

# Nursing Informatics Workforce 2023 Salary and Benefits Report

Nursing informatics has become increasingly established, essential and valued as a global nursing specialty over the last several decades. Nurse informaticists use clinical and technical skills to transform data into needed information; leverage technologies to improve health, safety, quality and outcomes; and promote health equity for people and populations.

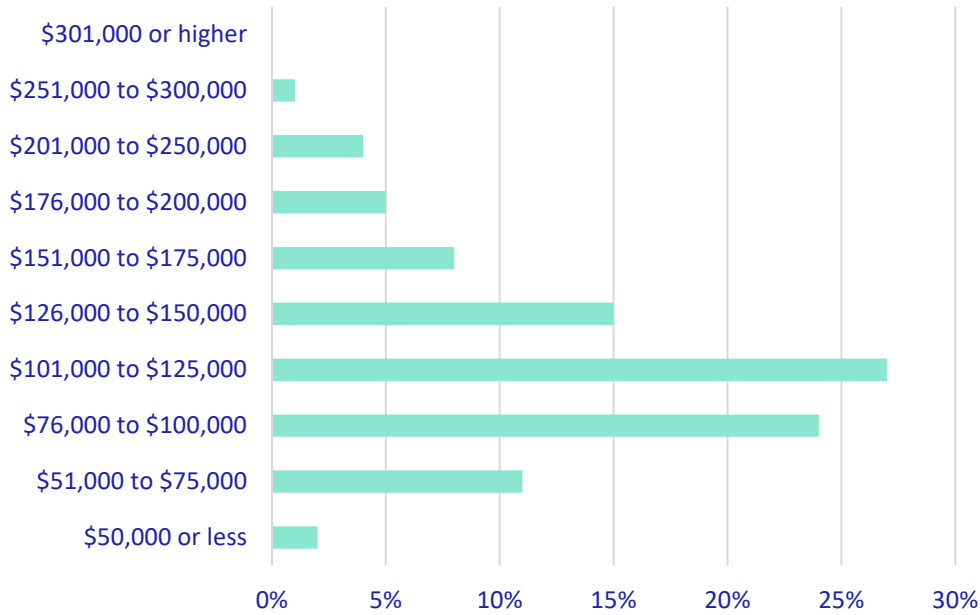
Since 2004, HIMSS has surveyed the global nursing informatics community every three years to understand informatics nurses' roles, responsibilities and value. This survey captures the experience and background of nursing informatics professionals while identifying changes that have occurred in the profession over the past 18 years. This document is a salary and benefit information resource for the nursing informatics workforce.

This year's survey was sponsored by Fresenius Kabi.

## About

Respondents identified their current base salary range (not including benefits or bonuses) as of June 2022. The salary range provided to respondents in this year's survey was modified from previous surveys to accommodate a wider range of potential salaries for nursing informatics professionals. A separate question also allowed respondents to report on other benefits received as part of their total compensation and benefits package offered by their employers.

