Kaiser Permanente is among the best places for nurses to work

Value of a Kaiser Permanente nursing job

To deliver high-quality care for the millions of members who depend on us, we must support the nurses who deliver it.

That's why, as a Kaiser Permanente nurse represented by the California Nurses Association in Northern California, you receive:

Competitive pay

Roughly 7% more than nurses in comparable roles in this market

Comprehensive benefits

Including low-cost health coverage, paid time off, tuition reimbursement, and resources to achieve certification and career goals

Retirement security

A generous defined-benefit pension plan, a 401(k) or equivalent retirement plan with employer contributions, and a subsidized retiree medical plan

Attracting and retaining the best nurses in health care is important to us.

Thank you for choosing Kaiser Permanente.

95% retention rate

Compared to an industry average retention rate of 84.4%

Learn more about the impact nurses make at Kaiser Permanente.

Data sourced from Kaiser Permanente and PwC-Saratoga, 2025.

KAISER PERMANENTE®