



Home Health LPNs Receive 9.57% Hourly Rate Increase in 2022

Oakland, NJ, November 2022--The national average hourly rate for LPNs in home health agencies increased 9.57% in 2022, according to the **2022-2023 Home Care Salary & Benefits Report**, just released by **Hospital & Healthcare Compensation Service (HCS)**. The **Report** is published in cooperation with the **National Association for Home Care & Hospice (NAHC)**. Percent increase data represents the trend data from participants who submitted data for the prior/current years' study.

The national average hourly rate for LPNs was \$27.74. In a comparison of rates by state, LPNs in Connecticut received \$31.09/hour; LPNs in Massachusetts received \$33.26/hour; and California LPNs ranked the highest in pay at \$34.27/hour. On the lower spectrum, LPNs in Missouri received \$23.58/hour; while LPNs in Oklahoma received \$23.62/hour; and LPNs in Arkansas received \$23.69/hour.

In a comparison of rates by agency type, LPNs in VNS/VNAs home health agencies received the highest in pay with an average hourly rate of \$29.56. The average hourly rate for LPNs in hospital-based agencies was \$27.96; for-profit agency LPN hourly pay was \$27.67; and not-for-profit agency pay was \$27.46/hour.

(All rates above represent the national average hourly rate.)

Turnover rates for RNs, LPNs, and HCAs decreased slightly from last year, but remain high at over 30.0%. The 2022 turnover rate for LPNs was 30.25%; RNs was 31.19%, and Home Care Aides had the highest turnover rate of 35.42%.

National Turnover Rates, Sign-on Bonuses, and Trend Data Percent Increases

Position	2021 Turnover Rate	2022 Turnover Rate	Average Sign-on Bonus	Trend Data Percent Increase*
RNs	32.35	31.19	6,569	5.57
LPNs	36.54	30.25	4,464	9.57
HCAs	38.05	35.42	2,089	8.96

Data from the 2021 and 2022 HCS **Home Care Salary & Benefits Reports**.

*The Trend Data Percent Increase represents data from participants that submitted data in both the 2021 and 2022 studies

50.28% of participants reported offering sign-on bonuses to attract new employees; 13.15% of those that do not currently offer sign-on bonuses plan to implement a sign-on bonus program within the next twelve months. The average sign-on bonus offered to RNs was \$6,569; the average sign-on bonus for LPNs was \$4,464; while HCAs received an average sign-on bonus of \$2,089.

867 home health agencies participated in the study. The complete 190+ page **Report** contains 59 jobs and covers salaries, bonuses, and hourly & per visit rates. Data include the 10th, 25th, 50th, 75th, 90th average, total number of employees, and total number of agencies. Data are reported by state, CBSA, region, agency type, and revenue size. Also included are 21 fringe benefits, planned percent increases, vacancy rates, differentials by shift/type, hourly vs per visit pay modes, and caseload/productivity.

The **Report** price is \$375. A separate **Hospice Salary & Benefits Report** will be published in late November. To order, visit the **HCS** website at www.hhcsinc.com or call (201) 405-0075.

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