



**Hospital & Healthcare Compensation Service**

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**Press Release**

**Hospice Aide/CNA Rates Increased 4.52% in 2021**

National Average	2020	2021	% Increase
Hospice Aide III (CNA)	\$15.00	\$15.68	4.52%

Trend data from the 2021-2022 HCS Hospice Salary & Benefits Report

Oakland, NJ, November 2021 – The national average hourly rate for Hospice Aides (CNAs) increased 4.52% in 2021, according to the just released 2021-2022 **Hospice Salary & Benefits Report**, published by **Hospital & Healthcare Compensation Service (HCS)** in cooperation with the **National Association for Home Care & Hospice (NAHC)**.

In a comparison of auspice type, hospital-based Hospice Aides received the highest pay of \$17.62; followed by VNS/VNA rates of \$17.53; not-for-profit agency CNAs received \$16.34; and CNAs at for-profit agencies received \$15.46. In state reporting, CNAs in Mississippi and Alabama received the lowest pay of \$13.10 and \$13.17 respectively; while CNAs in California ranked the highest in pay at \$19.80, followed by Massachusetts at \$18.91. (Data reported are national averages.) The national turnover rate for Hospice Aides/CNAs was 26.60%, up slightly from last year’s turnover rate of 25.72%.

734 hospices participated in the study. 99.46% of respondents were Medicare certified hospice agencies. The complete 170-page **Report** contains 61 jobs reporting on salaries, bonuses, and hourly & per visit rates. Data are reported by state, region, CBSA, auspice, hospice type and revenue size. The results include the 10<sup>th</sup>, 25<sup>th</sup>, 50<sup>th</sup>, 75<sup>th</sup>, 90<sup>th</sup> percentiles, average, number of agencies, and number of employees by position. Also included are 21 fringe benefits, planned percent increases, turnover rates, caseload size, and productivity.

The **Report** price is \$325. A separate **Home Care Salary & Benefits Report** is also available. Both studies are published in cooperation with the **National Association for Home Care & Hospice (NAHC)**. To order, visit the **HCS** website at [www.hhcsinc.com](http://www.hhcsinc.com) or call (201) 405-0075.

With over 50 years’ experience in national healthcare salary and benefits research, **Hospital & Healthcare Compensation Service** is recognized for its comprehensive, responsible, and reliable ten specialized studies. **HCS** provides *the* source for establishing and maintaining an effective compensation program.

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