Mercer Data Connector	March 30	2pm ET	<a href="#">Register</a>	Refresher/forum for questions
Inside Mercer Data Connector	April 1	11 am ET	<a href="#">Register</a>	Refresher/forum for questions
Inside Mercer Data Connector	April 6	2pm ET	<a href="#">Register</a>	Refresher/forum for questions
Inside Mercer Data Connector	April 8	11am ET	<a href="#">Register</a>	Refresher/forum for questions

### On-Demand Webinars

Select a category below for more information.

+ [Mercer Data Connector webinars](#)

+ [Mercer WIN webinars](#)

+ [Participation webinars](#)

+ [Mobility webinars](#)



### 5 recorded webinars to help with your submission:

- Intro to Mercer Job Library
- Executive Job Matching
- Company Data
- Compensation FAQs
- Job Matching Booklet Demo

<https://www.imercer.com/mercer-data-connector-participation>

## Survey Participation Milestones

Stay on track with these helpful checkpoints for using Mercer Data Connector.



### Are you a returning participant?

Your organization's profile should be set up in Mercer Data Connector with an assigned administrator.

If you submitted your organization's data previously, please log into [www.mercerdataconnector.com](http://www.mercerdataconnector.com)

- Enter your work email address.
- Enter your imercer.com password.
- If you do not know your password, click Forgot Password.

If a colleague submitted your organization's data previously, contact them directly and request to add you as an admin or delegate in Mercer Data Connector.



### Is your organization new to participation?

If your organization has not participated in the last two years, please fill out the form below:

[If you're a new participating organization click here](#)

If there's been a recent contact change, please complete the [contact change form](#).

For more information on [Mercer Data Connector - click here](#).

# Data Collected Mercer Data Connector

If you are matching  
contact center  
incumbents

Complete if you granted LTI in the last completed fiscal year

Long Term Incentive Plans

Script volume

Pharmacy Policies and Practices

Contact Center Location Details

Contact Center Policies

Retail Policies and Practices

Merger/Gartner IT Jobs and Skills Policy

Order Products

Submit Data to Mercer

MARSH & MCLENNAN COMPANIES

Marsh Guy Carpenter Mercer Oliver Wyman

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IN linkedin icon

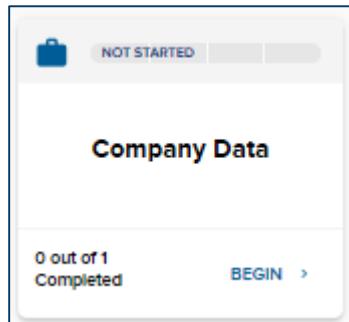
Twitter icon

Facebook icon

YouTube icon

MERCER logo

# Data Collected Company Data



**Complete as much as possible.** This allows for data cuts within survey results. Data will be prepopulated in future years.

- Financials
  - Net Sales Revenue
- FTEs
- Geographic scope of org

0 Errors

Save & Validate

## Organization type

Type of organization \*

Parent/Corporate

Subsidiary

Multi-Division

Division

Not applicable

Parent organization ownership \*

Publicly Traded on a Stock Exchange

Privately Owned Organization

Not-for-Profit

Joint-Venture

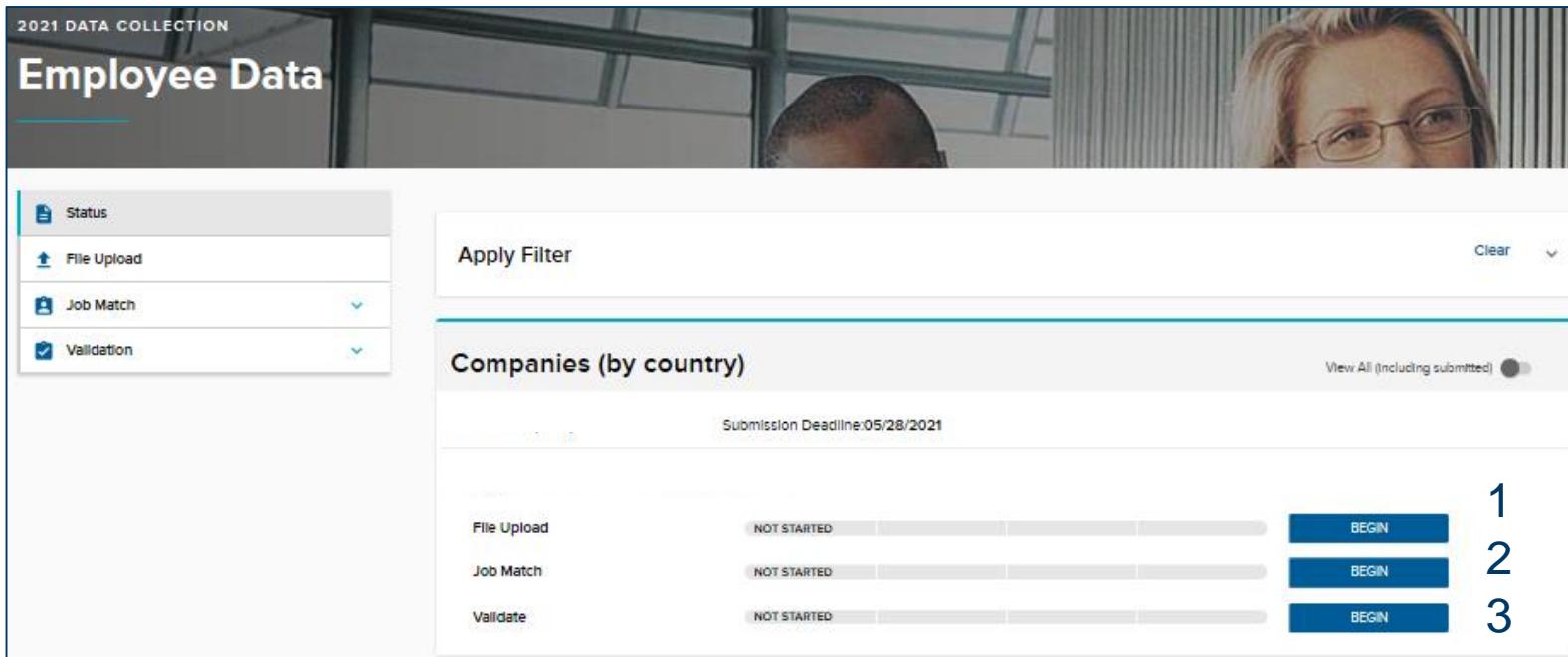
State-Owned Enterprise (Crown Corporation)

Not applicable

Canadian head office location postal code

# Data Collected

## Employee Data



2021 DATA COLLECTION

### Employee Data

Status

File Upload

Job Match

Validation

Apply Filter

Clear

Companies (by country)

View All (Including submitted)

Submission Deadline: 05/28/2021

Task	Status	Begin
File Upload	NOT STARTED	BEGIN
Job Match	NOT STARTED	BEGIN
Validate	NOT STARTED	BEGIN

1

2

3

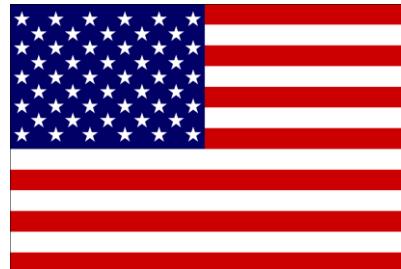
# Which incumbents to match?



