



# 2015

## HL7 Interface Compensation Survey Results

**The 2015 HL7 Interface Compensation Survey Results** provide a current view of the HL7 interface market from the perspective of integration professionals actively working in the market. Participants entered the survey through one of two forms, either as a consultant/contractor or as a full-time perm employee.

Results of the two perspectives are combined in this document to provide a more complete snapshot of the market.



Topics covered in this survey include compensation, experience, technology, work location, and travel requirements. These results also include the participants' perspectives on interface engine vendors. Survey results are presented in graphic summary form and include input from all levels within the healthcare integration discipline.

These survey results provide a summary of the data collected during a four week period in Q2 2015 open to all participants through our website, [www.corehealthtechnologies.com](http://www.corehealthtechnologies.com). We encouraged participation with email invitations and through various social media outlets.

Over 300 individuals participated in this survey. All participants live and work in the United States and are employed by healthcare organizations, predominantly providers, using HL7 interfaces.



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- Perspective of future: Technology, workload, budget

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# Observations by Core Health Technologies

- **While current use statistics for interface engines continue to show a diverse market, several engines show consistently strong results.** Infor's Cloverleaf interface engine continues to hold a strong lead in market share with 42% of the full-time (perm) participants reporting that their organization is currently using the Cloverleaf engine. In addition 27.7% are reporting it is the most used "primary" interface engine. One interesting note is that both Mirth and Rhapsody engines made notable increases in the "primary used interface" measurement with Mirth increasing from 10.1% to 14.3% and Rhapsody growing from 11.2% to 16.8%. Also note that while we recognize that the Epic Bridges tool is not a true interface engine, we have included it for our current use and experience questions.
- **There is a downward trend in the requirement for consultants to be onsite.** Over the past three years we have seen the requirement for consultants to be onsite 75% or greater (combining two categories) decrease from 48.9% in 2013 to 29.2% in 2015.
- **Healthcare integration professionals are becoming more experienced with FHIR and increasingly perceive a value in FHIR for the future.** Participants indicate that they are starting to become more experienced with HL7 FHIR (pronounced "fire") with the "non-existent" rating dropping from 44.3% to 26.8% (consultants) & 42.7% to 30.5% (perm) and the combined "strong" and "some" categories increasing from 19% to 26.8% (consultants).
- **Base compensation has broad ranges and too difficult to generalize.** All role types for both consultant pay rates and full-time base compensation spread across a wide spectrum leaving it difficult to define a tight compensation band for specific roles. This is consistent with the broad experience levels indicated and wide interpretation of role definitions we observe with organizations.
- **Compensation for overtime is decreasing.** Participants report that only 46.7% of consultants receive overtime compensation (down from 58.5% in 2014) and 11.5% of full-time (perm) employees receive overtime compensation, down from 30.7% in 2014.
- **The market has confidence in Infor's Cloverleaf engine as a future market leader.** Participants report strong confidence in the Cloverleaf interface engine with 55% of consultants and 37.9% of full-time (perm) employees selecting Infor's Cloverleaf engine as their #1 choice for the market leader in 3-5 years. Not surprisingly several other engines had strong confidence as well. While not heavily selected as participants' top choice, the Corepoint, Ensemble, Mirth, and Rhapsody engines all received strong ratings as future market leaders.





# 2015

## HL7 Interface Professionals

### Consultants / Contractors Survey Results

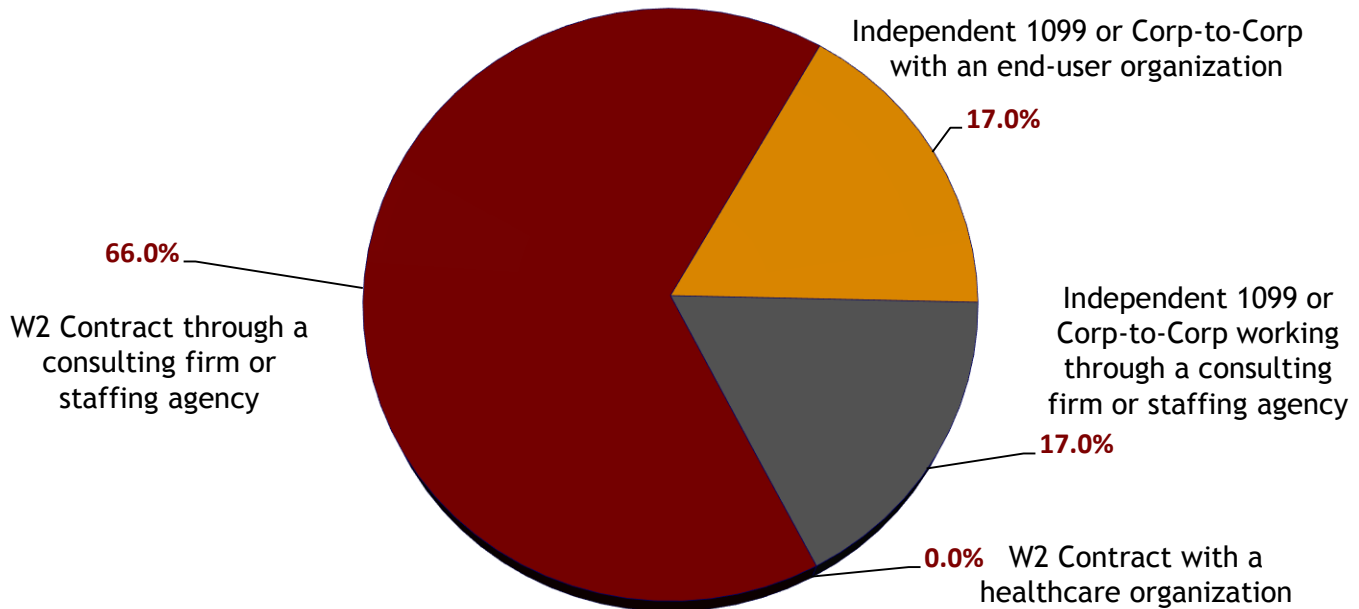


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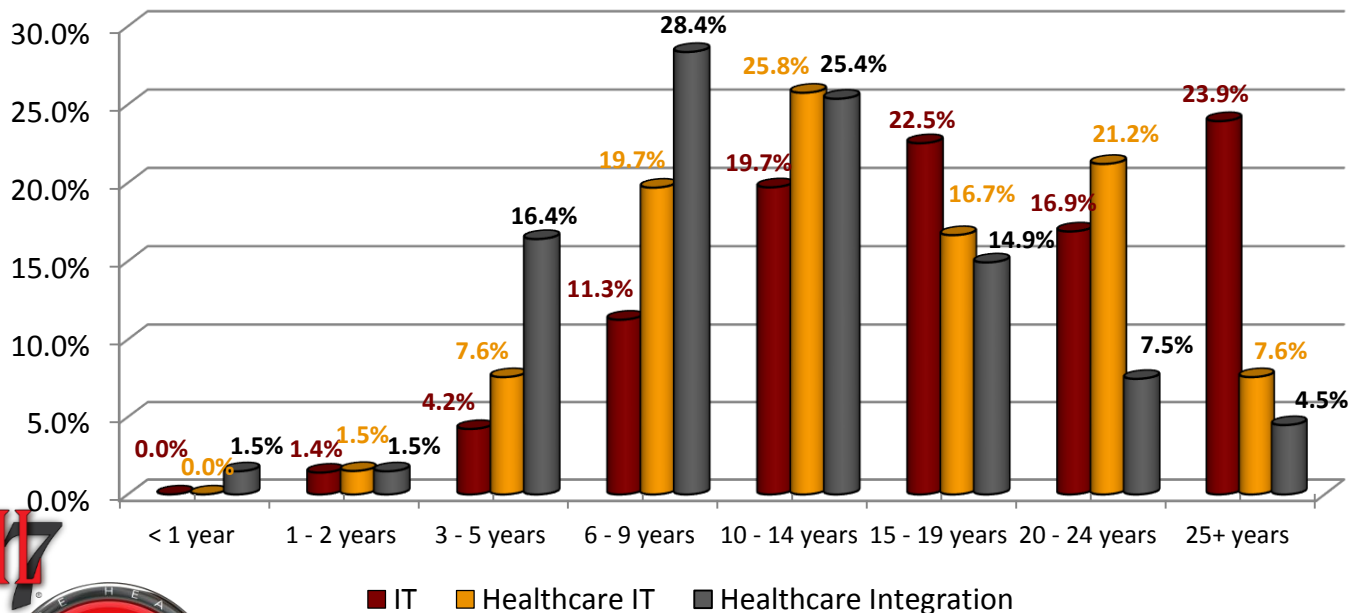
# Employee Classification - *Consultants*

Please select the choice that best describes your current employee classification



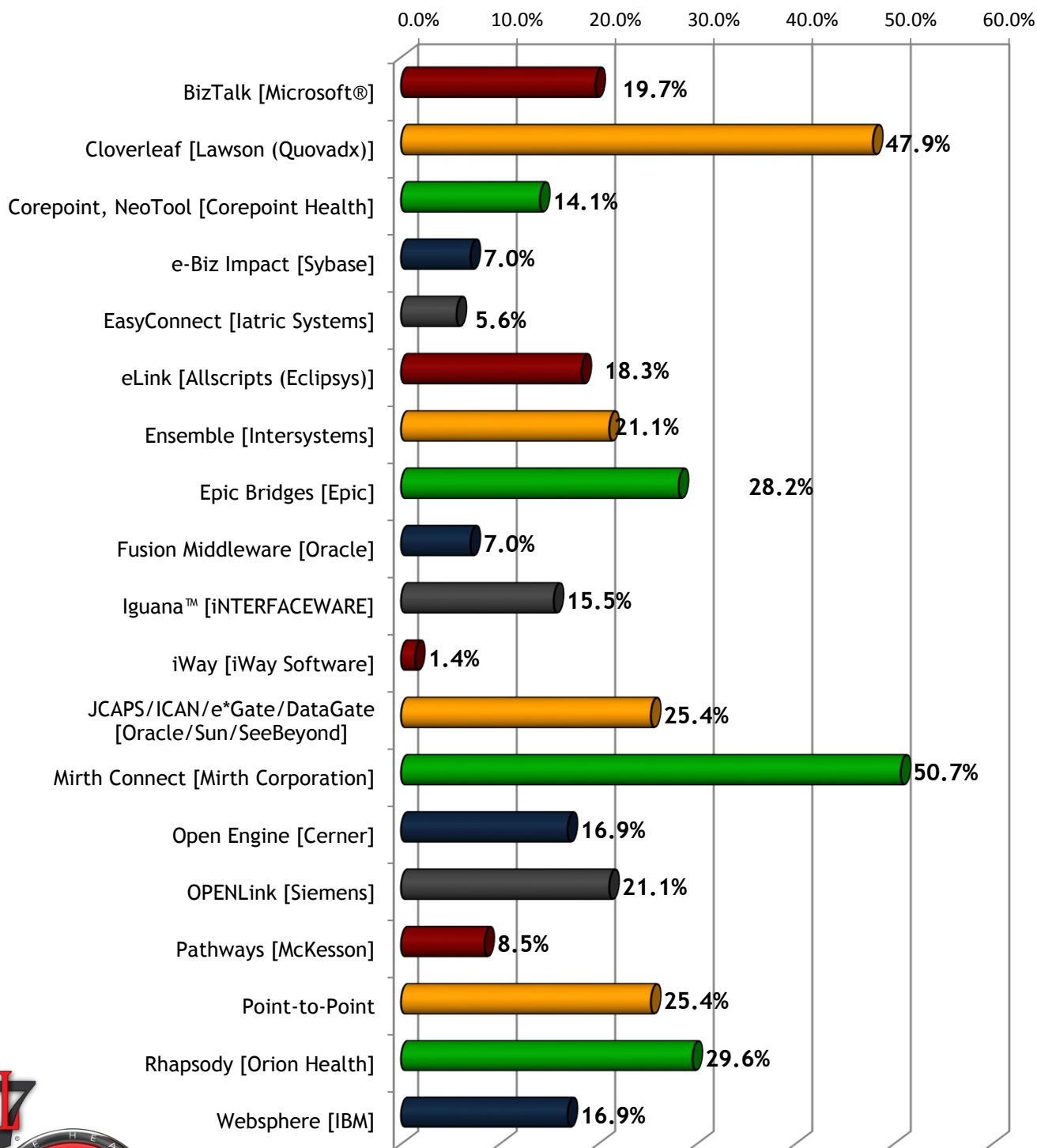
## Experience - *Consultants*

What is your experience with IT, Healthcare IT, and Healthcare Integration?



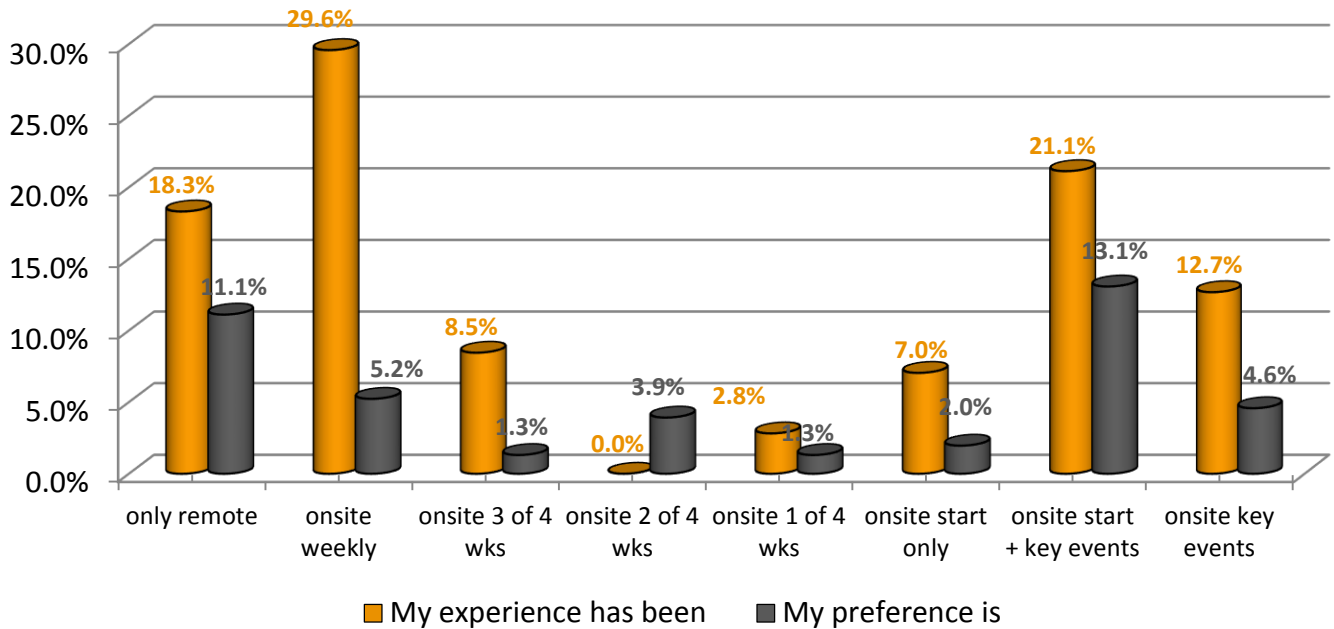
# Experience w/ Interface Technologies - *Consultants*

What are all the interface engines you have had experience with in your career?



