

RN Salary (entry-level and master's degree) in Western MA: Fall 2023

Clinical Nursing Salaries <small>*Excluding signing or promotion bonuses</small>	Experience	Hourly salary	Weekly (40 hours)	Annual salary
	Starting salary	\$33.11 to 39.00	\$1,324.40 – \$1,560.00	\$68,868.80 – \$81,120.00
	3 year salary		\$1,512.00 – \$1,566.40	\$78,624.00 – \$81,452.80
	Masters' salary	\$40.28 to 53.20	\$1,611.20 – \$2,128.00	\$83,782.40 – \$110,656.00

Data reported from five acute care institutions and one community health provider.

Three clinical institutions offer sign-on bonuses ranging from \$10,000 to \$15,000.

- One institution offers a \$10,000 sign-on bonus for external candidates and a \$15,000 bonus for internal promotions.
- Sign-on bonuses vary at each institution. They are contingent upon 30 days, 12 months and up to three year retention periods.