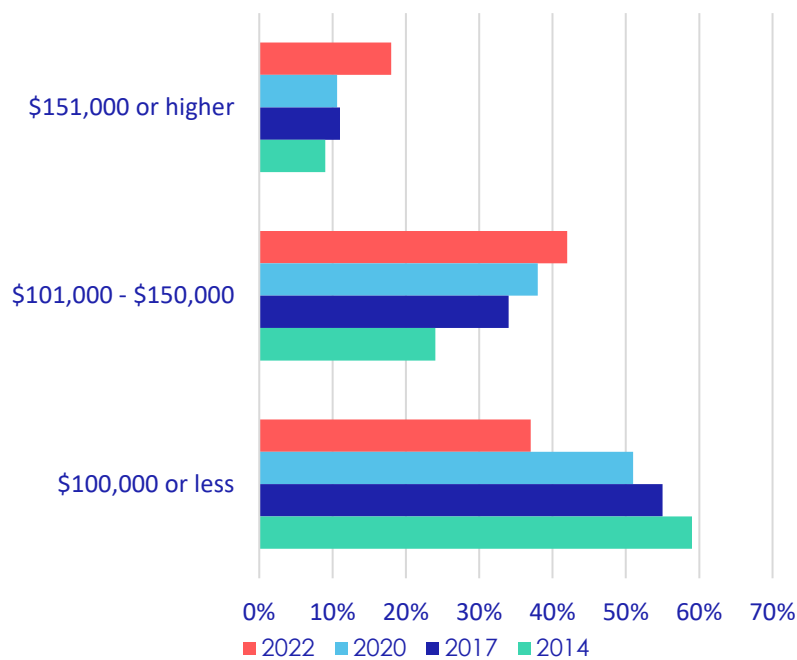
## U.S. Salary Range



\*Prefer not to answer' 2%, not shown

Overall, this year's survey shows an increase in nurse informaticist salaries compared to previous years. Just over a quarter of nurse informaticists (27%) report making between \$101,000 and \$125,000, followed closely by those with a salary between \$76,000 and \$100,000 (24%). The expanded salary ranges in the 2022 survey also shows growth among the higher salary ranges with 18% reporting salaries higher than \$151,000.

## U.S. Salary Ranges over time



<sup>1</sup>Prefer not to answer<sup>2</sup> 2%, not shown for 2022; 8% not shown for 2014

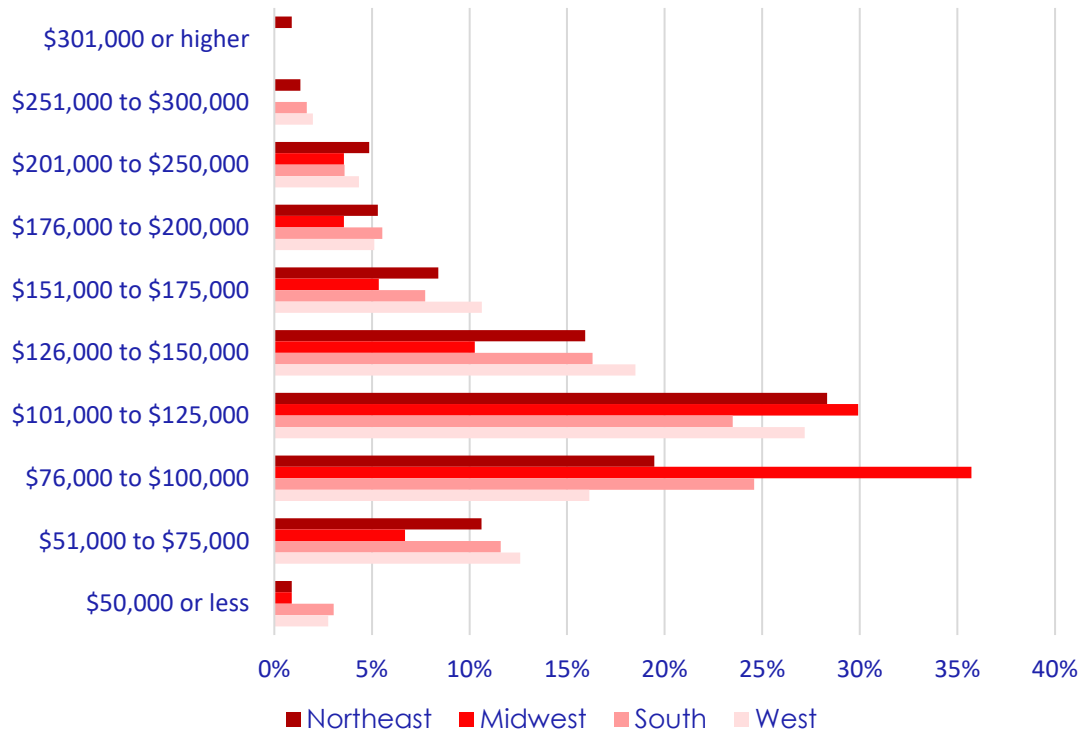
Due to the expanded salary ranges offered in this year's survey, direct comparisons to previous years are difficult. However, when consolidated into three broad salary ranges, salaries for nursing informatics professionals are increasing over time.

