HOW DOES YOUR SALARY COMPARE?
Perioperative Nursing Staff Pay in 2022

**AVERAGE YEARLY EARNINGS**

VP/DIRECTORS & ASSISTANT VP/DIRECTORS OF NURSING: $123,600

$1,700 FROM 2021

STAFF NURSE: $79,400

$3,800 FROM 2021

**FACILITY SIZE**

No statistically significant difference in compensation was related directly to facility size, but the larger the number of staff members a manager oversees, the higher the compensation ($158 more per RN staff member).

**POPULATION SETTING**

Nurses in rural settings earned an estimated $5,400 less per year than nurses in suburban or urban settings.

**EDUCATION LEVEL**

Additional compensation based on education level

- $9,700 for master's degree
- $13,400 for doctorate

**CERTIFICATION**

Nurses with CNOR certification earn $2,600 more than nurses without this certification.

**HIRING BONUSES**

14% of nurses received a hiring bonus when they were hired (13% in 2021). Nearly half (48%) were $10,000 or more (39% in 2021).

**GEOGRAPHIC REGION**

Compensation above base average by region

**JOB TITLE**

Average base compensation by job title for large facility (>10 ORs)

- Staff nurses: $80,200
- Charge nurses: $92,700
- Clinical nurse specialists: $101,100
- Educators: $97,500
- RNFA: $97,000
- Nurse managers: $107,700
- Directors/assistant directors: $149,200

**EDUCATION LEVEL**

- Bachelor’s degree: $15,6K
- Master’s degree: $16.2K
- Doctorate: $12,3K

- Nurses in Maryland, Maine, and Florida were more than the model estimate

**TOP 5 REASONS FOR JOB SATISFACTION IN 2022**

1. Job itself
2. Coworkers (excluding managers and the surgical team)
3. Surgical team members
4. Benefits
5. Compensation/Job scheduling (tie)

**TOP 5 REASONS FOR JOB DISSATISFACTION IN 2022**

1. Compensation
2. Management
3. Work burnout
4. Workload
5. Organizational structure

**NURSING SHORTAGE**

The number of vacant full-time nursing positions increased from 11% in 2021 to 18% in 2022. 73% of nurse managers reported having at least 1 open position (2% from 2021).

**TOP 5 REASONS FOR SHORTAGE**

1. Job compensation and benefits
2. Burnout
3. Staff members changed employers or industry
4. Job-related stress (psychological)
5. Workload

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