



A Look at Nursing Salaries and Beyond

NURSE.com
OnCourse Learning

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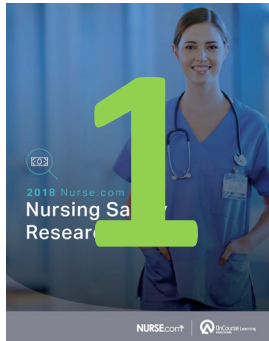
What we will cover today

2018 Nursing Salary Research Report

A candidate has accepted your offer. Now what?

Recruitment resources you can use

Nursing salary report



Male nurses make more than \$6,000 more per year than female nurses

Men
\$79,688



Women
\$73,090

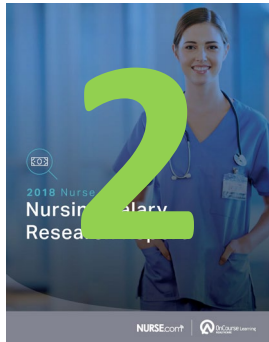
Salary negotiations

Float pool/registry

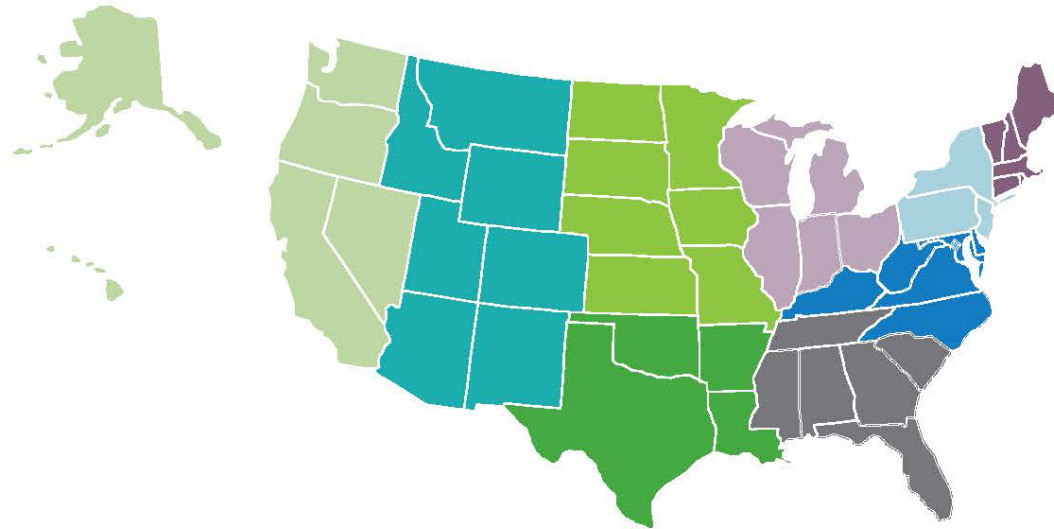
Travel nursing

Relocating

Nursing salary report



Salary is the most important compensation factor for all registered nurses

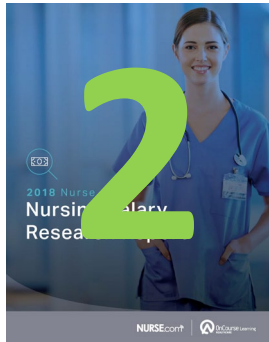


Region 1: \$76,566
Region 2: \$76,086
Region 3: \$66,435

Region 4: \$64,050
Region 5: \$67,911
Region 6: \$62,634

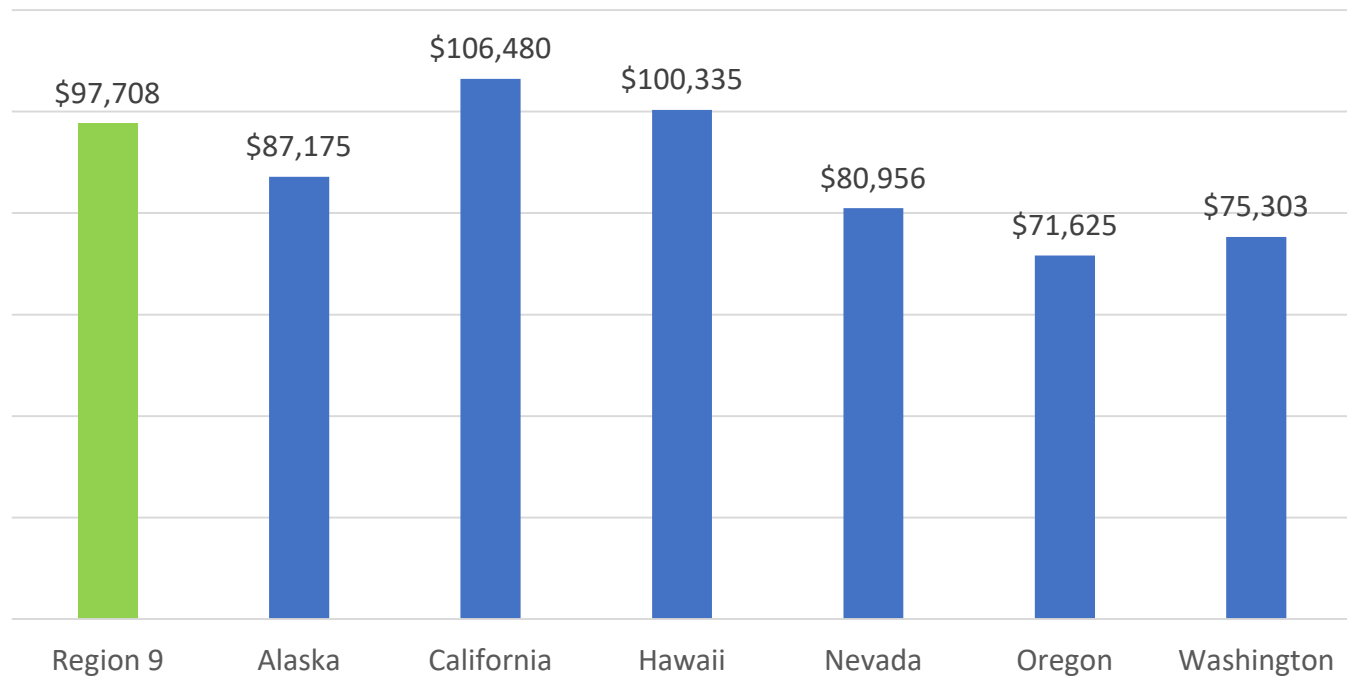
Region 7: \$71,649
Region 8: \$75,339
Region 9: \$97,708

Nursing salary report

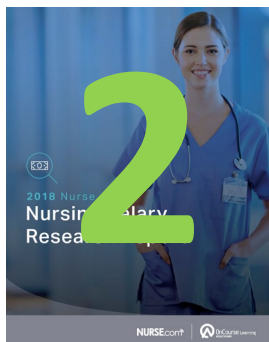


Salary is the most important compensation factor for all registered nurses

