

CATH/EP/IR INDUSTRY SNAPSHOT & HISTORICAL TRENDS

2022 WAGE REPORT



Presented by:

springboard

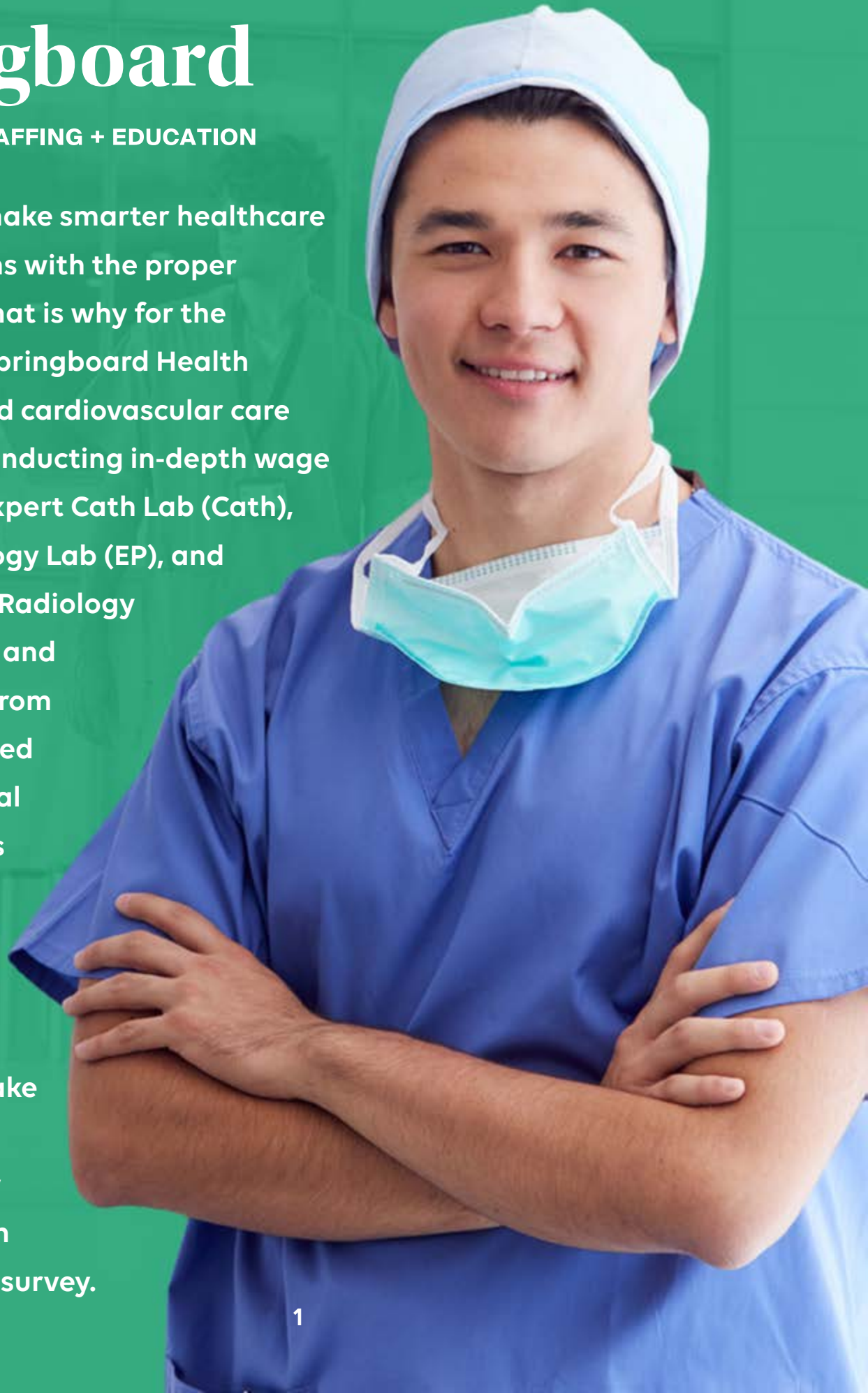
HEALTHCARE STAFFING + EDUCATION

Confidential Report · ©2023 by Springboard Health

springboard

HEALTHCARE STAFFING + EDUCATION

It is easier to make smarter healthcare career decisions with the proper information. That is why for the last 12 years, Springboard Health has empowered cardiovascular care clinicians by conducting in-depth wage surveys with expert Cath Lab (Cath), Electrophysiology Lab (EP), and Interventional Radiology Lab (IR) nurses and technologists from across the United States. A special thank you goes out to all the skilled industry professionals who helped make wages more transparent by participating in our 2022 wage survey.



Regions

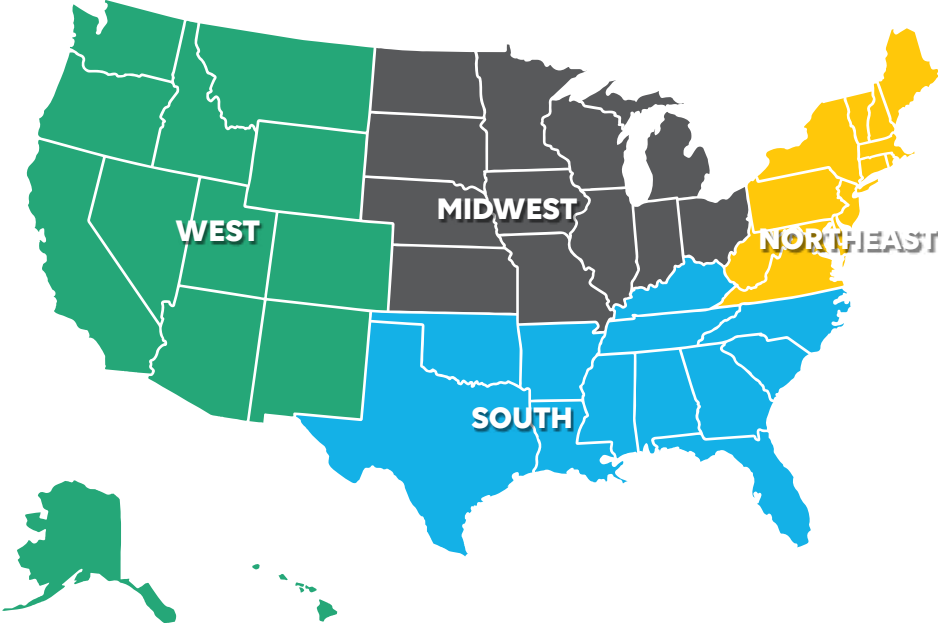
The regions reported on in the survey are broken down as follows:

West: AK, AZ, CA, CO, HI, ID, MT, NM, NV, OR, UT, WA, WY

Midwest: IA, IL, IN, KS, MI, MN, MO, ND, NE, OH, SD, WI

South: AL, AR, FL, GA, KY, LA, MS, NC, OK, TN, TX

Northeast: CT, DC, DE, MA, ME, MD, NH, NJ, NY, PA, RI, VA, VT, WV



Methodology

The survey was held over a period of approximately four weeks between January and February 2023. Data was collected via Sense and Survey Monkey. All past respondents were emailed with the opportunity to participate in the survey. Additionally, survey participation was promoted via Springboard Health’s Facebook, Instagram, and LinkedIn networks. We received a total of 846 responses from Cath/EP/IR professionals.



