



2018 Compensation & Benefits Survey



ACKNOWLEDGEMENTS

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OVERVIEW

The American Association of Occupational Health Nurses (AAOHN) commissioned SmithBucklin Marketing & Communication Services (MCS) to conduct the 2018 Compensation & Benefits Survey. A survey invitation was successfully emailed to 18,709 members, non-members and other professionals affiliated with AAOHN, AOHP, and ABOHN in January 2018. A total of 1,744 contacts responded. The effective **response rate was 9.3%** with a margin of error of +/- 2.2% at a **95% confidence level**.

THE REPORT

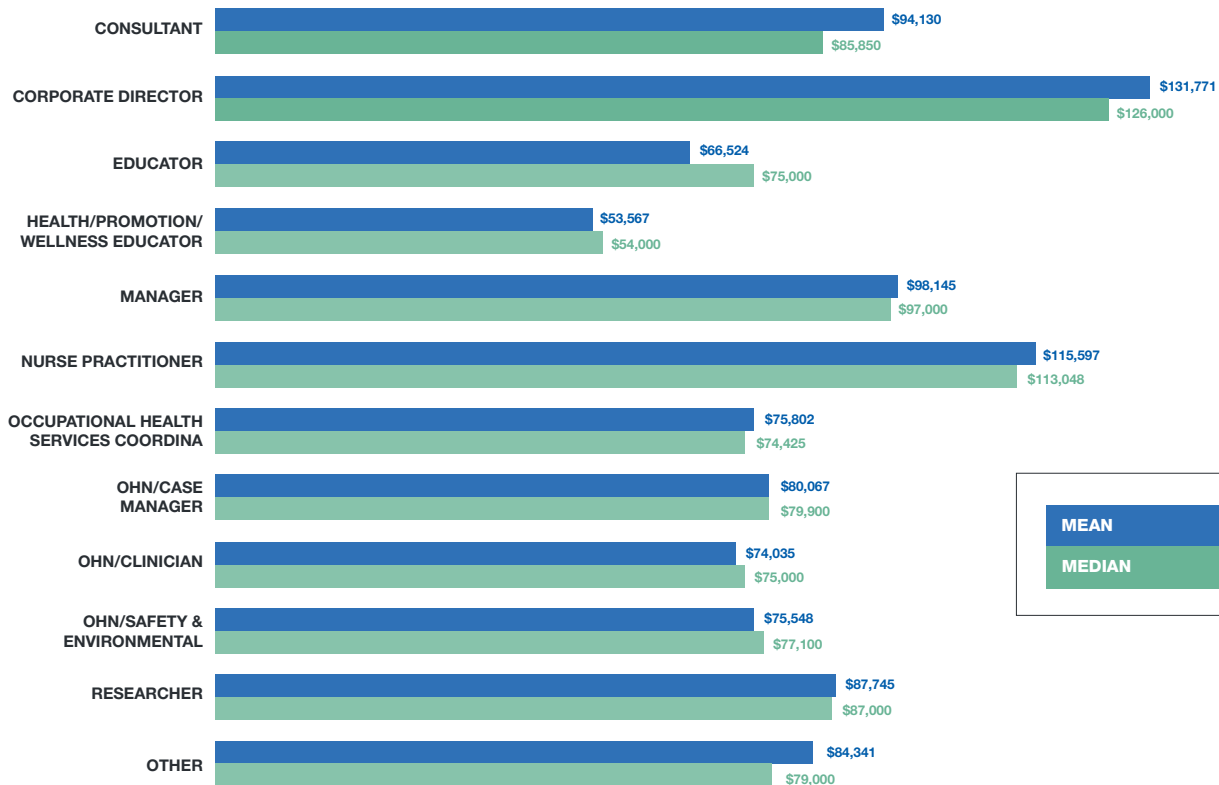
The full report is divided into four main sections: Executive Summary, Survey Results, Mean Salary Tables and Verbatim Comments. The Executive Summary section identifies key findings of the survey results. Analysis for each survey question is presented in the Survey Results section. In this section,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

To view a complete breakdown of salaries, including demographics, education, and area(s) of work, download the full 2018 AAOHN Compensation & Benefits Survey report at aohn.org/salary-survey – free to AAOHN members!

SURVEY HIGHLIGHTS

- In 2018, the **average salary is \$86,972** and the **median salary is \$83,000**. Since 2013, the average salary has increased 6%, and the median salary has increased by 11%.
- The type of occupational and environmental health nursing certification obtained by participants impacts salary. For instance, participants with **COHN-S/CM (\$97,706)** or **COHN-S (\$95,146)** certification **earn significantly more than those with a COHN certification (\$83,755)**.
- More than three in four participants receive dental insurance (91%), medical insurance (90%), life insurance (85%), vision insurance (82%) and prescription drug coverage (80%).
- Tuition reimbursement for college courses (65%), certification/re-certification examinations (61%), and professional association membership(s)/dues (59%) are the professional nursing-related activities for which employers are most likely to pay.
- The three most common job titles for survey participants are **OHN/Clinician (18%), Manager (18%), and OHN/Case Manager (14%)**.
- The top-four primary job functions amongst participants are primary care, management and administration, case management, and compliance with regulation.

2018 SALARY BY POSITION



MEAN

MEDIAN