



**Hospital & Healthcare
Compensation Service**

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Press Release

2023 HCS Behavioral Health Study

Psychiatric Nurse Practitioner Rates Increased 14.00% in 2023

Oakland, NJ, June 2023 – The 7th annual **Behavioral Health Salary & Benefits Report**, published by **Hospital & Healthcare Compensation Service (HCS)**, is now available. A comparison of the 2022 and 2023 Reports showed the national hourly rate for Psychiatric-Mental Health Nurse Practitioners (PMHNPs) increased 14.00%. The national hourly rate in 2023 was \$74.85 compared to \$65.66 in 2022. In state reporting, Idaho PMHNPs received the lowest rate of \$61.96; California PMHNPs received the highest rate of \$87.93. (Data above represent the 50th percentile.) The average annual bonus reported for Psychiatric-Mental Health Nurse Practitioners was \$2,641.

For the second year, Administrative Support employees reported the highest turnover rate of all BH jobs/departments. In 2023, the average turnover rate for Administrative Support employees was 33.04%, a slight increase from last year's rate of 32.34%. The average vacancy rate reported for Administrative Support employees was 14.16%.

462 behavioral health facilities nationwide participated in the study and provided data on 31,361 employees. 70.99% of participants were not-for-profit facilities; 29.01% reporting were for-profit facilities. The results cover hourly and bonus data for 56 jobs, with data breakouts categorized by:

- Region
- State
- CBSA
- Profit type
- Facility Type (Hospital + Community Health Centers vs. Non-Hospital/non-CHC)

Also included are 12 fringe benefits, sign-on bonus data, turnover and vacancy rates by department, and actual and projected salary increases. The **Report** is available for \$375. To order online, visit the **HCS** website at www.hhcsinc.com or call (201) 405-0075.

HCS, founded in 1971, is recognized as the leader in national healthcare salary and benefits research. **HCS** conducts national and custom marketplace studies, publishing ten specialized **Reports** each year. For a complete listing of all products and services, please visit the **HCS** website.

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