Do **NOT** Include:

Seasonal employees
Contractors
Expatriates
Co-ops/interns
Long-term leave
Future hires

Full-time	
Part-time only for the Retail survey	
Survey effective: March 1	



# COVID-19 Matching Guidelines



- **Reduced salaries**
  - If temporary, please annualize salaries to the survey effective date with no reductions
  - If permanent, please provide current salaries as of the survey effective date



- **Hero Pay/COVID Pay Premiums**
  - Please do not include temporary hero pay/covid-related pay premiums



- **Bonuses/Other income**
  - Please provide actual bonus/other income (do not adjust)



- **Workforce reductions/Delayed hires**
  - Please match your headcount as of the survey effective date
  - Do not include any hires that were anticipated to start before the effective date but have been delayed

# Matching Your Jobs



# Mercer Job Library

## Available across 1,200+ surveys globally

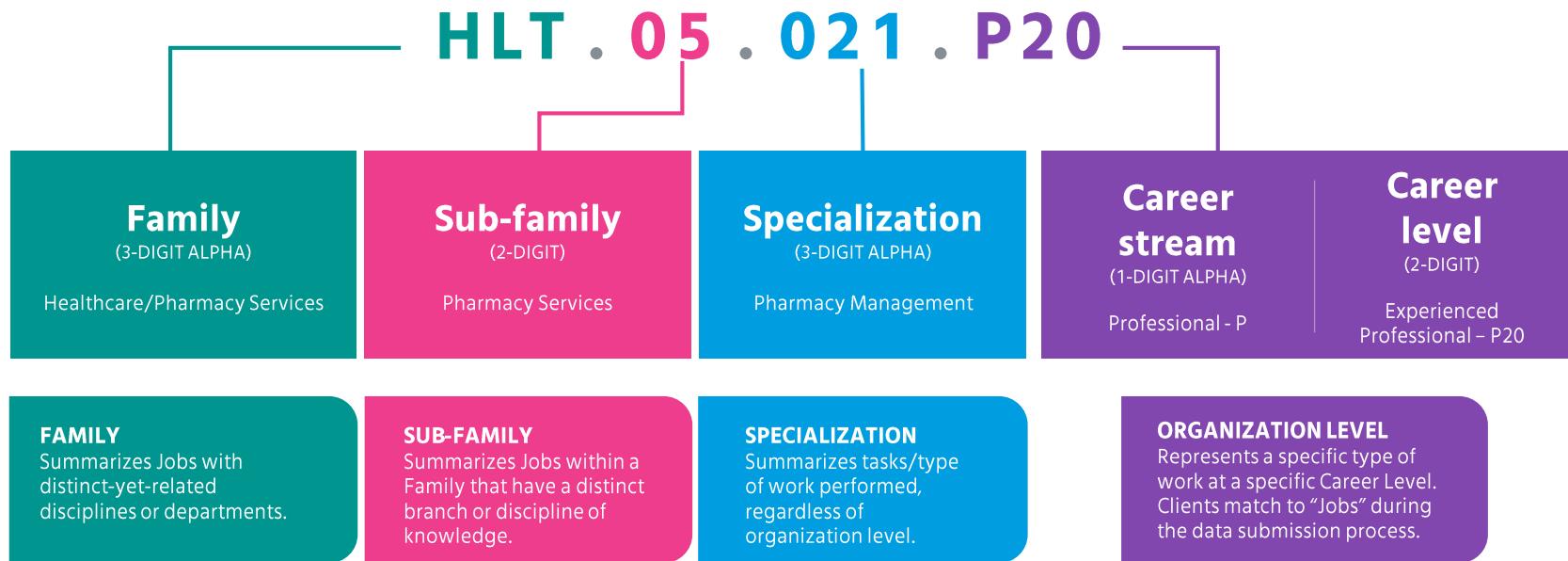
- **State of the art job content**  
Comprehensive job descriptions and job coding
- **Consistent data collection**  
Simple data submission, global IPE consistency
- **Intuitive results analysis**  
Intuitive results analysis in mercer WIN®
- **Improved client experience**  
More data available with the roll-up functionality



# Mercer Job Library

## Smart job coding

Registered Staff Pharmacist – Experienced Professional (P2)



# Mercer Job Library

## Career Streams and Levels

CAREER LEVEL	CAREER STREAM			
	EXECUTIVES	MANAGEMENT	PROFESSIONALS	PARA-PROFESSIONALS
Executive Level 5 (E5)				
Executive Level 4 (E4)				
Executive Level 3 (E3)				
Executive Level 2 (E2)				
Executive Level 1 (E1)				
	Senior Manager II (M5)		Pre-Eminent (P6)	
	Senior Manager (M4)		Expert (P5)	
	Manager (M3)		Specialist (P4)	
	Team Leader - Professionals (M2)		Senior (P3)	
	Team Leader - Para-Professionals (M1)		Experienced (P2)	
			Entry (P1)	
				Specialist (S4)
				Senior (S3)
				Experienced (S2)
				Entry (S1)

**Note:** This table is for illustration purposes and represents the typical correlation between Career Levels, within each of the Mercer Job Library Career Streams. It is based on the median position classes associated with the underlying IPE evaluations for a mid-sized organization. The alignment of Career Levels may differ somewhat between organizations depending on various factors, in particular organization size, but also industry, activities, geographic scope, etc. For more information, speak to your Mercer consultant.

# Job Matching Booklet

Please review the  
materials on the  
Introduction tab



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## 2021 United States Mercer Job Library Job Matching Booklet

The Job Matching Booklet assists you with matching your company's jobs to the Mercer Job Library. The following instructions will help you navigate the booklet.

Click and follow the Job Matching Instructions and the Executive Levels Matching Instructions icons to properly match your jobs.

Click other icons to learn more about the topics covered.



Job  
Matching  
Instructions



Executive Levels  
Matching



Career Streams  
& Levels



Family &  
Sub-family



Year over Year Job  
Changes



Help

This link reflects all year over year changes in the full Mercer Job Library and is not limited to the positions in scope for US surveys in Mercer Data Connector in 2021

# Job Matching Booklet

Filter on the Pharmacy Compensation Survey column to see only PCS jobs

	MTCS	MIN						
Specialization Title	Mercer Total Compensation Survey for the Energy Sector - All Modules (Click at the plus button to see detailed product information)	Mining - All Modules (Click at the plus button to see detailed product information)	Airline & Transportation Compensation Survey	Mercer Hospitality Survey	Contact Center & Customer Service Compensation Survey	Consumer Goods Compensation Survey	Pharmacy Compensation Survey	
Pharmacy Billing (Healthcare & Retail)								

Introduction **MJL Specializations & Levels** Job Catalogue Career Streams & Levels Family & Sub-Fa ... (+) ≡

Specialization Year over Year Change Status column shows any new or changed specializations

Familiarize yourself with the available Career Streams & Levels in Mercer Job Library

# Job matching Guidelines

First, gather information about your organization's positions and review them against the **Job Matching Booklet**. Identify positions that can be matched to the Library jobs.

