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## Food For Thought



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[Workplace Salaries: What You Don't Know... Is Sometimes for the Best!](#)



**Could *your* healthcare facility benefit from this?**

***Every healthcare facility can benefit from Revenue Enhancement!***

Clint Maun, CSP has **two new programs** *custom-designed* to help you enhance your **revenue streams** and deliver increased customer satisfaction, smoother operations and sustainable, long-term market viability, especially given the forthcoming changes resulting from the recent healthcare reform!

These exciting new programs bring a wealth of proven-solutions to bear on improving your facility's revenue, so you can invest in other important aspects of your business, such as staff rewards & retention, site/technology improvements, partnership integration projects and more!

## **The Future Of Reimbursement Is Now: Take Action Today**

*Wow! Look at the healthcare changes now in process and slated for the future. The U.S. government has an aggressive agenda which will considerably affect reimbursement for healthcare providers. The new healthcare system requires providers to be more competitive and customer service oriented to receive their full reimbursement. These stated changes are already having huge implications related to partnerships, integration and guaranteed outcomes. In this session, attendees will understand the importance of positioning their organizations for the changes to come. They will be provided immediate, necessary and practical action steps to address aspects such as bundling of reimbursements, development of ACOs and Value-Based Purchasing based upon quality measures and customer satisfaction.*



## **The Kaleidoscope of Medicare Makeover**

*Playing with a kaleidoscope is always intriguing. Merely turning the rocks some will create an entirely new image. This is also the case with most long term care organizations. It is possible to substantially increase the organization's Medicare/Managed Care occupancy by simply rearranging a few critical "rocks". A complete redo or extreme makeover very often is unnecessary. In this session participants will learn how to use a team approach to create a more attractive, functional and productive environment through strategies such as delivery of service in the right location at the right time for the right result, implementation of correct staffing plans and advantageous utilization of building space.*

**Let Clint Maun show your organization how to  
Increase Revenue Now while Preparing for Tomorrow!**

**Review Clint Maun's Biography and References at <http://www.maunlemke.com>  
or call Kathy Cain at 800.356.2233 for more information**



**Book multiple speakers for a \$\$\$ discount.  
Ask us how!**

## **Workplace Salaries: What You Don't Know... Is Sometimes for the Best!**

With the New Year quickly approaching, pay raises and bonuses are often on the top of our minds. And although we should always certainly strive to be paid what we are worth, it may not be in our best interests to know what our colleagues and superiors are making. In fact, a new study by researchers at the University of California at Berkeley and Princeton University suggests that if all of our salaries were made known tomorrow, half of us would be made miserable and the other half would be made no happier.

The above situation is almost exactly what happened at the University of California. Faculty and staff there are on the state's payroll. The passage in California of a right-to-know law in March 2008 enabled the *Sacramento Bee* to publish state worker salaries on its website. Researchers contacted a random set of workers at three UC campuses and informed them of the website. A few days later, they surveyed all campus employees on how they used the *Bee's* site, on their satisfaction with their job and pay, and on whether they had job search intentions. They ultimately found that the usage of the site spread quickly, and 80 percent of new users said they looked up salary details on colleagues in their department. Among workers whose pay was below the median for their department, job satisfaction plunged and likelihood of searching for a new job increased. Interestingly, among those who were paid above the median, there was no meaningful change.

**Bottom line:** If you really feel the need to know what your colleagues are making, be prepared. Knowing such personal details can make the work environment tense, and it probably won't do much to boost morale. You're most likely better off by just focusing on yourself. Set personal salary goals, and work your hardest to achieve them—don't let the details of what your peers are (or aren't making) get in the way!

*"Money talks...but all mine ever says is good-bye."*  
—Anonymous

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