

Healthcare Industry Compliance Staffing and Budget Benchmarking and Guidance Survey

2023



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BACKGROUND

In 2022, the Health Care Compliance Association® (HCCA®) commissioned a new wave of salary research among compliance professionals in the health care industry. Among other measures, the research looked at how salaries compare across a range of individual and firm characteristics, including company revenue, employee size, compliance budget, and ownership structure.

One benefit of the salary survey is the ability to establish up-to-date staffing and compliance budget benchmarks. To that end, the tables in this report show how compliance team size and budget differ by firm characteristics, allowing members to compare their own staff and budget levels to those of similar firms.

USING THIS REPORT

The tables in this report show how compliance staffing and budget compare across a number of factors. As you review the tables, keep in mind that the data are based on self-reported survey results, and that for some categories, small sample sizes of respondents make the results more directional than definitive. What's more, please keep in mind that many factors combine to influence staffing and budget levels, so if what you see in the data differs from your own situation, it is most likely the result of other characteristics that may be unique to your firm.

A note on reading the tables: the categories by which the data are broken down are in the left-hand column and the staffing and budget percentages for each category read across, horizontally.

SURVEY DATA

Most firms in the health care industry with revenues under \$500 million have 1-5 employees in their compliance group. Compliance staff size ramps up dramatically above that revenue level; in fact, a majority of firms with revenues of \$3 billion or more have more than 20 employees in compliance.

BY REVENUE OF ORGANIZATION AS A WHOLE

	EMPLOYEES IN COMPLIANCE GROUP						
	1	2 to 5	6 to 10	11 to 15	16 to 20	21 to 50	More than 50
Less than \$5 million	39%	30%	12%	8%	2%	3%	5%
\$5 million to less than \$15 million	26%	47%	15%	4%	3%	3%	1%
\$15 million to less than \$30 million	25%	47%	15%	5%	3%	3%	1%
\$30 million to less than \$50 million	32%	38%	17%	5%	1%	3%	4%
\$50 million to less than \$100 million	18%	46%	18%	8%	5%	2%	3%
\$100 million to less than \$500 million	14%	50%	17%	11%	4%	4%	0%
\$500 million to less than \$1 billion	4%	40%	19%	11%	6%	15%	6%
\$1 billion to less than \$3 billion	0%	24%	25%	16%	18%	11%	5%
\$3 billion or more	4%	10%	9%	9%	13%	25%	30%

That general pattern is the same when we look at the number of compliance employees by the revenues for just those portions of the organization the compliance team serves. Specifically, majorities of organizations with compliance-reliant revenues under \$500 million have compliance teams made up of 5 or fewer employees, while 56% of firms with \$3 billion plus in revenues have teams of more than 20 employees.

BY REVENUE OF PORTION OF ORGANIZATION COMPLIANCE GROUP SERVES

	EMPLOYEES IN COMPLIANCE GROUP						
	1	2 to 5	6 to 10	11 to 15	16 to 20	21 to 50	More than 50
Less than \$5 million	28%	34%	13%	10%	3%	4%	8%
\$5 million to less than \$15 million	24%	45%	14%	6%	3%	4%	3%
\$15 million to less than \$30 million	25%	48%	13%	3%	4%	6%	0%
\$30 million to less than \$50 million	34%	41%	11%	9%	0%	1%	4%
\$50 million to less than \$100 million	17%	46%	20%	6%	6%	2%	4%
\$100 million to less than \$500 million	15%	51%	17%	8%	3%	4%	3%
\$500 million to less than \$1 billion	4%	38%	22%	11%	5%	16%	4%
\$1 billion to less than \$3 billion	1%	20%	25%	15%	20%	12%	7%
\$3 billion or more	0%	4%	11%	12%	17%	28%	28%

In general, we see a big shift in the size of compliance teams once firms hit 5,000 employees overall. Below that level, most firms have 1-5 member compliance groups. For firms with 5,000-9,999 employees, most have 2-10 employee teams. Another shift occurs at 10,000 employees: from 10,000 to 29,999, most have teams of 6-20 employees, while for the most part, firms with 30,000 or more employees tend to have compliance groups of 20+ members. Note: nearly 6 in 10 firms with 100,000 or more employees overall have a compliance team with more than 50 members.

