

2013

Health Callings Nurse Salary Survey

RELEASED DECEMBER 5, 2013

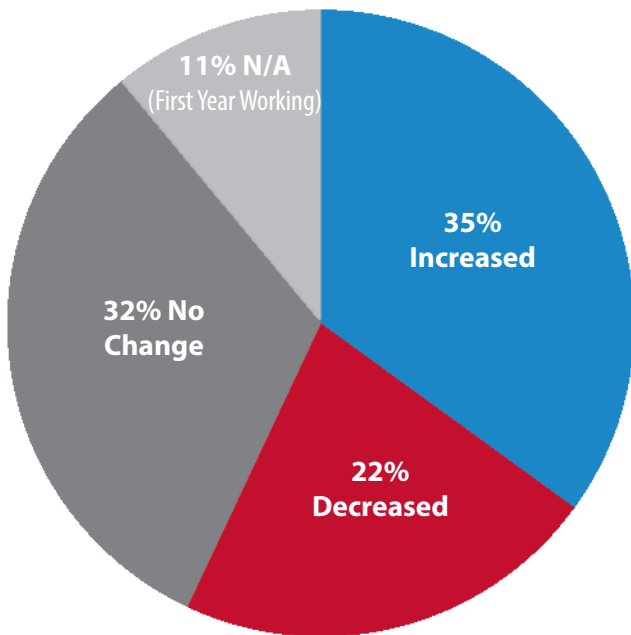


Health CallingsSM
JOBS THAT MATTER

A High Confidence Level in Job Opportunities Drives Home the Importance of Salary Satisfaction

35% of nurses reported a salary increase compared to 2012, while 22% reported a decrease according to a Health Callings Salary Survey. These changes in wages come at a time when the vast majority (87%) are confident they could find a favorable new position in 2013 and most earning changes were caused by changing employers.

Change in Total Compensation



Primary Reason for Increase



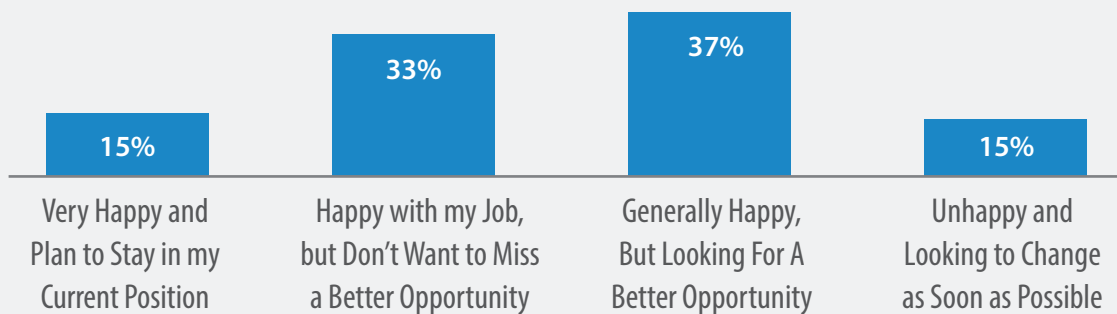
Primary Reason for Decrease



87% of Nurses are Somewhat to Very Confident They Could Find a New Job in the Next 12 Months



Job Satisfaction and Job Search Status

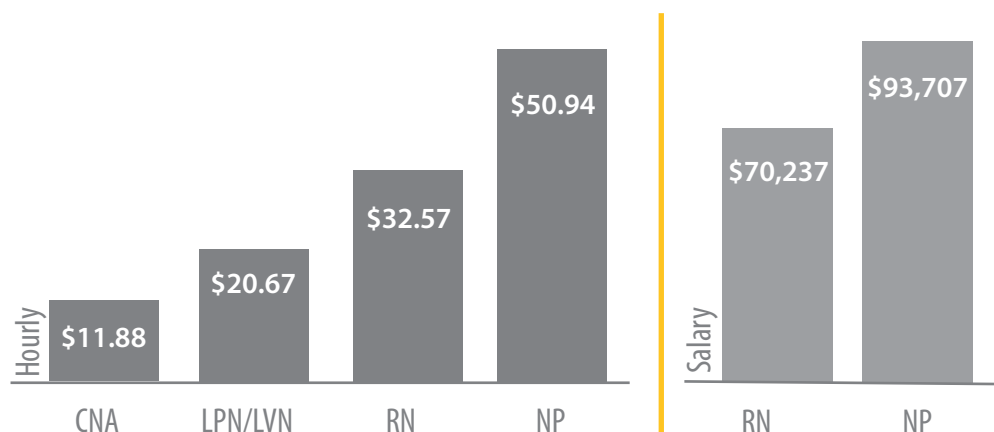


While 85% of responders reported being happy in their current position, only 20% are confident they will not change jobs in 2013.

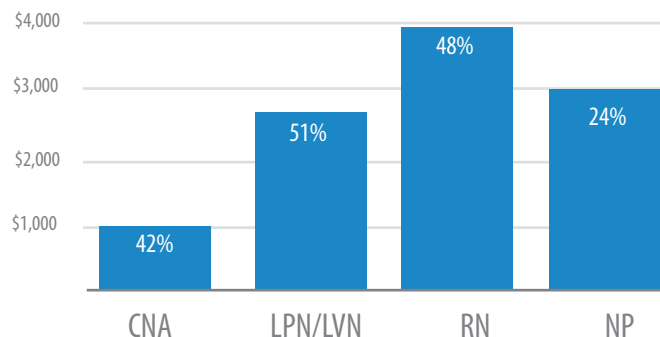
With salary satisfaction closely tied overall job satisfaction, a competitive salary, sign-on bonus and an opportunity for overtime pay may weigh heavily when targeting and retaining top talent.