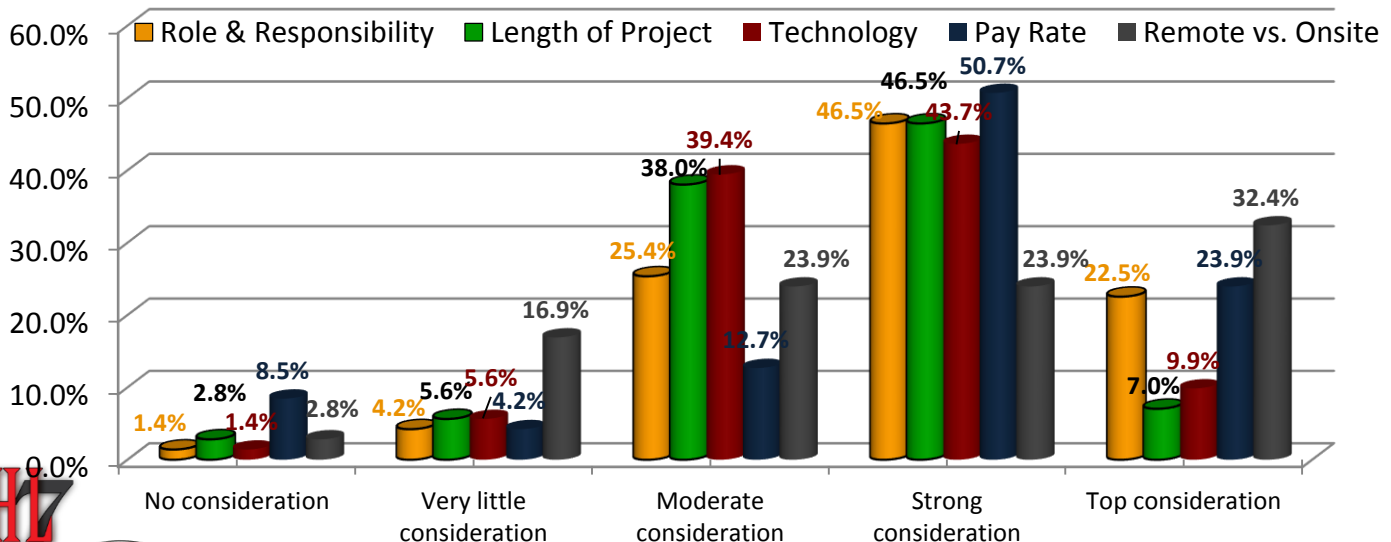
## Onsite vs. Remote - *Consultants*

What has been your experience (past 3 years) and what is your preference Regarding working onsite vs. remote?



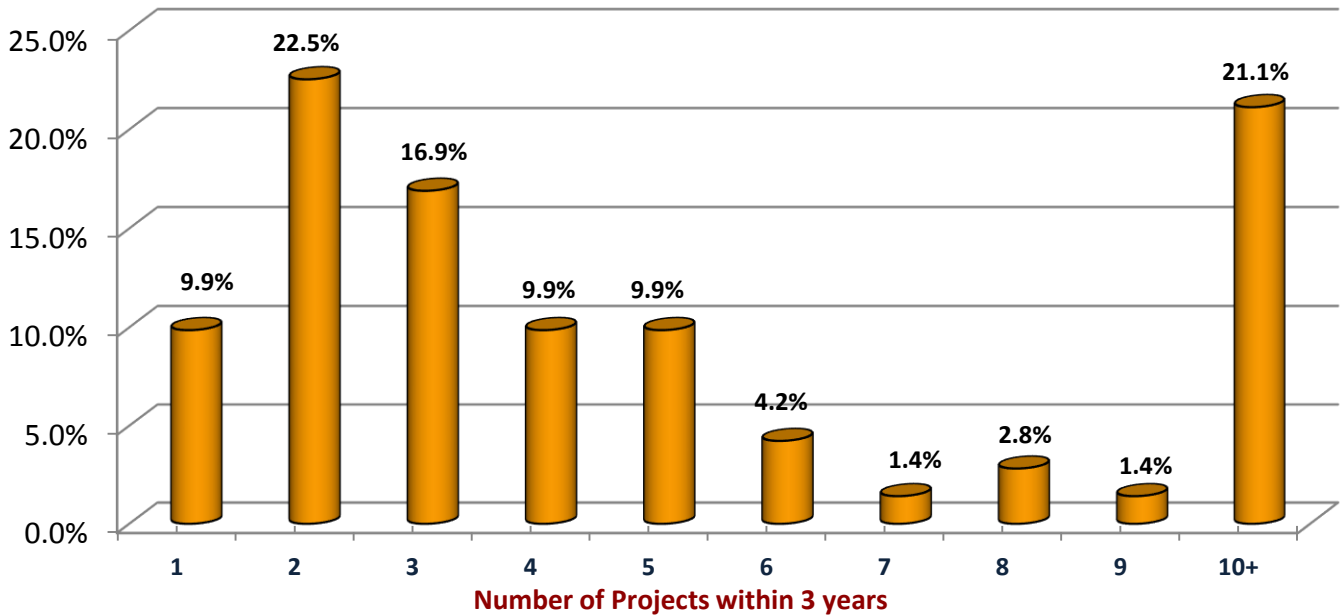
## Selection of Projects - *Consultants*

How would you rank the influence of these variables as you consider your choice of assignments?



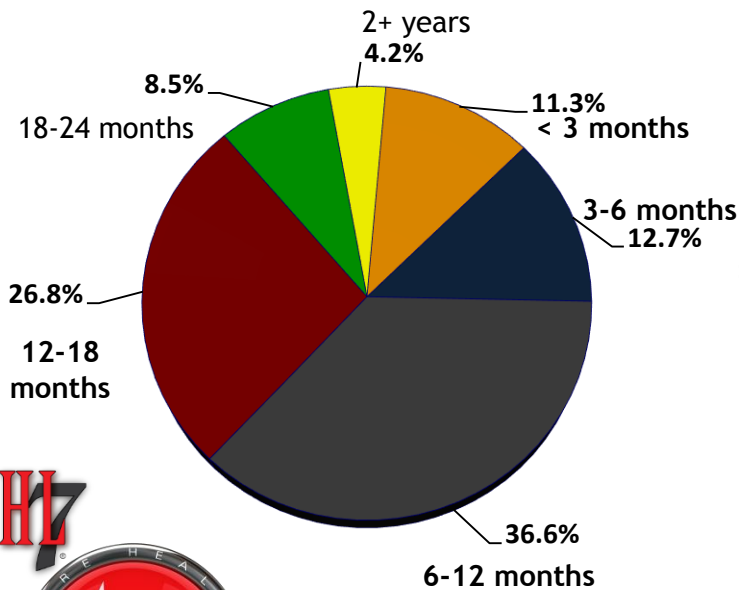
## Recent Consulting Projects - *Consultants*

How many consulting engagements/contract assignments? (last 3 years)



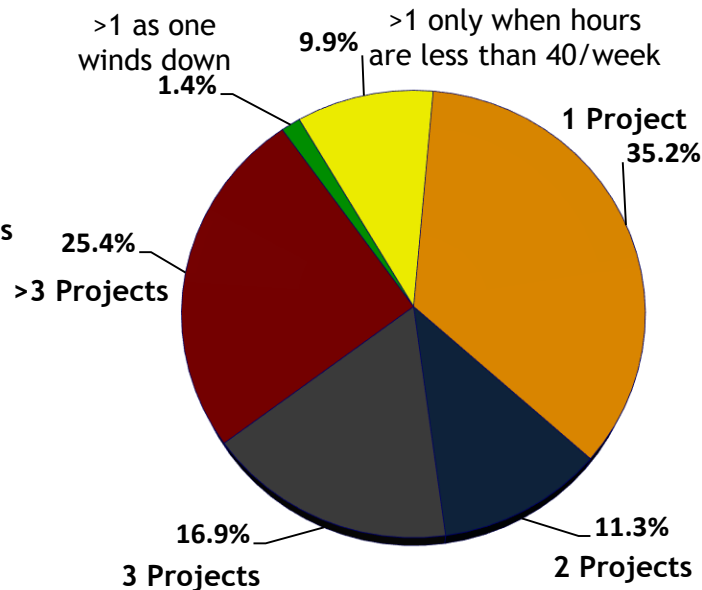
## Average Project Length

What has been your average project length?  
(last 3 years)



## Concurrent Working Projects

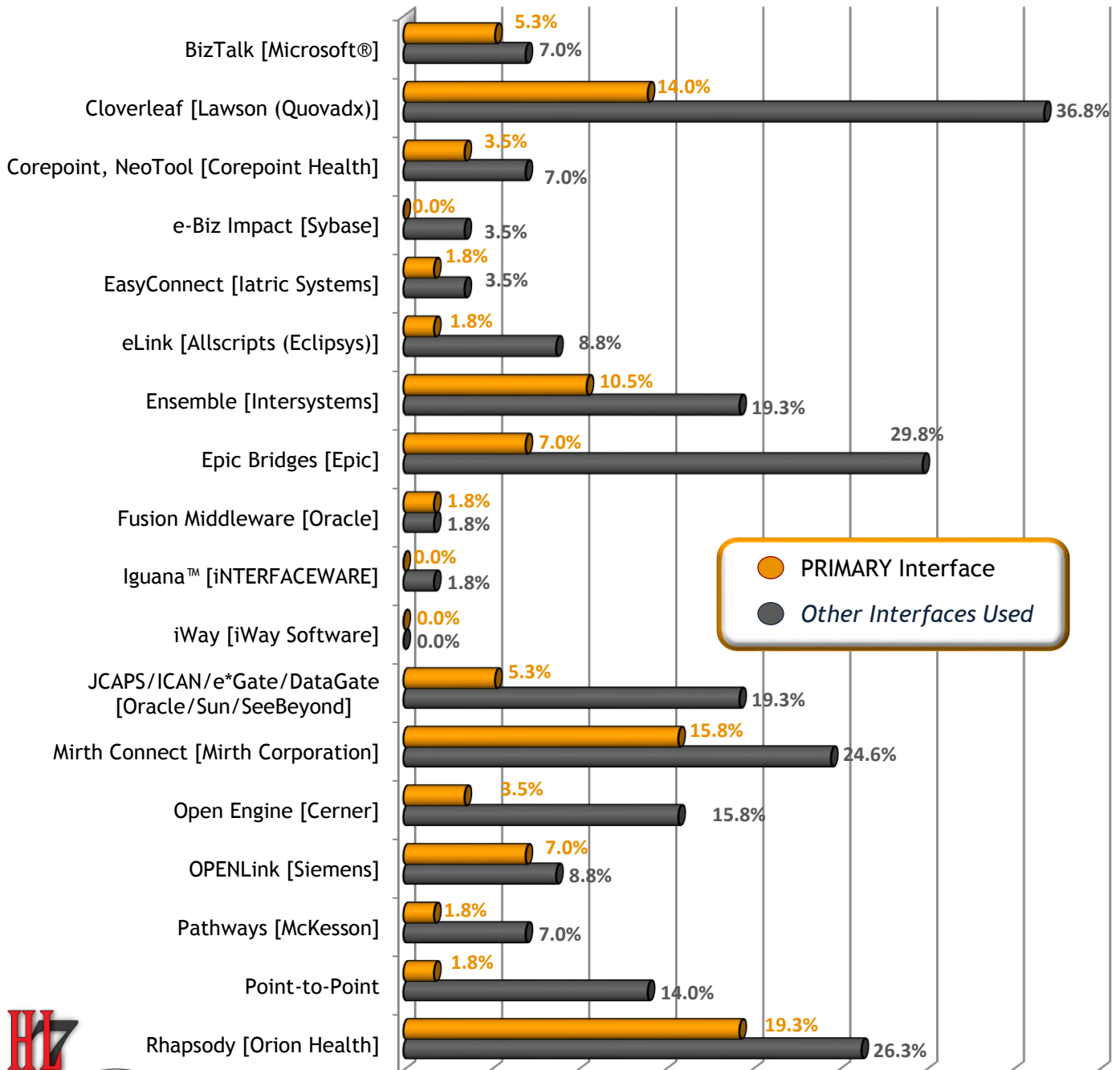
How many projects are you typically engaged in at a time?





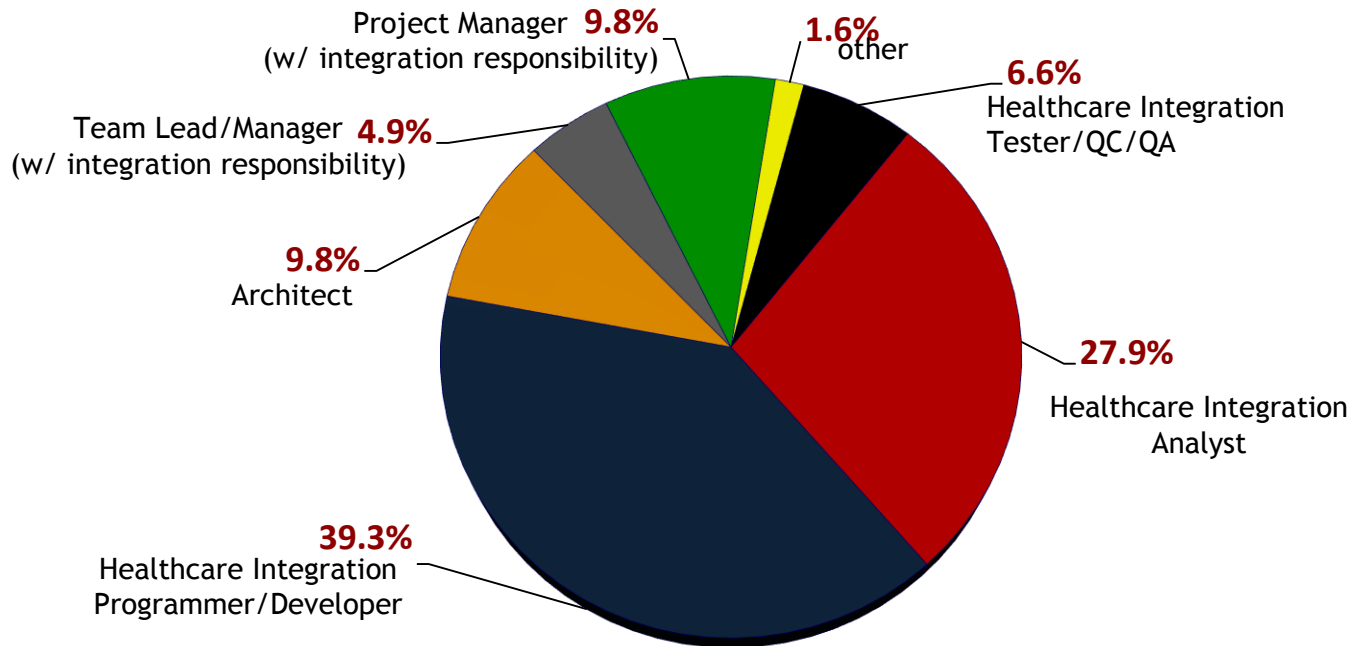
# Currently Used Interface Engines - *Consultants*

Please list your current client's primary and all other interfaces currently being utilized.