How satisfied are you with your current salary?



Nursing salary report



Role	Total Sample Size	Total Average Salary	Average Male Salary	Average Female Salary	Professional Certification
CEO/COO	12	\$157,437	\$113,084	\$172,222	42%
CNO/CNE	16	\$127,754	\$132,700	\$127,047	38%
Director	132	\$96,786	\$115,220	\$95,437	39%
Nurse Manager	202	\$92,025	\$93,937	\$91,862	44%
Assistant Nurse Manager	66	\$94,821	\$106,600	\$93,856	52%
Supervisor	166	\$79,717	\$93,200	\$78,475	34%
Charge Nurse	399	\$75,746	\$84,465	\$74,775	41%
Clinical Nurse Specialist	66	\$76,333	\$73,650	\$76,703	61%
Nurse Educator	182	\$75,602	\$80,571	\$75,187	53%
Case Manager	310	\$73,552	\$82,745	\$73,085	39%
Staff RN	2,368	\$69,224	\$75,833	\$68,521	36%
Clinician	41	\$81,377	\$116,000	\$80,512	56%
Other	520	\$147,096	\$86,383	\$151,469	46%
Consulting/Business Owner	15	\$106,155	\$69,000	\$108,809	47%

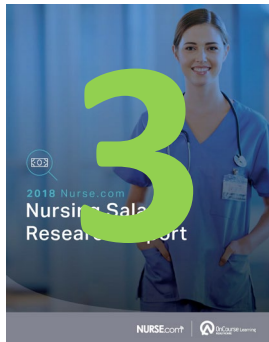
** Arrows highlight top 5 hardest roles to fill in your area

Nursing salary report

How do your salaries compare
to our survey results?