2022 Key Takeaways

Wage Growth:

Permanent RN wages grew 17.22% in 2021 and 10.21% in 2022. Permanent technologist wages grew 21.68% in 2021 and 11.33% in 2022. Travel RN wages increased by 31.67% in 2021 and 1.6% in 2022. Permanent technologist wages grew 19.35% in 2021 and 6.77% in 2022. While wages were up in all categories year-over-year, growth was lower in 2022 due to facilities beginning to enter recovery mode due to the COVID-19 pandemic.

Regional Wage Differences:

The highest average hourly wages were reported in the West: \$58.47 for permanent staff and \$94.00 for travel staff. The lowest average hourly wage for permanent staff was reported in the Midwest at \$45.00. The lowest average hourly wage for travel staff was reported in the South at \$79.04.

Compensation and Employer Satisfaction:

2022 marked a significant boost in satisfaction scores with both compensation and employers. 68% reported being "satisfied" with their compensation in 2022 vs. 46% in 2021, a 47.83% increase. 68.5% reported being "satisfied" with their employer in 2022 vs. 44.85% in 2021, a 47.29% increase. Regions with higher employer satisfaction scores did not directly correlate with regions with higher compensation satisfaction scores.

Experience and Education:

Income based on experience level showed a unique finding this year. Clinicians with 6-10 years of experience reported making the highest average hourly average wage of \$56.02. The next highest earning group was those with 21+ years of experience, who earned an average of \$52.32 per hour. Education data also showed some unique results. In previous surveys, clinicians with a high school diploma made the least money out of the reported categories. However, in 2022, those with a high school diploma placed fourth out of the five educational categories, earning an hourly average of \$45.79. This is likely due to an uptick in on-the-job training in the last year at facilities to combat COVID-19 worker shortages.

Travel Healthcare Pays Big:

For clinicians experiencing burnout and dissatisfaction with wages, travel healthcare continued to provide better employment flexibility and higher wages in 2022 than permanent roles. Traveling RNs made an average of 72.18% more than their permanent counterparts. Traveling technologists earned an average of 59.44% more than their permanent counterparts.

Average Compensation by Licensure Type and Region for Permanent Employees

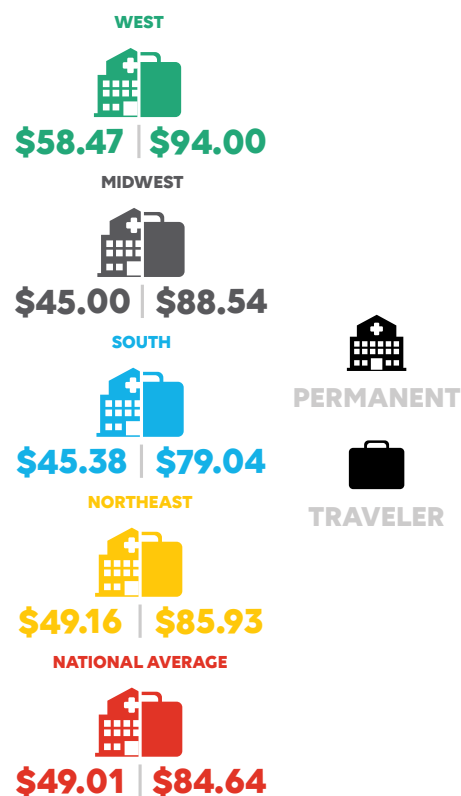
Among permanent RNs, the highest average hourly wage in 2022 was observed in the West (\$60.22) and the lowest in the South (\$48.06), a difference of \$12.16. The national average hourly wage for permanent RNs in 2021 was \$47.62, which increased by \$4.86 per hour to \$52.48 in 2022. The highest average hourly wage for surveyed permanent technologists (ARRT, RCES, and RCIS) in 2022 was observed in the West (\$60.04) and the lowest in the Midwest (\$40.54), a difference of \$19.50. The national average hourly wage for permanent technologists in 2021 was \$44.23, which increased by \$5.01 per hour to \$49.24 in 2022.

ARRT	RCES	RCIS	RN
WEST \$57.16	WEST \$54.81	WEST \$60.04	WEST \$60.22
SOUTH \$44.40	SOUTH \$50.04	SOUTH \$44.76	SOUTH \$48.06
MIDWEST \$43.95	MIDWEST \$40.54	MIDWEST \$41.48	MIDWEST \$50.79
NORTHEAST \$47.41	NORTHEAST \$39.93	NORTHEAST \$51.09	NORTHEAST \$53.29
AVERAGE \$48.50	AVERAGE \$48.81	AVERAGE \$47.65	AVERAGE \$52.48

Average Compensation by Region for Travelers vs. Permanent Staff

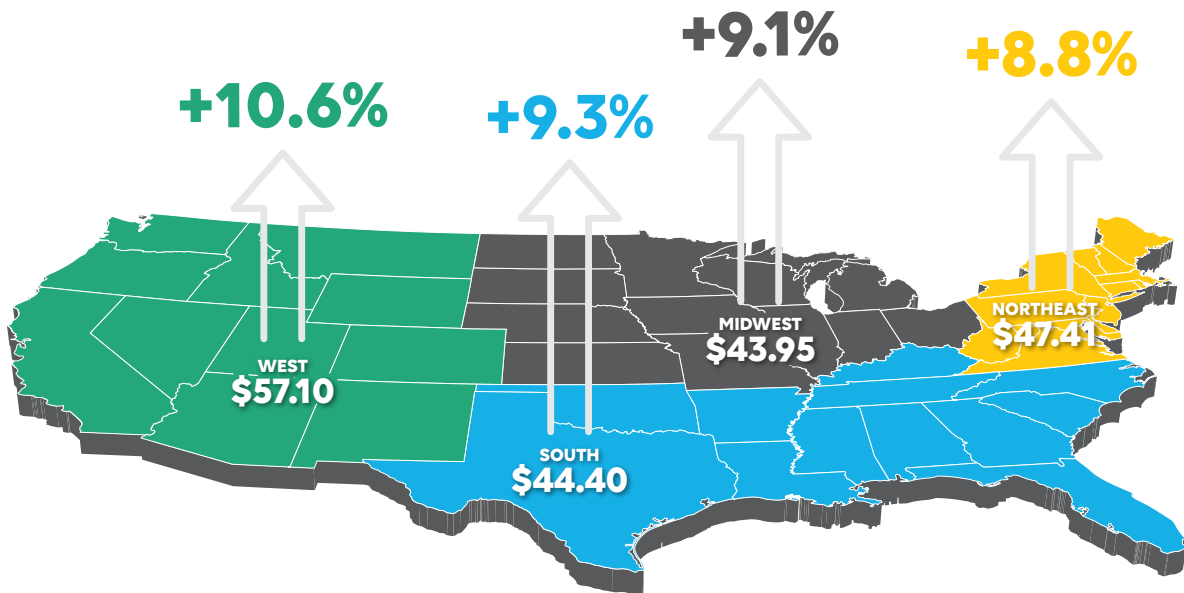
Within the total cohort of 846 survey respondents, 270 were traveling clinicians (travelers). **When comparing the average hourly rate of travelers to permanent workers, travelers in all regions made more per hour than non-travelers.** Nationally, travelers made an average of \$35.63 per hour more than permanent workers in 2022, with an average traveler wage of \$84.64.

