



2022 Compensation & Benefits Survey



The American Association of Occupational Health Nurses (AAOHN) is the professional association of licensed nurses engaged in the practice of occupational and environmental health nursing. Learn more about AAOHN at aohn.org.

Overview

The American Association of Occupational Health Nurses (AAOHN) commissioned Smithbucklin Marketing & Communication Services (MCS) to conduct the 2022 Compensation & Benefits Survey. A survey invitation was successfully emailed to 37,024 members, non-members and other professionals affiliated with AAOHN and ABOHN in December 2021. A total of 725 surveys were completed. The effective **response rate was 2%** with a margin of error of +/- 3.6 % at a **95% confidence level**.

This document is intended to be a reference tool for those in the occupational health nursing speciality. Due to the low response rate, consider other resources regarding occupational health nursing salaries.

The Report

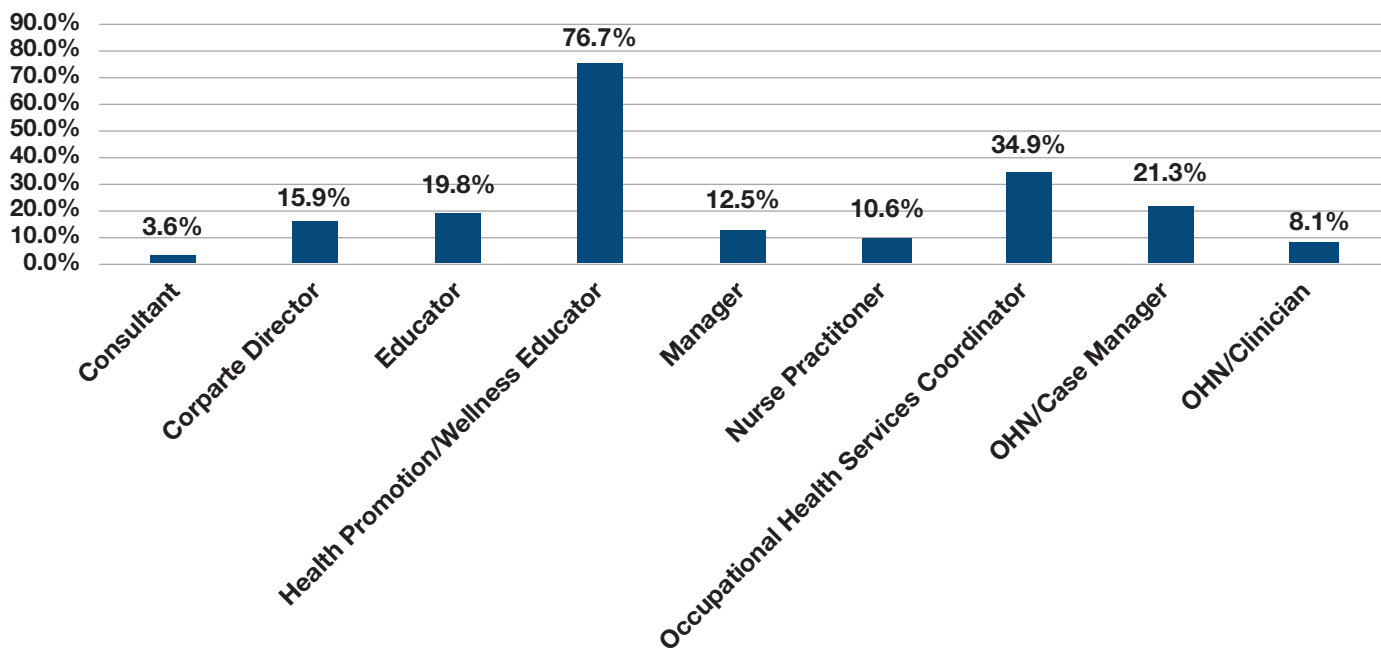
The full report is divided into four main sections: Executive Summary, Survey Results, Mean Salary Tables and Verbatim Comments. The Executive Summary section identifies key findings of the survey results. Analysis for each survey question is presented in the Survey Results section. In this section, results are presented in tables and graphs. The full report is available online at aaohn.org/salary-survey.

