

Essentia Health Nurses: Highly Valued and Well Compensated

Essentia works hard to ensure our registered nurses (RNs) are supported and compensated to reflect the healthy difference they make for patients. We have industry-leading retention rates and excellent success recruiting into the profession.

Virginia acute care RNs are well compensated



\$78,100

Starting pay at .9 FTE
for an RN with a
2-year degree



\$87,941

Average total annual pay for an
RN working a .8 FTE
4 days/week



66%

Take Essentia's health
insurance worth up to
\$29K/year
family coverage

Positive work/life balance



76% of Virginia
nurses work

**4 days/week
or less**



Full benefits at
**24 hours/
week**



Plus support:

12% More support staff* for
RNs in '24 vs. '22

*Nursing Assistants, Health Unit
Coordinators



Pathway to Excellence program
and development opportunities

Essentia nurses stay at Essentia

At a time when nurses are in high demand nationally and can get jobs anywhere,
our nurses overwhelmingly choose to remain at Essentia.

Nurse tenure

63%

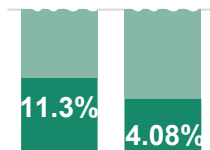
have greater than

5 years

tenure

As of June 5, 2025

Acute RN turnover



Top 25%ile national
average

As of November 2024

Nursing vacancies



5.38% Virginia
vacancy rate

As of May 31, 2025



9.5% National
comparison
to 50th
percentile
benchmark

Unless noted, stats pertain to Essentia Health-
Virginia acute care RNs

