

# 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**  
master's degree



**+\$13,400**  
doctorate

## CERTIFICATION

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

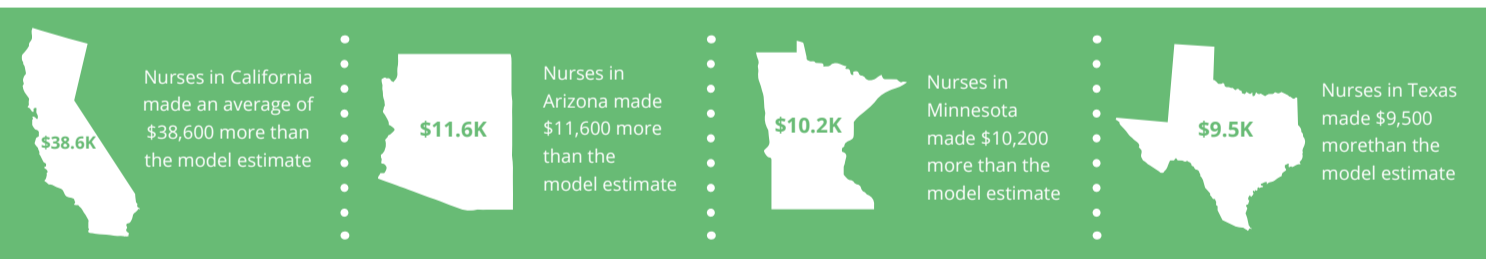
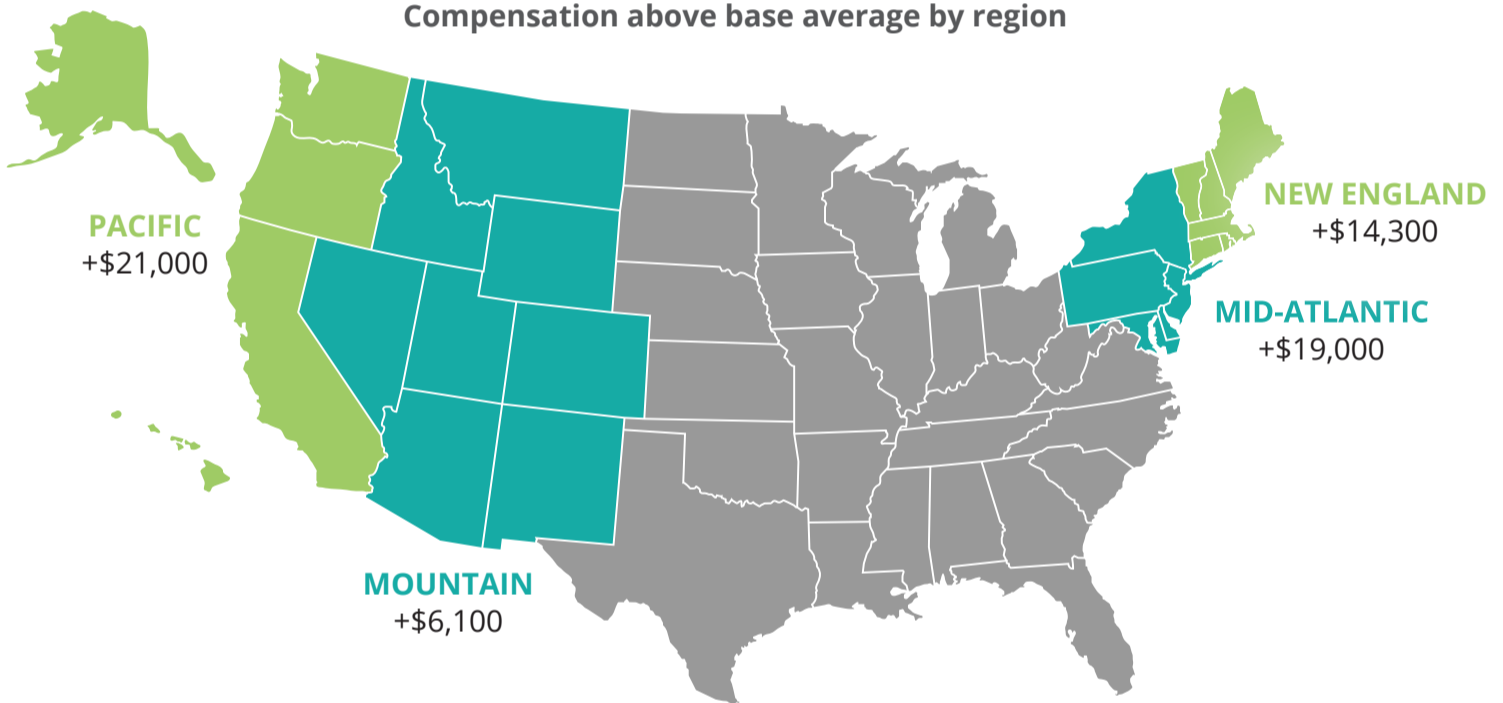
## HIRING BONUSES



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



## JOB TITLE

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

**\$80,200** staff nurses

**\$92,700** charge nurses

**\$101,100** clinical nurse specialists

**\$97,500** educators

**\$97,000** RNFAs

**\$107,700** nurse managers

**\$149,200** directors/assistant directors

## TOP 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 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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