



## Home Health RNs Receive 3.88% Hourly Rate Increase in 2023

Oakland, NJ, November 2023 – The national average hourly rate for RNs in home health agencies increased 3.88% in 2023, according to the **2023-2024 Home Care Salary & Benefits Report**, just released by **Hospital & Healthcare Compensation Service (HCS)**. Hourly rate increase data represents the trend data percent increase from participants who submitted data for both the prior/current years’ study.

The national average hourly rate for RNs was \$38.37. In a comparison of rates by state, RNs in Massachusetts received \$47.18/hour; RNs in New Jersey received \$45.81/hour; and California RNs ranked the highest in pay at \$58.85/hour. On the lower spectrum, RNs in Mississippi received \$31.76/hour; while RNs in North Dakota received \$32.29/hour; and RNs in Tennessee received \$33.27/hour.

In a comparison of rates by agency type, RNs in VNS/VNAs home health agencies received the highest in pay with an hourly rate of \$43.00. The hourly rate for RNs in hospital-based agencies was \$41.29; for-profit agency RN hourly pay was \$36.86; and not-for-profit agency pay was \$38.72/hour. *(All agency type rates represent the national 50<sup>th</sup> percentile.)*

Turnover rates for RNs, LPNs, and HCAs declined for the second year in a row. RN turnover rates dropped to 27.99% in 2023, approaching the typical rate of 20-25% seen prior to 2020; LPN turnover rates decreased to 28.66% in 2023, moving closer to the standard 20% rate seen pre-2020; and HCAs declined to 30.87%, nearing the 25% pre-2020 rates.

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

Position	2022 Turnover Rate	2023 Turnover Rate	Average Sign-on Bonus	Trend Data Percent Increase*
RNs	31.19	27.99	7,056	3.88
LPNs	30.25	28.66	4,004	3.00
HCAs	35.42	30.87	1,822	5.01

\*The Trend Data Percent Increase represents data from participants that submitted data in both the 2022 and 2023 studies. Data from the 2022 and 2023 HCS **Home Care Salary & Benefits Reports**.

47.19% of participants reported offering sign-on bonuses to attract new employees; of those that offered sign-on bonuses, 78.57% of respondents reported sign-on bonus data for RNs, with an average bonus of \$7,056; 46.43% of respondents reported sign-on bonus data for LPNs, with an average bonus of \$4,004; and HCAs received an average sign-on bonus of \$1,822, with 29.76% of respondents providing bonus data.

1,018 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 10<sup>th</sup>, 25<sup>th</sup>, 50<sup>th</sup>, 75<sup>th</sup>, 90<sup>th</sup> 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 20 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](http://www.hhcsinc.com) or call (201) 405-0075.

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