



Hospice Aides Receive 5.12% Hourly Increase in 2024

Oakland, NJ, December 2024 – The national average hourly rate for Hospice Aides/Certified Nurse Aides (CNAs) in hospice agencies increased 5.12% in 2024, according to the 2024-2025 **Hospice Salary & Benefits Report**. The **Report** is published by **Hospital & Healthcare Compensation Service (HCS)**. The rate increase represents the trend data percent increase from participants who submitted data for both the prior/current years’ study.

CNA increases peaked in 2022, when hourly rates for CNAs rose by 9.09%. In 2023, CNAs saw another year of substantial increases, though to a lesser degree than the prior year, with a 6.83% increase; and 2024 saw CNA rate increases continue trending downwards, at 5.12%.

The national hourly rate for hospice CNAs was \$19.08. In a comparison of rates by state, CNAs in Massachusetts received \$23.26/hour; California CNAs ranked the highest in pay at \$24.83/hour. On the lower end of the scale, CNAs in Mississippi received \$15.76/hour; CNAs in Arkansas received \$15.97/hour; and CNAs in Louisiana received \$16.10/hour. *(All rates represent the national 50th percentile.)*

More than half of hospice agencies reported offering sign-on bonuses in 2024. Overall, 61.16% of participants reported offering sign-on bonuses to attract new employees, compared to 55.54% last year. However, the bonus dollar amount was virtually unchanged from 2023. The average sign-on bonus for CNAs rose slightly, from \$2,354 in 2023 to an average of \$2,391 in 2024. RNs had the most notable increase in sign-on bonus numbers, increasing from \$6,948 in 2023 to \$7,970 in 2024.

Turnover rates for Nurses and Aides saw little movement in 2024. RN turnover rates increased from 25.53% to 26.82% in 2024. In 2024, LPNs turnover rates were nearly identical to 2023; while CNAs rates increased slightly to 28.41% in 2024 from the 2023 rate of 28.18%.

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

Position	2023 Turnover Rate	2024 Turnover Rate	Average Sign-on Bonus	Trend Data Percent Increase*
RNs	25.53%	26.82%	\$7,970	3.97
LPNs	29.97%	29.90%	\$4,926	4.01
Hospice Aides/HCA's	28.18%	28.41%	\$2,391	5.12

*The Trend Data Percent Increase represents data from participants that submitted data in both the 2023 and 2024 studies. Data are from the 2023 and 2024 HCS **Hospice Salary & Benefits Reports**.

797 hospices participated in the annual study. 99.62% of respondents were Medicare certified hospice agencies. The complete 160-page **Report** covers 62 jobs total, 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 10th, 25th, 50th, 75th, 90th 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 \$350. A separate **Home Care Salary & Benefits Report**, published October 2024, is also available. To order, visit the **HCS** website at www.hhcsinc.com or call (201) 405-0075.

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