**HOW DOES YOUR SALARY COMPARE?**

**Perioperative Nursing Staff Pay in 2022**

**AVG 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 master’s degree**
- **+ $13,400 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

**STAFF NURSE**

- **PACIFIC:** $79,400  
  **+ $21,000**
- **MID-ATLANTIC:** $79,400  
  **+ $19,000**
- **NEW ENGLAND:** $79,400  
  **+ $14,300**
- **MOUNTAIN:** $79,400  
  **+ $6,100**

Nurses in Arizona made $11,600 more than the model estimate.

Nurses in Minnesota made $10,200 more than the model estimate.

Nurses in Texas made $9,500 more than the model estimate.

Nurses in California made an average of $38,600 more than the model estimate.

**AVERAGE BASE COMPENSATION BY JOB TITLE FOR LARGE FACILITY (>10 ORs)**

- **STAFF NURSE:** $80,200
- **CHARGE NURSES:** $92,700
- **CLINICAL NURSE SPECIALISTS:** $101,100
- **EDUCATORS:** $97,500
- **RNFAS:** $97,000
- **NURSE MANAGERS:** $107,700
- **DIRECTORS/ASSISTANT DIRECTORS:** $149,200

**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).

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).

**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

**CALCULATE YOUR PAYCHECK POTENTIAL**

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