

WageScape

State of Pay · What employers are advertising this quarter

HEALTHCARE · Q2 2026

One license. Two labor markets.

\$24–\$47/hr

The advertised Registered Nurse range this quarter (P25–P75). The low tail isn't a discount on the staff-RN market — it largely reflects per-diem, home-health and long-term-care postings quoting base rates without differentials. Price the setting, not the title.

Postings analyzed: Apr 1 – Jun 30, 2026 · Government comparison: BLS OEWS May 2025

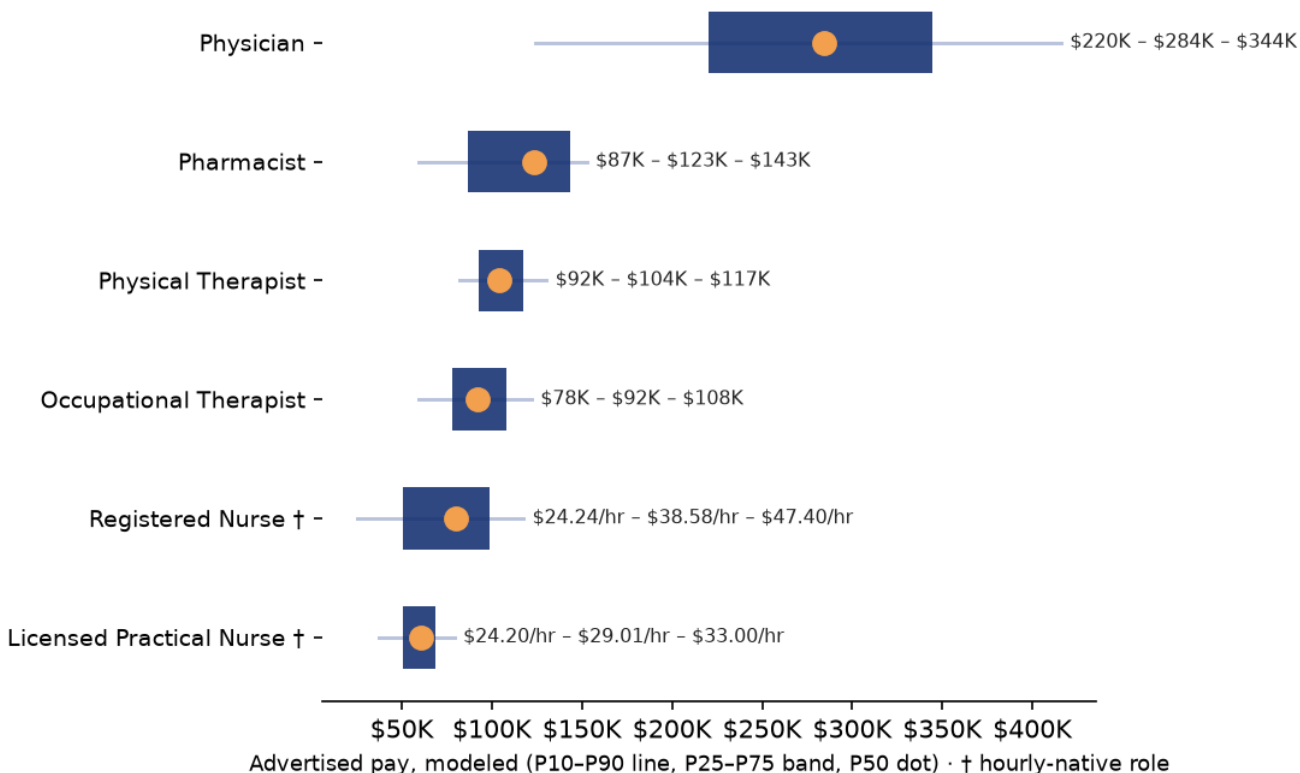
n = 4.6M postings · 6 core roles · 261K hiring companies · listing-weighted · WageScape / MarketTrak

Pay levels are modeled from postings and directional — structure (spread, premiums, geography) is the signal. BLS check and method inside.

