

# CNE COMPENSATION AMALGAMATION STUDIES

## 2009 TRENDING

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# CNE BASE COMPENSATION

N = 467

- Hospitals with Less than \$150 Million in Revenues: **\$161,471**  
Range: \$146,200 to \$188,602
- Hospitals with Less than \$300 Million in Revenues: **\$201,735**  
Range: \$172,100 to \$231,757
- Hospitals with Less than 600 Million in Revenues: **\$237,957**  
Range: \$219,420 to \$261,356
- Hospitals with Less than \$1 Billion in Revenues: **\$289,000**  
Range: \$258,943 to \$317,357
- Hospitals with Less than \$2 Billion in Revenues: **\$346,690**  
Range: \$302,900 to \$369,357

# CNE

## TOTAL COMPENSATION

INCLUDES BONUSES N = 467

- Hospitals with Less than \$150 Million in Revenues: \$183,000
- Hospitals with Less than \$300 Million in Revenues: \$231,000
- Hospitals with Less than 600 Million in Revenues: \$267,000
- Hospitals with Less than \$1 Billion in Revenues: \$321,000
- Hospitals with Less than \$2 Billion in Revenues: \$366,000

# PAY RAISES

**System:** 7.7%

**Hospital:** 6.9%

Sources: Compensation Analyst, 2008; Modern Healthcare Compensation Survey, July 2008; Sullivan Cotter; Hay Group; William M. Mercer

# CNE EDUCATIONAL ACHIEVEMENT LEVEL

□ BSN	31%
□ Masters	55%
□ MBA/MHA	17%/12%
□ Doctoral	3%
□ Associates,	11%
□ Diploma	

Source: AONE, "CNO Retention and Turnover", Journal of Healthcare Management, April, 2008

# CNO JOB SATISFACTION

<b>Very Satisfied</b>	<b>37%</b>
<b>Satisfied</b>	<b>48%</b>
<b>Dissatisfied</b>	<b>12%</b>
<b>Very Dissatisfied</b>	<b>3%</b>

Source: AONE, "CNO Retention and Turnover", Journal of Healthcare Management, April, 2008

# CNE TURNOVER N = 322

<b>Average Tenure</b>	<b>6.3 years</b>
<b>2002</b>	<b>13.2%</b>
<b>2003</b>	<b>14.1%</b>
<b>2004</b>	<b>16.3%</b>
<b>2005</b>	<b>14.2%</b>
<b>2006</b>	<b>15.5%</b>
<b>2007</b>	<b>13.3%</b>
<b>2008</b>	<b>15.6%</b>
<b>2009 (Forecast)</b>	<b>16.9%</b>

Source: Compensation Analyst, 2008; ACHE; Watson Wyatt; Modern Healthcare; AHA; HealthLeaders

# TOP REASONS FOR TURNOVER

Take another CNO position	49.8%
Pursue promotion/career advancement opportunity	28.7%
Conflicts with CEO	25.5%
Job dissatisfaction	20.6%
Family/personal reasons	20.2%

Source: Journal of Healthcare Management, April, 2008

# LOSING RN SPECIALTY NURSES

(Nurse: Educators, Practitioners, CNS, ED, CCU...)

Many Hospitals (34%) reported losing Specialty Nurses (NP, CNS, Nurse Educators, etc.) at a higher rate than other RNs, during the last 24 months.

The Nurses' reasons cited are:

- Lifestyle Issues: 43%
- Inability to attract Specialty Nurses: 32%
- Retirements or Resignations: 21%
- Retail Clinics: 19%
- Competition from another Hospital: 17%
- Competition from a Specialty Hospital: 11%
- Competition from Ambulatory Surgery - Centers: 6%
- Competition from Physician Offices: 8%

# SOURCES

- MODERN HEALTHCARE, BY THE NUMBERS AND DAILY DOSE
- FITCH REPORTS
- PRESS GANEY
- MOODY INVESTER SERVICES
- SULLIVAN COTTER & ASSOCIATES
- AMERICAN HOSPITAL ASSOCIATION (AHA)
- AMERICAN NURSE ASSOCIATION (ANA)
- AMERICAN ASSOCIATION OF COLLEGES OF NURSING
- HEWITT ASSOCIATES
- AMERICAN SOCIETY OF HEALTHCARE HUMAN RESOURCES ADMINISTRATION
- SARATOGA INSTITUTE
- WILLIAM M. MERCER CO.
- HAY GROUP
- WATSON WYATT CO.
- TOWERS PERRIN
- HRSA BUREAU OF WORKFORCE STUDIES, THE NATIONAL RN SURVEY, 2007-08
- HOSPITALS & HEALTH NETWORKS
- HOSPITAL & HEALTH COMPENSATION SERVICES
- US BUREAU OF LABOR STATISTICS, 2006 REVISION OF HHS 2000 REPORT

All survey information and data is obtained from: consulting firms and other published data, professional journals, white papers, professional associations and governmental websites, NSI surveys, etc., and all are coalesced, amalgamated and where applicable are trended and forecasted in the variously published NSI surveys and reports.

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## ***NEED NURSES?***

- ***NSI*** NURSING SOLUTIONS, INC is a 9 year old national high volume U.S. nurse recruitment firm; that recruits only within the continental U.S. for American *Experienced Nurses*, as your core employee staff, in an average **time-to-fill of 32 days**.

***NSI*** is not a foreign recruiter  
nor a travel or temporary agency.

- The partnership is "RISK FREE, since you must hire the nurses BEFORE ***NSI*** is paid.
- The relationship is also a "WIN-WIN", since not only are the nurses guaranteed for 6 months, ***NSI*** provides "On-Boarding Coaching" for the nurses, for 365 days.

# SOURCES

- Warren Surveys
- Physicians Practice Management Journal
- American Medical Group Association
- Sullivan Cotter & Associates
- American Medical Group Associates
- Hospital & Healthcare Compensation Services
- Hay Group
- Watson Wyatt
- Martin Fletcher & Associates
- HR Strategic Solutions Inc
- MD Network
- William M. Mercer Associates
- Pinnacle Health Group
- Compensation Analyst
- Medicus Partners
- Delta Medical Consulting
- AON Consulting
- HealthLeaders
- Modern Healthcare, By The Numbers
- Jackson & Coker

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