Those reporting salaries in the \$101,000 - \$150,000 range and the \$151,000 or higher range grew compared to previous surveys, while the only broad salary range that experienced a drop is for those reporting a salary of \$100,00 or less.

This translates into 60% of respondents reporting an annual salary over \$100,000. This is an increase from previous year's salary data with 49% of respondents reporting an annual salary over \$100,000 in 2020, which is a small increase from 2017, when 45% indicate a salary over \$100,000, and an even larger increase from 2014 when only 33% of respondents have a salary over \$100,000.

Notably, the largest increase from previous years is those making \$151,000 or higher, with 18% reporting their salary fell into this range, compared to 11% found in the 2020 and 2017 surveys and only 9% in 2014.

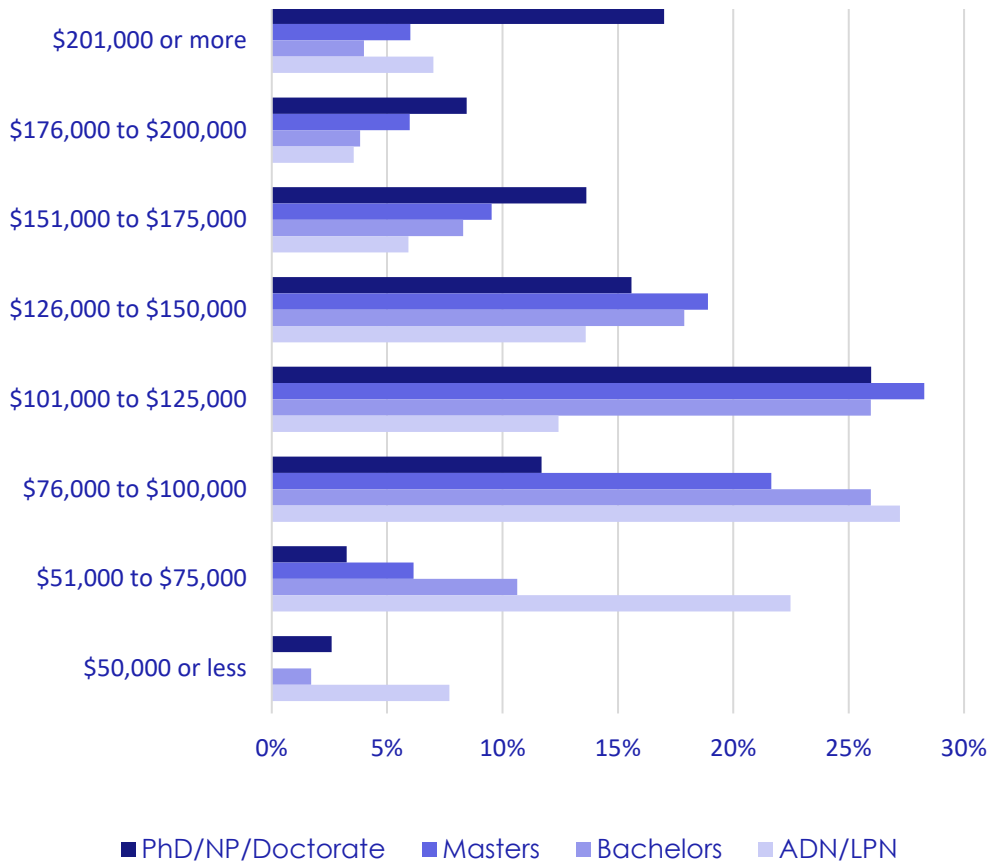
## U.S. Salary by Region



\*Prefer not to answer' 1%-4%, not shown

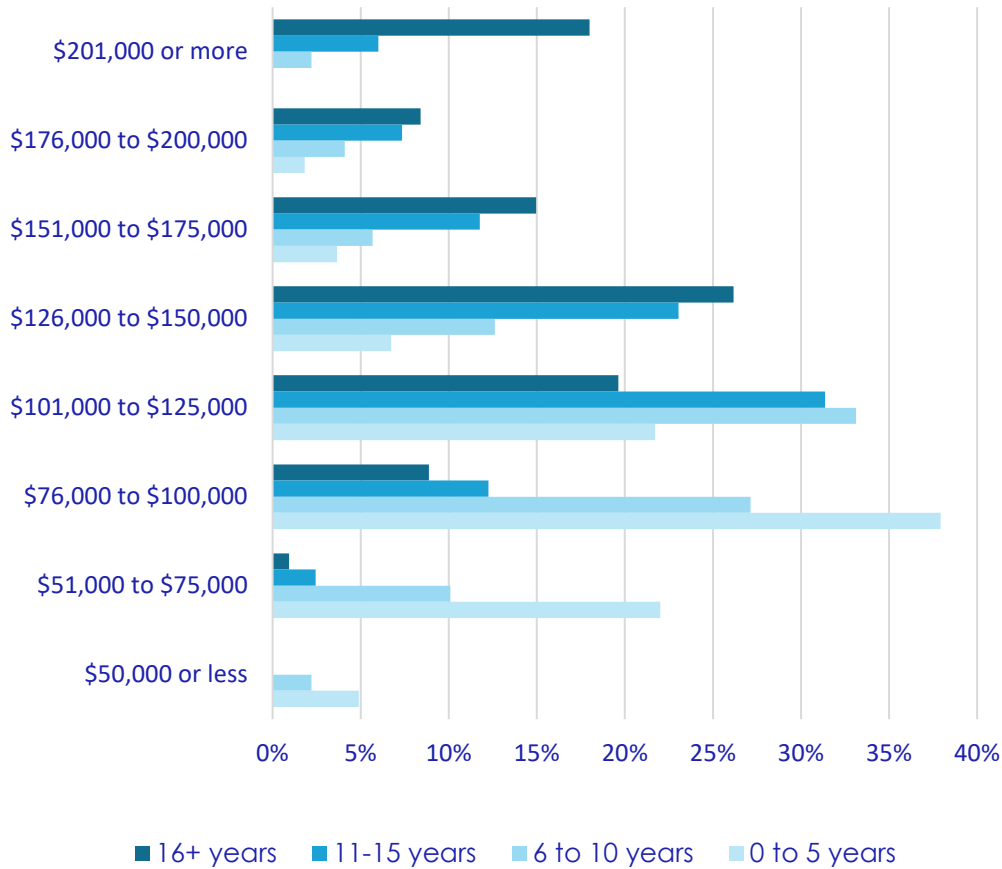
When viewed by U.S. geographic region, 41% of nurse informaticists who live in the West region report a salary greater than \$125,000. This percentage is more than the other regions, with other locations reporting 37% in the Northeast, 35% in the South and 23% in the Midwest.