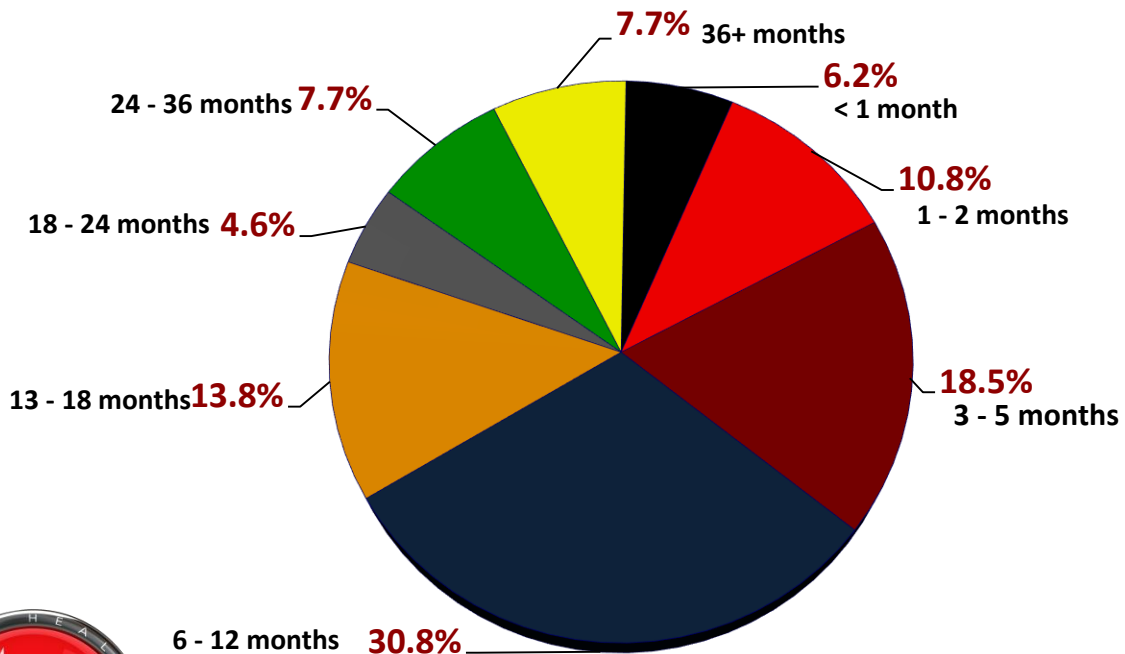
## Current Role - *Consultants*

What role below best describes your primary duties in your current project?



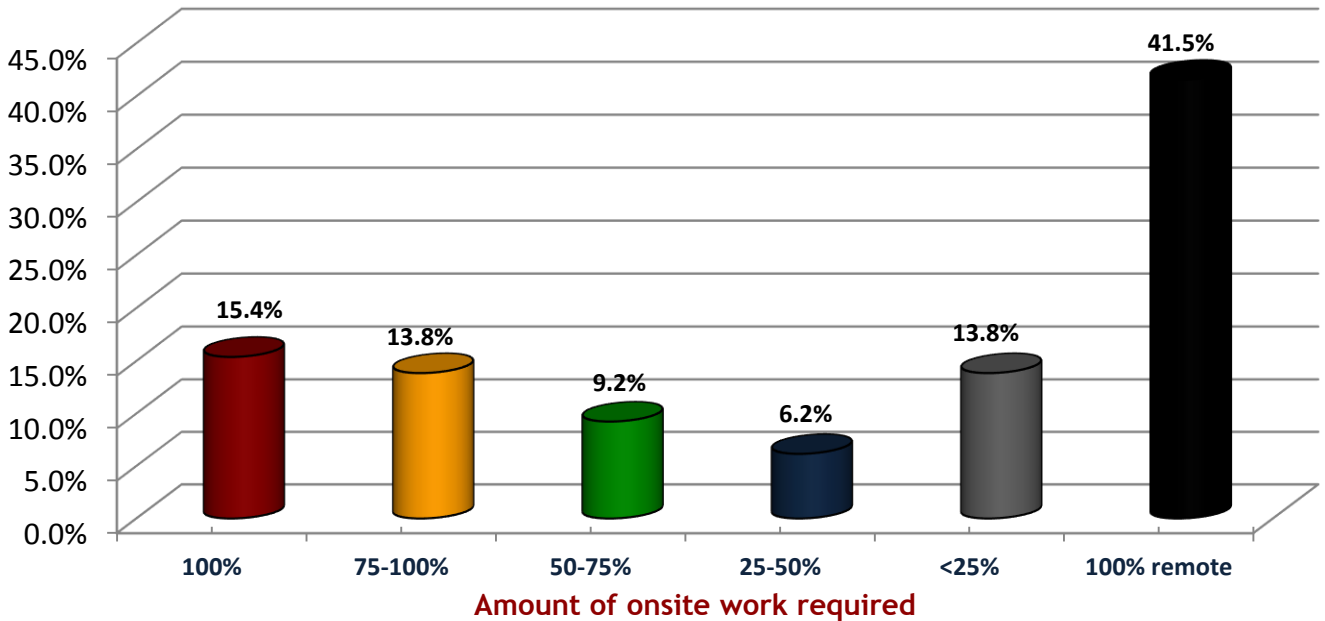
## Length of Current Engagement - *Consultants*

How long have you been engaged in your current contract assignment?



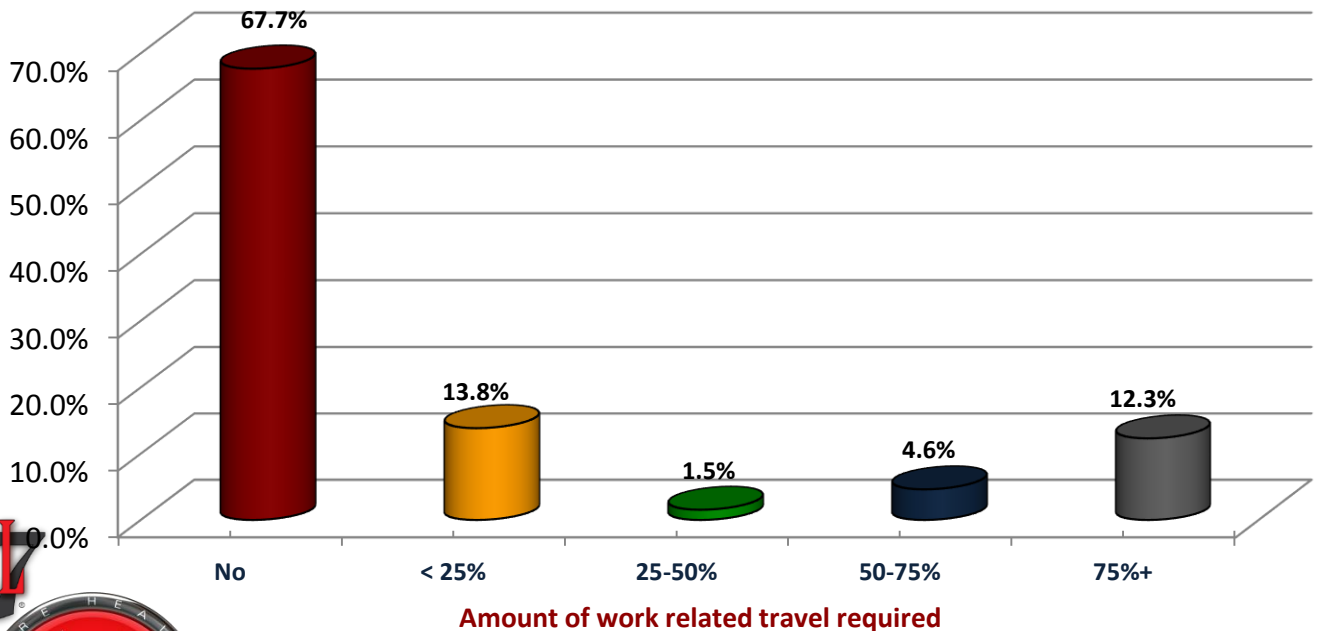
## Work Location- *Consultants*

What is your requirement to work onsite for our current project?



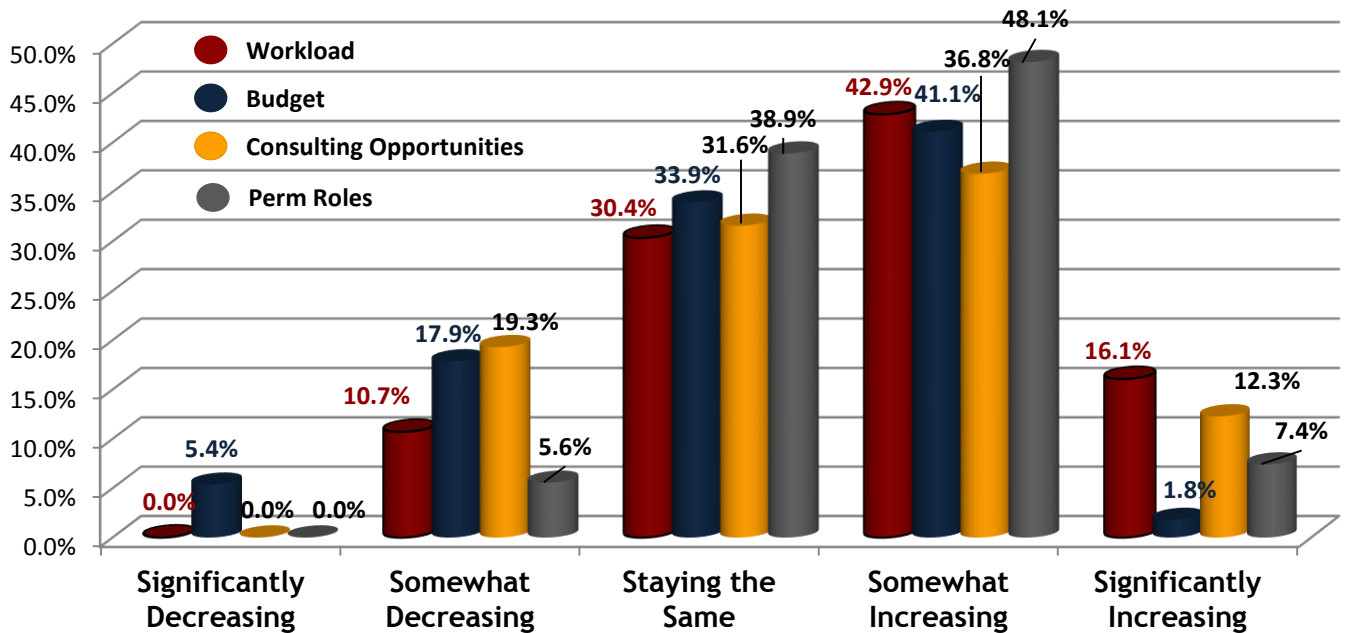
## Project Related Travel - *Consultants*

Are you required to travel (beyond your local area) as part of your current project?



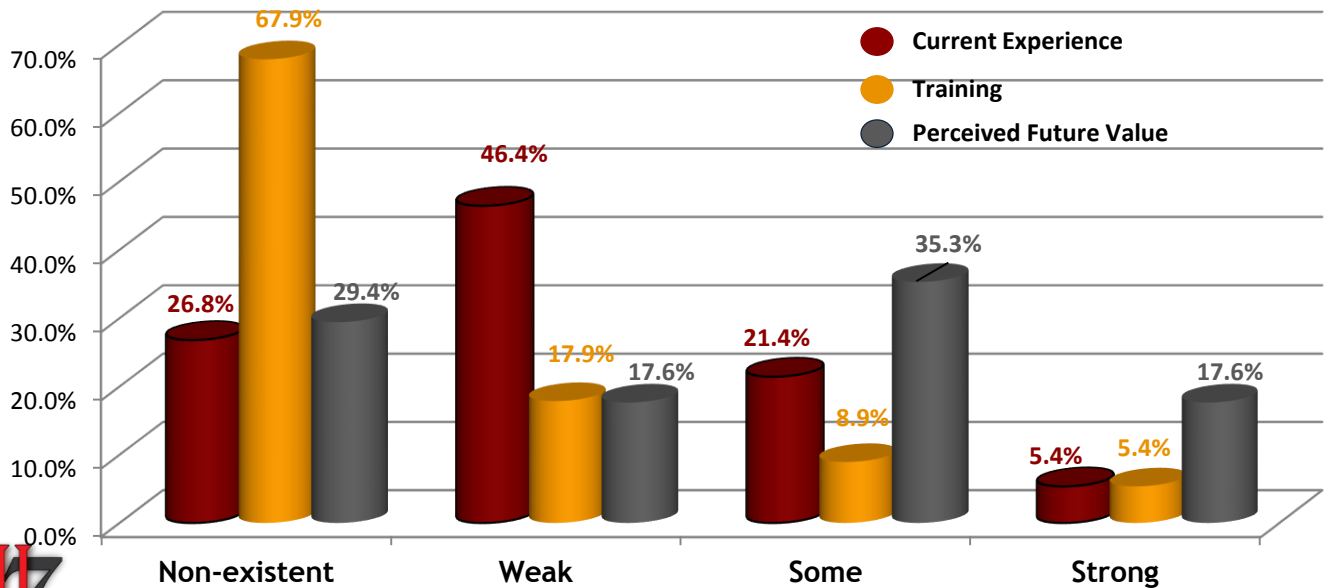
# Healthcare Integration Market Future - *Consultants*

What is your perspective of the Healthcare Integration Marketplace in 1-3 years?



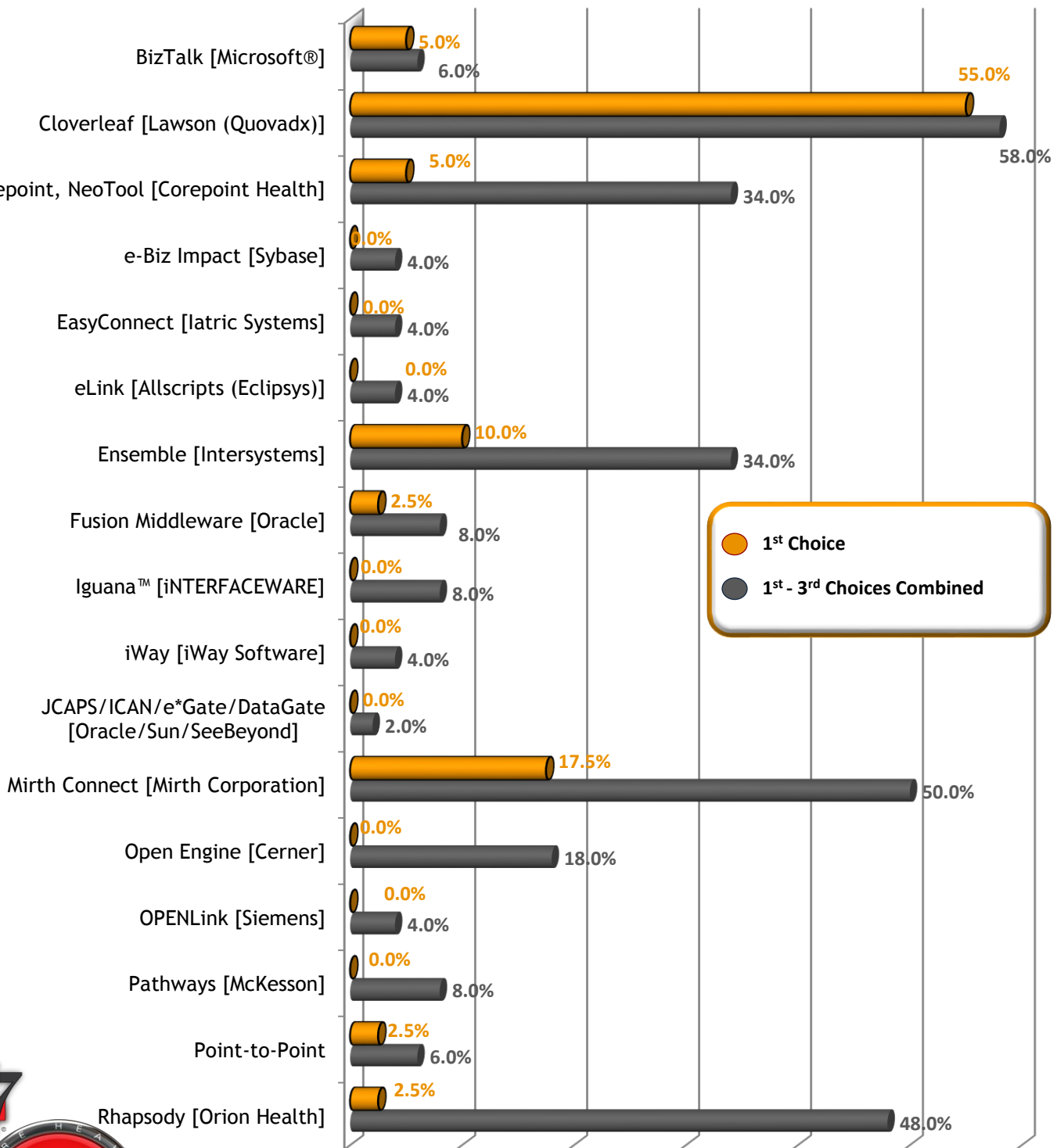
## FHIR Experience & Future - *Consultants*

What is your experience with and perspective of the future of FHIR?