HEALTHCARE · THE PAY SPECTRUM · ADVERTISED, Q2 2026

No role has one market rate

The pay band, role by role — P25 / P50 / P75



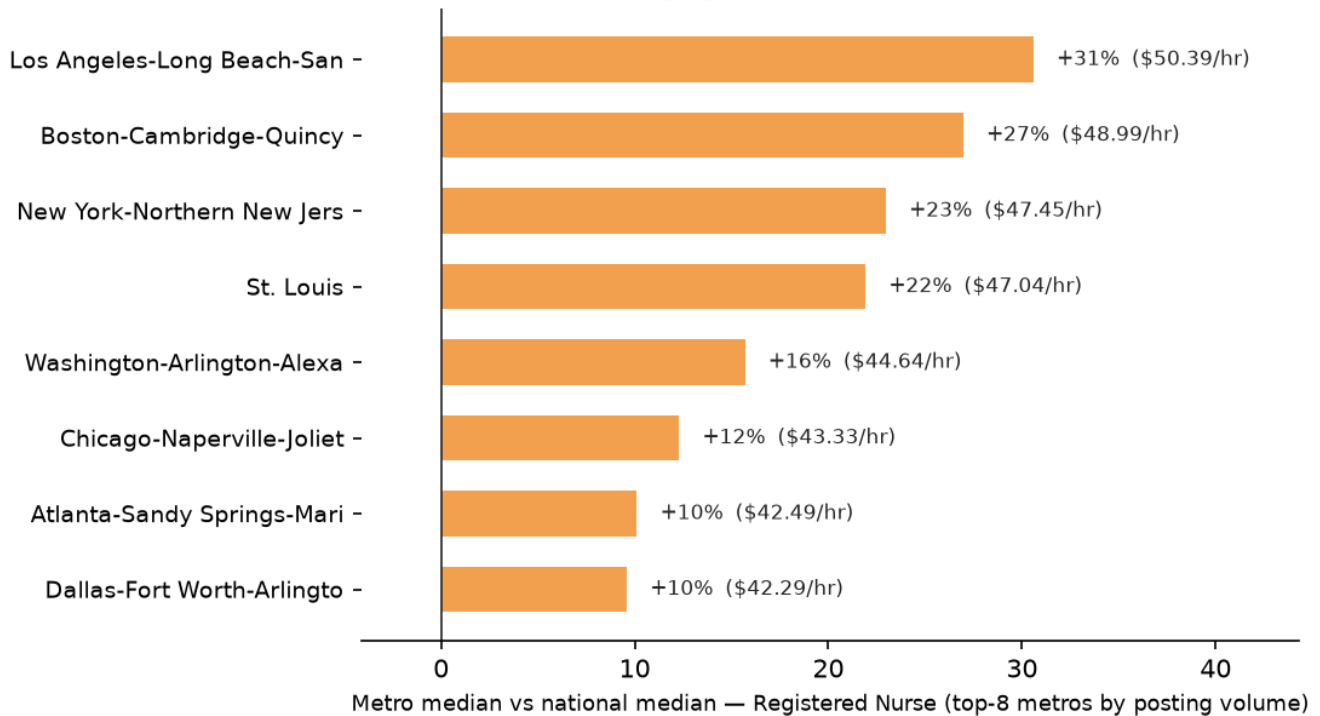
Three structural reads

1. The widest band: Registered Nurse. P75 (\$47.40/hr) pays 2.0× P25 (\$24.24/hr). A single “market rate” for this role is a fiction — set bands, not points.
2. The tightest band: Physical Therapist (1.3×). Here the market HAS converged — posting outside \$92K–\$117K is a deliberate strategy, not noise.
3. Where the band skews: Registered Nurse's midpoint sits high in its band — the bottom half is 1.6× as wide as the top. Offers above midpoint compress fast; the real competition is \$38.58/hr–\$47.40/hr. Position reqs against the skew, not just the midpoint.

HEALTHCARE · GEOGRAPHY & DEMAND

The same job does not pay the same everywhere

Where the market pays differently — Registered Nurse



Across the top-8 posting markets, the Registered Nurse median runs from \$42.29/hr (Dallas-Fort Worth-Arlington) to \$50.39/hr (Los Angeles-Long Beach-Santa Ana) — a 19% geographic gap inside one role, this quarter. Demand is deep: 2,294K Registered Nurse postings from ~129K hiring companies.

What comp teams should do this quarter

- Benchmark to the band, not the point. Quote \$24.24/hr–\$47.40/hr for Registered Nurse, and decide deliberately where in the band each req should sit.
- Localize before you match. A national median mis-prices Registered Nurse by up to 19% depending on metro — in premium metros, benchmark to the metro band, not the national band.
- Check your reqs against this quarter's floor. If a posting sits below P25, you are recruiting exclusively from the bottom quartile of advertised offers — make that a decision, not an accident.

The BLS check — we show our work

Every advertised median, next to its government benchmark. Postings measure the hiring market, not the incumbent one: hourly postings quote base starting rates — before differentials, overtime and tenure — and salaried posting cohorts skew junior. Advertised medians therefore typically sit below BLS; the gap is information, not error.

Role	WageScape P50	BLS median	Δ	BLS occupation
Physician	\$284.4K	\$238.4K	+19.3%	Family medicine; specialists high
Pharmacist	\$123.2K	\$137.5K	-10.4%	Pharmacists
Physical Therapist	\$104.0K	\$101.0K	+3.0%	Physical therapists
Occupational Therapist	\$92.3K	\$98.3K	-6.1%	Occupational therapists
Registered Nurse †	\$38.58/hr	\$45.00/hr	-14.3%	Registered nurses
Licensed Practical Nurse †	\$29.01/hr	\$29.97/hr	-3.2%	Licensed practical/vocational nurs

BLS figures: OEWS May 2025 national medians (bls.gov); * = May 2024, latest published for that occupation. † hourly-native role, both figures per hour. Deltas computed from the printed values.

Methodology

Source: WageScape / MarketTrak — advertised-posting data aggregated from public job postings. Period: Q2 2026 (single quarter; no period-over-period comparisons are made in this report). Sample: 4.6M postings across 6 core healthcare roles, 261K hiring companies. National figures are listing-count weighted across metros. Every role is reported as a P25 / P50 / P75 spectrum (P10–P90 in charts); we never publish a lone median. Pay levels are modeled from postings (disclosed wages are rare); hourly-native roles are quoted per hour (annualized at 2,080 hours in charts). Structural signals — spread ratios, role premiums, metro differentials, demand concentration — are ratio-based and robust to level bias. Aggregates only; no individual compensation is shown. Every figure reproduces from a saved, dated query snapshot.

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