The highest regional hourly wage difference in favor of travelers was in the Midwest at \$43.54, followed by the Northeast at \$36.77, the West at \$35.53, and the South at \$33.66.



Average Compensation by Region for Permanent Employees

A summary of compensation and regional wage growth for permanent Cath/EP/IR staff from 2021 to 2022.

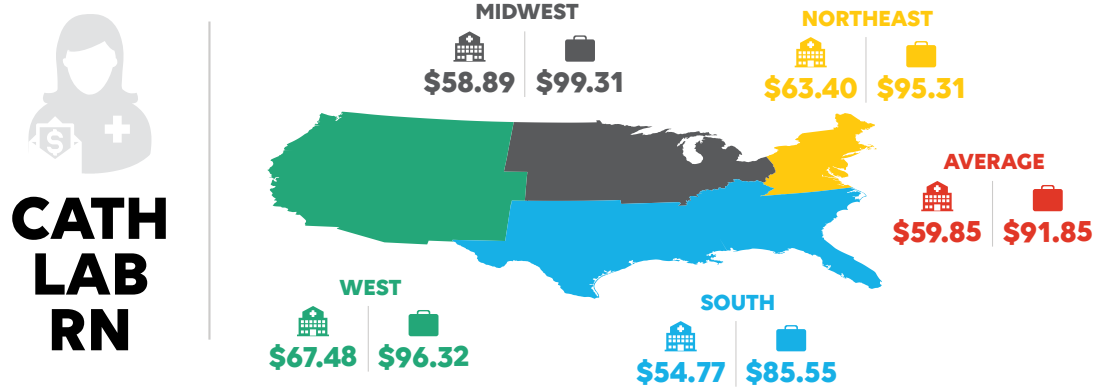




**Regional Wage Data
by Specialty**

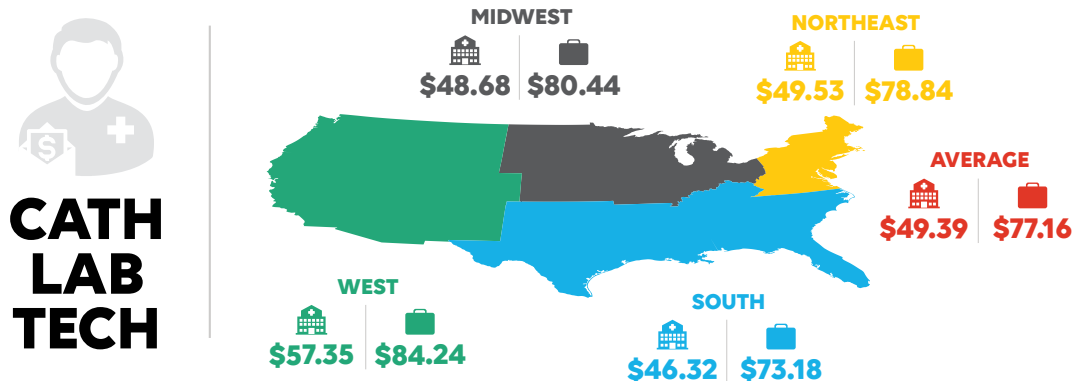
Average Cath Lab Registered Nurse Compensation by Region

For Cath Lab RNs, the highest compensation by region for permanent staff was the West at \$67.48 per hour, and the lowest was the South at \$54.77 per hour, a \$12.71 difference per hour. The highest paying region for travel Cath Lab RNs was the Midwest at \$99.31 per hour, and the lowest was the South at \$85.55 per hour, a \$13.76 difference per hour. The national average wage for a permanent Cath Lab RN was \$59.85, while travel Cath Lab RNs were paid on average \$91.85 per hour. **In 2022, travel Cath Lab RNs across all regions made an average of 53.47% more than their permanent counterparts.**



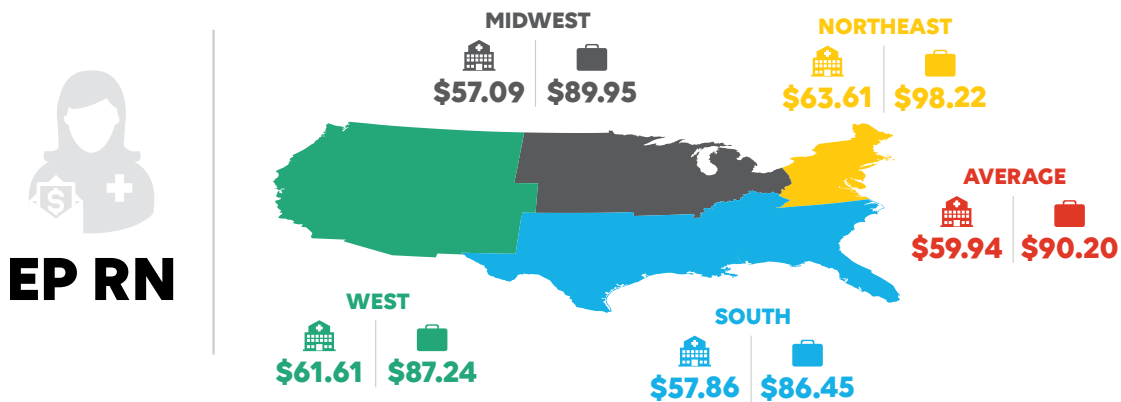
Average Cath Lab Technologist Compensation by Region

For Cath Lab Techs, the highest compensation by region for permanent staff was the West at \$57.35 per hour, and the lowest was the South at \$46.32 per hour, an \$11.03 difference per hour. The highest paying region for a travel Cath Lab Tech was the West at \$84.24 per hour, and the lowest was the South at \$73.18 per hour, an \$11.06 difference per hour. The national average wage for a permanent Cath Lab Tech was \$49.39, while travel Cath Lab Techs were paid on average \$77.16 per hour. **In 2022, travel Cath Lab Techs across all regions made an average of 56.23% more than their permanent counterparts.**