# Future Market Leaders - *Consultants*

Who do you believe will be the HL7 interface market leader in 3-5 years?





# 2015

## HL7 Interface Professionals

# Full-time (Perm) Employees Survey Results

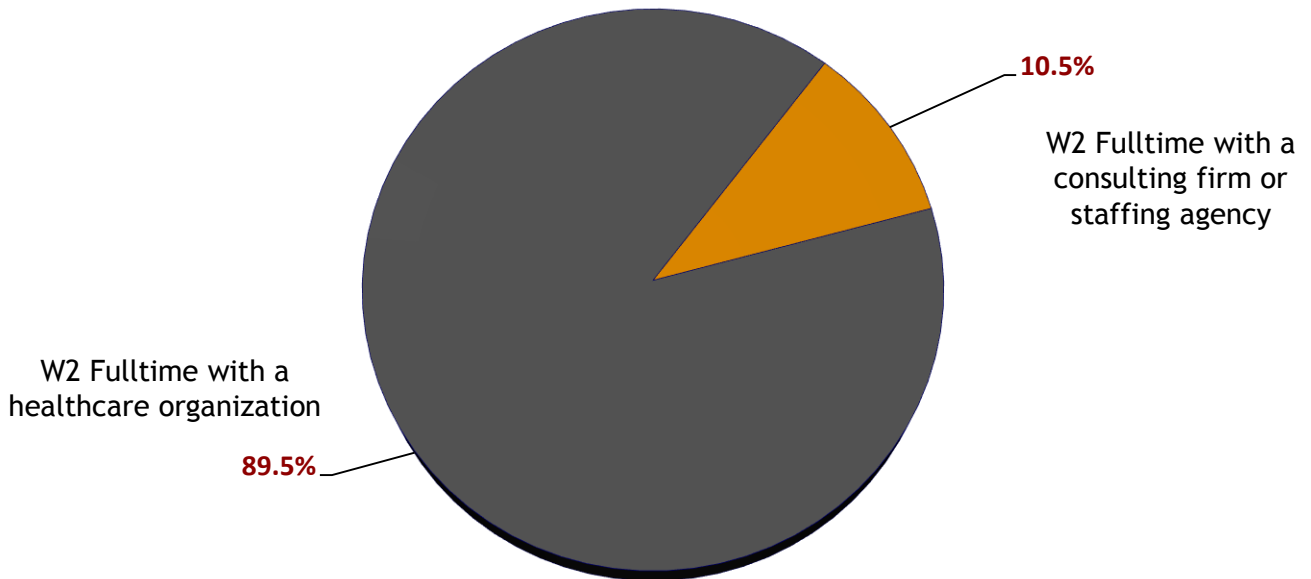


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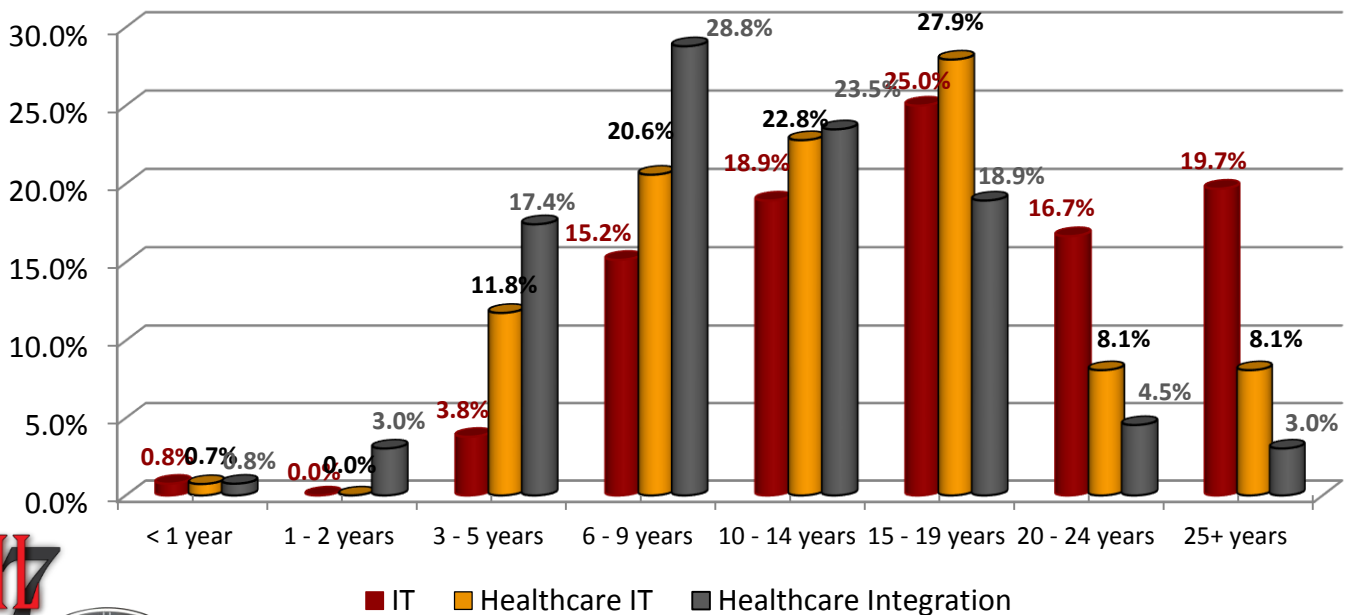
## Employee Classification - *Full-time (Perm)*

Please select the choice that best describes your current employee classification



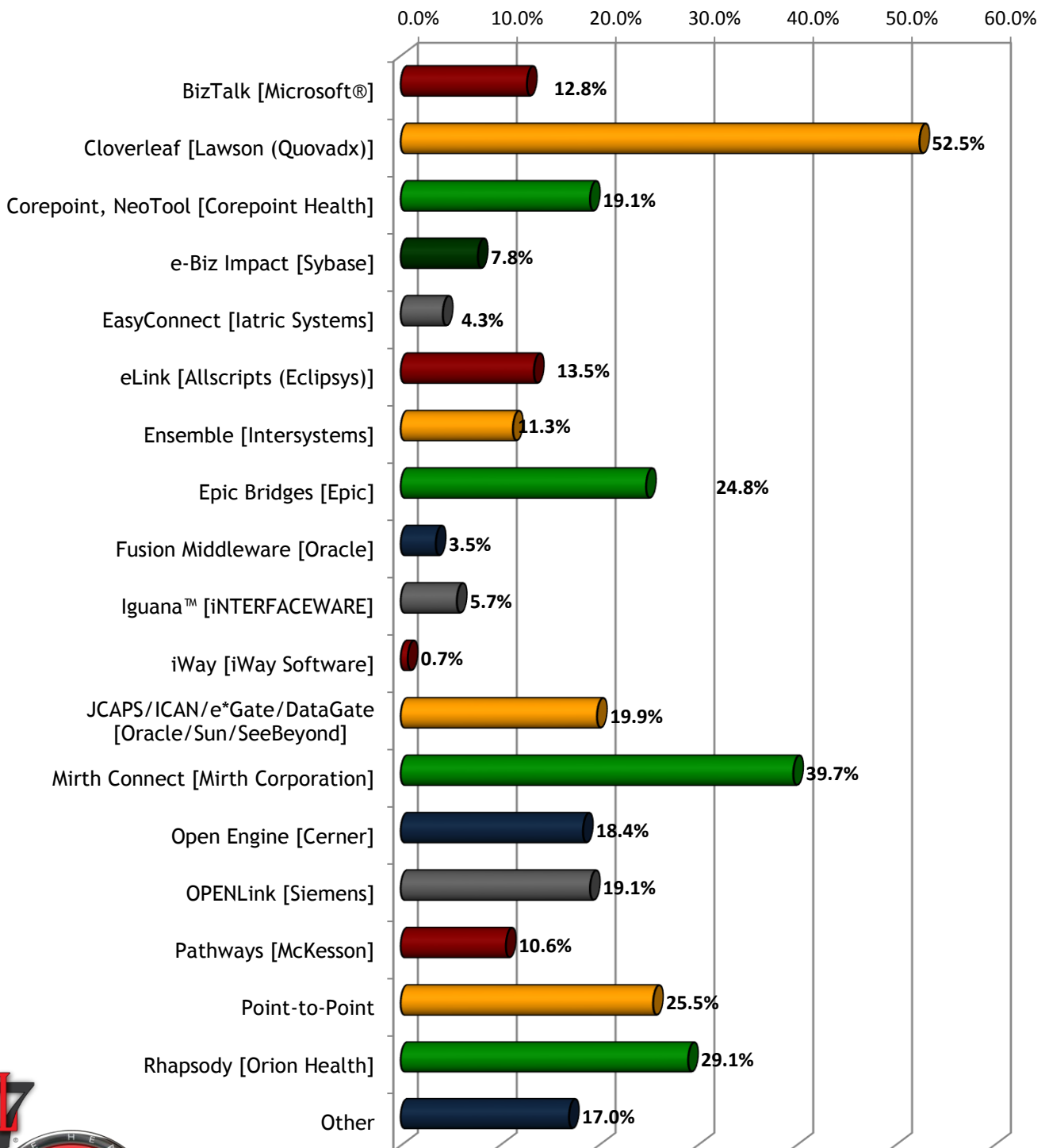
## Experience - *Full-time (Perm)*

What is your experience with IT, Healthcare IT, and Healthcare Integration?



# Experience w/ Interface Technologies - *Full-time (Perm)*

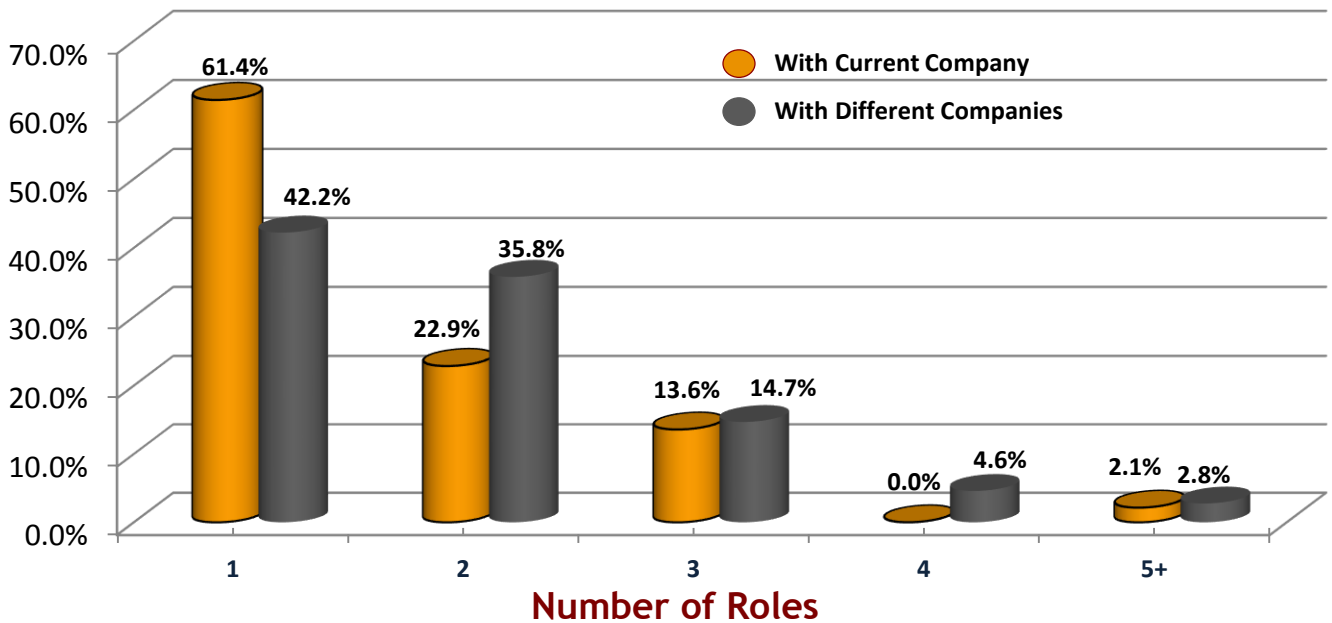
What are all the interface engines you have had experience with in your career?





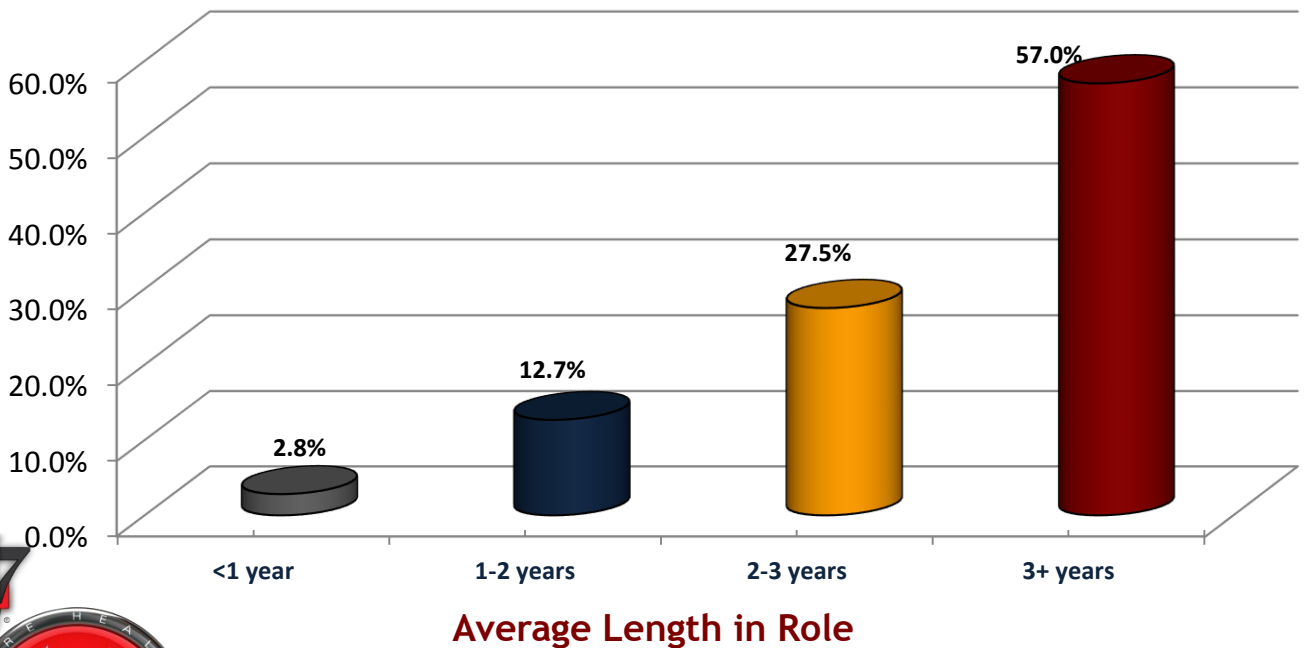
## Recent Roles/Positions - *Full-time (Perm)*

How many full-time (perm) roles have you had in the last 5 years?