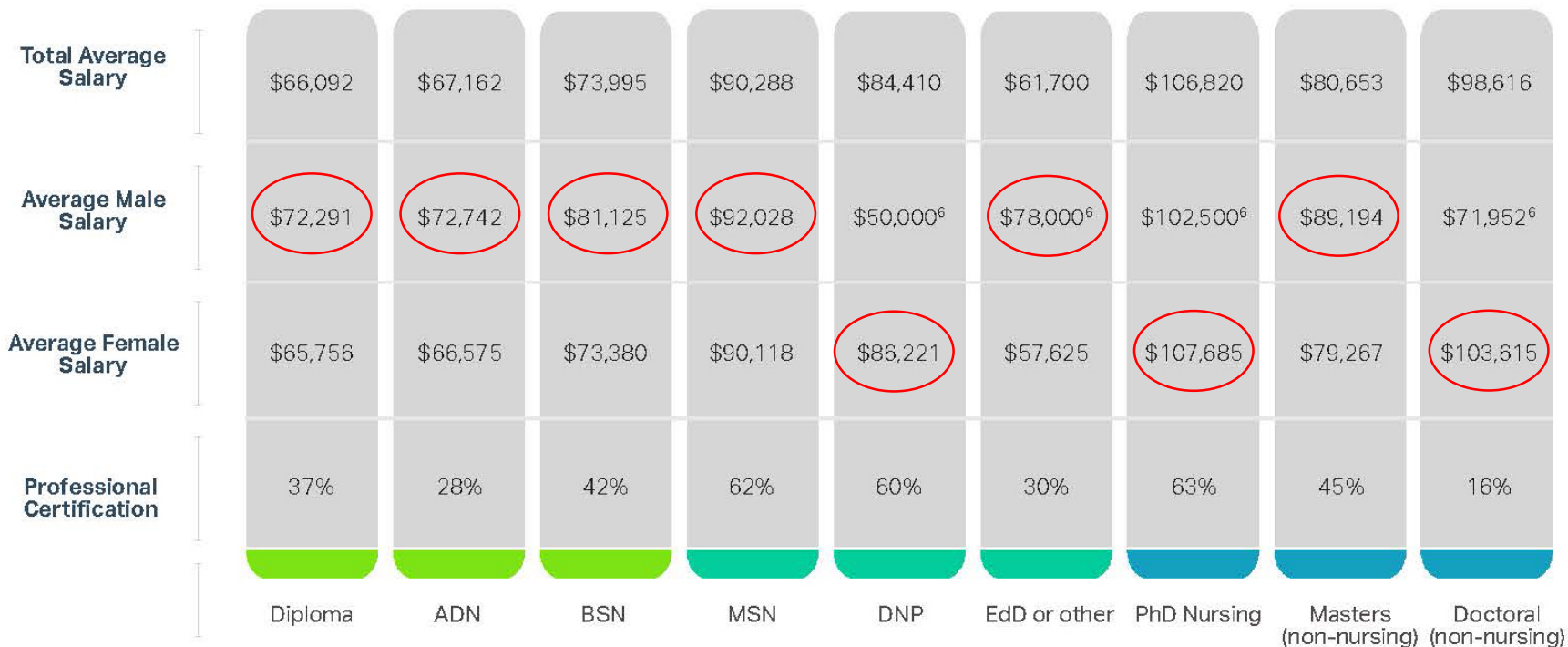


Nursing Salary Report



Education and certification correlate with higher salaries.