## Matching Your Positions

- Confirm your understanding of your organization's jobs. Discuss matches with line managers, peers, and Mercer.
- Match each incumbent to one Library job only.
- Match on content, not: Job title or individual in the job

## A Good Match

- Incumbent may not perform all functions from survey description.
- Good match represents 80%-120% of Library job.
- If one or more main responsibilities from survey description are not part of your position, another match may be more appropriate.

## Hybrid Jobs

- Some jobs are too unique to match (e.g. incumbent working 50% in marketing and 50% in IT).
- Exclude such job if it covers less than 60% of survey's job content

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# Job matching

## It's as easy as ...1, 2, 3

STEP 1	<b>Select relevant Industry(ies)</b>	<ul style="list-style-type: none"><li>• Filter by Industry(ies) to see industry-specific matches</li><li>• Include cross-industry jobs</li></ul>
STEP 2	<b>Determine relevant Specialization</b>	<ul style="list-style-type: none"><li>• Filter by Job Family/Sub-family/Universal Navigation Group</li><li>• Search for key words and Typical Titles</li><li>• Use Match Notes and select specific Specialization</li></ul>
STEP 3	<b>Determine Career Stream &amp; Level</b>	<ul style="list-style-type: none"><li>• Executive</li><li>• Management</li><li>• Professional</li><li>• Para-Professional/Support</li></ul>

# Job matching

## Industry search available



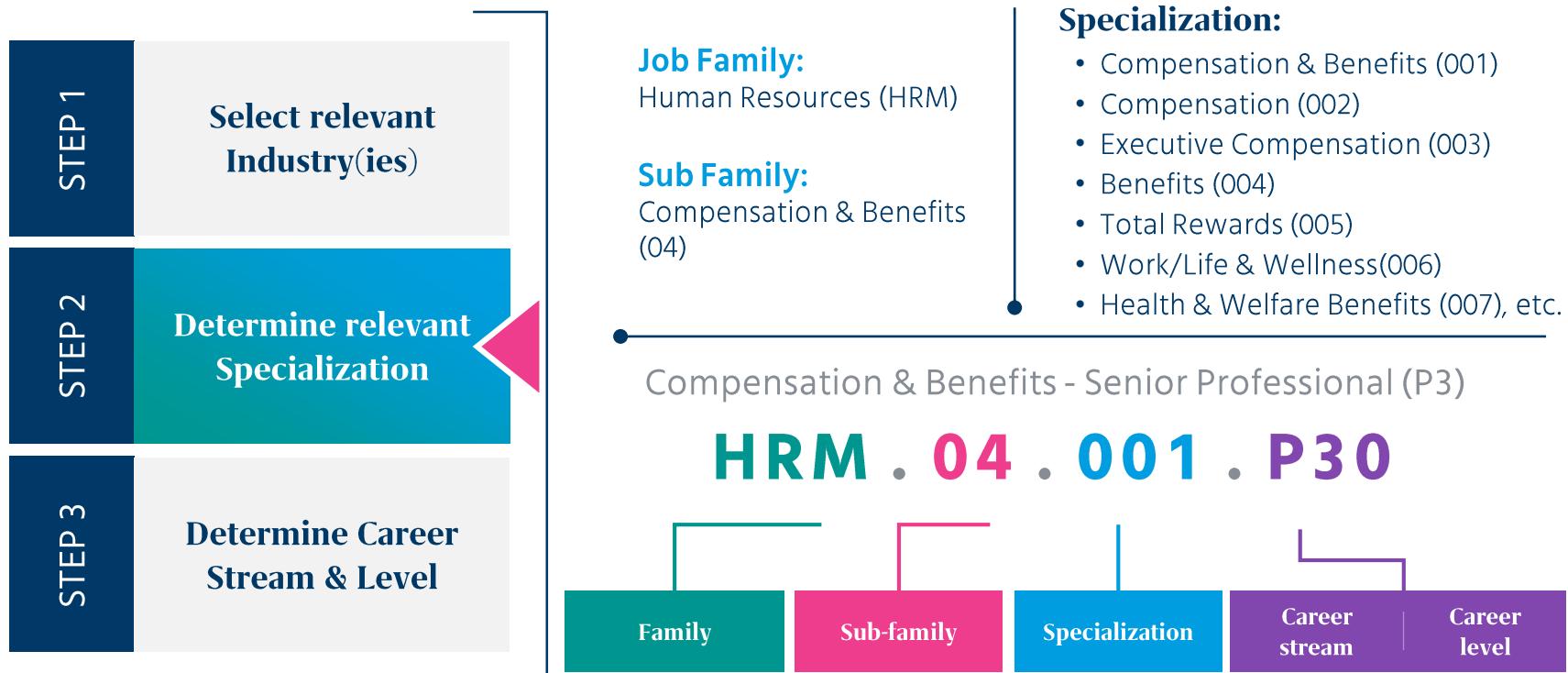
**SEARCH for cross industry or industry-specific jobs from the full Mercer Job Library!**

To strengthen our existing products and to allow the creation of new industry-specific products to meet your needs Mercer follows a product agnostic approach for job matching and data submission.

	Agriculture	Automotive
Construction	Cross Industry (TRS)	Education
Financial Services	Healthcare	High Tech
Insurance	Life Sciences	Logistics & Transportation
Outsourcing & Global Capability Centers	Professional Services	Media & Entertainment
Real Estate	Retail	