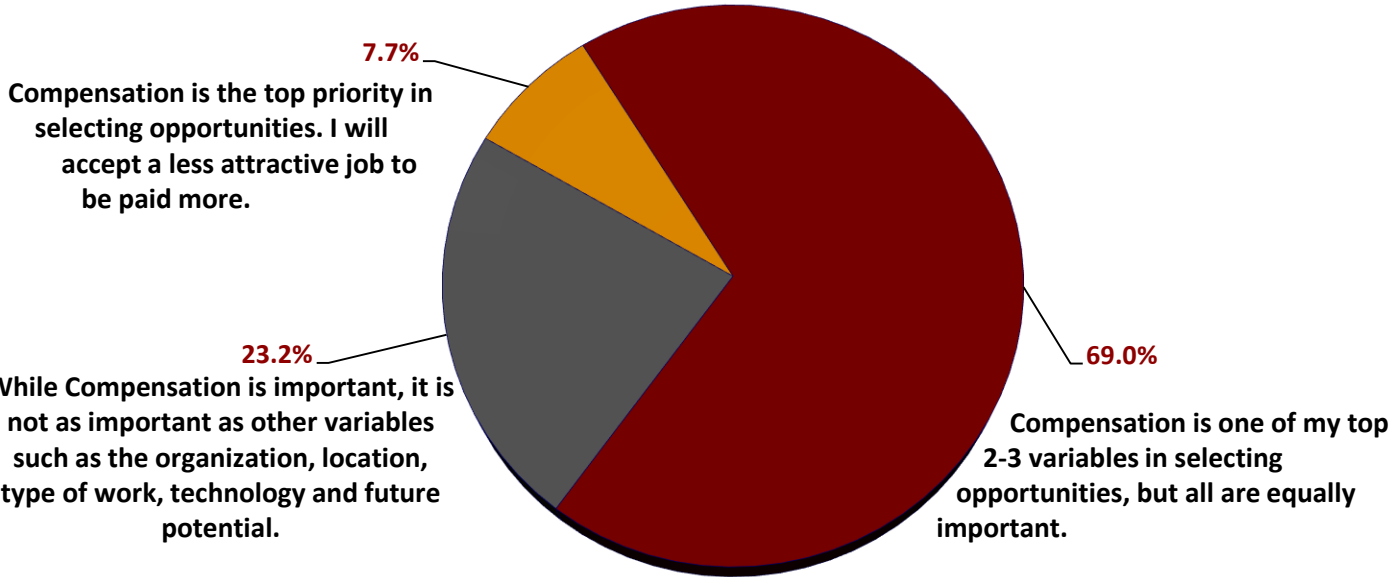
## Average Length of Role - *Full-time (Perm)*

What has been your average length of time in one role over the last 5 years?



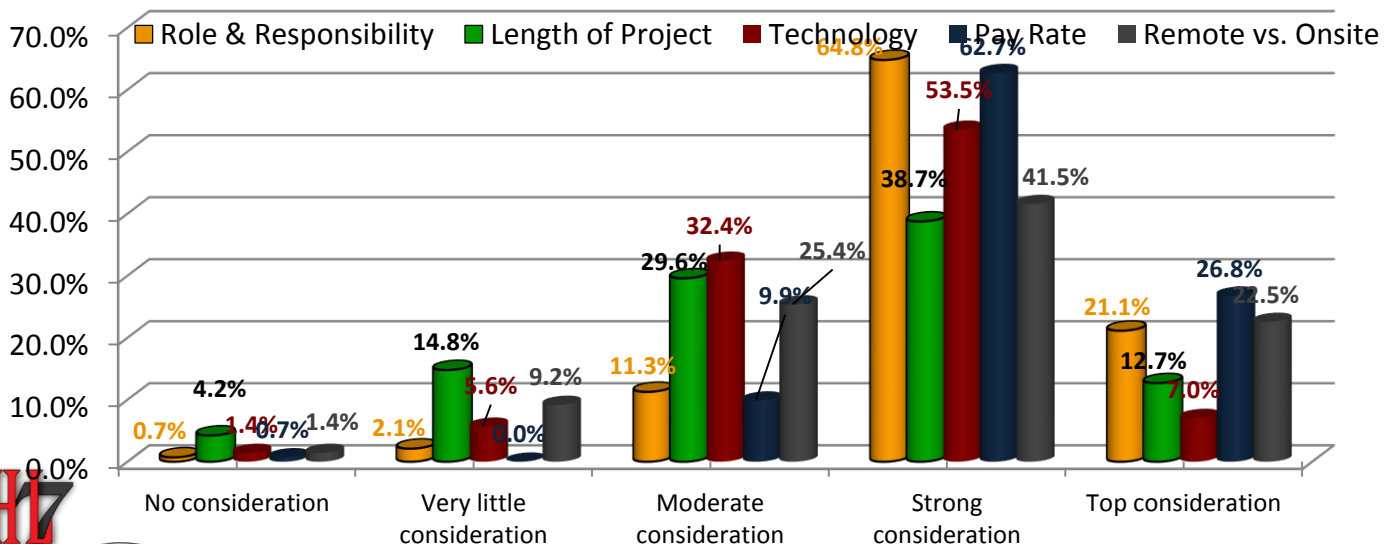
## Selection of Jobs and Compensation - *Full-time (Perm)*

How would you rate the importance of compensation historically in the selection of job opportunities?



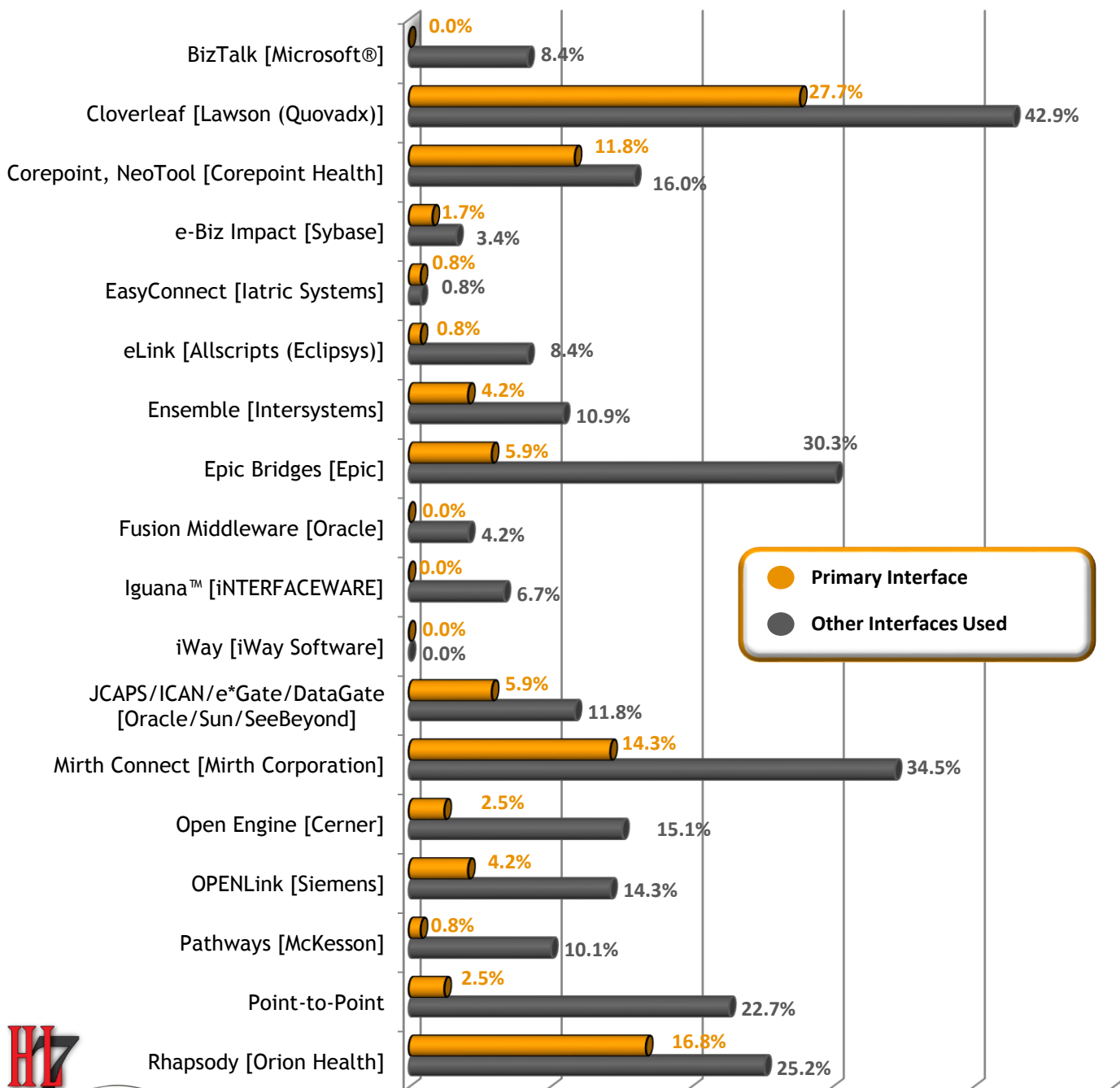
## Selection of Projects - *Full-time (Perm)*

How would you rank the influence of these variables as you consider your choice of assignments?



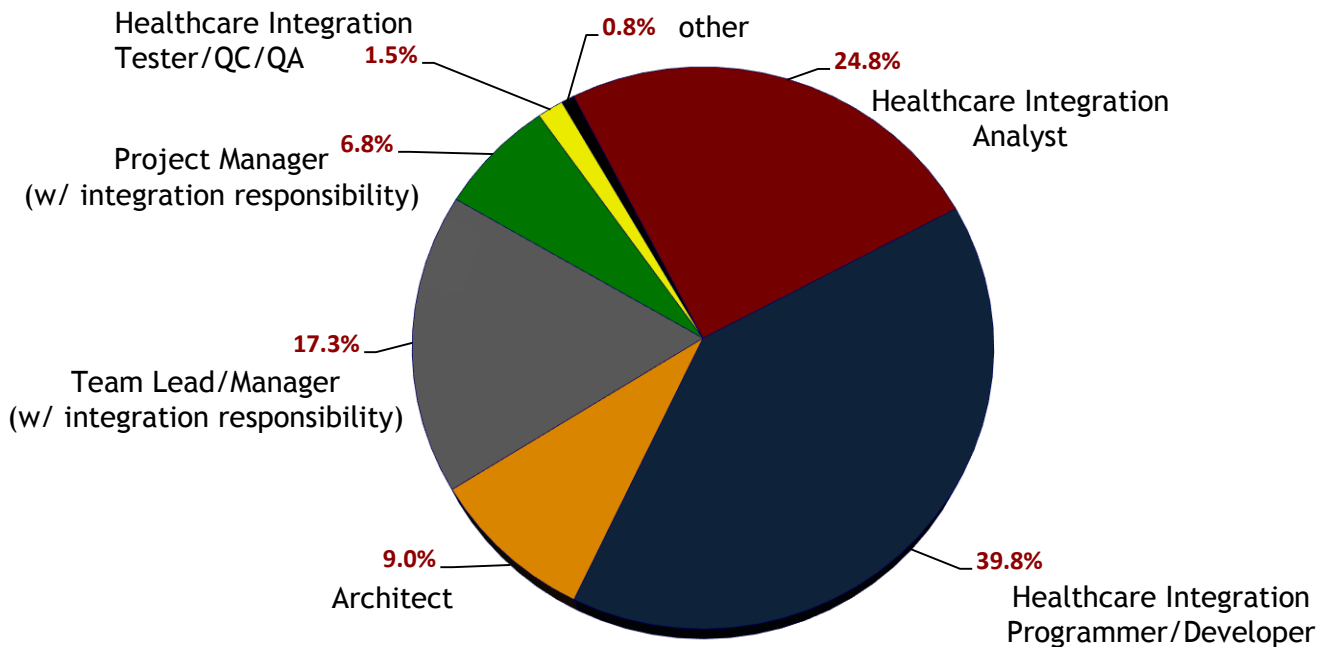
# Currently Used Interface Engines - *Full-time (Perm)*

Please list your current employer's primary and all other interfaces currently being utilized.



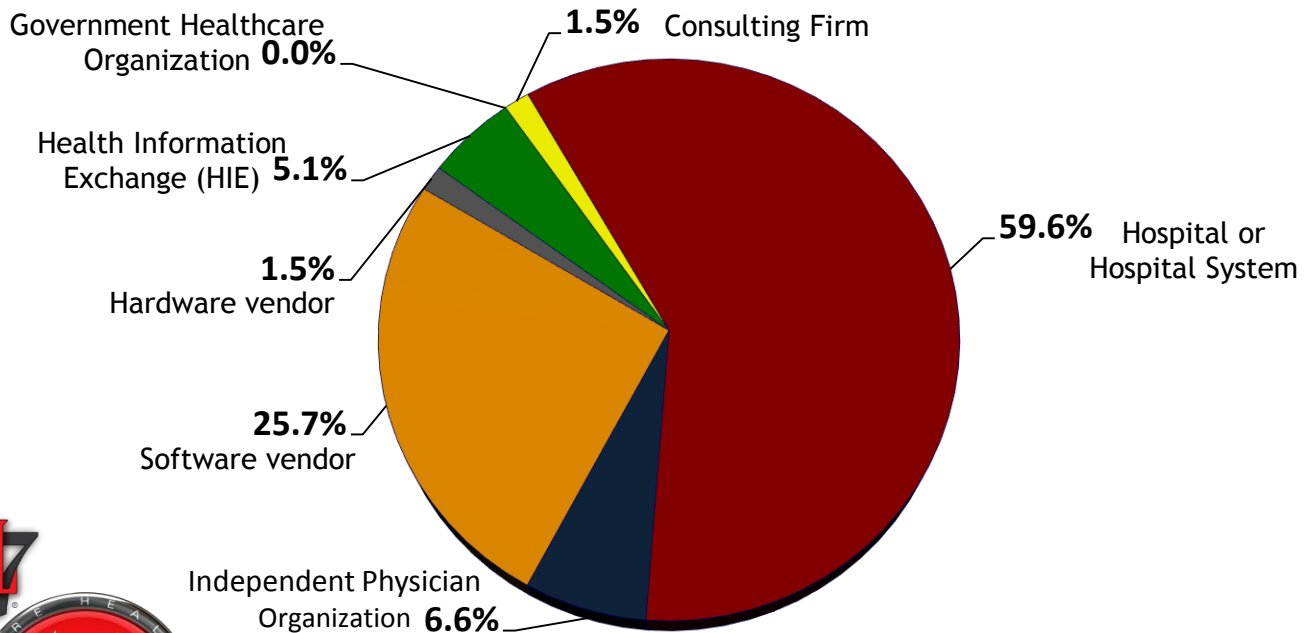
## Current Role - *Full-time (Perm)*

What role below best describes your primary duties in your current role?



