

Registered Nursing Compensation Insights



Health care organizations continue to face unprecedented clinical workforce shortages. The registered nurse (RN) workforce has been hit particularly hard due to post-pandemic burnout, unfavorable working conditions, and an insufficient pipeline of future clinicians. As critical staffing issues persist, organizations are looking for better ways to recruit and retain RNs in a competitive talent market.

Empower your organization to shape your RN workforce structures with the latest compensation benchmarks!

NEW!

SullivanCotter's **NEW Registered Nursing Compensation Survey** includes data from more than 700 organizations on approximately 350,000 nursing employees across 115 different positions.



Register to participate in the 2025 survey!

The survey offers valuable insights into:

- Data for nursing students, LPNs, NPs, CNMs, and CRNAs for a robust pulse on the holistic licensed and professional nursing market
- How market strategies vary based on level, setting, specialty, and experience
- The frequency of market data comparisons and best practices for effective program administration
- Premium pay design, bonus structures, and alternative work arrangements including per diem, extra shifts, rate differentials, call pay, bonuses and more

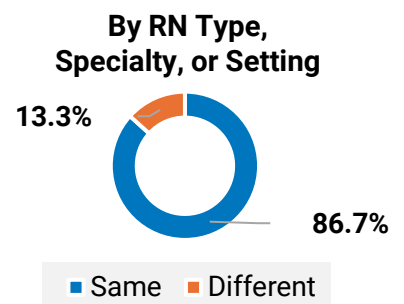
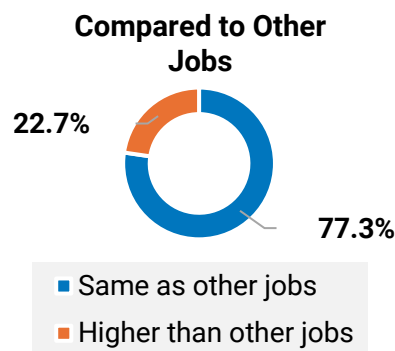
[View a sample of our data and insights below!](#)



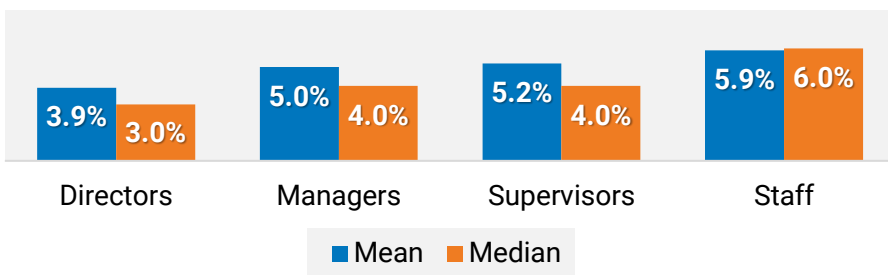
TAILORING MARKET STRATEGIES

Nearly half (46.7%) of health care organizations have established an RN-specific pay philosophy to accommodate unique workforce demands.

