



**Hospital & Healthcare Compensation Service**

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

**Press Release**

**2024 HCS Behavioral Health Study Results**  
Mental Health Clinicians Rates Increased 10.39% in 2024

Oakland, NJ, June 2024 – The 8<sup>th</sup> annual **Behavioral Health Salary & Benefits Report**, published by **Hospital & Healthcare Compensation Service (HCS)**, is now available. A comparison of the 2023 and 2024 Reports showed national hourly rates for Mental Health Clinicians (LSW or LCSW) increased 10.39%. The national hourly rate in 2024 was \$41.42 compared to \$37.52 in 2023. This represents a significant jump from last year’s increase of 4.83%. In state reporting, Mental Health Clinicians in Wyoming received the lowest rate of \$34.02; followed by Indiana at \$36.96. Mental Health Clinicians in California received the highest rate at \$47.74. The average annual bonus reported for Mental Health Clinicians was 4.49% of salary. *(Data above represent the 50<sup>th</sup> percentile.)*

MHWs/Psychiatric Aides reported the highest turnover rate of all BH jobs/departments. In 2024, the average turnover rate for MHWs/Psychiatric Aides employees was 32.03%, a slight increase from last year’s rate of 29.46%. The average vacancy rate reported for MHWs/Psychiatric Aides also increased from 16.59% to 21.21% in 2024. 34.87% of respondents reported that overall turnover increased this year, nearly three times higher than the 11.72% reported in 2023. 52.82% of respondents indicated that turnover rates stayed the same this year, a slight decrease from the 2023 figure of 55.47%.

With turnover rates trending upwards, providers are increasingly utilizing sign-on bonuses as a means of attracting new talent. 56.43% of participants reported they currently offer sign-on bonuses, up from 28.57% last year. Jobs most commonly offered sign-on bonuses included Clinicians, RNs, LPNs, and MHWs/Psych. Aides.

Position	Average Sign-on Bonus	% of Participants Offering Bonus
Clinicians	\$6,957	27.72%
RNs	\$5,765	30.69%
LPNs	\$4,633	16.83%
MHWs/Psych. Aides	\$3,017	14.85%

461 behavioral health facilities nationwide participated in the study and provided data on 46,565 employees. 67.46% of participants were not-for-profit facilities; 32.54% reporting were for-profit facilities. The results cover hourly and bonus data for 55+ 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, shift differentials, and actual and projected salary increases. The **Report** is available for \$400. To order online, visit the **HCS** website at [www.hhcsinc.com](http://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.

# # #