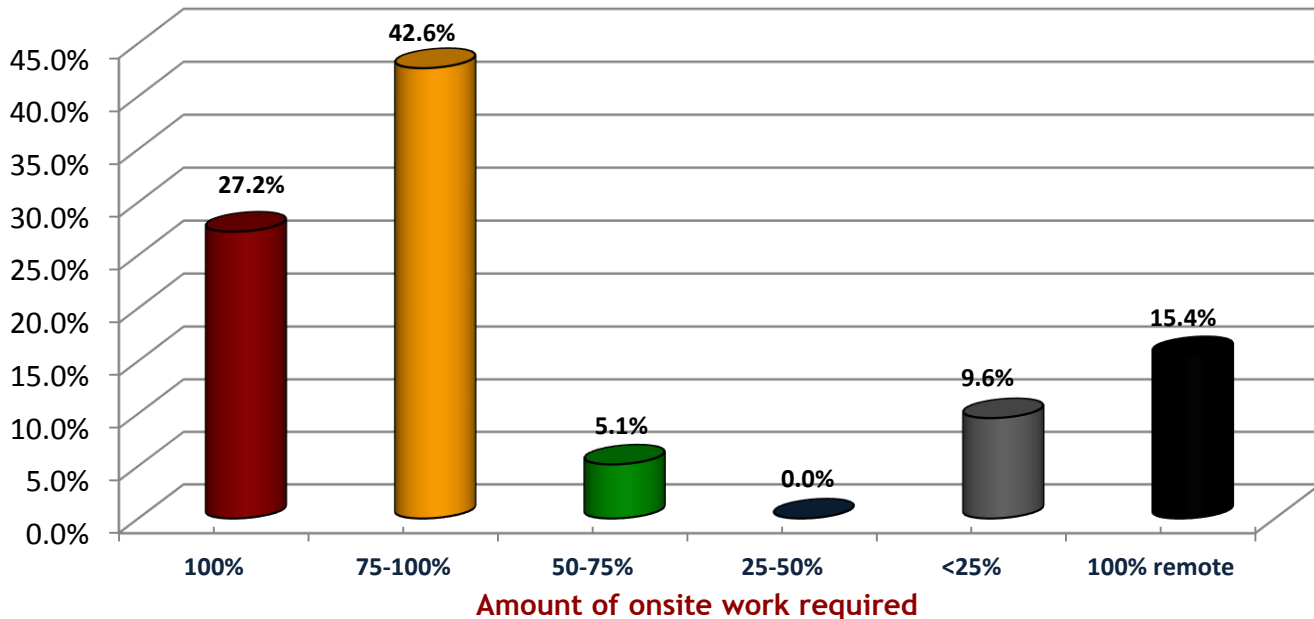
## Current Employer - *Full-time (Perm)*

Which of the following best describes your current employer?



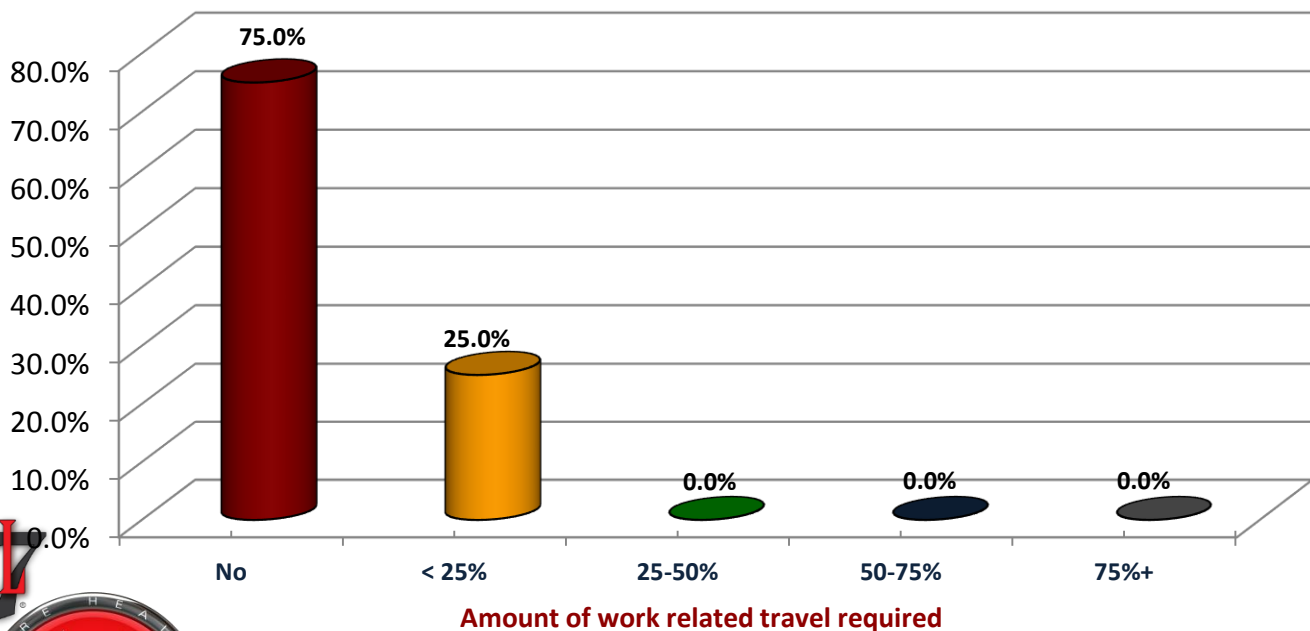
## Onsite vs. Remote Work Location - *Full-time (Perm)*

What is your requirement to work onsite for our current role?



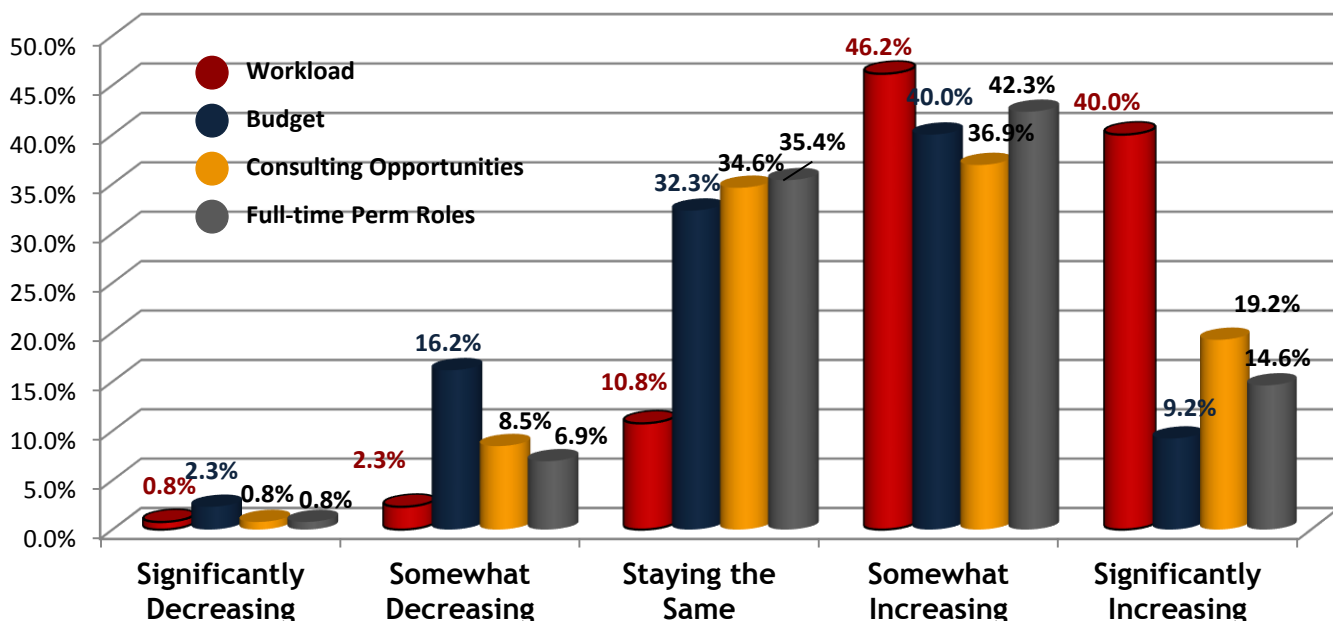
## Work Related Travel - *Full-time (Perm)*

Are you required to travel (beyond your local area) as part of your current role?



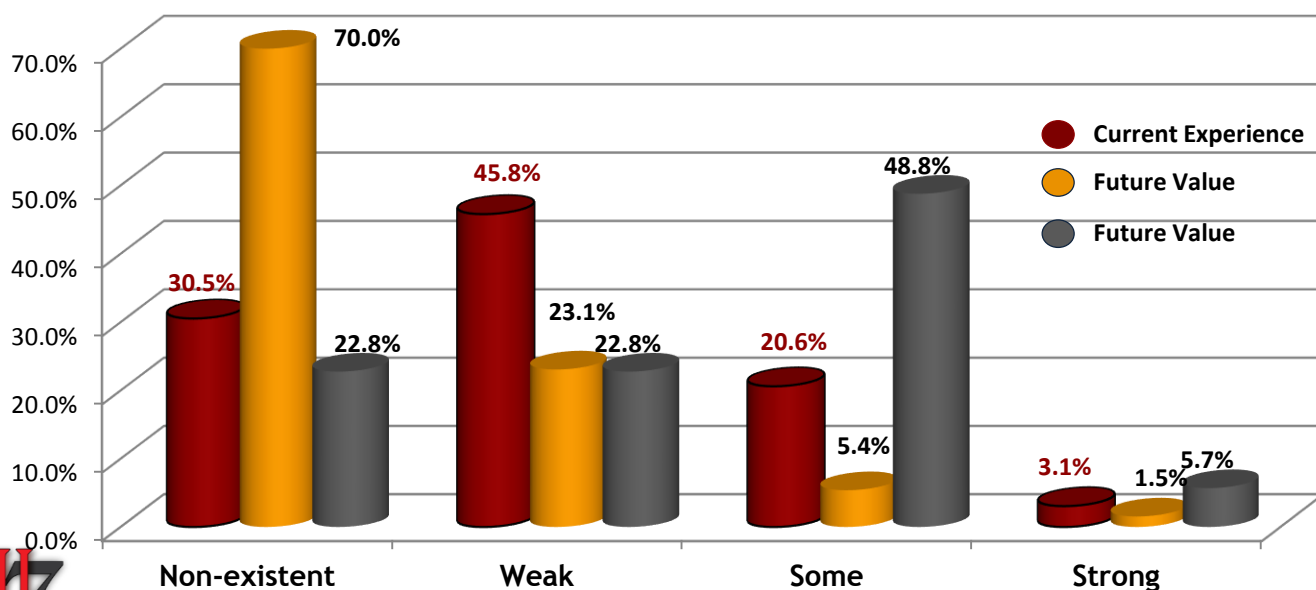
# Healthcare Integration Market Future - *Full-time (Perm)*

What is your perspective of the Healthcare Integration Marketplace in 1-3 years?



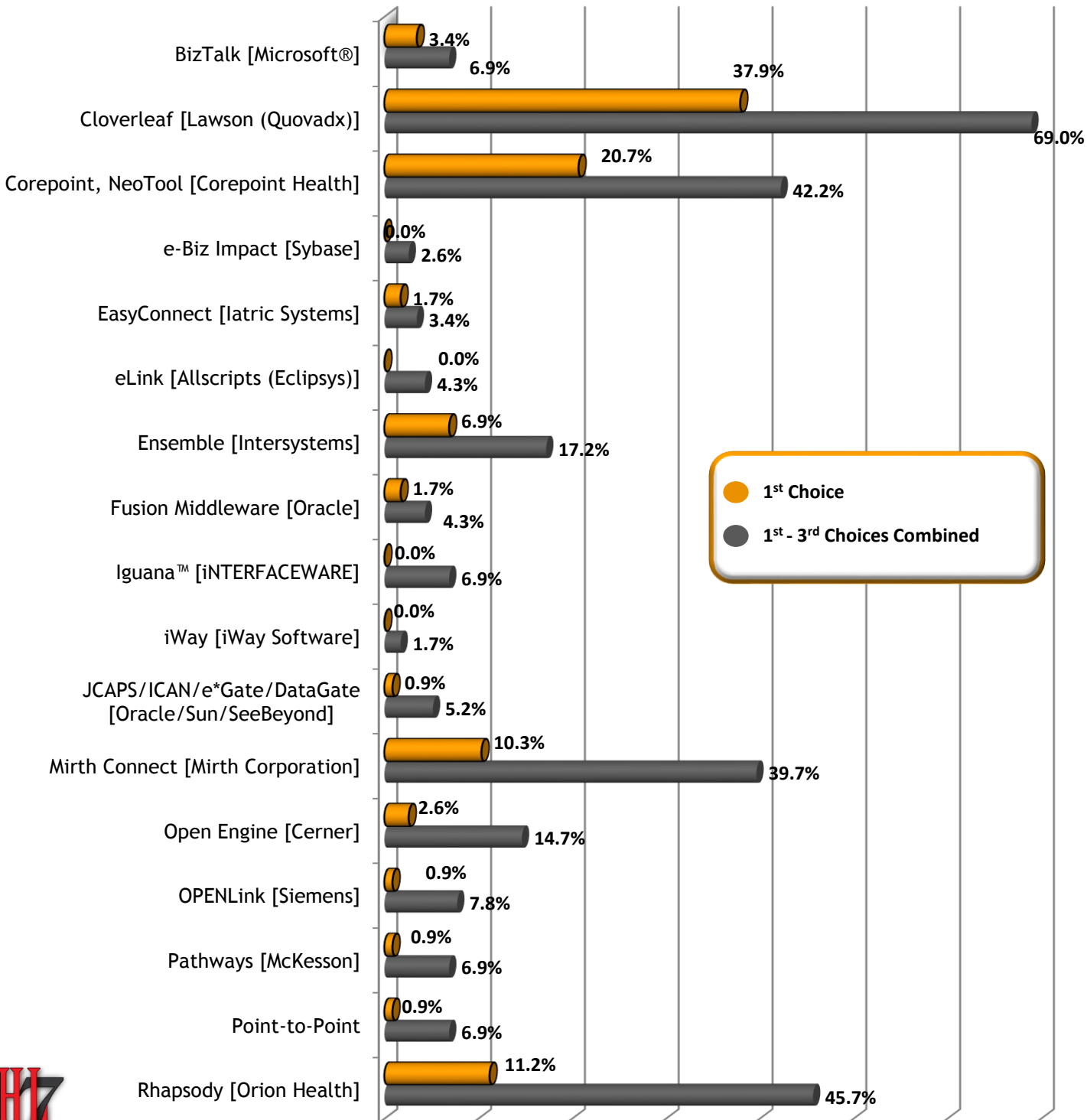
## FHIR Experience & Future - *Full-time (Perm)*

What is your experience with and perspective of the future of FHIR?