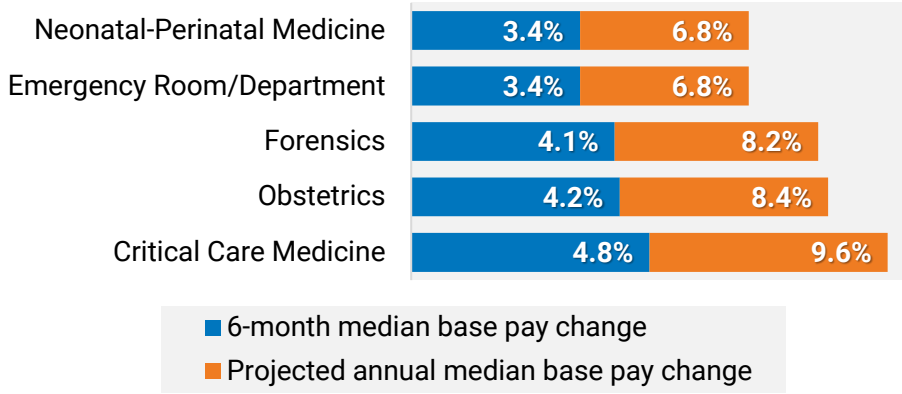
Target Market Percentiles



Market Increases



Changes in Base Pay



MARKET INCREASES

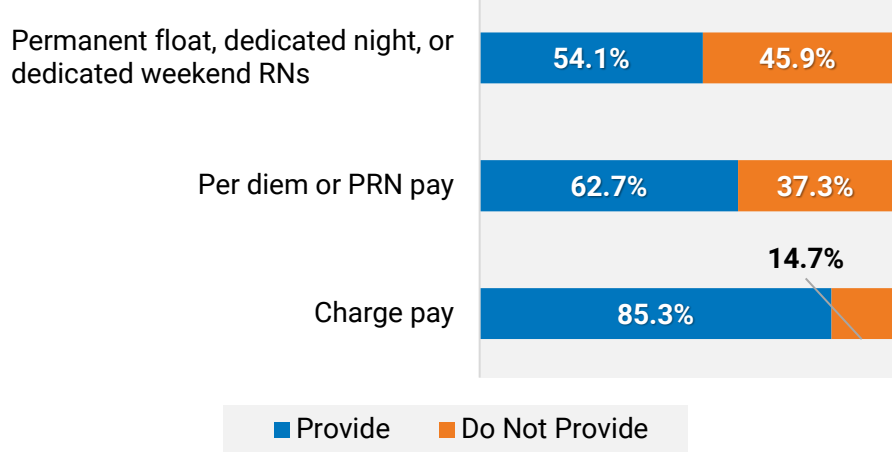
In early 2024, more than 50% of health care organizations undertook a large project to review and compare their RN pay to market data in order to assess competitiveness. These projects resulted in sizable base pay increases across the board.

On top of this, some RN specialties saw higher-than-average base pay market movement in 2024.

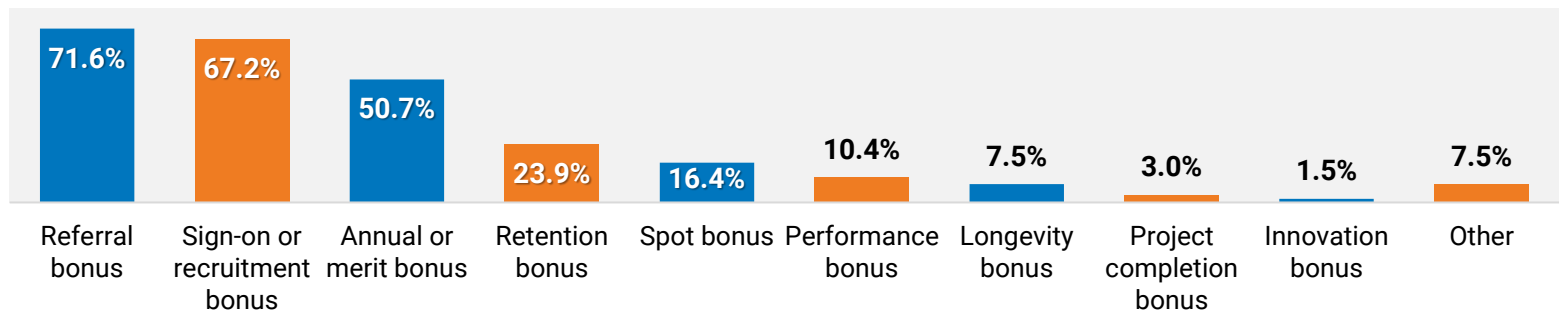
ADDITIONAL COMPENSATION

Premium pay programs are changing to better meet the needs of the evolving RN workforce. Many organizations are adopting innovative new practices to further workplace flexibility and strengthen the employee value proposition.

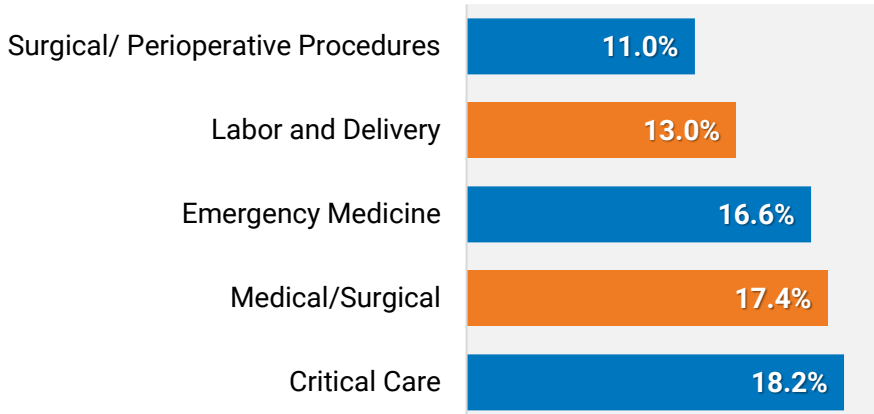
Prevalence of Additional Compensation - RNs



Types of Bonus Programs Provided to Staff RNs



Median Annual RN Turnover by Unit – July 2024



STAFFING UTILIZATION

More than 55% of Chief Nursing Officers rely on key staffing metrics – with turnover being the most critical – to assess and optimize their resources.