

Pay Raise Meager For CNAs, RNs

Graduate Dietitian Salaries Jump 22 Percent In 2009

Nursing facility assistant directors of dining/food service who are graduate dietitians experienced a significant jump in salary—22 percent—from 2008 to 2009, according to the 32nd annual “Nursing Home Salary and Benefits Report.” Payment for this position went from an average of \$30,306 last year to \$37,000 this year.

The report, published by the Hospital & Healthcare Compensation Service, received 2,245 survey responses from 397 not-for-profit and 1,848 for-profit facilities. The data cover 205,000 employees nationwide.

The national trend of average pay rates for all the participating nursing facilities showed that controllers received a 13 percent jump in salary, from \$65,654 in 2008 to \$74,400 in 2009.

Food-related hourly positions also saw the largest increases, with hostesses going from \$10.04 an hour to \$12.54 an hour, or a nearly 25 percent increase. Registered dietitians saw an 11.45 percent increase, while dining room supervisors garnered an 11.27 percent increase.

But chefs or kitchen managers, who saw an almost 25 percent increase in pay, from \$13.63 an hour to \$17.02 from 2007 to 2008, saw an almost 13 percent decrease, from

‘**N**urse practitioners fared better, with a 6.8 percent pay increase.’

\$17.02 in 2008 to \$14.83 an hour in 2009, according to the data.

Certified nurse assistants (CNAs) earned a 2.36 percent wage increase in the last year, bringing their aver-

age hourly pay from \$11.00 in 2008 to \$11.26 in 2009.

Charge nurses gained a 2.61 percent rise in pay, from \$18.00 in 2008 to \$18.47 in 2009, while staff nurses inched up with a scant 1.48 percent pay raise, from \$25.75 to \$26.13.

Nurse practitioners fared slightly better, with a 6.8 percent pay increase between 2008 and 2009—from \$38.07 per hour to \$40.66 per hour.

Other data include:

- Nursing facility administrators earned on average \$89,606 in 2009, compared to \$85,464 in 2008.

- Licensed practical nurses garnered a 2.58 percent pay raise, from \$18.00 per hour last year to \$18.47 this year.

- Assisted living directors saw a 12.78 percent increase, to \$47,620 in 2009, from \$42,224 in 2008.

Meanwhile, staff turnover rates increased only slightly for registered nurses. Facilities reported an average 32.23 percent turnover in 2007 but a 34.47 percent turnover rate for 2008. The 2009 national average showed a 34.90 percent turnover rate.

CNA turnover decreased slightly, to 43.66 percent for 2009, from 44.63 percent in 2008.

—Suzanne Struglinski

NATIONAL TREND OF AVERAGE SALARIES (2008 – 2009)

JOB TITLE	2008	2009	% CHANGE
Nursing home administrator	\$85,464	\$89,606	4.85
Nursing home asst. administrator	62,000	65,000	4.84
Chief financial officer	95,750	93,188	-2.68
Controller	65,654	74,400	13.32
Residential administrator	45,532	55,900	22.77
Director of assisted living	42,224	47,620	12.78
Director of marketing	63,135	47,800	-24.29
Director of nursing	75,000	77,921	3.89
Asst. director of nursing	60,000	62,400	4.00
Nursing supervisor (RN)	54,331	57,909	6.59
Nursing supervisor (LPN)	40,980	42,365	3.38
MDS coordinator	53,310	54,768	2.73
Director dining/food svces. (grad. diet.)	36,148	37,908	4.87
Asst. dir. dining/food svces. (grad. diet.)	30,306	37,000	22.09
Director of information services	55,577	65,700	18.21
Security supervisor	32,778	37,159	13.37
Housekeeping and laundry supervisor	31,995	32,480	1.52
Director of pastoral services	36,109	40,249	11.47
Director of human resources	43,955	47,852	8.87
Director of environmental services	39,333	42,700	8.56
Social service and activity director	34,039	35,500	4.29

Source: “Nursing Home Salary and Benefits Report,” Hospital & Healthcare Compensation Service