# Future Market Leaders - *Full-time (Perm)*

Who do you believe will be the HL7 Interface market leader in 3-5 years?





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## HL7 Interface Professionals Survey Results

### Compensation



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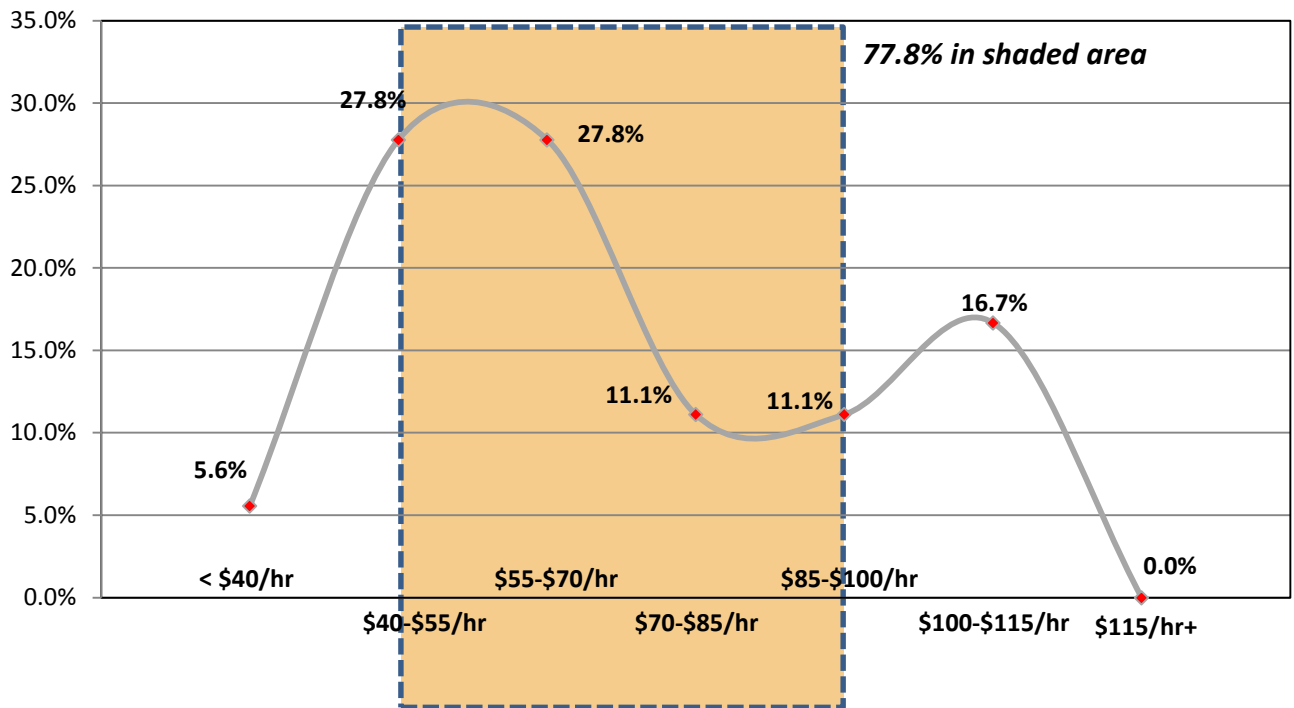
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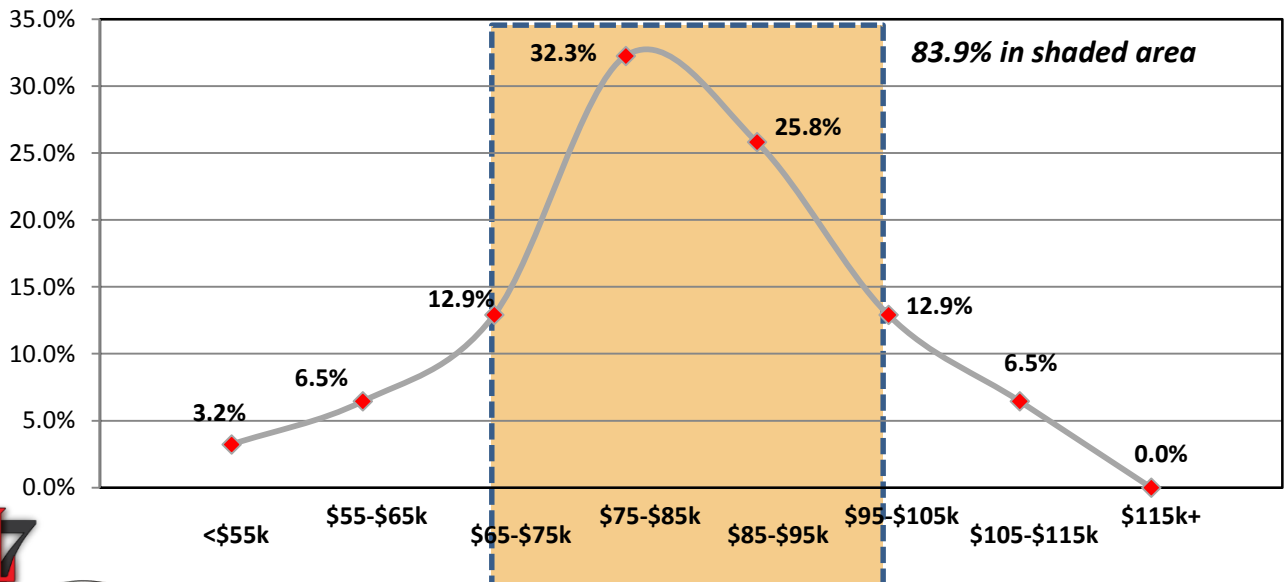
# Healthcare Integration Analysts

Reported Compensation

*Consultants/Contractors*



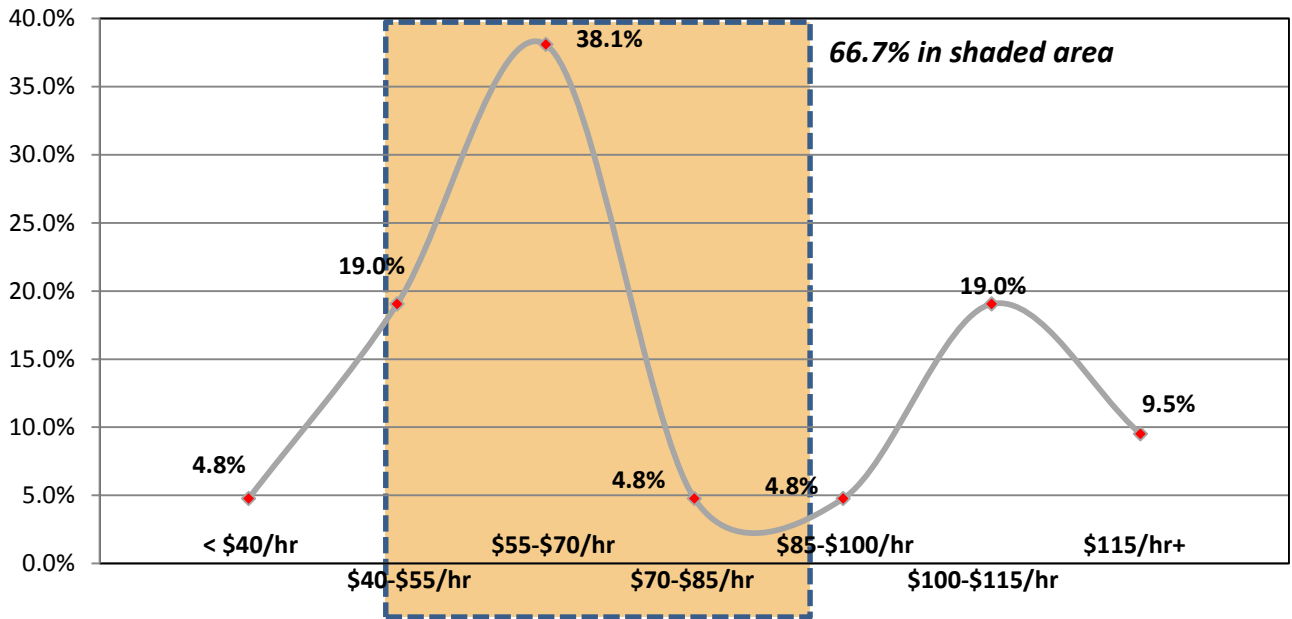
*Perm Employees*



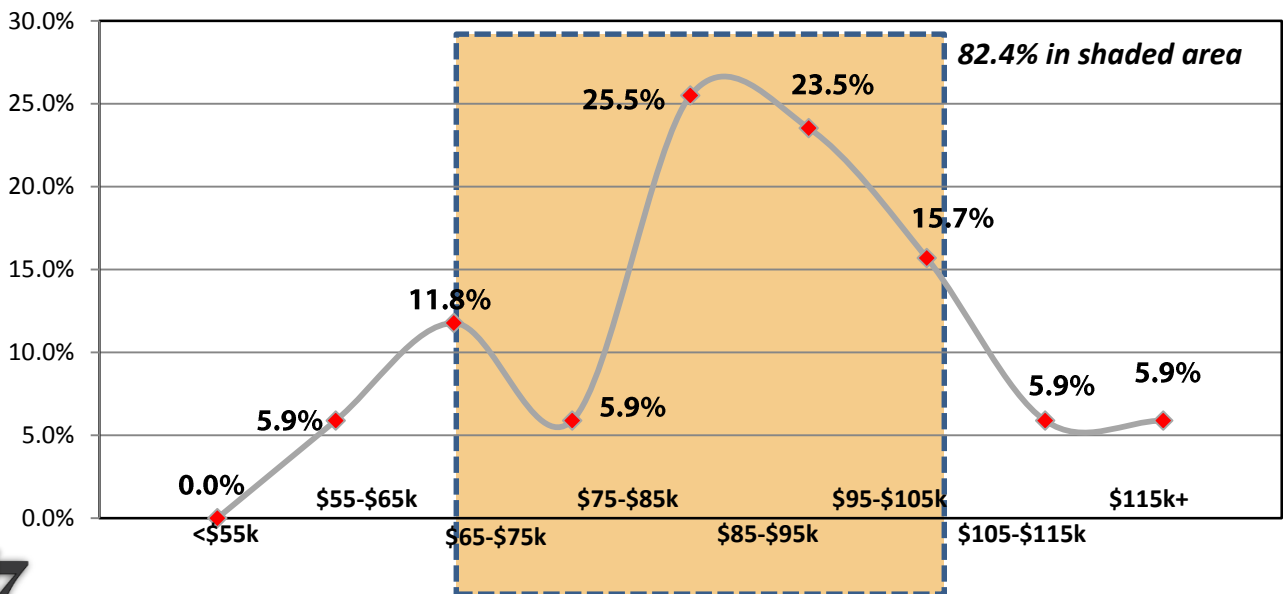
# Healthcare Integration Programmer/Developers

Reported Compensation

## Consultants/Contractors



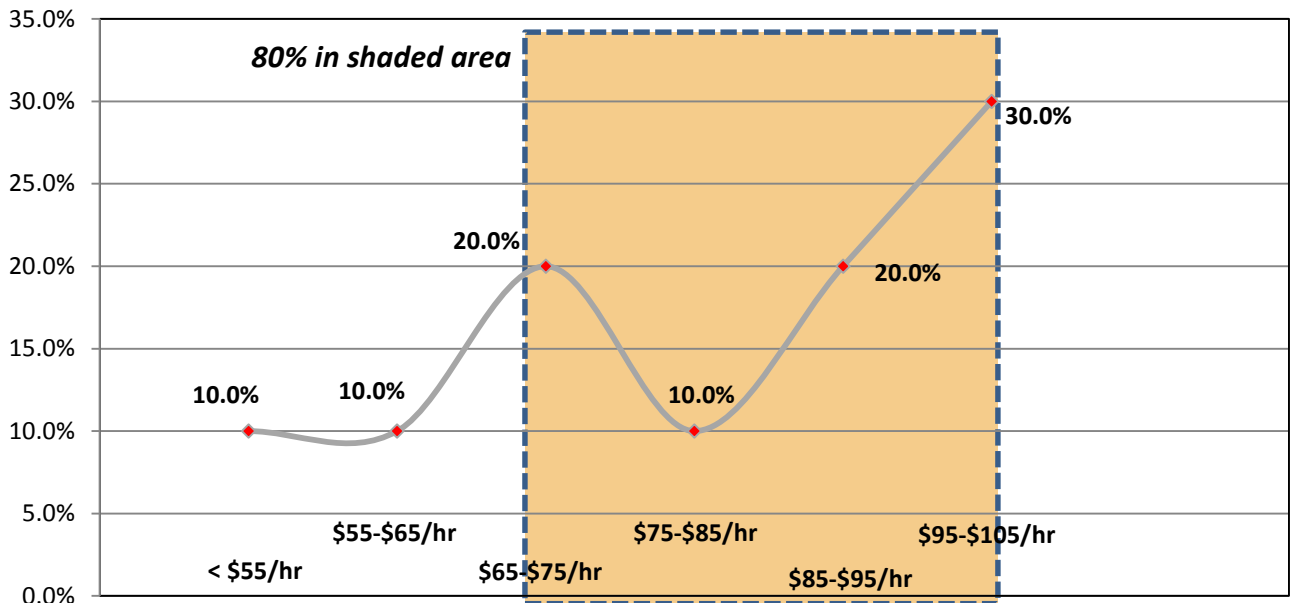
## Perm Employees



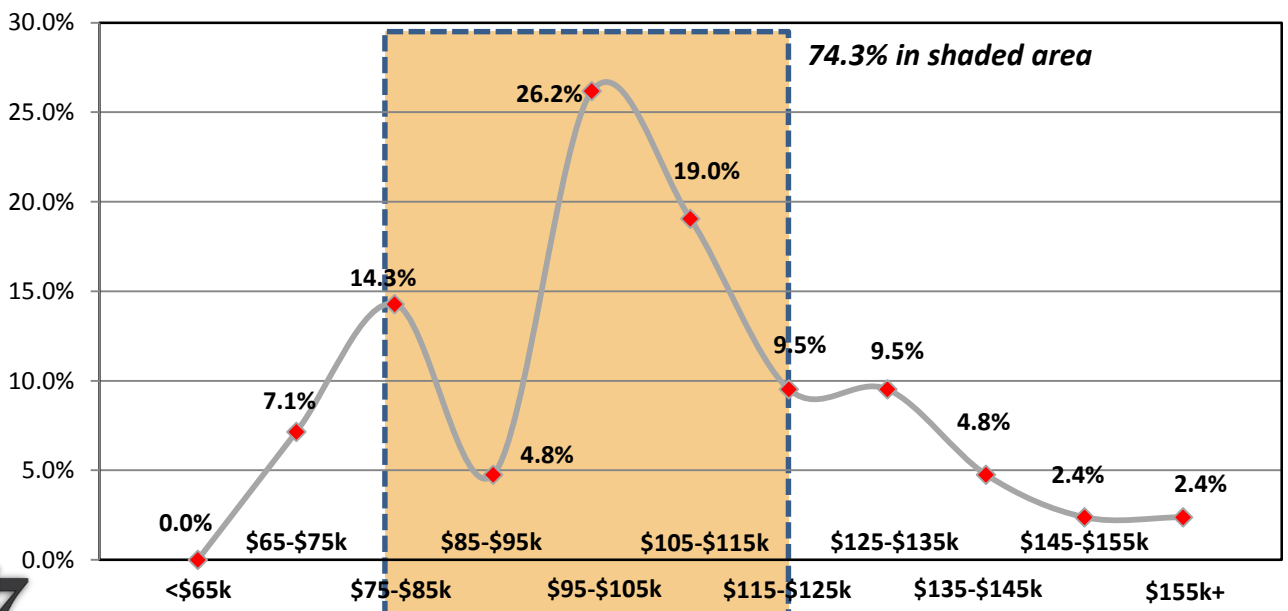
# Healthcare Integration Team Leads/Managers