The good news for employers — as job satisfaction increases, qualified talent becomes more costly to recruit with more than a 10% increase needed to influence those “very happy” in their current positions.

80% of Responders Reported Receiving an Hourly Wage vs Annual Salary (reported averages by position)

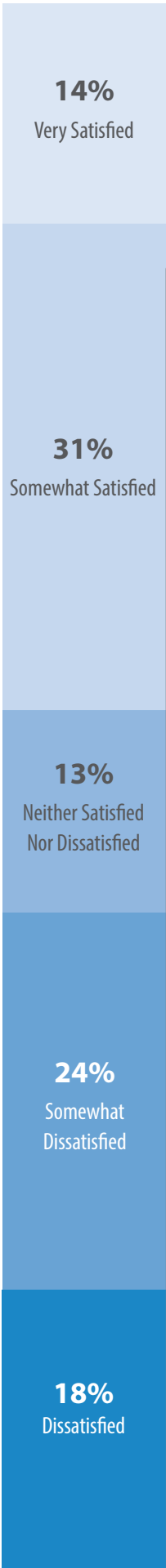


Nearly Half Receive OT Pay—Raising Annual Earnings an Average of \$1,000 to \$4,000 (average overtime earned)



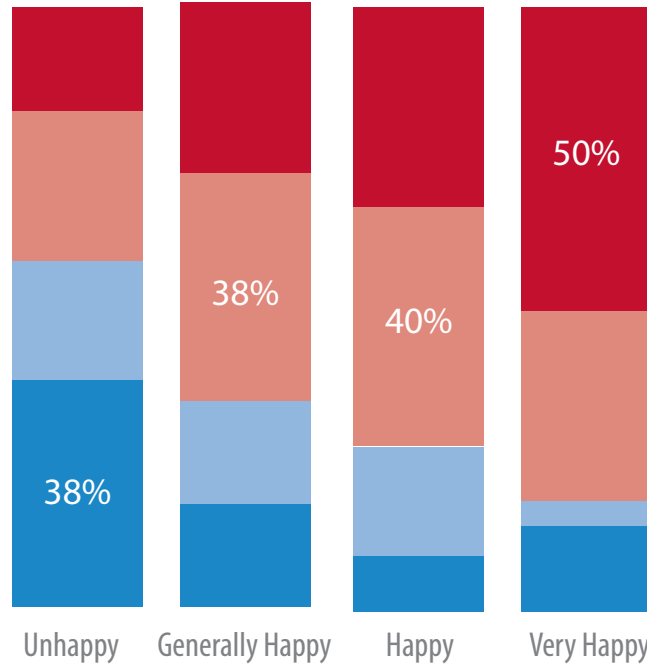
+3% received a sign-on bonus averaging \$3,000 +1% received a sign-on bonus averaging \$4,000 +7% received a sign-on bonus averaging \$3,000 +9% received a sign-on bonus averaging \$5,000

Salary Satisfaction



<< With Less Than Half Of Nurses Satisfied With Their Salary, Opportunities Arise To Retain Or Recruit Talent

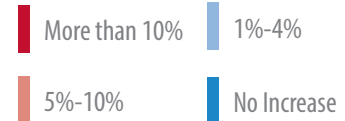
Salary Increase Needed to Change Jobs



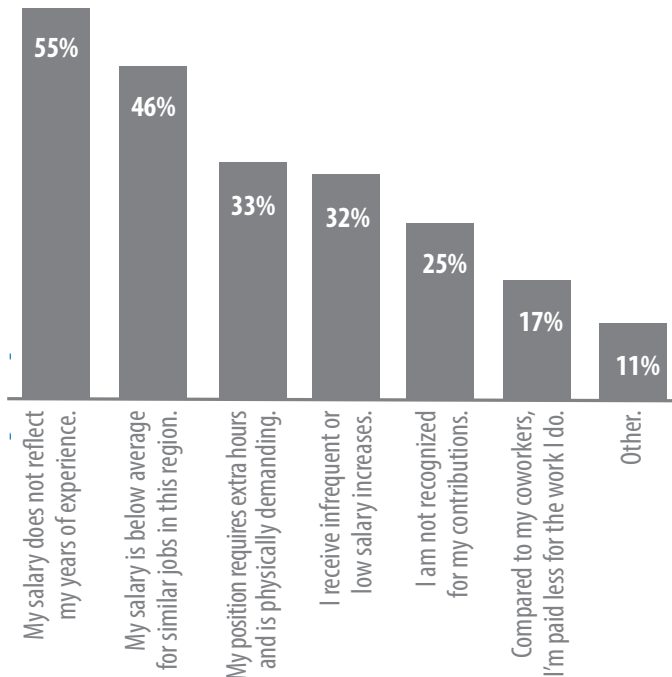
No salary increase is needed for 38% who are unhappy in their current position

A 5-10% increase is needed for 38-40% of nurses that are generally happy or happy.

More than a 10% increase is needed for 50% of nurses that reported being very happy in their current position.



Factors Contributing to Salary Dissatisfaction



Health Callings Salary Survey Methodology

The Health Callings Salary Survey was administered online with 1,460 nursing professionals responding between September 25 and October 24, 2013. Email requests for survey participants were sent to "job seekers" (site members) within the Health Callings contact database. A cookie methodology was used to ensure that there was no duplication of responses between or within the various sample groups, and duplicate responses from a single email address were removed.