BY EMPLOYEES IN ORGANIZATION AS A WHOLE

	EMPLOYEES IN COMPLIANCE GROUP						
	1	2 to 5	6 to 10	11 to 15	16 to 20	21 to 50	More than 50
Less than 100	47%	39%	5%	0%	0%	5%	3%
100–249	48%	44%	4%	1%	0%	1%	1%
250–499	35%	46%	8%	4%	1%	0%	6%
500–999	29%	51%	13%	4%	1%	1%	1%
1,000–1,999	10%	54%	21%	9%	1%	3%	1%
2,000–2,999	18%	53%	16%	3%	4%	6%	0%
3,000–4,999	13%	49%	18%	8%	4%	6%	3%
5,000–7,499	3%	39%	29%	19%	7%	3%	0%
7,500–9,999	0%	22%	37%	15%	15%	12%	0%
10,000–14,999	2%	18%	23%	24%	21%	8%	5%
15,000–19,999	3%	13%	31%	19%	19%	16%	0%
20,000–29,999	3%	11%	19%	19%	22%	22%	5%
30,000–49,999	3%	19%	5%	5%	16%	43%	8%
50,000–74,999	8%	8%	17%	8%	13%	17%	29%
75,000–99,999	0%	12%	24%	6%	6%	35%	18%
100,000 or more	7%	11%	4%	4%	7%	9%	58%

When looking at size of teams by the number of employees in divisions served by the compliance group, we see similar breakpoints: one jump at 5,000 employees overall, another at 10,000, and a third at 30,000 employees. Note that two-thirds of firms with 100,000 or more employees served by compliance have a compliance team of more than 50 employees.

BY EMPLOYEES IN PORTION OF ORGANIZATION COMPLIANCE GROUP SERVES

	EMPLOYEES IN COMPLIANCE GROUP						
	1	2 to 5	6 to 10	11 to 15	16 to 20	21 to 50	More than 50
Less than 100	23%	27%	15%	6%	7%	14%	9%
100–249	41%	39%	4%	6%	0%	4%	6%
250–499	35%	47%	6%	4%	1%	1%	6%
500–999	23%	54%	15%	3%	1%	1%	2%
1,000–1,999	15%	55%	18%	6%	1%	1%	5%
2,000–2,999	14%	58%	17%	3%	6%	2%	0%
3,000–4,999	14%	51%	18%	11%	2%	3%	2%
5,000–7,499	3%	41%	28%	17%	6%	3%	3%
7,500–9,999	3%	21%	32%	18%	15%	12%	0%
10,000–14,999	0%	14%	20%	24%	22%	12%	6%
15,000–19,999	0%	10%	34%	17%	21%	10%	7%
20,000–29,999	0%	4%	18%	25%	25%	14%	14%
30,000–49,999	0%	11%	7%	7%	14%	46%	14%
50,000–74,999	0%	0%	33%	0%	17%	17%	33%
75,000–99,999	0%	0%	27%	9%	9%	55%	0%
100,000 or more	0%	0%	0%	0%	22%	11%	67%

Compliance teams tend to be largest in publicly traded companies: 47% have a team of 11 or more employees. On the flip side, majorities of government institutions, privately held firms, and nonprofits have compliance teams of 5 or fewer employees.

BY ORGANIZATION TYPE

HEALTHCARE	EMPLOYEES IN COMPLIANCE GROUP						
	1	2 to 5	6 to 10	11 to 15	16 to 20	21 to 50	More than 50
Nonprofit	16%	38%	17%	8%	6%	8%	7%
Privately held	23%	42%	16%	8%	4%	4%	2%
Publicly traded	12%	29%	13%	10%	6%	12%	19%
Governmental	25%	27%	6%	16%	10%	14%	2%
Academic	5%	18%	26%	15%	18%	13%	5%
Other	8%	46%	23%	8%	8%	0%	8%

Not surprisingly, compliance budgets increase as organizational revenues increase. For example, majorities of those with revenues less than \$15 million have a budget under \$100,000. At the other extreme, majorities of firms with \$1 billion or more in revenues have budgets of \$1 million plus.

BY REVENUE OF ORGANIZATION AS A WHOLE

	ANNUAL COMPLIANCE BUDGET				
	Less than \$100,000	\$100,000 to \$249,999	\$250,000 to \$499,999	\$500,000 to \$999,999	\$1 million or more
Less than \$5 million	71%	15%	3%	3%	7%
\$5 million to less than \$15 million	58%	15%	13%	9%	5%
\$15 million to less than \$30 million	43%	17%	17%	7%	16%
\$30 million to less than \$50 million	57%	25%	9%	5%	5%
\$50 million to less than \$100 million	35%	17%	25%	13%	10%
\$100 million to less than \$500 million	17%	18%	23%	23%	18%
\$500 million to less than \$1 billion	13%	10%	18%	23%	38%
\$1 billion to less than \$3 billion	11%	4%	5%	18%	63%
\$3 billion or more	14%	5%	5%	7%	70%

The relationship between revenue and compliance budget is similar when one considers revenue for just that portion of the organization served by the compliance group.

BY REVENUE OF PORTION OF ORGANIZATION COMPLIANCE GROUP SERVES

	ANNUAL COMPLIANCE BUDGET				
	Less than \$100,000	\$100,000 to \$249,999	\$250,000 to \$499,999	\$500,000 to \$999,999	\$1 million or more
Less than \$5 million	67%	14%	7%	4%	8%
\$5 million to less than \$15 million	51%	17%	12%	12%	8%
\$15 million to less than \$30 million	45%	20%	18%	7%	11%
\$30 million to less than \$50 million	48%	21%	17%	6%	8%
\$50 million to less than \$100 million	39%	16%	18%	14%	12%
\$100 million to less than \$500 million	19%	17%	23%	20%	20%
\$500 million to less than \$1 billion	17%	10%	15%	22%	37%
\$1 billion to less than \$3 billion	9%	5%	4%	14%	68%
\$3 billion or more	4%	0%	4%	8%	85%

Compliance budgets also tend to increase with overall employee size. Majorities of those with fewer than 500 employees have a budget of \$100,00 or less. Budgets grow quickly once firms reach the 5,000 employee level.

