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Rising Pay Suggests Health
Systems Continue Their *Return*
to *Permanent* Staff Efforts

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Vivian Health has been examining permanent staff wages across four disciplines: registered nurses (RNs), allied health professionals (AHPs), licensed practical/vocational nurses (LPN/LVNs) and certified nursing assistants (CNAs).

Wage data comes from jobs posted to our platform. Our platform includes:



1.5 M
clinician users

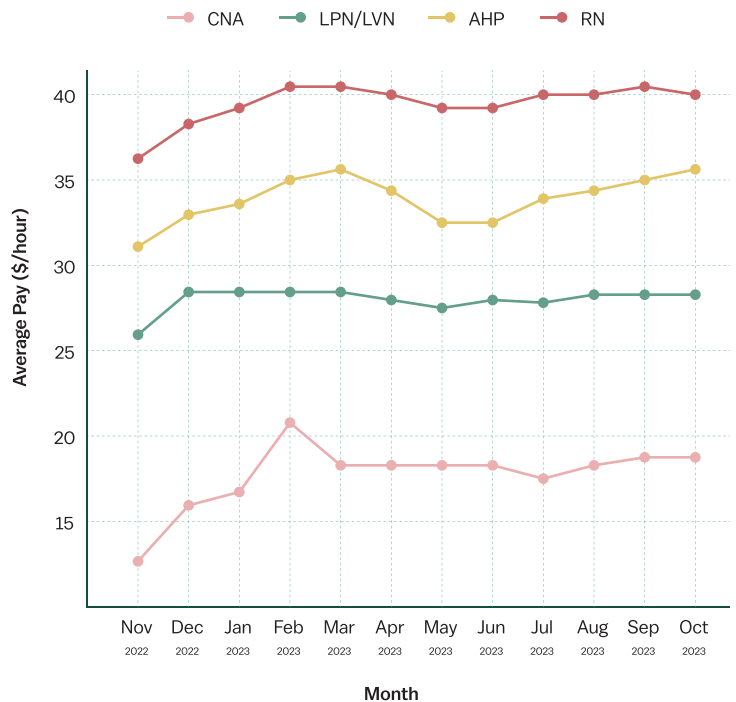


200,000
unique users conducting on-platform
job searches each month

Average Pay for Each Discipline from Nov 2022 to Oct 2023

Pay increased slightly across all four disciplines over the past 12 months, with wages growing most at the beginning of 2023. Salaries entered a relative lull during the spring and summer and increased slightly over the past few months.

The Return to Perm efforts of health systems to fill more staff jobs likely caused the overall rise in wages.



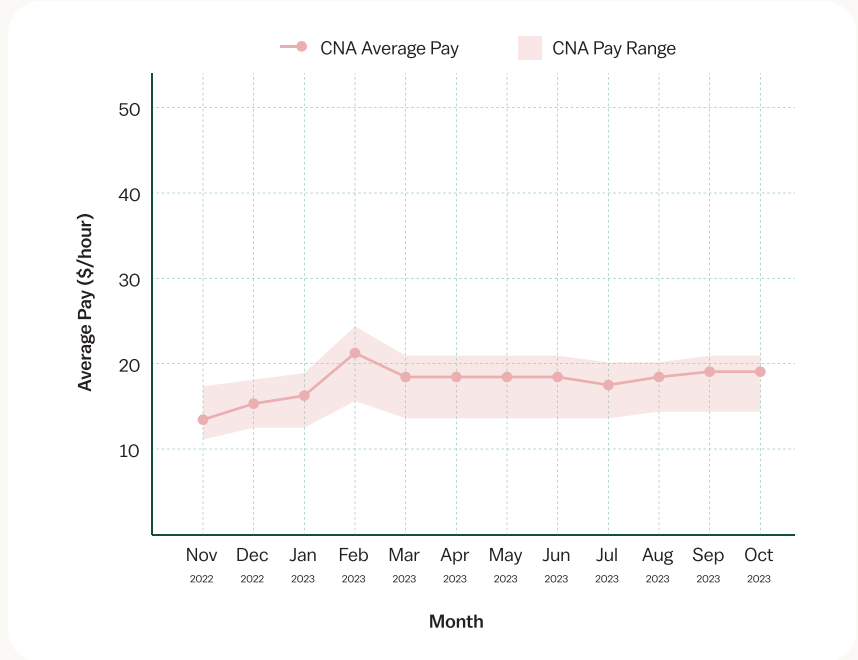
Certified Nursing Assistants

CNA Pay Range from Nov 2022 to Oct 2023

CNAs experienced the most dramatic wage swings of the four disciplines.

February 2023 saw their minimum hourly wage rise to **\$17**, the maximum wage just three months prior, while the new maximum hourly wage briefly shot up to **\$24**.

However, since that spike, CNA wages have stayed within a range of **\$15 to \$21 an hour**.

