



**Hospital & Healthcare Compensation Service**

PO Box 376, Oakland, New Jersey 07436  
(201) 405-0075 Fax (201) 405-2110  
www.hcsinc.com

**Press Release**

**Hospice RNs Receive 4.58% Hourly Increase in 2023**

Oakland, NJ, November 2023 – The national average hourly rate for Hospice RNs increased 4.58% in 2023, according to the just released 2023-2024 **Hospice Salary & Benefits Report**, down slightly from the 5.95% increase seen in 2022. The **Report** is published by **Hospital & Healthcare Compensation Service (HCS)** in cooperation with the **National Association for Home Care & Hospice (NAHC)**.

The national hourly rate for hospice RNs was \$38.08. In a comparison of rates by state, RNs in Massachusetts received \$45.08/hour; RNs in Connecticut received \$45.15/hour; and California RNs ranked the highest in pay at \$53.74/hour. On the lower spectrum, RNs in Mississippi received \$32.90/hour; while RNs in Arkansas received \$33.07/hour; and RNs in Tennessee received \$33.93/hour. *(Data reported are the national 50<sup>th</sup> percentile.)*

55.54% of participants reported offering sign-on bonuses to attract new employees. RNs received an average bonus of \$6,948, with 39.61% of participants reporting bonus data; 19.48% of participants provided bonus data for LPNs, with an average bonus of \$4,741; HCAs received an average bonus of \$2,354, with 24.03% of participants reporting.

For the first time since 2019, year-over-year turnover rates for RNs, LPNs, HCAs, and Administrative Support Staff in hospices declined, after steadily increasing and peaking in 2022. Turnover rates for RNs decreased to 25.53% in 2023, from 29.15% in 2022; LPN turnover was 29.97% in 2023, compared to 31.52% in 2022; HCAs dropped slightly from 29.84% in 2022 to 28.18% in 2023.

**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	29.15	25.53	6,948	4.58
LPNs	31.52	29.97	4,741	4.32
HCAs	29.84	28.18	2,354	6.83

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

704 hospices participated in the study. 98.58% of respondents were Medicare certified hospice agencies. The complete 170-page **Report** contains 62 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 10<sup>th</sup>, 25<sup>th</sup>, 50<sup>th</sup>, 75<sup>th</sup>, 90<sup>th</sup> percentiles, average, number of agencies, and number of employees by position. Also included are 20 fringe benefits, shift differentials, actual/planned percent increases, turnover/vacancy 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.hcsinc.com](http://www.hcsinc.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.

# # #