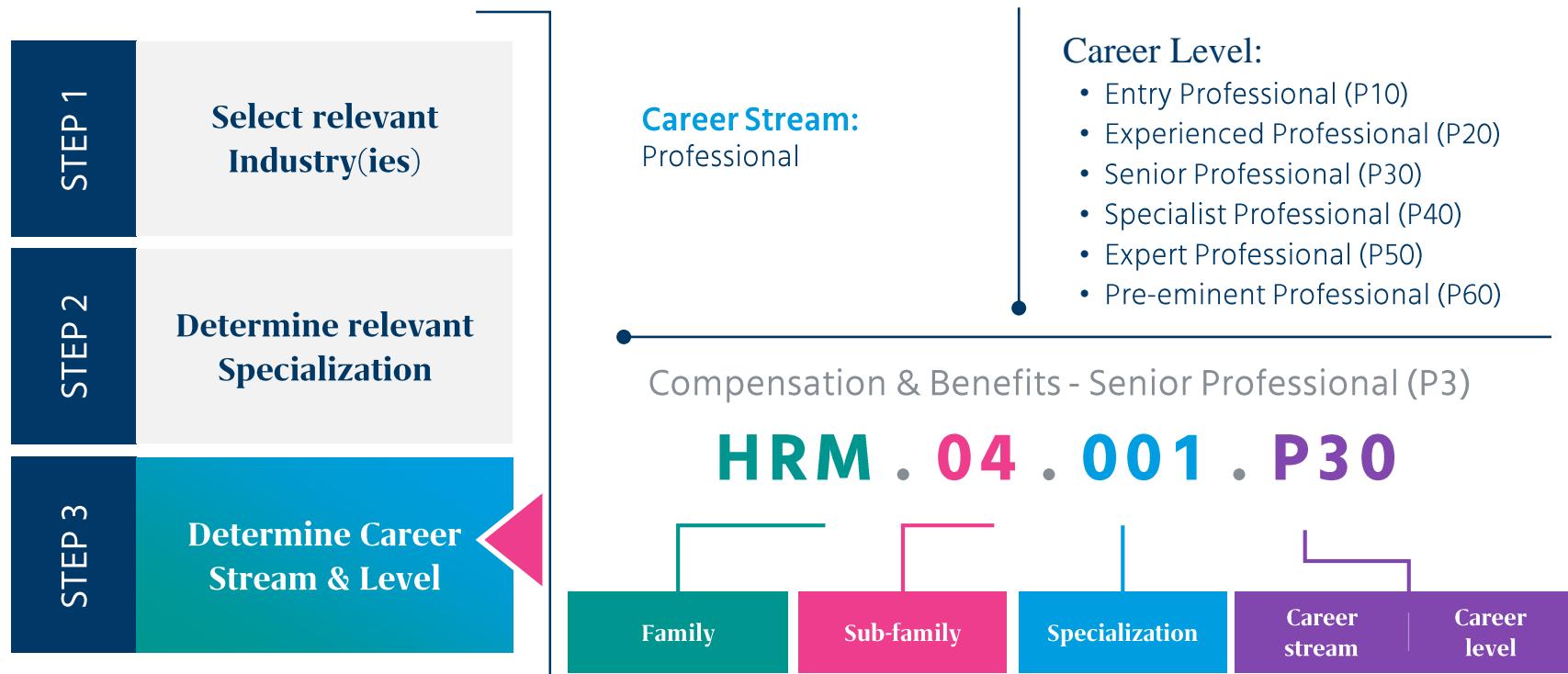
# Job matching

## Matching at the most specific level



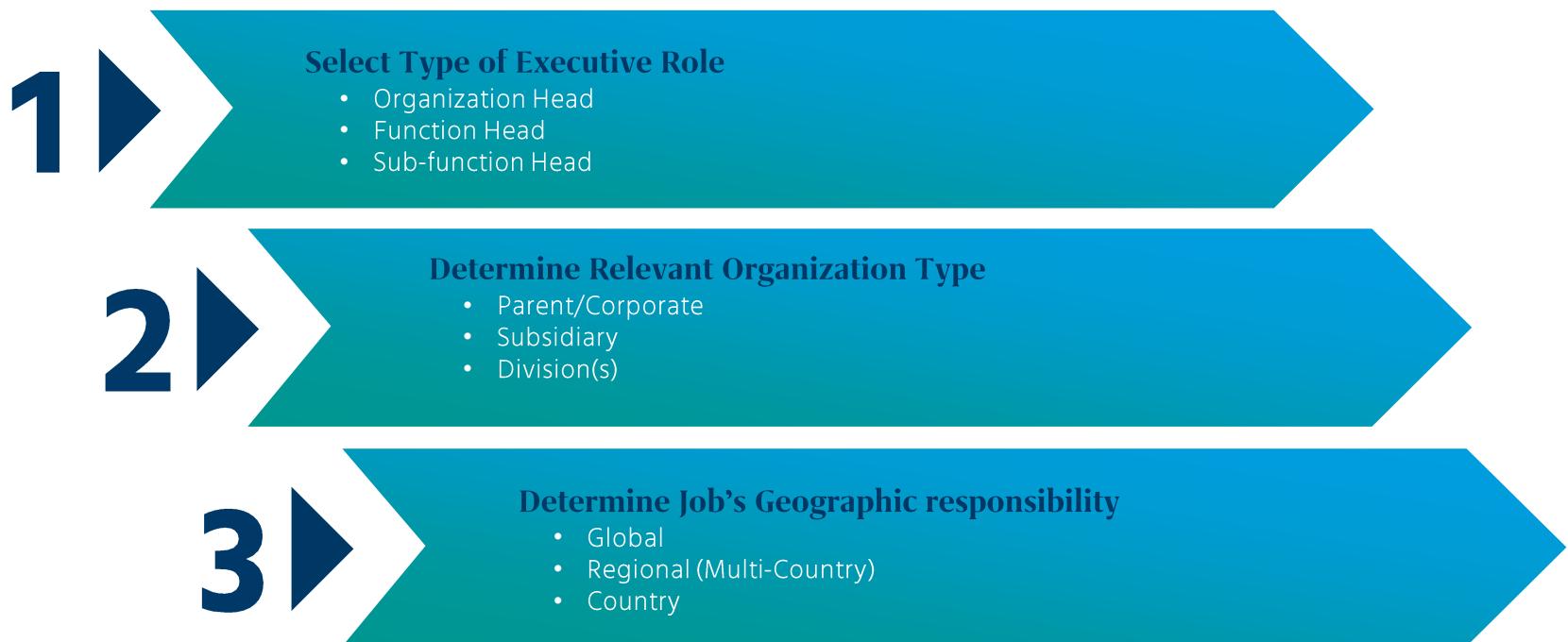
# Job matching

## Matching at the most specific level



# Job matching

## Executive level



For more information on matching your executive jobs, please view our recorded Executive Matching session under the On-Demand Webinars section:

<https://www.imercer.com/us-events>

# Match Your Jobs – Pharmacy Management

## IMPORTANT INFORMATION

*All relevant career streams and levels are included in the Job Matching Booklet.*

Specialization Code	Specialization Title	Head of Sub-Function Levels				Levels surveyed by specialization				
		E3	E2	E1	M5	M4	M3	M2	M1	P6
HLT.05.001	Head of Pharmacy (Healthcare)	HLT.05.001.E30	HLT.05.001.E20	HLT.05.001.E10	HLT.05.001.M50					
HLT.05.002	Head of Pharmacy (Health Insurance)	HLT.05.002.E30	HLT.05.002.E20	HLT.05.002.E10	HLT.05.002.M50					
HLT.05.020	Multi-Pharmacy Operations Management (Retail)				HLT.05.020.M50	HLT.05.020.M40	HLT.05.020.M30			

# Match Your Jobs – Pharmacy Leadership & Management

## Pharmacy Leadership

- HLT.05.001 – Head of Pharmacy (Healthcare)
- HLT.05.002 – Head of Pharmacy (Health Insurance)
- Levels M50, E10, E20, and E30 available to match. (HLT.05.001.E10 and M50 with reportable data)