Executive Summary Salary

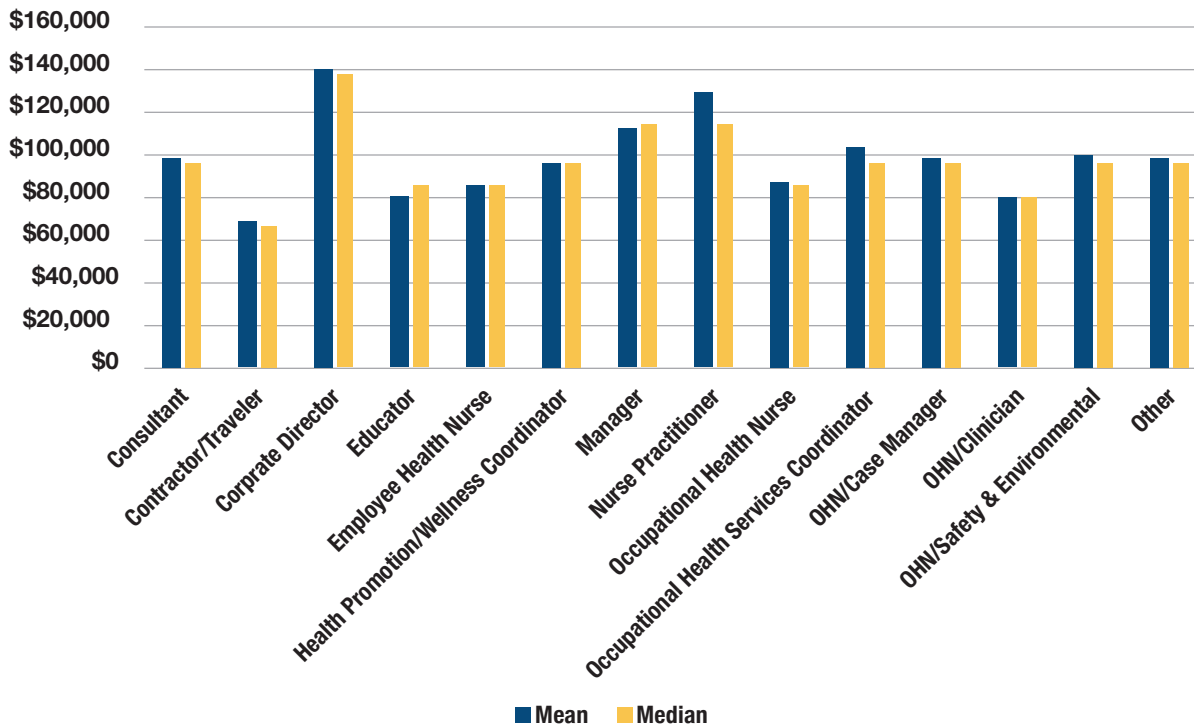
In 2022, the average salary is \$98,842 and the median salary is \$95,000. Since 2018, the average salary has increased 13.6%, and the median salary has increased by 14.5%. Nearly half of respondents (45%) rated their salary as the same as other comparable positions in their company. Seventy-four percent of respondents have been in their current position for 10 years or less. Below is a breakdown by position of the percent increase in salary for the respondents' current role from starting to present.

To view a complete breakdown of salaries, including demographics, education, and area(s) of work, download the full 2022 AAOHN Compensation & Benefits Survey report at aaohn.org/salary-survey —free to AAOHN members!

Percent increase in salary from starting to current pay by position



2022 Salary by Position



As expected, respondents in exempt positions (\$106,483) earn higher wages than those in nonexempt positions (\$84,448). This relationship also holds true for full-time (\$101,892) and part-time (\$55,170) employees.

The type of occupational and environmental health nursing certification obtained by respondents impacts salary. For instance, participants with additional certifications earn significantly more than those with a COHN certification:

- COHN-S (\$112,408)
- COHN/CM (\$105,000)
- COHN-S/CM (\$110,208)
- COHN (93,531)

Also, the higher the education level and age of the member; the higher the salary.

Interestingly, 2022 salary did not directly correlate to years in position as was reported in the past. For instance, those respondents that have been in their position for two years or less (\$96,854) earned more than those in their position for 6 to 10 years (\$92,431).

Respondents in the Mountain/Western and Northeast regions earn higher wages than those in other parts of the country. Both the number of employees in the company and the number of licensed healthcare professionals employed have a positive impact with salary.

The average starting salary is \$82,409 while the median starting salary is \$85,000. The median starting salary has increased by \$14,258 since 2018.

