



### Nursing Home Caregivers Receive Double Digit Pay Increases in 2022

Oakland, NJ, July 2022 – The national average hourly rate for nursing home caregivers (RNs, LPNs, and CNAs) increased between 9.38% to 11.15%, according to the **2022-2023 HCS Nursing Home Salary & Benefits Report**. The national study is published by **Hospital & Healthcare Compensation Service (HCS)**, in cooperation with *LeadingAge* and **AHCA**.

Hourly rates for RNs, LPNs, and Certified Nurse Aides (CNAs) spiked upwards in 2022 in a continued response to COVID-19 and ongoing staffing issues. RNs hourly rates rose sharply, increasing from 4.08% in 2021 to 11.08% in 2022. LPNs saw the lowest hourly rate increase of 9.38%, still nearly double the rate increase in 2021, and triple that of 2020. CNAs once again received another large hourly rate raise, with a 2021 increase of 7.13% and 11.15% in 2022. The national hourly rate for RNs was \$34.58; the hourly rate for LPNs was \$26.46; and the rate for CNAs was \$16.87 (National hourly rates represent the 50<sup>th</sup> percentile of data).

**Hourly Rate Percent Increases**

Job Title	2020 % Increase	2021 % Increase	2022 % Increase
<b>RN</b>	3.78%	4.08%	11.08%
<b>LPN</b>	3.33%	4.82%	9.38%
<b>Certified Nurse Aide</b>	4.76%	7.13%	11.15%

National averages based on trend data from the same participants year-to-year from the HCS 2020 – 2022 Nursing Home Salary & Benefits Reports.

Turnover rates again trended upwards, along with a slight drop in the average number of RNs, LPNs, and CNAs reported per facility by participants. In a measure to attract new employees, 50.70% of respondents reported paying sign-on bonuses. The average sign-on bonus reported for RNs was \$4,566; the average sign-on bonus for LPNs was \$3,494; and for CNAs was \$2,146.

**Turnover Rates**

Job Title	2020 Turnover Rate	2021 Turnover Rate	2022 Turnover Rate
<b>RN</b>	34.49%	41.06%	46.23%
<b>LPN</b>	29.30%	37.67%	41.33%
<b>Certified Nurse Aide</b>	39.39%	51.38%	54.81%

Average turnover rates from the HCS Nursing Home Salary & Benefits Reports.

This year marks the 45<sup>th</sup> annual year of publication. 1,283 nursing homes participated in the study and provided compensation data on 119,100+ employees, covering 46 management and 54 nonmanagement positions. 48.64% of study participants were not-for-profit facilities, while 51.36% were for-profit facilities. The results are reported according to revenue size, profit type, region, state, and CBSA. The **Report** includes 19 fringe benefits, shift differentials, and projected salary increases by department for 2022 to 2023. Data in the study are effective as of March 2022.

The **Nursing Home Report** is available for \$375. To order online, visit the **HCS** website at [www.hhcsinc.com](http://www.hhcsinc.com) or call (201) 405-0075. **HCS** released a separate **CCRC Salary & Benefits Report** last month, as well as its **Assisted Living Salary & Benefits Report**, which was released earlier this year.

**HCS**, founded in 1971, is recognized as the leader in national healthcare salary and benefits research. **HCS** conducts national and custom marketplace studies, publishing more than ten specialized **Reports** each year.