## Pharmacy Management

- HLT.05.020 – Multi-Pharmacy Operations Management (Retail) (M30-M50)
- HLT.05.021 – Pharmacy Management (M20-M40)
- HLT.05.022 – Mail Order Pharmacy Center Management (Health Insurance) (M20-M40)
- HLT.05.023 – Pharmacy Management: PBM/Managed Care (Health Insurance) (M40)
- HLT.05.024 – Pharmacy Formulary Management (Health Insurance) (M30)

# Match Your Jobs – Pharmacists

Pharmacists

- HLT.05.031 – Registered Staff Pharmacist
- HLT.05.032 – Registered Staff Pharmacist: Specialty
- HLT.05.033 – Registered Staff Pharmacist: Remote Pharmacy Services
- HLT.05.034 – Clinical Pharmacists (Healthcare & Health Insurance)
- HLT.05.035 – Infusion Pharmacist (Healthcare)
- HLT.05.036 – Nuclear Pharmacist (Healthcare)
- Specializations broken out by setting. Review your career streams & levels to ensure leveling is consistent. P20 is default leveling.

Pharmacy Clinical  
Consultants, Interns, and  
Residents (Healthcare)

- HLT.05.037 – Pharmacy Clinical Consultant (P20)
- HLT.05.045 – Pharmacy Intern
  - Para-Professionals levels and P10 available. Very little differentiation in pay in para-professional levels.
- HLT.05.046 – Pharmacy Resident (Healthcare)
  - Professional (P10 and P20 levels available with strong matching)

# Match Your Jobs – Pharmacy Technicians & Service Associates

## Pharmacy Technicians

- HLT.05.055 – Pharmacy Technician (Retail)
- HLT.05.056 – Pharmacy Technician (Healthcare & Life Sciences)
- HLT.05.057 – Pharmacy Technician (Health Insurance)
- HLT.05.058 – Pharmacy Technician: PBM/Managed Care
- HLT.05.059 – Pharmacy Technician: Specialty
- HLT.05.060 – Infusion/Intravenous Pharmacy Technician (Healthcare)
- HLT.05.061 – Pharmacy Services Assistance (Healthcare & Retail)
- Default level if you have 1 level of Pharm Tech: S20
- S10-S40; M10 available (team lead/supervisor)

# Match Your Jobs – Finance, Legal, and Project Management



# Match Your Jobs – Sales, Quality, IT, and Supply Chain



- SMP.02.023 – Commercial Pricing Strategy & Planning
- SMP.07.010 – General Field Sales
- SMP.09.001 – Account Management/Key Accounts



- QLT.02.005 – Claims Quality Audit (Healthcare & Insurance)
  - P20 is default level in the Professional stream. Management stream also active
- QLT.02.012 – Pharmacy Benefit Claims Verification (Healthcare & Health Insurance)
  - Only professional stream is available to match



- ITC.08.001 – General IT Infrastructure Systems Administration: **P20** and P30; M30
- ITC.09.001 – Management Information Systems (MIS) Administration & Reporting: P20



- SCN.03.016 – Pharmacy Purchasing (Healthcare & Retail): M30 and P20 default levels for these jobs.
- Responsible for the purchasing and inventory functions within a pharmacy. Other responsibilities may include monitoring inventory levels to ensure accuracy, properly managing outdated prescriptions and recalls, meeting with sales representatives, stocking shelves, processing invoices, and physically performing inventory reconciliation. May be responsible for maintaining systems related to pharmacy-purchased products.

# Mercer Data Connector





Mercer Data Connector

# online data submission made simple



 MERCER

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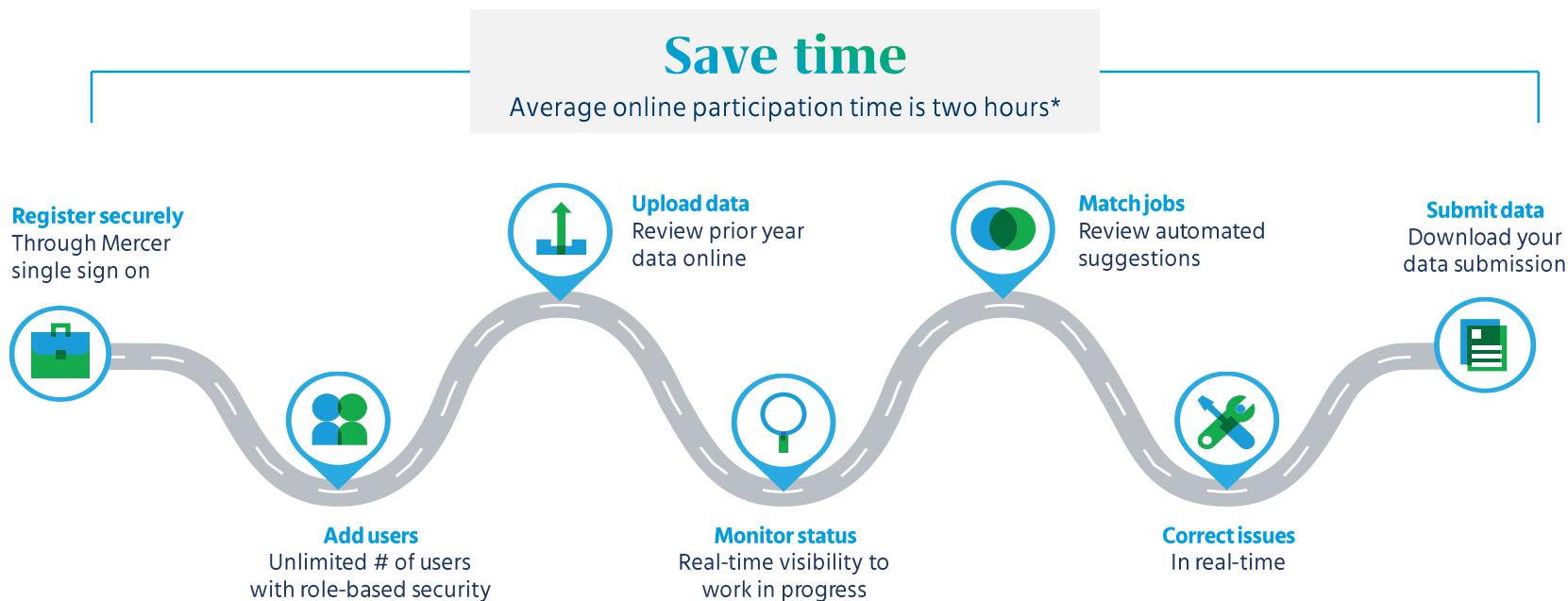
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# The first step AI revolutionizes remuneration data collection



# Mercer Data Connector

[www.imercer.com/mercerauditeddataconnector](http://www.imercer.com/mercerauditeddataconnector)