Sixty-six percent received a raise in 2021; half (50%) received a 2.0%-3.9% raise. Bonuses were reported by more than half of respondents (57%); with 30% receiving a 7.0% or greater bonus.

Refer to the full 2022 Compensation & Benefits Survey report for a breakdown of the average salaries by member characteristics.

Benefits

More than three in four respondents receive dental insurance (93%), medical insurance (92%), life insurance (88%), vision insurance (88%), employee assistance program (83%), health savings account (80%), prescription drug coverage (79%), and accidental death and dismemberment (78%).

Over half of respondents receive short-term disability insurance (73%), long-term disability coverage (71%), tuition reimbursement (69%), medical flexible spending accounts (67%), flexible spending accounts (63%), free parking (60%), retirement planning (58%), more than half (54%) of which receive tuition reimbursement for college courses, employee discounts (55%), laptop or home computer (54%), educational expenses or assistance (53%), 75% of which receive a 401(k) preventative care (53%), and fitness facilities/wellness programs (52%).

The typical (median) member receives 5 paid sick days, 15 paid vacation days, 8 paid holidays, 7 paid time off/earned time off days, and 1 paid day for professional development.

A majority of respondents (75%) report receiving a 401(k) retirement plan. Only 9% receive a defined benefits plan (down from 16% in 2018) and 9% receive a defined contribution plan (down from 17% in 2018). Employer support towards their retirement is abundant with 48% reporting employer contributions and 60% report employers matching employee contributions.

Tuition reimbursement for college courses (54%), professional organization membership(s) dues (54%), and certification/re-certification examinations (51%) are the professional nursing-related activities for which employers are most likely to pay.

Impact of COVID-19

Several comments related to the impact of COVID-19 on the role, responsibilities, and compensation of occupational health and safety professionals is included in the Verbatim Comments section.

Refer to the full 2022 Compensation & Benefits Survey report for Verbatim Comments.

Job Position & Responsibilities

The three most common job titles for AAOHN respondents are Occupational Health Nurse (26%), Employee Health Nurse (16%), and Manager (15%). Eighty-seven percent work full-time and 66% work in exempt positions. The top-four primary job functions amongst respondents are case management, management and administration, compliance with regulations, and primary care.

One in three respondents (33%) supervise registered nurses and one in four respondents (25%) supervise administrative staff. In addition, 44% do not supervise any employees. Thirty-six percent of respondents report to administration/management and 26% report to someone in human resources. Roughly one in three respondents (33%) has been in their present position for 6-15 years.

Profile

Almost half of respondents (48%) have been in occupational and environmental health nursing more than 15 years. Twenty-three percent work for a hospital/medical center.

Seventy-nine percent of respondents have an RN license. Twenty-three percent of respondents have less than a Baccalaureate degree. One-third of respondents have a Baccalaureate degree in nursing and 30% of that population have a COHN-S certification. 35% of respondents have at least a Master's degree. Other common licenses and certifications include First Aid/CPR/BLS (68%), audiometry (40%), and spirometry (35%).

Half of the respondents responding to the survey are 56 and older (50%), and 82% are Caucasian/White. Respondents work in occupational and environmental health nursing across the country. The geographic location of the respondents was very evenly distributed amongst the five regions with less than 2% located outside the United States.

Mean Salary Table: 2001-Present

The following table shows the percentage increase/decrease in the average salary based on member characteristics.

