



## **Home Health Directors of Clinical Services Receive 4.40% Pay Increase in 2024**

Oakland, NJ, November 2024 – The national annual salary for Director of Clinical Services (DCS) in home health agencies increased 4.40% in 2024, according to the **2024-2025 Home Care Salary & Benefits Report**, just released by **Hospital & Healthcare Compensation Service (HCS)**. The salary increase represents the trend data percent increase from participants who submitted data for both the prior/current years’ study.

The national average salary for Director of Clinical Services was \$109,573; the 50<sup>th</sup> percentile was \$105,000. In a comparison of salaries by state, DCS in Connecticut received \$135,563, while Massachusetts ranked the highest in pay at \$137,931. On the lower spectrum, DCS in Mississippi received \$94,850; while those in Tennessee received \$94,390; and DCS in Wisconsin received \$88,775. *(All rates represent the national 50<sup>th</sup> percentile.)*

In a comparison of salaries by agency type, DCS in VNA/VNS home health agencies received the highest pay with an annual salary of \$137,931. The annual salary at hospital-based agencies was \$136,262; not-for-profit agency pay was \$118,296; and for-profit agencies paid \$100,587. *(All rates represent the national 50<sup>th</sup> percentile.)*

Turnover rates for RNs declined for a third year. RN turnover rates dropped from 27.99% in 2023 to 26.95% in 2024, approaching the typical rate of 20-25% seen prior to 2020. Home Care Aide turnover rates increased to 36.31% in 2024, after a one-year decline to 30.87% in 2023 from 35.42% in 2022.

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

Position	Turnover Rates			Average Sign-on Bonus	Trend Data Percent Increase*
	2022	2023	2024		
<b>RNs</b>	31.19	27.99	26.95	\$7,474	4.96%
<b>LPNs</b>	30.25	28.66	28.81	\$4,506	3.51%
<b>Home Care Aides</b>	35.42	30.87	36.31	\$2,129	4.86%

\*The Trend Data Percent Increase represents data from participants that submitted data in both the 2023 and 2024 studies  
Turnover data from the 2022 - 2024 HCS **Home Care Salary & Benefits Reports**.

52.67% of participants reported offering sign-on bonuses to attract new employees; of those that offered sign-on bonuses, 85.51% of respondents reported sign-on bonus data for RNs, with an average bonus of \$7,474. HCAs received an average sign-on bonus of \$2,129, with 36.23% of respondents that offered sign-on bonuses providing data.

1,079 home health agencies participated in the study. The complete 180+ 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, actual/planned percent increases, turnover/vacancy rates, shift differentials, caseload/productivity, and hourly vs per visit pay modes

The **Report** price is \$400. 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.

With over 50 years’ experience in national healthcare salary and benefits research, **HCS** is recognized for its comprehensive, responsible, and reliable ten specialized studies. **HCS** provides *the* source for establishing and maintaining an effective compensation program.