↑ Female nurses with certification reduced the salary gap to \$1,252

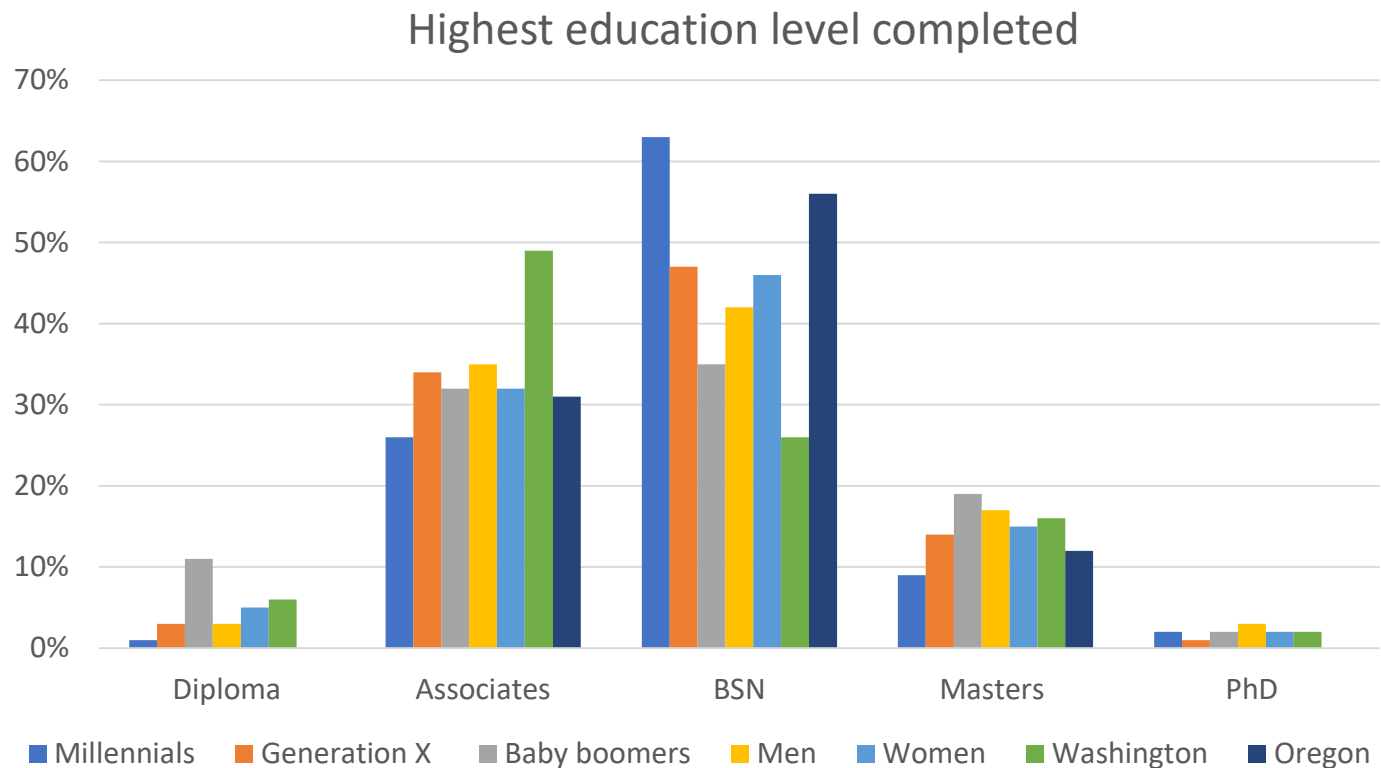


**6 next to number refers to sample size smaller than 5

Nursing salary report



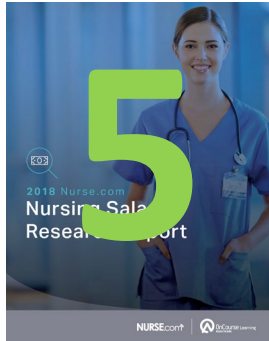
Many RNs plan to pursue higher education, training or certification to boost their income.



Generations

	Millennials (19-35)	Generation X (36-56)	Baby boomers (57-74)
What they looking for in a job	<ul style="list-style-type: none"> ✓ Want to be challenged ✓ Expect to learn ✓ Seek friendly, positive environments ✓ Dislike hierarchy ✓ Desire flex schedules ✓ Expect to be paid well ✓ Want to make a difference ✓ Expect options when making decisions 	<ul style="list-style-type: none"> ✓ Dynamic young leaders ✓ Desire to work with cutting-edge systems and tech ✓ Seek forward-thinking companies ✓ Desire flex schedules ✓ Value their input evaluated on merit instead of age/seniority 	<ul style="list-style-type: none"> ✓ Want to shine and be star ✓ Want to make a contribution ✓ Seek companies that fit with their personal vision/mission ✓ Like to work on teams ✓ Need clear, concise job expectations
Motivated by ...	<ul style="list-style-type: none"> ✓ Working with other bright people ✓ Time off 	<ul style="list-style-type: none"> ✓ Freedom from rules ✓ Time off 	<ul style="list-style-type: none"> ✓ Being valued, needed ✓ More compensation
Desired work and family life balance	<ul style="list-style-type: none"> ✓ Work to live ✓ Balance is important (will only sacrifice balance occasionally) ✓ Value lifestyle over upward mobility – even promotions 	<ul style="list-style-type: none"> ✓ Work to live ✓ Balance is important (will only sacrifice balance occasionally) 	<ul style="list-style-type: none"> ✓ Live to work ✓ As they near retirement are more interested in flexible hours to create some balance in their lives

Nursing salary report

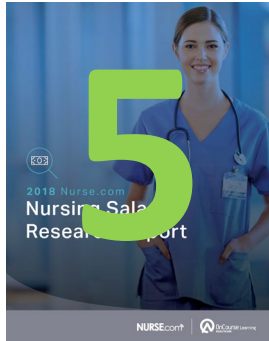


Understand what's most important per generation and gender when hiring nurses.