	2001	2005	2013	2018	2022	Percent Increase/Decrease
Overall (all respondents)	\$53,678	\$63,472	\$82,070	\$86,972	\$98,842	13.6%
Work Schedule						
Full-time	\$55,271	\$65,365	\$84,750	\$90,130	\$101,892	13.1%
Part-time	\$36,062	\$41,102	\$53,979	\$58,874	\$55,170	-6.3%
Years in Occupational & Environmental Health Nursing						
Less than 6 years	\$47,696	\$55,238	\$71,587	\$77,973	\$88,150	13.1%
6 to 15 years	\$53,084	\$61,581	\$78,840	\$84,289	\$94,004	11.5%
More than 15 years	\$57,424	\$68,632	\$85,962	\$92,346	\$107,228	16.1%
Education						
BA in Nursing	\$56,065	\$64,509	\$78,780	\$83,150	\$94,765	14.0%
BA in another field	\$56,065	\$64,509	\$80,325	\$85,622	\$91,290	6.6%
Masters in Nursing	\$65,068	\$75,737	\$98,878	\$103,702	\$119,580	15.3%
Masters in another field	\$61,762	\$73,439	\$92,540	\$100,062	\$102,115	2.1%
Licenses & Certifications						
COHN	\$49,960	\$58,593	\$76,228	\$83,755	\$93,531	11.7%
COHN-S	\$57,297	\$68,718	\$88,613	\$95,146	\$112,408	18.1%
Age*						
35 years and younger	\$43,851	\$53,145	\$64,900	\$71,087	\$84,829	19.3%
36 – 45 years	\$51,593	\$60,548	\$77,475	\$84,464	\$88,453	4.7%
46 – 55 years	\$54,720	\$64,563	\$81,745	\$89,889	\$101,192	12.6%
56 years and older	\$54,661	\$64,239	\$83,685	\$88,352	\$103,222	16.8%
Company's Business						
Hospital/Medical Center	\$53,549	\$63,785	\$82,936	\$86,277	\$98,470	14.1%
Manufacturing Industries	\$55,591	\$62,987	\$76,679	\$81,657	\$91,200	11.7%
Government - Federal	\$53,853	\$66,374	\$86,722	\$89,547	\$107,409	19.9%
Chemicals/Allied Products	\$55,691	\$66,145	\$78,644	\$89,960	\$107,232	19.2%
Food Products	\$52,177	\$59,801	\$74,694	\$78,611	\$99,609	26.7%
Finance/Insurance/Real Estate	\$53,287	\$66,593	\$81,092	\$95,000	\$100,600	5.9%

*Prior to 2018, age breakdown was: Less than 35, 35-44, 45-54, 55+

Mean Salary Table: 2001-Present (Continued)

	2001	2005	2013	2018	2022	Percent Increase/Decrease
Overall (all respondents)	\$53,678	\$63,472	\$82,070	\$86,972	\$98,842	13.6%
Race						
Caucasian/White	\$53,691	\$66,145	\$81,954	\$86,922	\$98,729	13.6%
Minorities	\$53,287	\$66,984	\$85,574	\$87,447	\$97,896	11.9%
Job Title						
Consultant	\$61,993	\$73,750	\$94,317	\$94,130	\$97,500	3.6%
Corporate Director	\$72,315	\$91,897	\$120,903	\$131,771	\$139,539	5.9%
Educator	\$58,152	\$65,827	\$80,500	\$66,524	\$79,687	19.8%
*Health Promotion/Wellness Coordinator	\$43,500	\$60,648	\$75,833	\$53,567	\$94,642	76.7%
Manager	\$62,248	\$74,627	\$90,693	\$98,145	\$110,461	12.5%
Nurse Practitioner	\$60,870	\$75,533	\$102,763	\$115,597	\$127,812	10.6%
Occupational Health Services Coordinator	\$51,418	\$60,218	\$75,692	\$75,802	\$102,250	34.9%
OHN/Case Manager	\$49,769	\$57,518	\$73,112	\$80,067	\$97,105	21.3%
OHN/Clinician	\$46,259	\$53,776	\$68,749	\$74,035	\$80,000	8.1%
RNs in Company						
Fewer than 2	\$50,297	\$58,908	\$85,394	\$81,679	\$90,199	10.4%
2 - 3	\$52,919	\$62,704	\$85,639	\$90,602	\$97,868	8.0%
4 - 6	\$53,606	\$64,965	\$81,656	\$90,736	\$94,243	3.9%
7 - 20	\$55,336	\$65,335	\$80,790	\$90,319	\$102,263	13.2%
More than 20	\$59,253	\$68,438	\$82,081	\$92,855	\$104,705	12.8%
Region						
Northeast	\$55,522	\$67,703	\$85,958	\$90,986	\$100,156	10.1%
Southeast	\$50,758	\$61,994	\$75,858	\$80,577	\$97,011	20.4%
North Central	\$50,858	\$61,050	\$76,556	\$83,396	\$90,942	9.0%
South Central	\$52,459	\$64,290	\$82,465	\$83,388	\$99,960	19.9%
Mountain/West	\$60,950	\$72,123	\$95,565	\$100,363	\$117,394	17.0%

*Prior to 2022, job title was "Health Promotion/Wellness Educator"