## U.S. Salary by Education Level



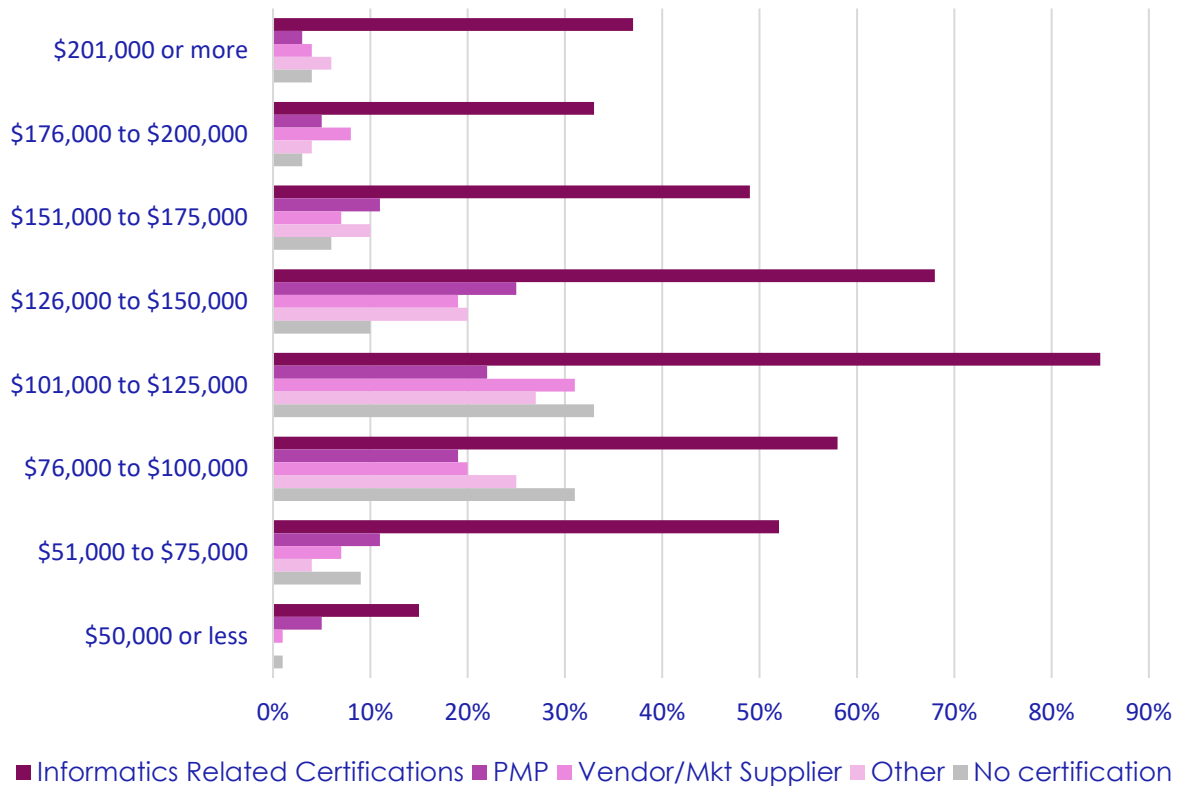
Nurse informaticists with higher levels of formal education most often have higher salaries. A quarter (25%) of respondents with doctorates or nurse practitioners report making \$176,000 or more compared to 12% of those with master's degrees and 8% with bachelor's degrees. The majority of nurse informaticists with bachelor's degrees (52%) make between \$76,000 and \$125,000 per year, while 57% of ADNs/LPNs make \$100,000 or less per year – 27% between \$76,000 - \$100,000; 22% between \$51,000 and \$75,000; and 8% \$50,000 or less.

## U.S. Salary by Years of Nursing Informatics Experience



As expected, nurse informaticists with more experience tend to have higher salaries. Two-thirds (66%) of respondents with 11 or more years of nursing informatics experience report earning more than \$150,000, as compared to 12% of those with six to 10 years of experience and 6% of those with 5 years of experience or less. Over half (60%) of respondents with six to 10 years of experience report a salary between \$76,000 and \$125,000, whereas 60% of respondents with 5 years or less experience make between \$51,000 and \$100,000 per year.