All generations and genders agree with these rankings



Nursing salary report



Understand what's most important per generation when hiring nurses.

	Millennials (19-35)	Generation X (36-56)	Baby boomers (57-74)
Average annual salary	\$65,877	\$74,745	\$82,033
Negotiate salary	17% always 32% never	22% always 29% never	24% always 33% never
Considering education, certification and training to boost salary	79%	57%	20%
Have certification	31%	40%	43%
Open to relocation	20% would 39% would consider	18% would 38% would consider	12% would 31% would consider

Nursing salary report



Key findings for Washington nurses

56% considering higher education, training or certification to boost salary

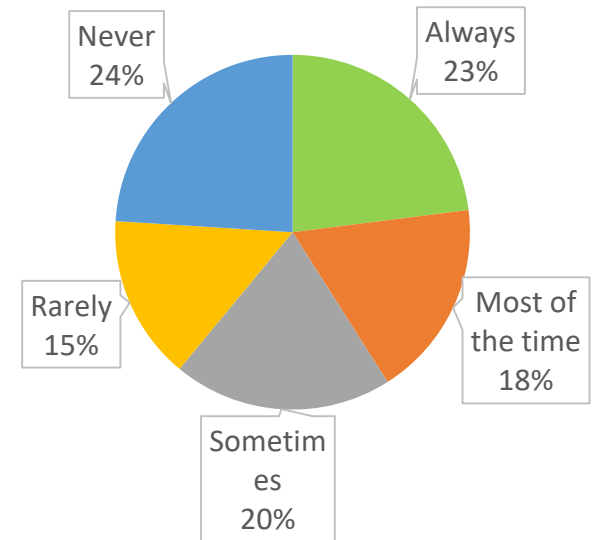
55% satisfied or very satisfied with salary

46% receive tuition reimbursement

36% have professional certification

27% receive paid or reimbursed CE

How often do you negotiate salary at the start of each new position?



Offer accepted. Now what?



Assess your onboarding

Cultural fit

Precepting

Mentoring

Residencies



Assess your onboarding



What types of onboarding programs do you use?



Retention rates matter

Estimated to cost \$300k for every turnover % point change



Bottom line

Reimbursement

Staffing

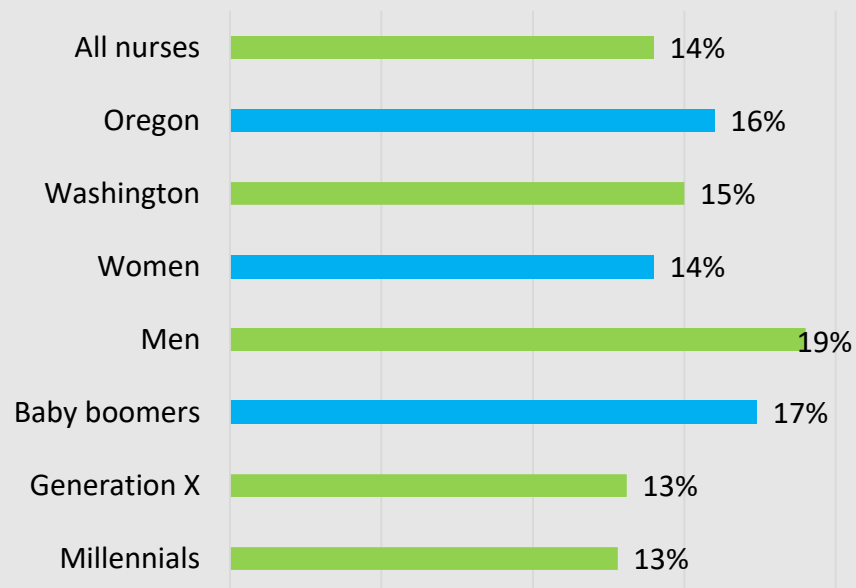
Retention rates matter



Costs \$37,000 to \$58,000
to replace each nurse

Can cost 2x that for RNs with
specialty training/certification

Nurses who are considering leaving the profession



Improve your retention

Determine and share what makes your workplace appealing



Environment

Shared Governance

Meaningful work

Career growth

Compensation

Flexibility

Improve your retention

Have you been successful in differentiating your workplace in the market?