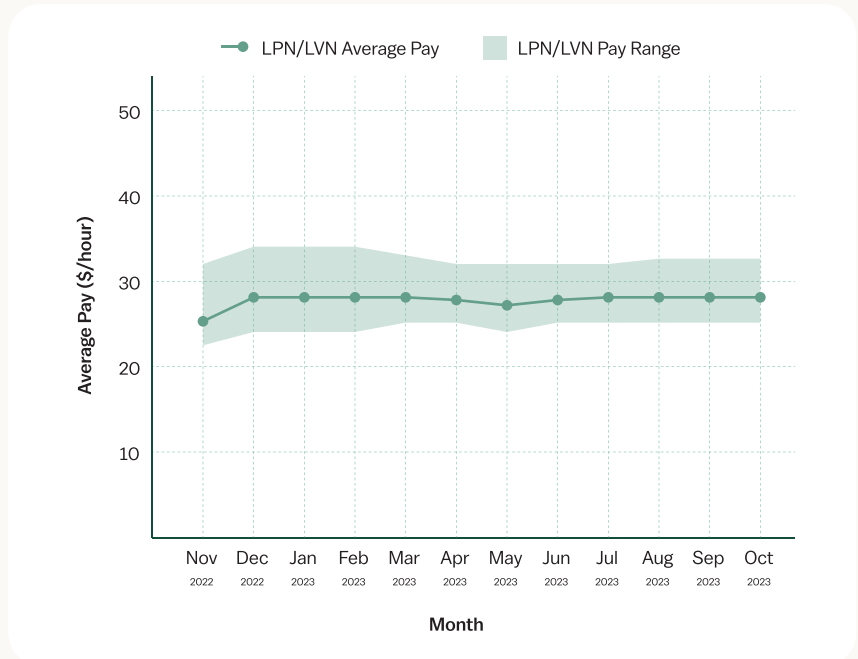


Licensed Practical and Vocational Nurses

LPN/LVN Pay Range from Nov 2022 to Oct 2023

LPN/LVNs saw relatively flat wages after an initial boost at the start of 2023.

During the past 12 months, this field saw average minimum and maximum wages hover around **\$23 and \$32 an hour**, respectively.

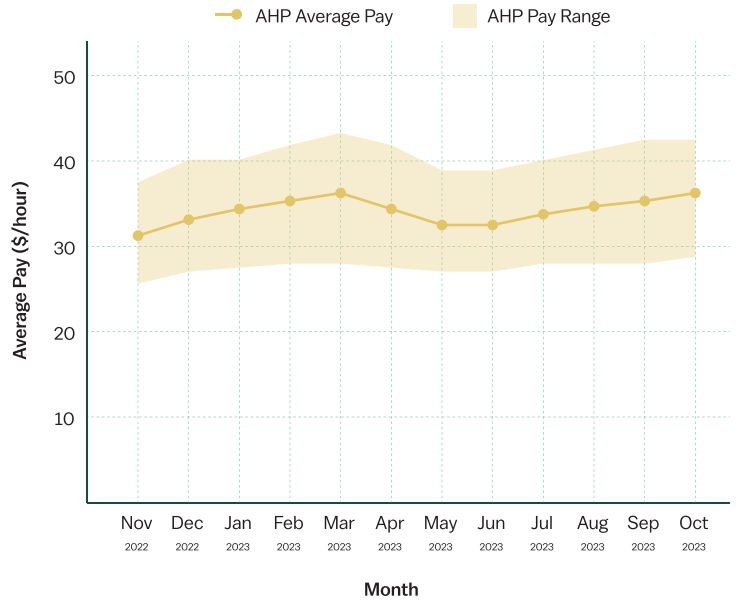


Allied Health Professionals

AHP Pay Range from Nov 2022 to Oct 2023

AHPs saw the most significant variability in wages among the four disciplines, as this cohort includes a vast array of specialties with unique market demands.

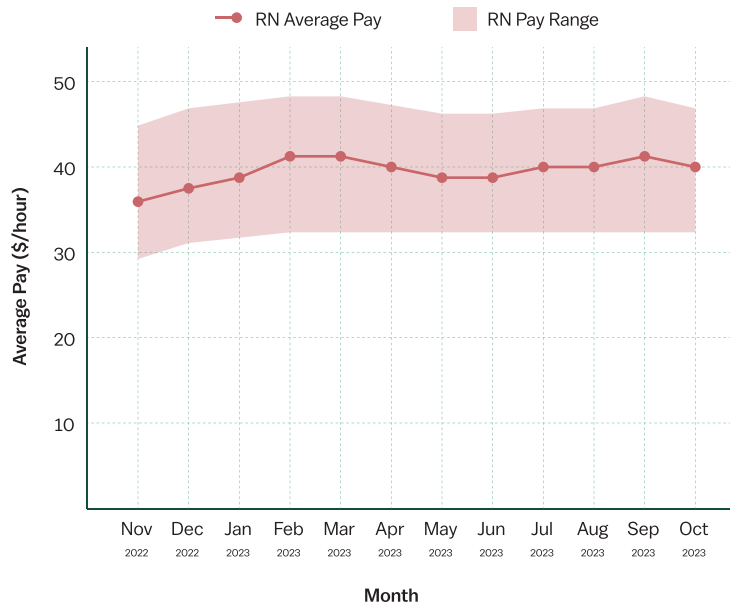
This group's minimum and maximum hourly pay can differ by as much as **\$15**. Overall wages in this cohort grew over the past 12 months, with the pay range climbing from the **\$25 to \$37 an hour** range in November 2022 to **\$28 to \$43 an hour** in October 2023.



Registered Nurses

RN Pay Range from Nov 2022 to Oct 2023

After a small increase at the start of 2023, RN minimum wages have remained relatively flat at **\$33 an hour**, while the maximum wage has also held very close to an average of **\$47 an hour** for this discipline.



Looking Forward

We suspect wages for staff roles will remain elevated compared to levels in November 2022 across all disciplines as health systems continue to try to fill more positions with staff hires rather than temporary and travel workers who command higher rates.



However, we also know from our [Future of Healthcare Work Report 2023](#) survey data that when considering jobs, healthcare workers are looking at a more holistic range of variables besides just pay.

[Schedule a demo](#) today to see how we can help with your staffing needs.