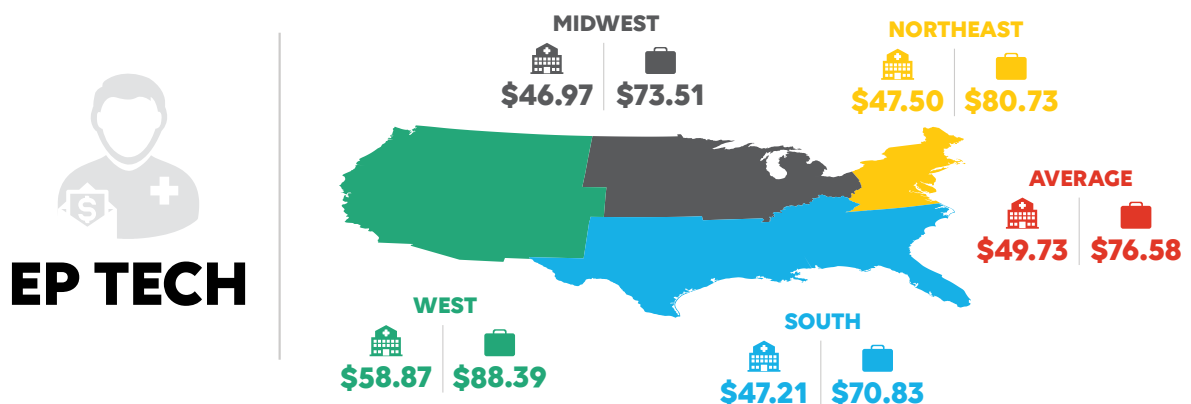
Average Electrophysiology Registered Nurse Compensation by Region

For EP RNs, the highest compensation by region for permanent staff was the Northeast at \$63.61 per hour, and the lowest was the Midwest at \$57.09 per hour, a \$6.52 difference per hour. The highest paying region for a travel EP RN was the Northeast at \$98.22 per hour, and the lowest was the South at \$86.45 per hour, an \$11.77 difference per hour. The national average wage for a permanent EP RN was \$59.94, while travel EP RNs were paid on average \$90.20 per hour. **In 2022, travel EP RN across all regions made an average of 50.48% more than their permanent counterparts.**



Average Electrophysiology Technologist Compensation by Region

For EP Techs, the highest compensation by region for permanent staff was the West at \$58.87 per hour, and the lowest was the Midwest at \$46.97 per hour, an \$11.90 difference per hour. The highest paying region for a travel EP Tech was the West at \$88.39 per hour, and the lowest was the South at \$70.83 per hour, a \$17.56 difference per hour. The national average wage for a permanent EP Tech was \$49.73, while travel EP Techs were paid on average \$76.58 per hour. **In 2022, travel EP Techs across all regions made an average of 53.99% more than their permanent counterparts.**

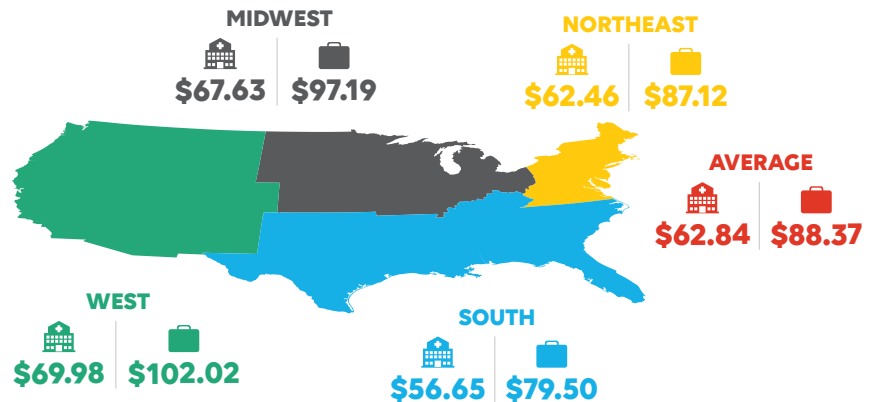


Average Interventional Radiology Registered Nurse Compensation by Region

For IR RNs, the highest compensation by region for permanent staff was the West at \$69.98 per hour, and the lowest was the South at \$56.65 per hour, a \$13.33 difference per hour. The highest paying region for a travel IR RN was the West at \$102.02 per hour, and the lowest was the South at \$79.50 per hour, a \$22.52 difference per hour. The national average wage for a permanent IR RN was \$62.84, while travel IR RNs were paid on average \$88.37 per hour. **In 2022, travel IR RNs across all regions made an average of 40.63% more than their permanent counterparts.**



IR RN

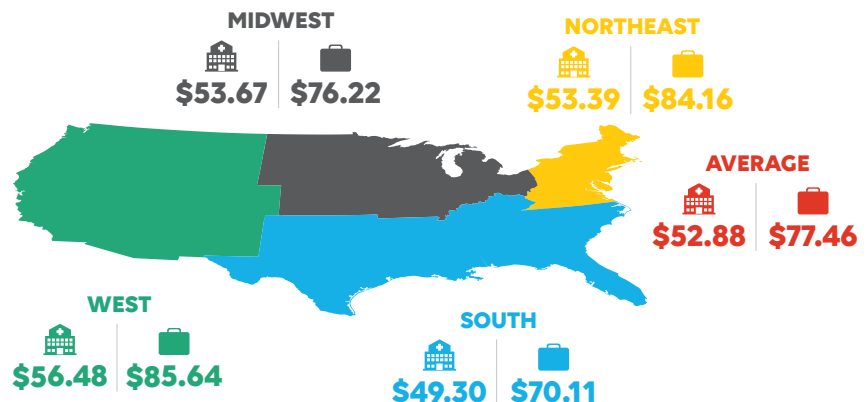


Average Interventional Radiology Technologist Compensation by Region

For IR Techs, the highest compensation by region for permanent staff was the West at \$56.48 per hour, and the lowest was the South at \$49.30 per hour, a \$7.18 difference per hour. The highest paying region for a travel IR Tech was the West at \$85.64 per hour, and the lowest was the South at \$70.11 per hour, a \$15.53 difference per hour. The national average wage for a permanent IR Tech was \$52.88, while travel IR Techs were paid on average \$77.46 per hour. **In 2022, travel IR Techs across all regions made an average of 46.48% more than their permanent counterparts.**

