

# 2026 Travel Healthcare Salary Guide

Real pay ranges for 16 specialties across 11 states  
Verified against Vivian Health marketplace data

Nursing + Allied Health | Updated March 2026

Junxion Med Staffing | [junxionmedstaffing.com](https://junxionmedstaffing.com) | (817) 242-0300

## How Travel Healthcare Pay Works

Your weekly pay package has three main components:

- **Base hourly rate** — your taxable wage (typically 60-70% of total package)
- **Housing stipend** — tax-free if you maintain a tax home (\$1,000-2,200/week depending on metro)
- **Meals & incidentals (M&IE)** — tax-free per diem (\$200-400/week)

**Pro tip:** The ranges below reflect total weekly compensation (base + stipends). Actual take-home varies by tax situation, housing choice, and assignment length. We break this down individually for every traveler we work with.

## Nursing Specialties — Weekly Pay Ranges

Data verified against Vivian Health marketplace listings, March 2026. Ranges reflect the 25th-75th percentile (not top-of-range outliers).

Specialty	Weekly Low	Weekly High	National Avg	Demand
Travel RN (Med-Surg)	\$1,600	\$2,400	\$2,000	High
Travel ICU RN	\$1,900	\$2,800	<b>\$2,585</b>	Very High
OR Travel Nurse	\$1,850	\$2,700	\$2,350	High
Travel Cath Lab RN	\$2,000	\$2,900	\$2,500	High
CVOR Travel Nurse	\$2,100	\$3,000	\$2,650	High
Labor & Delivery Travel Nurse	\$1,800	\$2,600	\$2,200	Medium-High
ER Travel Nurse	\$1,750	\$2,600	\$2,200	High
Pediatric ER Travel RN	\$1,800	\$2,700	\$2,300	Medium
Nurse Practitioner	\$2,200	\$3,200	\$2,800	High

## Allied Health Specialties — Weekly Pay Ranges

Allied health travelers are in growing demand — and the pay reflects it. These roles often have less competition than nursing, which means faster placements.

Specialty	Weekly Low	Weekly High	National Avg	Demand
Radiology Tech	\$1,500	\$2,200	\$1,900	High
Travel Echo Tech	\$1,800	\$2,600	<b>\$2,584</b>	Very High
Surgical First Assistant	\$1,700	\$2,500	\$2,100	Medium-High
Travel Endoscopy Tech	\$1,400	\$2,100	\$1,750	Medium
Travel Cath Lab Tech	\$1,700	\$2,500	<b>\$2,875</b>	Very High
Sterile Processing Travel Tech	\$1,200	\$1,800	\$1,500	Medium
CT Technologist	\$1,600	\$2,400	\$2,050	High

**Note on Cath Lab Tech pay:** The Vivian national average (\$2,875/wk) is above our listed range because it includes high-cost-of-living markets like California. In Junxion's Phase 1 states (mostly Midwest/South), expect the \$1,700-\$2,500 range.

## Pay by State — Where the Money Is

Not all states pay the same. Cost of living, demand, and facility type all affect your package.

State	RN Avg/Wk	Allied Avg/Wk	Housing Stipend	Demand Level
Texas	\$2,100	\$1,950	\$1,200-1,800	<b>High</b>
Illinois	\$2,200	\$2,050	\$1,400-2,000	<b>High</b>
North Carolina	\$2,050	\$1,900	\$1,100-1,600	<b>High</b>
Michigan	\$2,000	\$1,850	\$1,100-1,500	Medium-High
Tennessee	\$2,050	\$1,900	\$1,100-1,600	Medium-High
Arizona	\$2,100	\$1,950	\$1,200-1,700	Medium-High

State	RN Avg/Wk	Allied Avg/Wk	Housing Stipend	Demand Level
Wisconsin	\$1,950	\$1,800	\$1,000-1,400	Medium
Indiana	\$1,900	\$1,750	\$1,000-1,400	Medium
Iowa	\$1,850	\$1,700	\$900-1,300	Medium
Kansas	\$1,900	\$1,750	\$950-1,350	Medium
Oklahoma	\$1,850	\$1,700	\$900-1,300	Medium

## Housing Stipend Breakdown

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Your housing stipend is one of the biggest levers in your total comp. Here's how it works:

### Option 1: Agency-Provided Housing

Junxion arranges a furnished apartment near your facility. You pay nothing out of pocket for rent. Trade-off: your total weekly pay is lower because the housing cost comes out of the package.

### Option 2: Take the Stipend

You find your own housing and pocket the stipend (tax-free if you maintain a tax home). Most experienced travelers prefer this because you keep the difference between stipend and actual rent.

**Real example:** A Travel ICU RN in Dallas gets a \$1,500/week housing stipend. A decent furnished apartment near the hospital runs \$1,100/month (\$275/week). That's \$1,225/week in your pocket, tax-free. Over a 13-week assignment, that's nearly \$16,000 in housing savings alone.

## 5 Negotiation Strategies That Actually Work

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- 1. Know your market rate before you talk numbers.** Use this guide. If an agency offers you \$1,800/week for ICU in Texas and the average is \$2,100, you have leverage.
- 2. Ask about the bill rate, not just the pay rate.** The bill rate is what the facility pays the agency. The bigger the gap between bill rate and your pay, the more room to negotiate.
- 3. Negotiate the stipend, not the hourly.** Housing and M&IE stipends are tax-free. A \$100/week increase in stipend is worth more than \$100/week in base pay after taxes.
- 4. Leverage your certifications.** CCRN, CEN, CNOR — specialty certs command \$1-3/hr more. Make sure your recruiter knows about every credential you hold.
- 5. Ask about completion bonuses.** Some assignments offer \$500-2,000 for finishing your full 13 weeks. This isn't always advertised — you have to ask.

## What Makes Junxion Different

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Most agencies give you a number and hope you don't ask questions. We do the opposite.

**Pay transparency from day one.** Your recruiter walks you through the full package breakdown — base, stipends, taxes, take-home — before you commit to anything.

**Personal recruiters, not call centers.** You work with one person who knows your specialty, your preferences, and your career goals. Not a rotating cast of whoever picks up the phone.

**Founded by a traveler.** Our founder built Junxion because he saw how the big agencies treat travelers as numbers. We built this to be different.

### Ready to see what you could earn?

Talk to a Junxion recruiter — no commitment, just real numbers for your specialty and preferred states.

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This guide is for informational purposes. Actual compensation varies by assignment, facility, and individual qualifications.