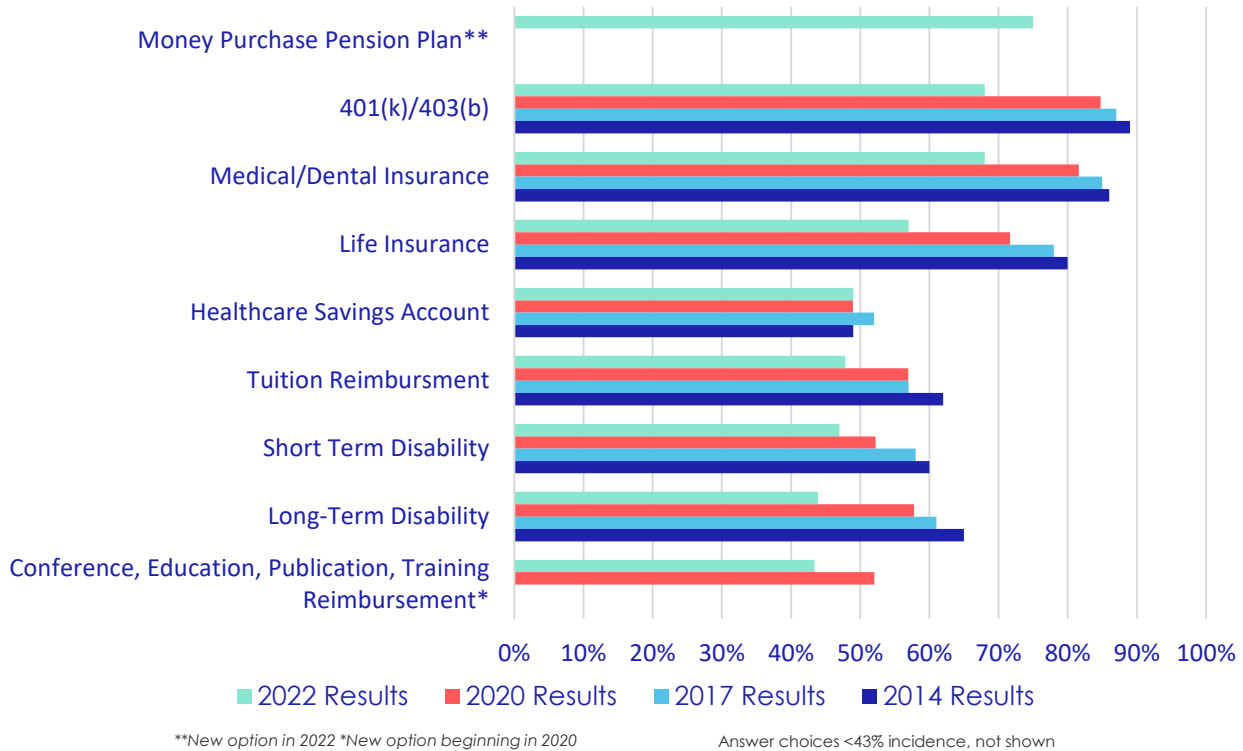
## U.S. Salary by Informatics Certification



<sup>4</sup>Informatics Related Certifications<sup>4</sup> is a combination of RN-BC, HIMSS Certifications (CPHIMS/CAHIMS/CPDHST), AHIC and CHTS

Holding an informatics-related certification, such as those offered through the ANA, HIMSS, AMIA and AHIMA, is associated with higher salaries across all salary ranges when compared to those who are not certified. Results are mixed among the other certifications considered, particularly for those making between \$76,000 - \$125,000 per year.

## Benefits and Non-Salary Compensation



The survey also collected information on the benefits offered through nurse informaticists' employers. Money purchase pension plan, a new option in the 2022 survey, is the most identified benefit, reported by 75% of respondents. Other top benefits include having the ability to save in a 401(k) or 403(b) for retirement (68%), medical/dental insurance (68%), and life insurance (57%).



## Conclusion

In comparing salaries from 2014, 2017, 2020 and 2022, nurse informaticists' compensation is increasing. Most notably, the percentage of respondents earning an annual salary of over \$100,000 continues to rise. In 2014, only 33% of respondents reported an annual salary over \$100,000. In 2017, 45% made over \$100,000. In the 2020 survey, nearly half (49%) of respondents reported making over \$100,000 per year. And this year, the number of respondents making over \$100,000 per year is up to 60%.

It's also important to note that the largest increase from the previous surveys is respondents from higher salary ranges. Eighteen percent of nursing informatics professionals report salaries of \$151,000 or higher, compared to 11% on the 2020 and 2017 surveys and only 9% in 2014.

The findings suggest that the value of nurse informaticists continues to be recognized by their employers and may reflect more nurse informaticists ascending to executive level positions within their organizations.

## HIMSS Nursing Informatics Workforce Survey

The HIMSS Nursing Informatics Workforce Survey captures salary, professional status and practice trends while identifying changes that have occurred in the workforce.

[Explore the Nursing Informatics Workforce Survey](#)