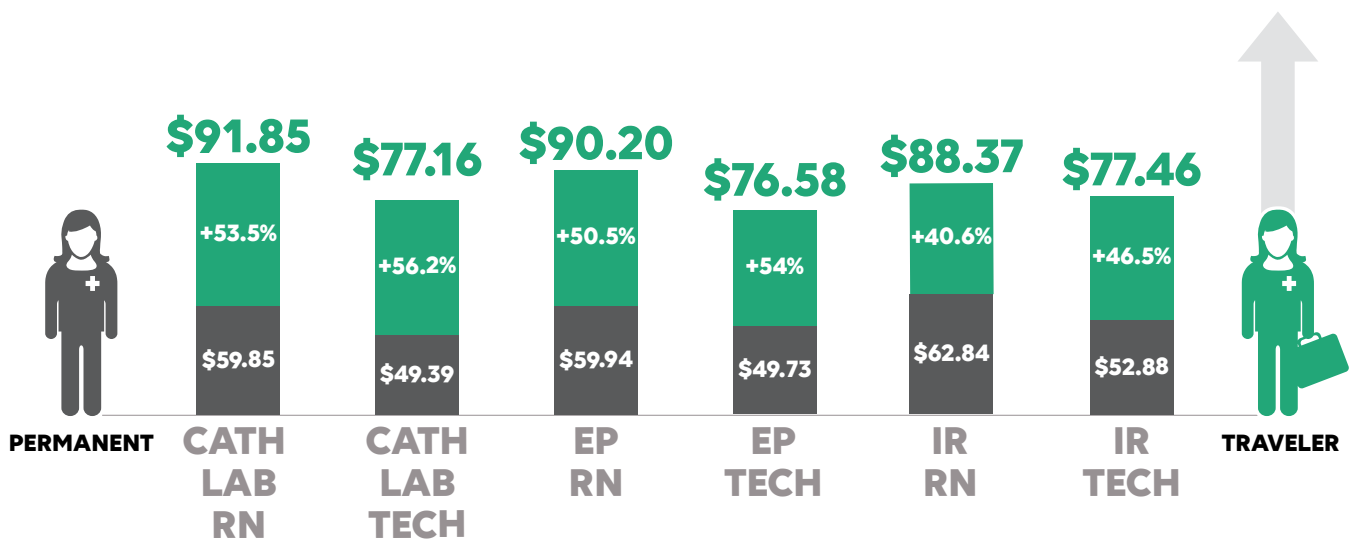


IR TECH



Permanent vs. Traveler Compensation by Specialty

The average Cath Lab RN hourly wage in 2022 was \$59.85 for permanent staff vs. \$91.85 for travelers, a 53.5% difference. The average Cath Lab Technologist hourly wage in 2022 was \$49.39 for permanent staff vs. \$77.16 for travelers, a 56.2% difference. The average EP RN hourly wage in 2022 was \$59.94 for permanent staff vs. \$90.20 for travelers, a 50.5% difference. The average EP Technologist hourly wage in 2022 was \$49.73 for permanent staff vs. \$76.58 for travelers, a 54% difference. The average IR RN hourly wage in 2022 was \$62.84 for permanent staff vs. \$88.37 for travelers, a 40.6% difference. The average IR Technologist hourly wage in 2022 was \$52.88 for permanent staff vs. \$77.46 for travelers, a 46.5% difference.

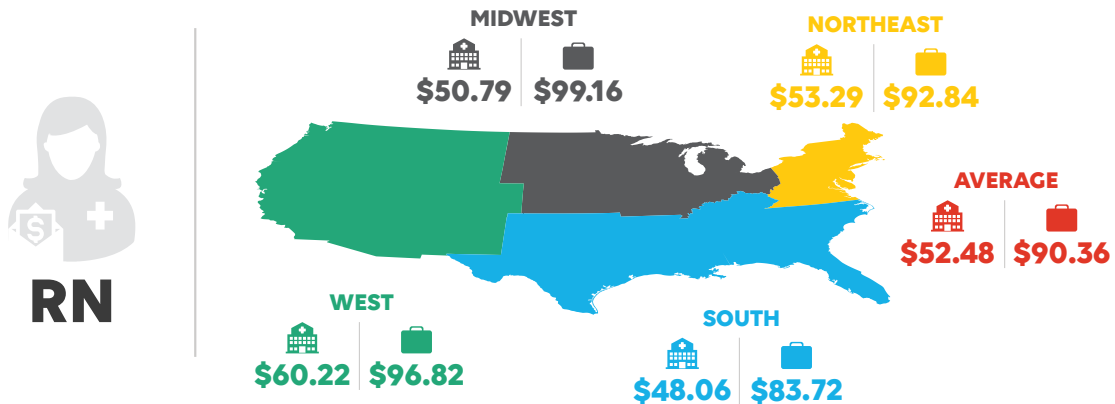




**Regional Wage Data
by Certification**

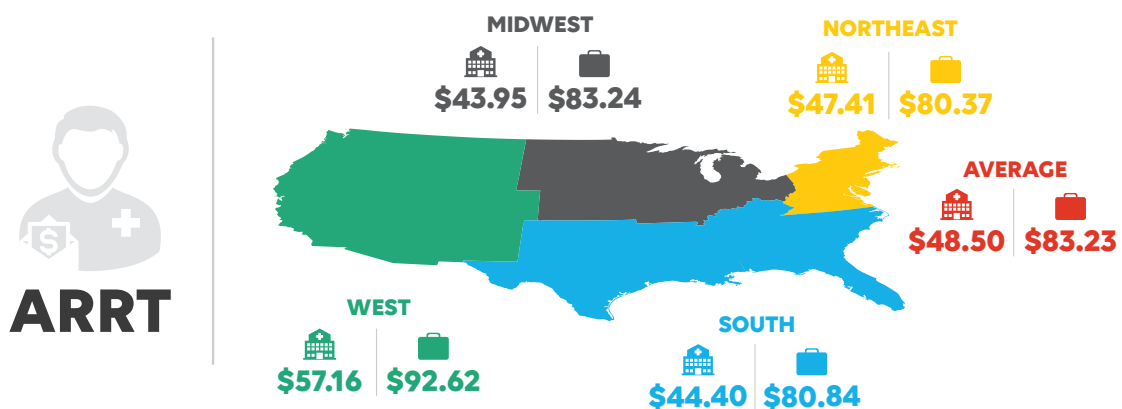
Average Registered Nurse Compensation by Region

For Cath/EP/IR RNs, the highest compensation region for permanent staff was the West at \$60.22 per hour, and the lowest was the South at \$48.06 per hour, a \$12.16 difference per hour. The highest paying region for travelers was the Midwest at \$99.16 per hour, and the lowest was the South at \$83.72 per hour, a \$15.44 difference per hour. **In 2022, travel RNs across all regions made an average of 72.18% more than their permanent counterparts.**



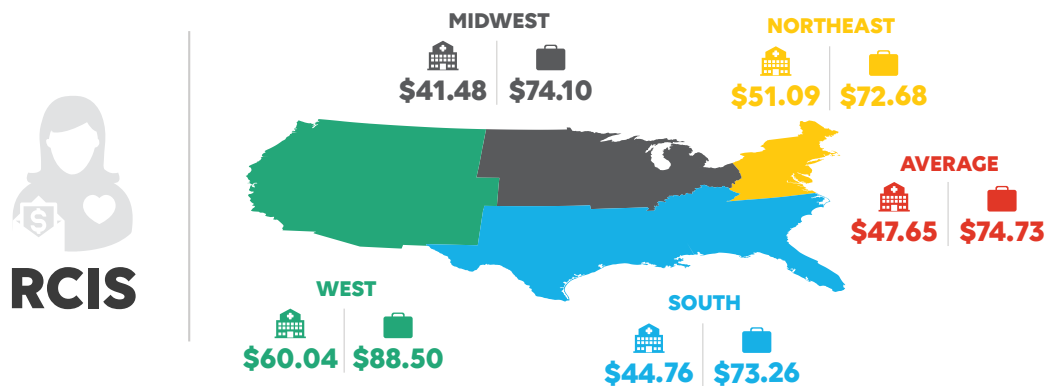
Average Compensation for Radiologic Technologists Certified by ARRT by Region