Retention benefits



Track recruiting metrics

Cost per hire

Time to fill

Offer acceptance rate

Hires to goal

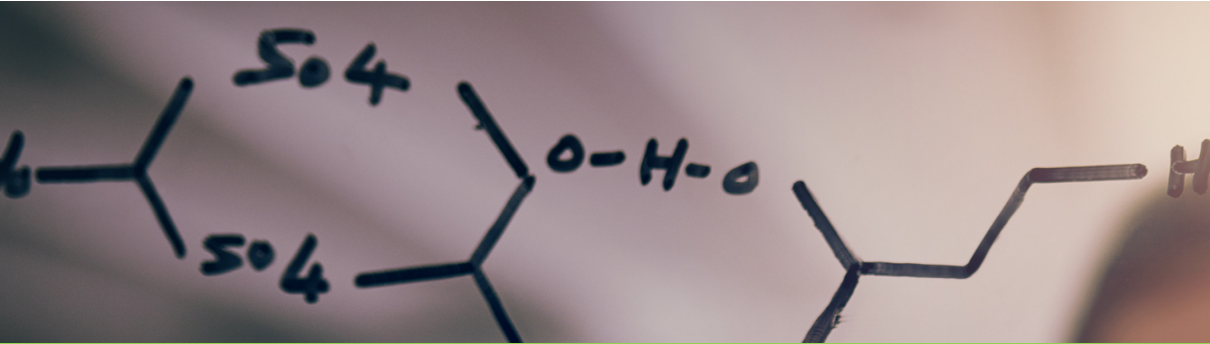
First-year term rates

Vacancy rate

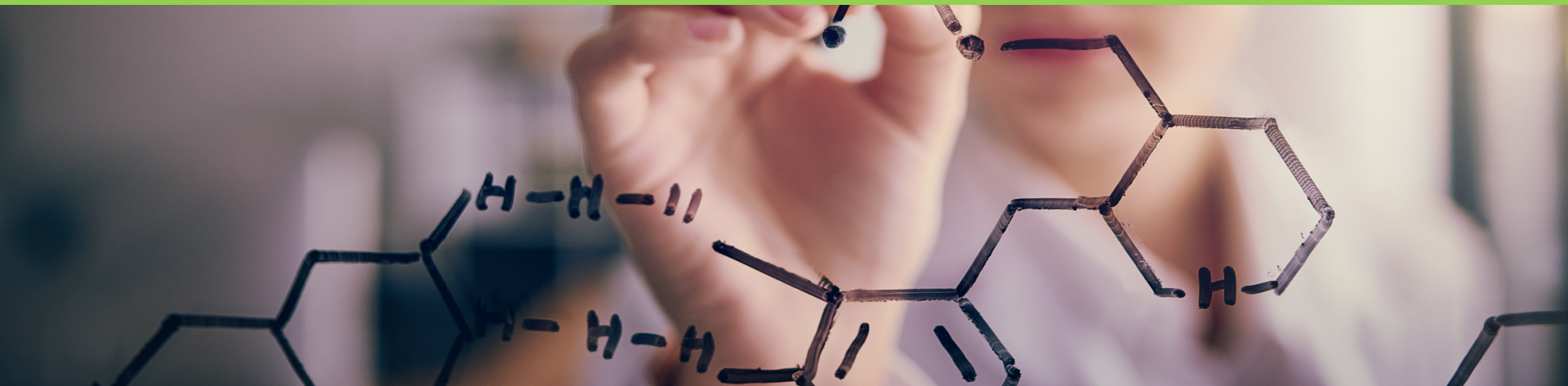
Retention rate



Track recruiting metrics



How many of these metrics do you use to benchmark?



Resources you can use

1. [Your Nursing Recruitment Resource Blog](#)
2. [2018 Nurse.com Salary Research Report](#)
3. [Weekly Recruitment Newsletter](#)
4. [The Key to Reducing Turnover](#)
5. [Turnover webinar](#)