Reported Compensation

*Consultants/Contractors*

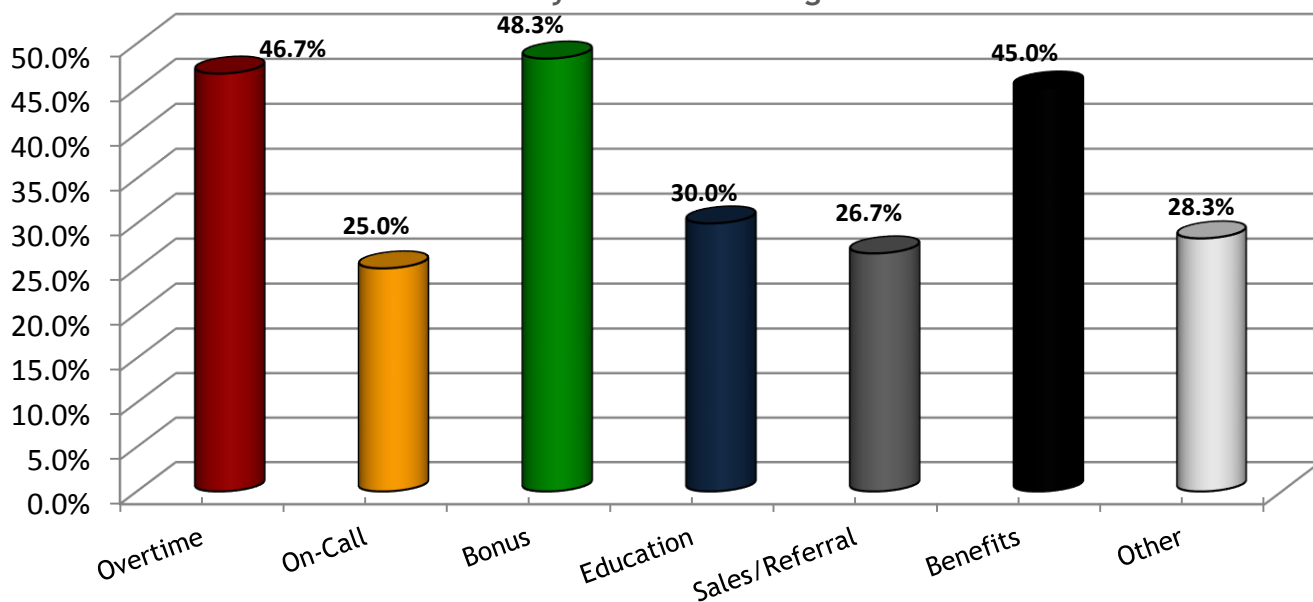


*Perm Employees*



## Other Compensation Variables - *Consultants*

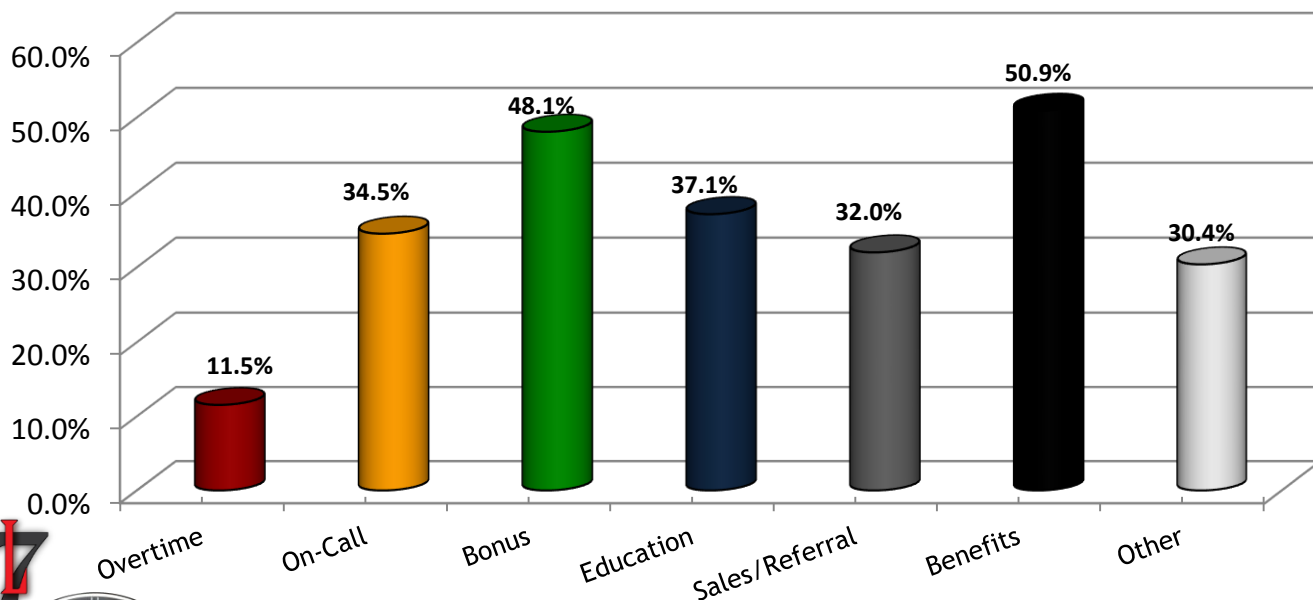
In addition to your base Pay Rate, tell us about other compensation variables you have in your current assignment?



**% of Participants Who Received Other Compensation**

## Other Compensation Variables - *Full-time (Perm)*

Tell us about other compensation variables you have in your current role?

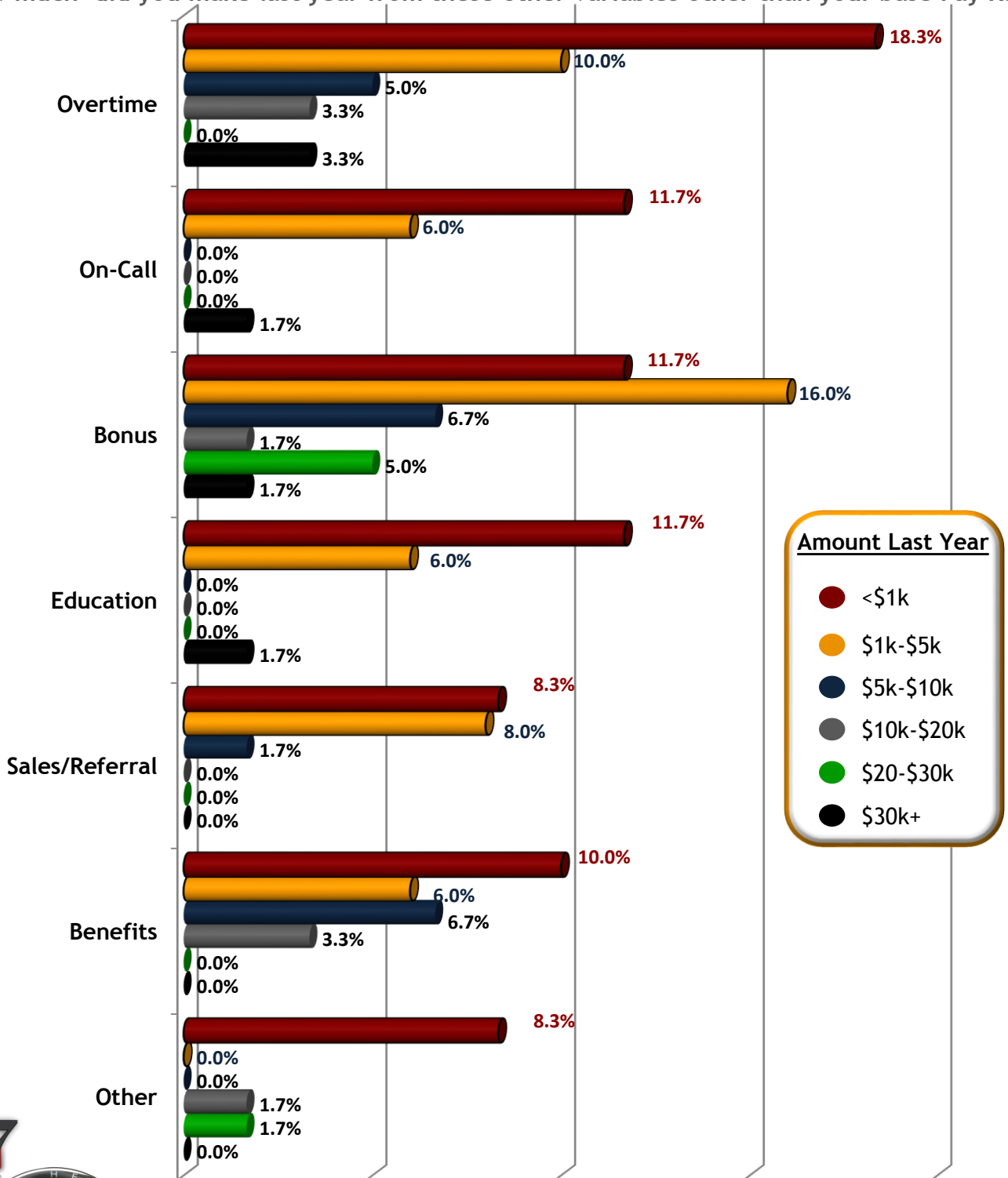


**% of Participants Who Received Other Compensation**



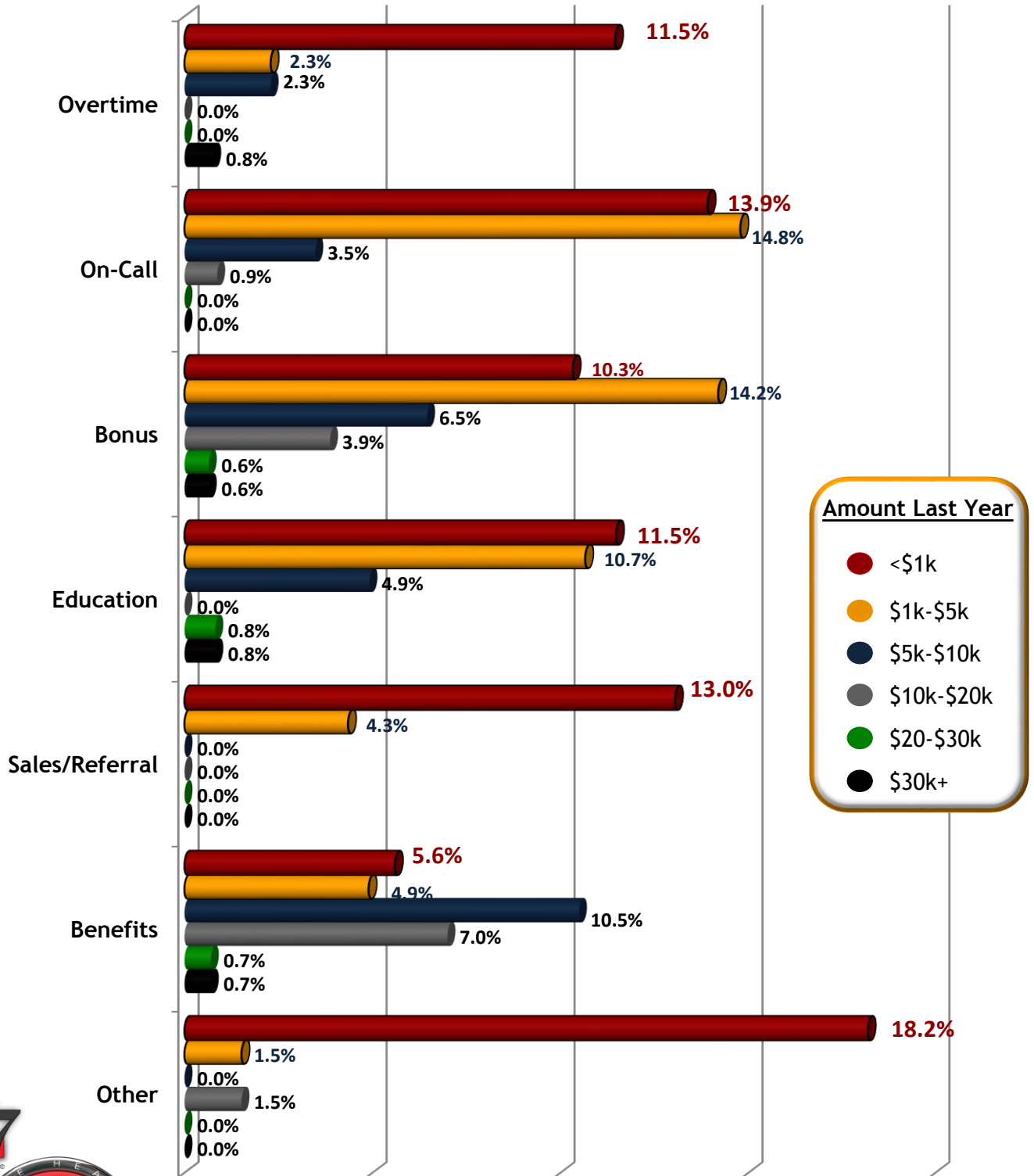
# Other Compensation Variable Amounts - *Consultants*

How much did you make last year from these other variables other than your base Pay Rate?



# Other Compensation Variable Amounts - *Full-time (Perm)*

How much did you make last year from these other variables?



# HEALTHCARE INTEGRATION

That's what we do!  
Connecting and Protecting Health Information...

Core Health Technologies delivers healthcare IT solutions to help solve our clients' challenges. We started with a tight focus on healthcare integration (HL7/X12) and grew a reputation for delivering results. Since then we have grown to support our clients across the IT enterprise, expanding beyond integration into other disciplines including information security, EMR/EHR, and revenue cycle.



Core Health Technologies' unique business model of having a tight focus on a very specific skill discipline, growing an expertise within that discipline, and then investing into that specific community has helped us build a platform that produces results quickly and cost effectively. Our business model has also resonated with healthcare organizations across the country as they experience our values of **RESULTS, LEADERSHIP, and EXPERTISE** in the execution of our day-to-day performance of business.



As a vendor-neutral solution, Core Technologies can answer the call and deliver the results you need. Whether it is building a team to conduct all the integrations for a specific project, providing specific expertise to lead an effort for a specific project or length of time, or providing ongoing integration services long-term to minimize cost and increase control, you can count on our **RESULTS – LEADERSHIP – EXPERTISE**.

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