For Radiologic Technologists certified by the American Registry of Radiological Technologists (ARRT), the highest compensation region for permanent staff was the West at \$57.16 per hour, and the lowest was the Midwest at \$43.95 per hour, an \$13.21 difference per hour. The highest paying region for travelers was the West at \$92.62 per hour, and the lowest was the Northeast at \$80.37 per hour, a \$12.25 difference per hour. **In 2022, travel Cath, EP, and IR radiological technologists across all regions made an average of 71.61% more than their permanent counterparts.**



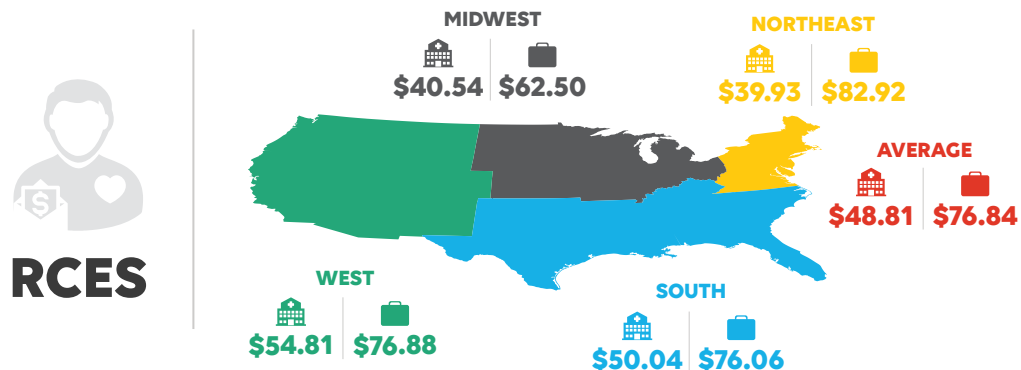
Average RCIS Compensation by Region

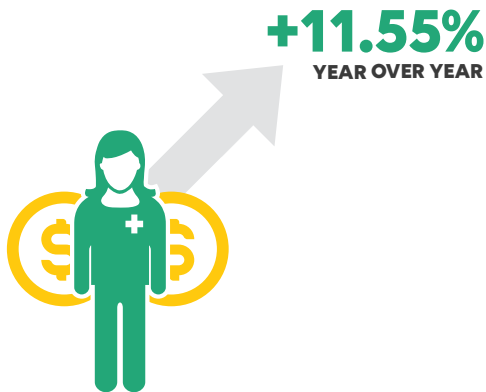
For Registered Cardiovascular Invasive Specialists (RCIS) certified by Cardiovascular Credentialing International (CCI), the highest compensation region for permanent staff was the West at \$60.04 per hour, and the lowest was the Midwest at \$41.48 per hour, an \$18.56 difference per hour. The highest-paying region for travelers was the West at \$88.50 per hour, and the lowest was the Northeast at \$72.68 per hour, an \$15.82 difference per hour. **In 2022, RCIS travel staff across all regions made an average of 56.83% more than their permanent counterparts.**



Average RCES Compensation by Region

For Registered Cardiovascular Electrophysiology Specialists (RCES) certified by Cardiovascular Credentialing International (CCI), the highest compensation region for permanent staff was the West at \$54.81 per hour, and the lowest was the Midwest at \$39.93 per hour, a \$14.88 difference per hour. The highest paying region for travelers was the Northeast at \$82.92 per hour, and the lowest was the Midwest at \$62.50 per hour, a \$20.42 difference per hour. **In 2022, travel RCES staff made 57.43% more than their permanent counterparts.**





+11.55%
YEAR OVER YEAR

Permanent RN Compensation

From 2021 to 2022, permanent RN compensation increased across the country: the Midwest (19.48%), Northeast (14.7%), West (8.86%), and South (4.39%). The average compensation for permanent RNs increased year-over-year by 11.55%, which is \$5.50 per hour more in 2022.

Permanent Technologist Compensation

This cohort represents technologists with a primary certification from the American Registry of Radiologic Technologists (ARRT) or Cardiovascular Credentialing International (CCI): ARRT, RCIS, or RCES. While some individuals might have dual certifications (e.g., RCIS and ARRT or RN), their title and primary duties reflect ARRT or CCI certifications.