\*Based on 2,400+ participating companies with avg 1K+ employee population

# Creating a thriving work environment

## Enabled by a digital platform





## Mercer Data Connector 2021 scope

**1,400+**  
surveys

**140+**  
locations

# What our clients are saying about Mercer Data Connector

86% satisfied    76% saves time    85% easy to use    10.11 NPS



## Top rated features

- #1 Real-time, online data validation
- #2 Using the "Your Participation Progress" dashboard to review submission status
- #3 Uploading employee data with a standard template
- #4 Downloading employee data
- #5 Using automated job matching suggestions



# It just takes a few steps to access Mercer Data Connector



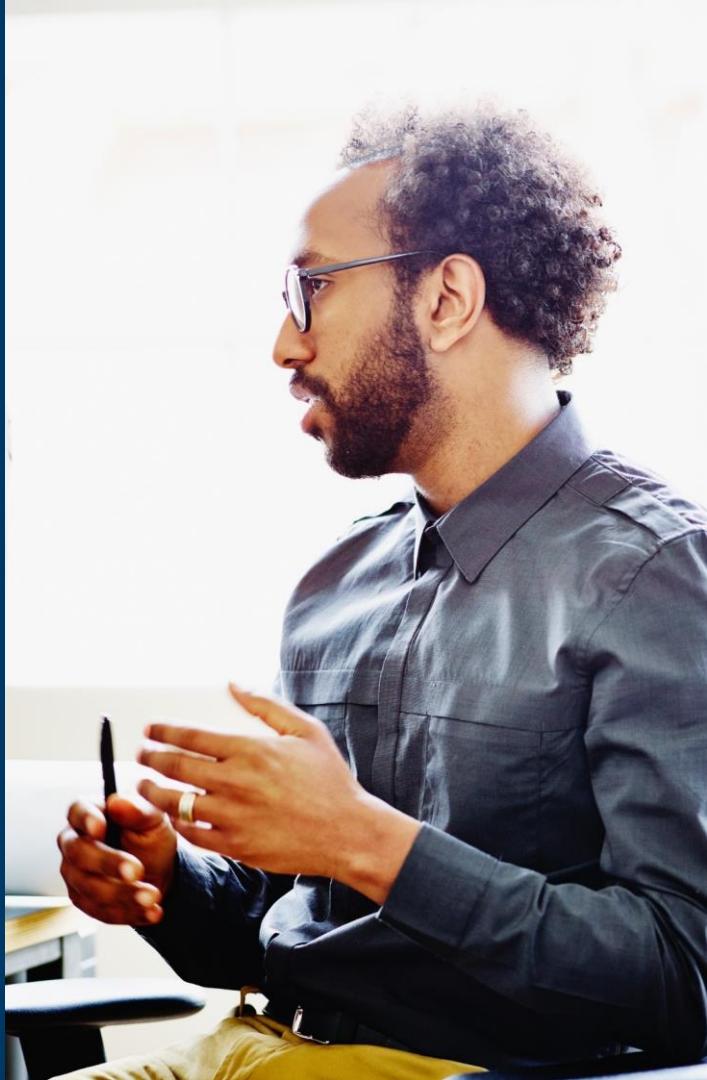
First, receive a personal **Invitation to Participate**

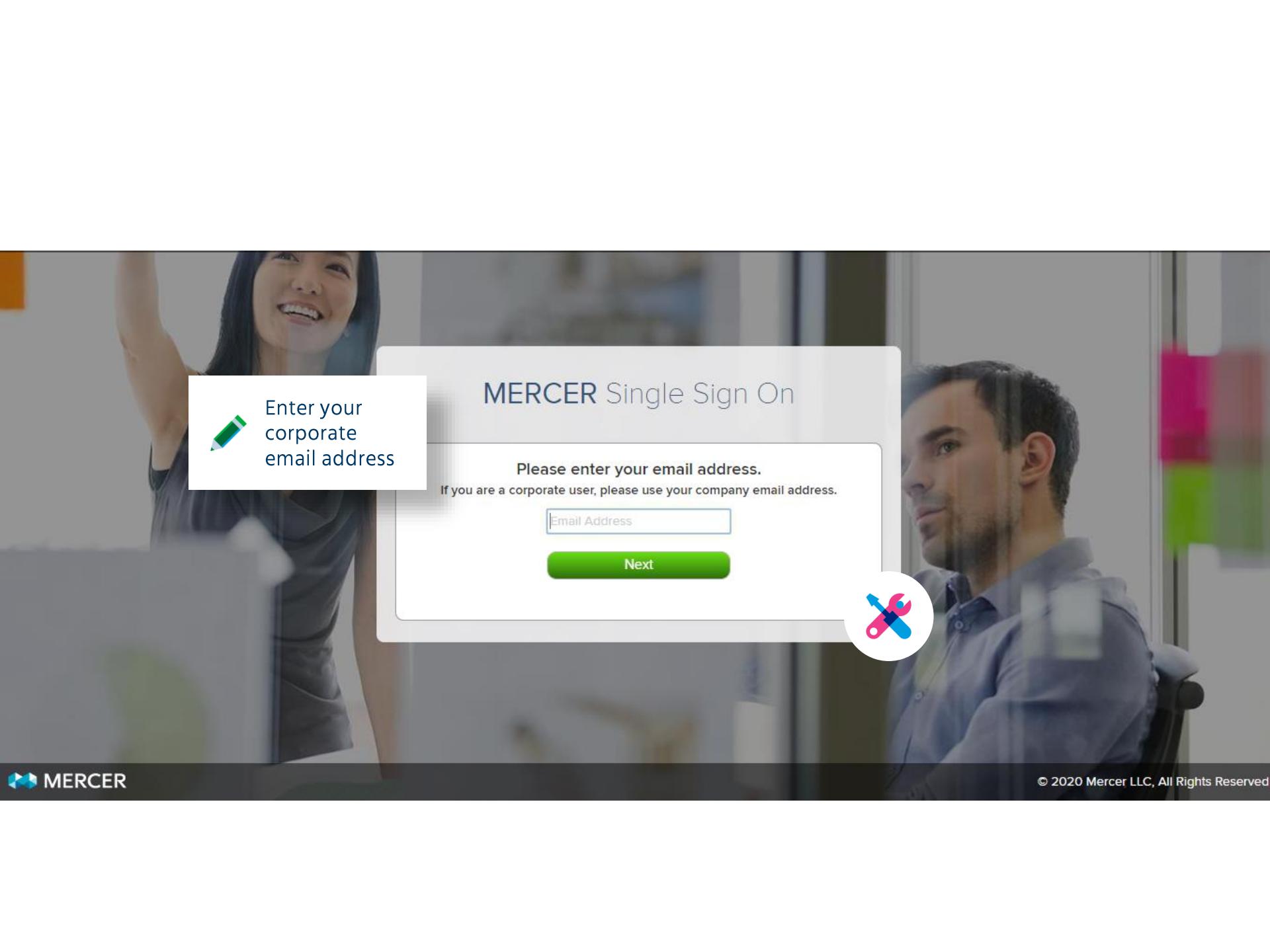


Then, **login** or **create** a new account



# Let's show you how!







**Tip: If you have an imercer account, use those credentials**

 Login with  
email and  
password

## Welcome to MERCER ACCOUNT CENTER

The Mercer Account Center now allows you to have a single sign in solution across all participating Mercer applications.

