

# Managing benefits and compensation for healthcare workers during COVID-19

April 2020



This infographic highlights results of self-reported information from 81 organizations in the Milliman Northwest Healthcare COVID-19 Pulse Survey, which summarizes key actions local healthcare employers are taking to address benefit and compensation issues in the face of the coronavirus pandemic. Learn more: [milliman.com/COVID19-health-workers-EB-survey](https://milliman.com/COVID19-health-workers-EB-survey)

Employers whose employees have **direct COVID-19 patient contact:**



Employers whose employees **test positive for COVID-19:**

**23%** have or are considering **hazard pay**

**40%** encourage employees to apply for **workers' comp**

**25%** eligible for special incentives such as weekly bonuses or "**Recognition Pay**"

**32%** provide leave benefits such as "**Quarantine Pay**" or short-term housing

The majority of respondents are handling employees who test positive for COVID-19 the same **regardless** of whether or not there is known occupational exposure.



**Changing policies:**

**55%** have made or are considering changes to their **sick leave** policies

**42%** have made or are considering changes to their **PTO** policies

**Other incentives:**

**25%** are considering offering **childcare benefits**

**27%** are considering other incentives such as **employee assistance funds** or **daily lunches**

Most organizations are not mandating **overtime** for clinical and non-clinical workers, and are **shifting staff** to COVID-19 services.