ARRT
+10.98%
YEAR OVER YEAR

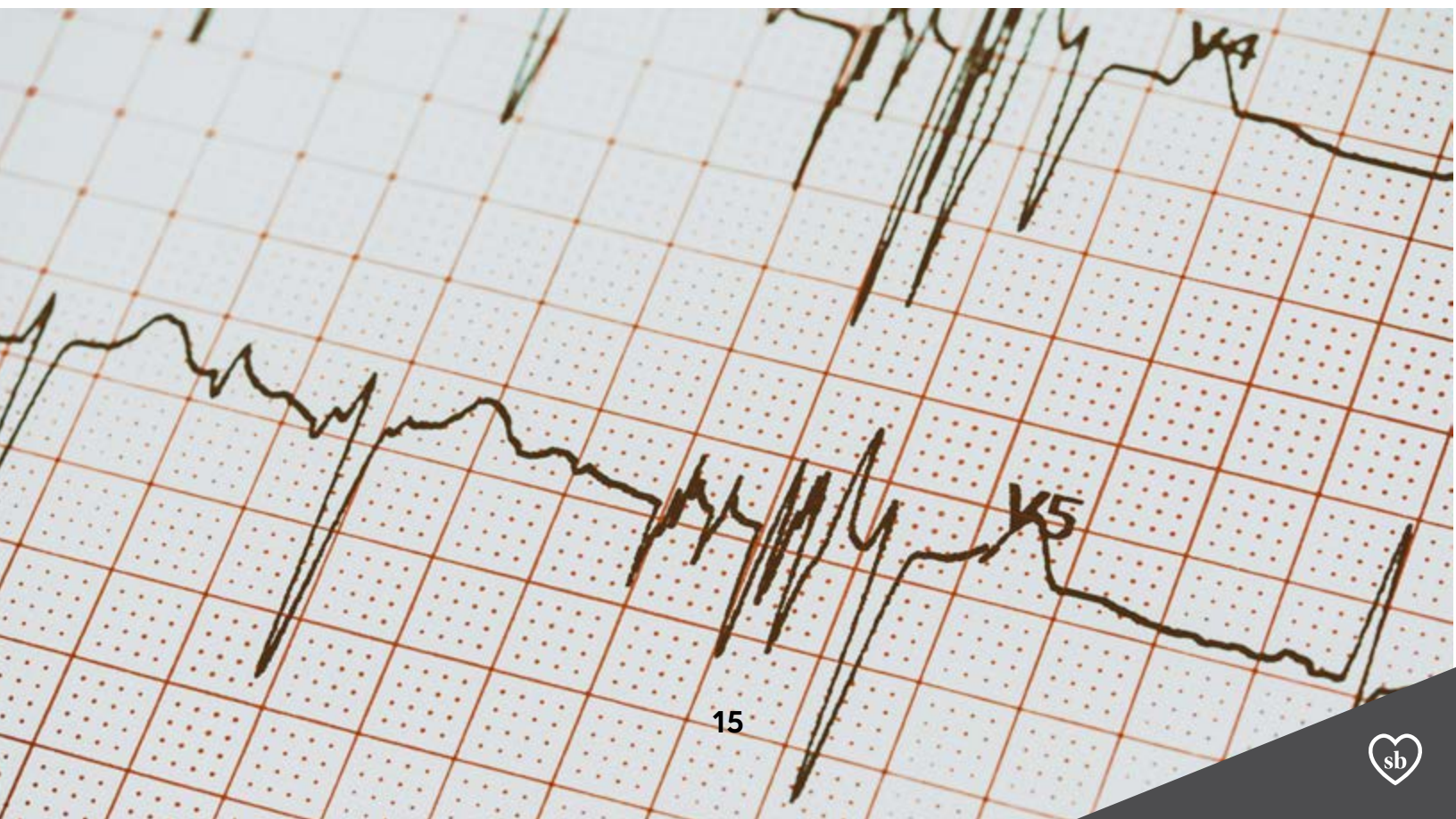
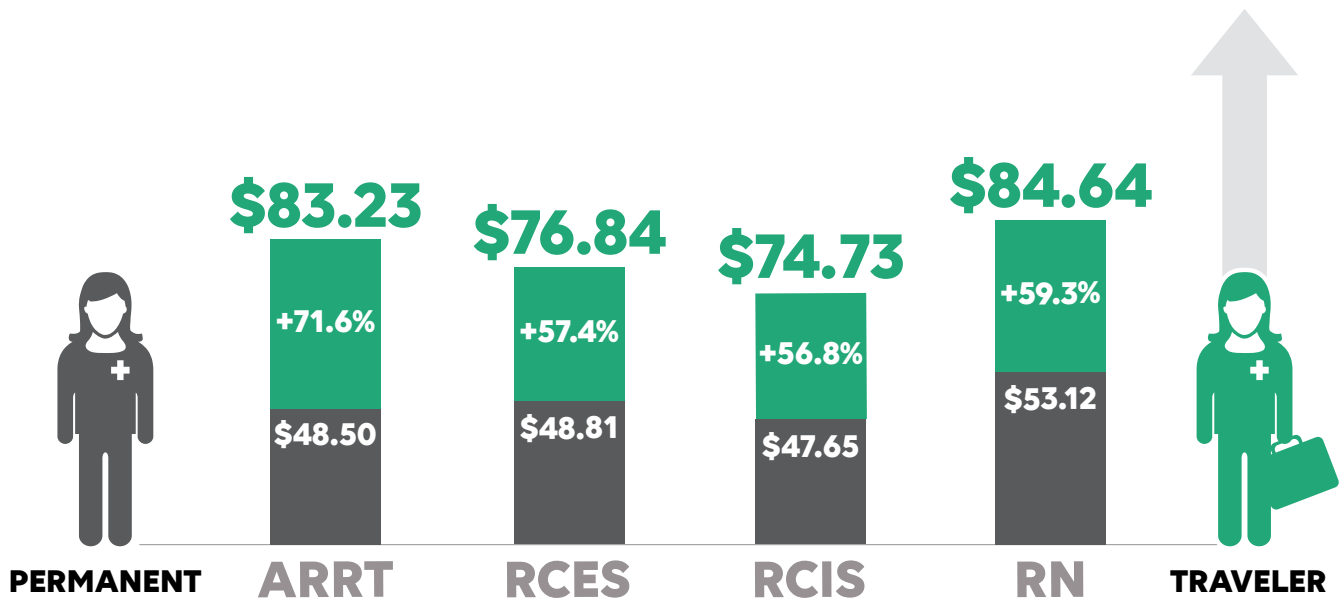
RCES
+10.23%
YEAR OVER YEAR

RCIS
+12.86%
YEAR OVER YEAR



Permanent vs. Traveler Compensation by Certification

The average RN hourly wage in 2022 was \$53.12 for permanent staff vs. \$84.64 for travelers, a 59.3% difference. The average technologist hourly wage in 2022 was \$49.24 for permanent staff vs. \$78.51 for travelers, a 59.4% difference. **In 2022, Travelers made an average of \$27.08 to \$34.73 more per hour than their non-traveling counterparts, depending on their certification.**



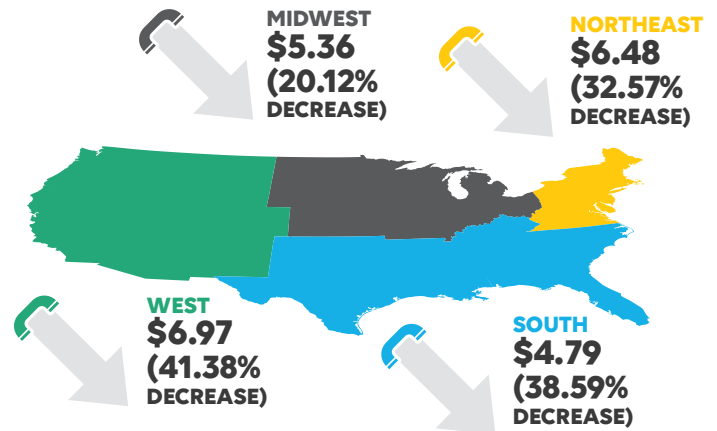


**On-Call, Callback,
Satisfaction, and
Market Wage Data**

On-Call Rates

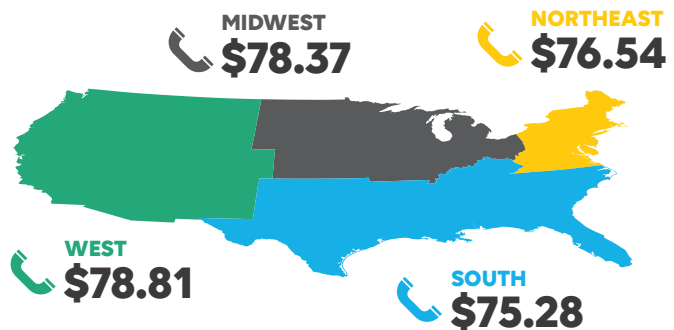
73% of respondents worked weekly on-call hours in 2022. **The average nationwide on-call rate decreased 35.43% from \$8.75 per hour in 2021 to \$5.65 per hour in 2022.** This is an average wage decrease of \$3.10 per hour.

The highest on-call wage was in the West at \$6.97 per hour, while the lowest was in the South at \$4.79 per hour. The West experienced the most significant decrease in on-call wages, -41.38%, from \$11.89 per hour in 2021 to \$6.97 per hour in 2022. The Midwest decreased the smallest amount, -20.12%, from \$6.71 per hour in 2021 to \$5.36 per hour in 2022.



Callback Rates

The average callback rate across all regions in 2022 was \$76.82 per hour. From highest to lowest, the average regional callback rates were: the West at \$78.81, the Midwest at \$78.37, the Northeast at \$76.54, and the South at \$75.28. **The range of difference between regional hourly callback rates flattened considerably in 2022 vs. 2021. The difference between the highest-paying region and the lowest went from 58.04% in 2021 to only 4.69% in 2022.**



Compensation Satisfaction

We asked survey respondents how satisfied they were with their current compensation. **68% reported being "satisfied" with their wages in 2022 vs. 46% in 2021.** Unlike the results of wage

surveys conducted in 2020 and 2021, **regions with higher wage satisfaction scores in 2022 were not related to regions with higher wages.** Regional wage satisfaction scores are as follows: the South at 70.82%, the West at 68.92%, the Midwest at 66.67%, and the Northeast at 62.5%.



