



Hospital & Healthcare Compensation Service

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Press Release

Hospice Aide/CNAs Receive 9.09% Hourly Increase in 2022

Oakland, NJ, November 2022 – The national average hourly rate for Hospice Aides/CNAs increased significantly in 2022, going from a 4.52% increase in 2021 to a 9.09% hourly rate increase in 2022, according to the just released 2022-2023 **Hospice Salary & Benefits Report**. The Report is published by **Hospital & Healthcare Compensation Service (HCS)** in cooperation with the **National Association for Home Care & Hospice (NAHC)**.

In addition to increasing pay, agencies are offering sign-on bonuses to attract new employees. 51.72% of participants reported they offer sign-on bonuses, with Hospice Aides/CNAs receiving an average sign-on bonus of \$2,038. Comparatively, the average sign-on bonus for RNs was \$6,330; the average sign-on bonus for LPNs was \$4,056.

Hospice Aides/CNAs in Mississippi and Alabama received the lowest hourly pay of \$13.31 and \$14.14 respectively; while CNAs in California ranked the highest in pay at \$21.05, followed by Massachusetts at \$20.49. *(Data reported are the national 50th percentile.)*

Turnover rates for Hospice Aides/CNAs continued the upward trend seen in recent years, increasing to 29.84% in 2022, up from 22.07% in 2019; 25.72% in 2020; and 26.60% last year. Despite pay rate increases and sign-on bonuses, agencies reported an average vacancy rate of 19.05% for Hospice Aides/CNAs.

Turnover Rates	2019	2020	2021	2022
Hospice Aides/CNAs	22.07%	25.72%	26.60%	29.84%

Data from the 2019 - 2022 HCS **Hospice Salary & Benefits Reports**.

674 hospices participated in the study. 98.96% 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 10th, 25th, 50th, 75th, 90th 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 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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