### Log In

Email Address

Password

**Enter**



[Forgot Password?](#)

### Create Account

New to Mercer Account Center?

**Create Account**

[Learn More](#)



Or create an  
account

# Every data collection activity starts on your home page

## Your Surveys for Participation

Each data collection activity starts here. Click on the survey title below to access your survey participation.

### 2021 Global Data Acquisition Program Data Collection - Enrollment

Last Updated: Not Started

[View](#)



Click the  
dashboard to  
get started

### 2020 Special Edition

Last Updated: Not Started

[View](#)

## Your Participation Progress gives you all the information you need

**Completed** →

- Company Data: Completed (2 out of 2)
- Employee Data: In Progress (0 out of 2)
- Long Term Incentive Plans: Completed (2 out of 2)
- Compensation Policies and Practices: In Progress (1 out of 2)

**Not started** →

- Retirement Benefits: Not Started (0 out of 2)
- Insurance/Medical Benefits: Not Started (0 out of 2)
- Company Cars: Not Started (0 out of 2)
- Other Benefits: Not Started (0 out of 2)

**In progress** →

- Submit Data to Mercer: In Progress (1 out of 2)

Filter by company ←

Use Your Participation Progress to view overall status and progress ←

# Online job matching

## Getting started: upload employee data

The image shows a screenshot of the Mercer Data Connector interface. On the left, a sidebar titled 'Your Participation Progress' lists several categories: Company Data (NOT STARTED), Employee Data (NOT STARTED, highlighted with a red box), Retirement Benefits (NOT STARTED), and Insurance/Medical Benefits (NOT STARTED). A red arrow points from the 'Employee Data' box to the main content area. The main content area is titled 'Employee Data' and shows a status message: 'Your data has been uploaded.' Below this, a list of options is shown: 'Click Job Match to start matching jobs' (radio button selected), 'OR', 'I want to Append my file (only data I've changed will be updated)', 'I want to Replace my file (all of my data will be replaced)', and 'I want to Upload a file for a different company'. A large blue 'Job Match' button is highlighted with a red box and a red arrow. To the right of the main content area, there is a 'File Info' section with details: File name: 'C:\Mercer template - single entity (BE)\_updated.xlsx', File size: 5003, Format: application/vnd.openxmlformats-officedocument.spreadsheetml.sheet. At the bottom of the page, there is a footer with the Mercer logo, social media links, and a copyright notice: '© 2019 MERCER LLC. ALL RIGHTS RESERVED'.

# Online job matching

## Overview: match jobs

CLICK FOR MORE DETAILS

SELECT COMPANY OR COMPANIES

SELECT TYPE OF MATCH

Advanced Filter

CLICK FOR MORE DETAILS

Your Job Title	Mercer Job Library Title	Status	Number of Incumbents	Action
Community/Native Title/Heritage Affairs (Mining) - Specialist Professional (P4)	<span style="background-color: yellow;">SUGGESTED</span>	1	1	MATCH SUGGESTED
Channel Sales: Seeds (Agriculture) - Experienced Professional (P2)	<span style="background-color: green;">MATCHED</span>	2	1	UNMATCH
Business Order Administration & Customer Service - Experienced Para Professional (S2)	<span style="background-color: green;">MATCHED</span>	4	1	UNMATCH
Channel Sales: Seeds (Agriculture) - Senior Professional (P3)	<span style="background-color: green;">MATCHED</span>	6	1	UNMATCH
Channel Sales: Seeds (Agriculture) - Team Leader (Professionals) (M2)	<span style="background-color: green;">MATCHED</span>	2	1	UNMATCH

# Online job matching

## Review suggested match

MATCH MORE THAN ONE  
JOB TO A SINGLE MERCER  
JOB

YOUR  
JOB  
DETAILS

TOP THREE  
SUGGESTED  
MATCHES

The screenshot shows a user interface for job matching. At the top, there are three buttons: 'Match Selected' (highlighted with a red arrow), 'Unmatch', and 'No Match'. Below this is a table with columns: 'Your Job Title', 'Mercer Job Library Title', 'Status', 'Number of Incumbents', and 'Action'. A row in the table shows a match for 'Job title within your organization' with the 'Community/Native Title/Heritage Affairs (Mining) - Specialist Professional (P4)' listed as 'SUGGESTED'. The 'Action' column for this row contains a 'MATCH SUGGESTED' button, which is also highlighted with a red arrow. Below the table, there is a section titled 'Mercer Job Library Suggested Match' with three radio button options. The first option, 'Community/Native Title/Heritage Affairs (Mining) - Specialist Professional (P4)', is selected and highlighted with a red arrow. The section also contains a detailed description of the job responsibilities and requirements. At the bottom of the interface, there is a 'SEARCH MERCER JOB LIBRARY' input field and a 'MATCH SUGGESTED' button, both of which are highlighted with red arrows.

# Online job matching

## Search Mercer Job Library

The screenshot shows the 'Search Mercer Job Library' interface. At the top, there is a search bar with the word 'Nurse' and a magnifying glass icon. Below the search bar is a 'Job title within your organization' input field. A red arrow labeled 'KEY WORD SEARCH' points to the search bar. To the right of the search bar is a 'Go Back to Match Jobs' link.

On the left side, there is a 'FILTERS' section with a red arrow labeled 'ADVANCED FILTERS' pointing to it. The filters include:

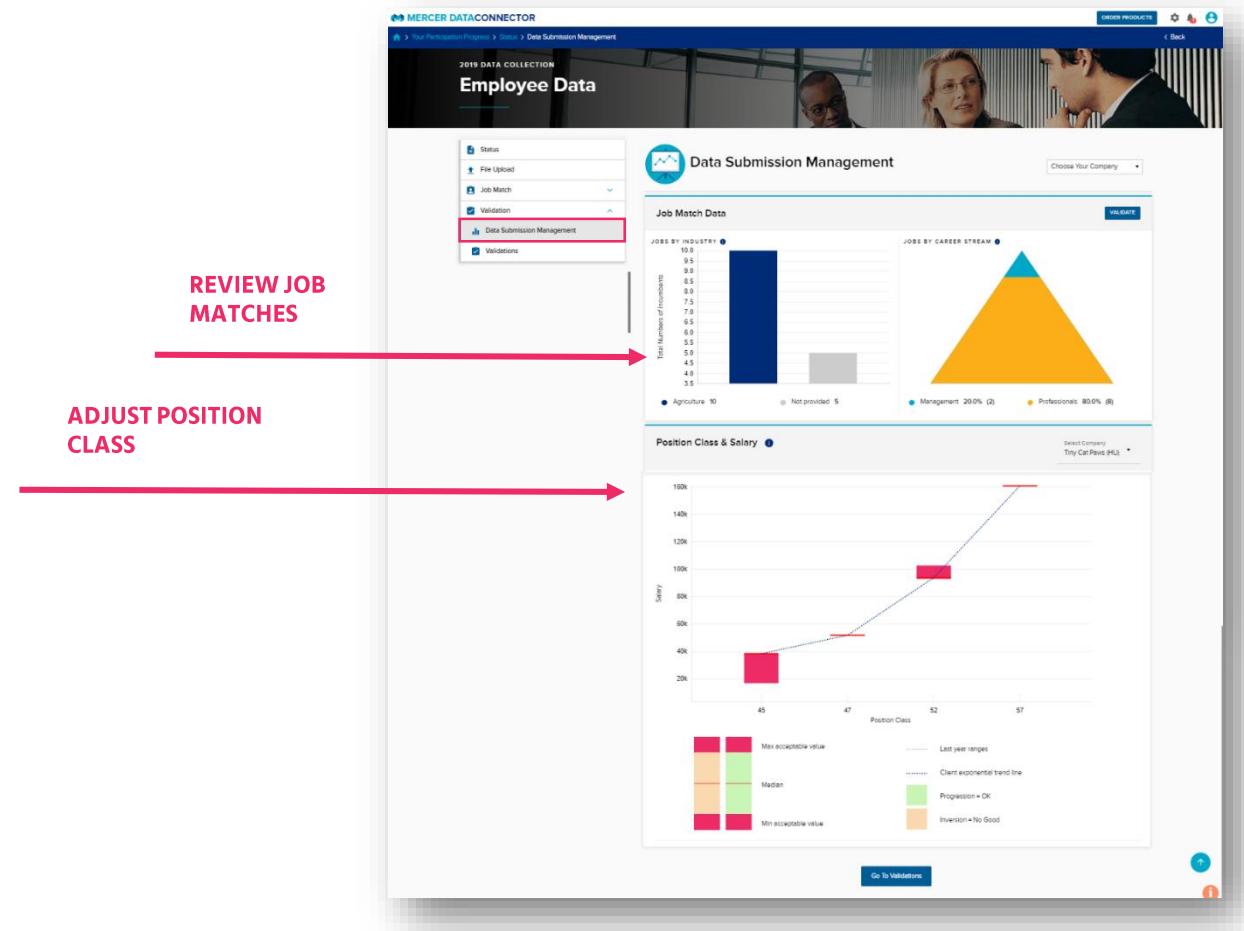
- View by Industry:** Mining & Metals (selected)
- CATALOG HIERARCHY:** Industries, Families, Subfamilies, Universal Navigation Group, Specializations, CAREER STREAM & LEVEL (selected)
- Industries:** none selected
- Families:** none selected
- Subfamilies:** none selected
- Universal Navigation Group:** none selected
- Specializations:** none selected
- CAREER STREAM & LEVEL:** Career Streams, Career Levels (selected)
- Career Streams:** none selected
- Career Levels:** none selected

Below the filters, the results are displayed under the heading 'Results for "Nurse"'. A red arrow labeled 'ADDITIONAL JOB DETAILS' points to the job listing for 'Registered Nurse (RN) (Healthcare) - Expert Professional (P5) - HLT.04.012.P50'. This listing includes typical titles, position class, responsibilities, and career details.

At the bottom of the results, there is a 'Match' button and a 'MORE >' link. A red arrow labeled 'MATCH JOBS' points to the 'Match' button. The results are paginated with links 1, 2, 3, 4, 5, and a 'MORE >' link.

# Online job matching

## Data Submission Management





# Mercer WIN

welcome to brighter



# Mercer WIN | Core

## Access the survey results

Mercer WIN | Core is the base level that provides information and simple analysis for Mercer market data. It is **complimentary with the purchase of Retail** and provides access to Mercer data through a **variety** of parameters – including geography, industry, company size and more – to **more efficiently** organize and analyze information as it best meets your needs.

Mercer WIN | Core allows to retrieve and **compare** data within and across industries, regions, and countries simultaneously. **Analyze** and compare structure to market by job, family, career level, and position class, and generate **customized** charts, graphs, and reports at the click of a button.

Mercer WIN | Core also makes it **easy** to combine jobs and position classes to **better represent** your organization, as well as **compare** existing data against selected markets.

# Mercer WIN | Core

## Access the survey results



Every year before the publication of results Mercer will contact you in order to confirm the list of contacts entitled to have access to Mercer WIN®.



In case no information on Mercer WIN® users will be provided, access to survey results will be granted only to the user which is Mercer's main point of contact.



Always notify your Mercer Engagement Specialist or Consultant in case someone entitled to use Mercer WIN leaves the company! Accesses for such users have to be removed so they won't use Mercer results after they leave the organization.

All the above will help Mercer to keep your company records up to date which is beneficial for both sides and helps to avoid any possible discrepancies

# Mercer WIN® | Advanced IPE

## Benchmarking and job evaluation in one fully integrated system

### Job evaluation

Mercer WIN | Advanced eIPE evaluates each job by measuring the value it creates within the context of your organization's unique operations. These evaluation profiles provide essential data and insight for your organizational design and HR programs.

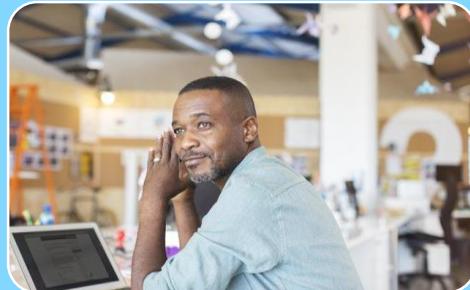
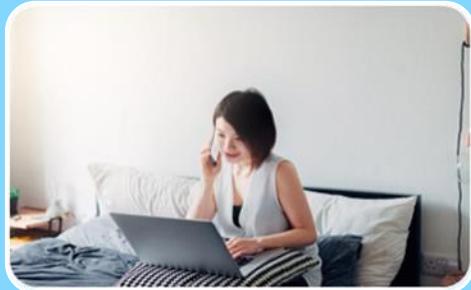
**Mercer WIN | Advanced eIPE is a simple, highly accurate online tool for job leveling with universal application in today's fast changing environment. Compare positions within job families and across your different business units and countries**

### Benchmarking

- Use data from Mercer as well as other sources to help support your benchmarking and analysis. Mercer WIN | Advanced eIPE allows you to experience enhanced functionality, benchmarking capabilities and simplified process.
- Mercer WIN | Advanced eIPE is designed to maximize your data, meet your unique benchmark needs and track the details. For example, you can age the data based on your business practice or add weight to certain jobs in each analysis.
- Document your changes to show what adjustments have been made for future reference. *All benchmarks are stored in your library and can be easily analyzed, reported on or updated at any time. Once an analysis is complete, it can be printed or exported to share with others.*

# Mercer

## Contact Information



Find all the information you need on our products, services, upcoming training courses, and more:  
[www.imercer.com](http://www.imercer.com)

For help with accessing the survey results, product questions, and more:

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