BY EMPLOYEES IN ORGANIZATION AS A WHOLE

	ANNUAL COMPLIANCE BUDGET				
	Less than \$100,000	\$100,000 to \$249,999	\$250,000 to \$499,999	\$500,000 to \$999,999	\$1 million or more
Less than 100	79%	7%	7%	0%	7%
100–249	61%	20%	13%	4%	2%
250–499	61%	16%	11%	6%	6%
500–999	41%	23%	20%	5%	11%
1,000–1,999	14%	22%	22%	24%	20%
2,000–2,999	35%	24%	15%	11%	15%
3,000–4,999	27%	9%	25%	25%	14%
5,000–7,499	13%	0%	3%	31%	53%
7,500–9,999	6%	0%	6%	13%	75%
10,000–14,999	9%	0%	9%	18%	64%
15,000–19,999	0%	22%	0%	11%	67%
20,000–29,999	9%	0%	9%	0%	82%
30,000–49,999	23%	0%	8%	8%	62%
50,000–74,999	0%	25%	13%	13%	50%
75,000–99,999	0%	0%	0%	0%	100%
100,000 or more	33%	7%	0%	13%	47%

We see the same breakpoints when we look at the number of employees in the portion of the organization served by the compliance group: budgets of less than \$100,000 for most groups serving fewer than 500 employees, and budgets of \$1 million or more for most groups serving 5,000 or more employees. Note that small sample sizes for firms at the highest employee sizes make these results more directional than definitive.

BY EMPLOYEES IN PORTION OF ORGANIZATION COMPLIANCE GROUP SERVES

	ANNUAL COMPLIANCE BUDGET				
	Less than \$100,000	\$100,000 to \$249,999	\$250,000 to \$499,999	\$500,000 to \$999,999	\$1 million or more
Less than 100	59%	11%	6%	3%	21%
100–249	56%	20%	13%	5%	5%
250–499	57%	15%	13%	7%	8%
500–999	42%	20%	20%	7%	10%
1,000–1,999	16%	22%	20%	24%	18%
2,000–2,999	28%	26%	18%	15%	13%
3,000–4,999	24%	12%	21%	26%	17%
5,000–7,499	16%	0%	3%	28%	53%
7,500–9,999	7%	7%	7%	7%	73%
10,000–14,999	11%	0%	11%	11%	67%
15,000–19,999	22%	11%	0%	11%	56%
20,000–29,999	0%	0%	11%	0%	89%
30,000–49,999	0%	0%	0%	0%	100%
50,000–74,999	25%	0%	0%	25%	50%
75,000–99,999	0%	0%	0%	0%	100%
100,000 or more	0%	0%	0%	33%	67%

Academic institutions tend to have the highest compliance budgets; publicly traded and government fall next; nonprofits and privately held firms have the lowest compliance budgets.

BY ORGANIZATION TYPE

	ANNUAL COMPLIANCE BUDGET				
	Less than \$100,000	\$100,000 to \$249,999	\$250,000 to \$499,999	\$500,000 to \$999,999	\$1 million or more
HEALTHCARE					
Nonprofit	39%	15%	12%	11%	22%
Privately held	38%	17%	16%	13%	17%
Publicly traded	23%	14%	14%	14%	36%
Governmental	31%	6%	23%	9%	31%
Academic	11%	6%	0%	28%	56%
Other	67%	0%	0%	0%	33%

SURVEY METHODOLOGY

In June 2022, an email invitation was sent to approximately 50,000 individuals.

The data in the report was drawn from 920 responses from individuals who:

- Work for a healthcare provider
- If a Chief Compliance Officer, is responsible for at least 26% of an organization's legal and regulatory risk

This report is based solely on this group. Strict confidence of survey responses was maintained throughout the course of the project.

Final results were tabulated by Fondulas Strategic Research, and the salary report was completed in August 2022. The data was then retabulated to create this benchmarking report.

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ABOUT HCCA

HCCA is a non-profit professional membership organization for healthcare compliance professionals. Since 1996, we have been championing ethical practices and compliance standards to promote lasting success and integrity of healthcare organizations. In 2011, HCCA incorporated with SCCE® to form Society of Corporate Compliance and Ethics® & Health Care Compliance Association® (SCCE & HCCA). From our headquarters in Minneapolis, MN, HCCA serves more than 12,200 members who work at hospitals, medical groups, clinics, research facilities, health plan providers, and more.

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