68% WERE SATISFIED WITH WAGES

Employer Satisfaction

We asked survey respondents how satisfied they were with their current employer, and **68.5% reported being "satisfied" in 2022. That represents a 44.85% increase in employer satisfaction vs. 2021's satisfaction rating of 47.29%.** Regional employer satisfaction scores are as follows: the West at 70.55%, the South at 70.3%, the Midwest at 69.7%, and the Northeast at 61.54%.



68.5% WERE SATISFIED WITH EMPLOYER

Wage Increases

In 2021, due to the demand for Cath/EP/IR procedures being delayed by the pandemic, 62% of respondents saw their wages increase. This need carried over into 2022, with 63.23% of respondents experiencing some form of a wage increase.

11.93% SAW A WAGE INCREASE OF 11-20%

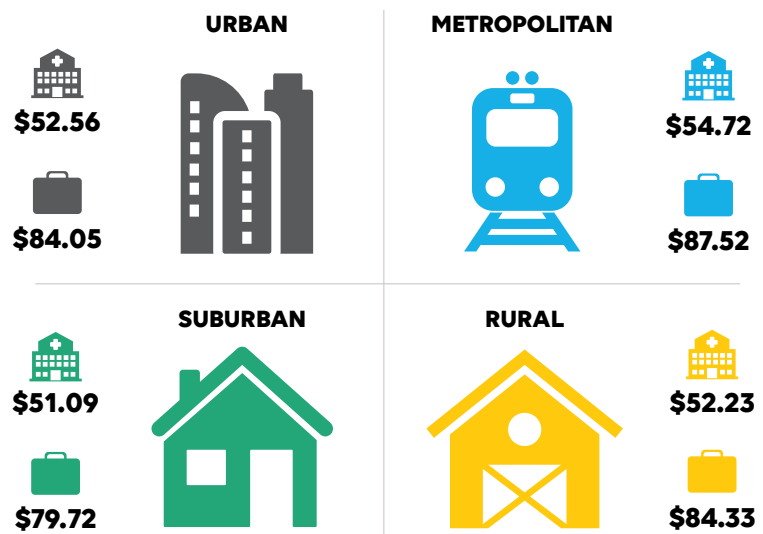
36.49% SAW A WAGE INCREASE OF 1-10%

12.07% SAW NO INCREASE IN WAGES

14.81% SAW A WAGE DECREASE OF 1-10%

Wages by Market Type

In a change from past surveys, average permanent staff wages were the highest in metro areas at \$54.72 per hour and the lowest in suburban areas at \$51.09 per hour, a \$3.63 per hour wage difference. For travel wages, the highest were also found in metro areas at an average of \$87.52 per hour and the lowest in suburban areas at \$79.72 per hour, a \$7.80 per hour wage difference.



The Perks of Travel Healthcare

In 2022, the data continued to reinforce the benefits of being a traveling clinician. Traveler wages in cardiovascular healthcare beat permanent staff wages by up to 71.6%, with a good portion of those wages taking the form of tax-free stipends. Because of the flexibility and freedom that travel assignments offer, many clinicians choose to travel as a way to battle burnout and fatigue brought on by the COVID-19 pandemic.



EDUCATION TIP

For more information about training options available to help nurses and technologists achieve their RCIS and RCES certifications, visit Springboard Health's education page: springboardhealthcare.com/sbhc-education



Experience and Education Wage Data

Experience Level

Incongruent with previous wage surveys, the highest average wage levels were not directly correlated to higher years of experience. Those making the highest hourly wages had 6-10 years of experience. The second highest wages were paid to those with 21 or more years of experience.



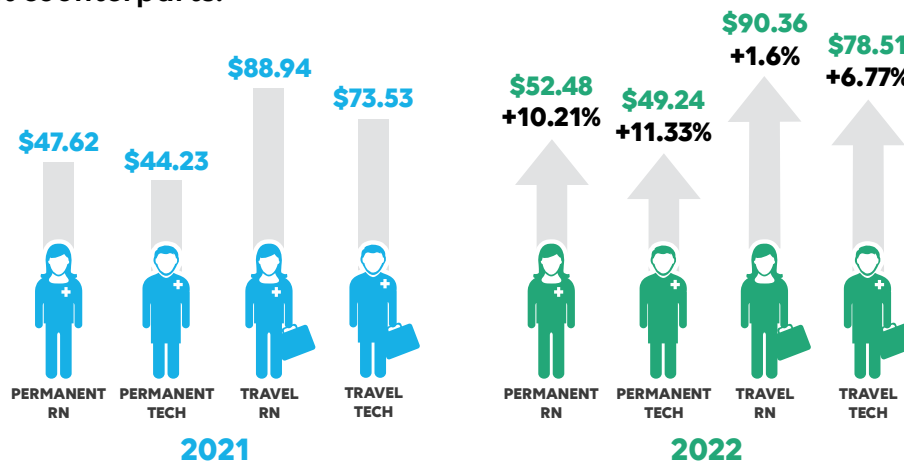
Education Level

The largest group of respondents (42%) reported having an associate's degree, with the second largest group (39%) having a bachelor's degree. The most significant pay disparity was between those with a bachelor's degree receiving the highest pay at an average of \$55.04 per hour vs. those attending a technical college program earning an average of \$43.74 per hour, a difference of \$11.30 per hour.



Permanent vs. Traveler Wages for RNs and Technologists

Between 2021 and 2022, the average wage for permanent RNs increased by 10.21% vs. traveling RNs, who saw a wage increase of 1.6%. During the same period, the average wage for a permanent technologist increased by 11.33% vs. traveling technologists, who saw a wage increase of 6.77%. **In 2022, traveling RNs made 72.18% more than their permanent counterparts, while traveling technologists made 59.44% more than their permanent counterparts.**



springboard

HEALTHCARE STAFFING + EDUCATION



At Springboard Health, we know that medical staffing shortages can mean the difference between life and death. Since its founding in 2002, our mission has been to provide healthcare facilities in need with access to the top-tier medical talent they require to save lives. Specializing in cardiovascular care, we have connected hundreds of hospitals across the U.S. with thousands of expert traveling clinicians when they need them most.

However, we do not stop there. Whether you are a healthcare worker, a medical facility administrator, or a medical educator, we offer various career, consulting, and educational services to help you meet the challenges you face in the healthcare industry today.

Confidential Report · NOT for Distribution. ©2023 by Springboard Health, LLC. All rights reserved.

PROPRIETARY DATA. DO NOT DISTRIBUTE OUTSIDE OF YOUR ORGANIZATION. Your company's use of this report precludes distribution of its contents, in whole or in part, to other companies or individuals outside of your organization in any form - electronic, written or verbal - without the express written permission of Springboard Health, LLC.



Your Adventure Awaits.

(866) 465-6286 · hello@springboardhealthcare.com · springboardhealthcare.com