



## Hospital & Healthcare Compensation Service

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### Press Release

## 2025 HCS Behavioral Health Study Results

### Mental Health Worker/Psychiatric Aide Rates Increased 5.05% in 2025

Oakland, NJ, June 2025 – The 9<sup>th</sup> annual **Behavioral Health Salary & Benefits Report**, published by **Hospital & Healthcare Compensation Service (HCS)**, is now available. A comparison of the 2024 and 2025 Reports showed national hourly rates for Mental Health Workers/Psychiatric Aides increased 5.05%. The national hourly rate in 2025 was \$23.32 compared to \$22.20 in 2024. This represents a slight increase from the last year's increase of 4.57%. *(Data above represent the 50<sup>th</sup> percentile.)*

While MHWs/Psychiatric Aides reported the highest turnover rate of all BH jobs/departments the past two years, turnover declined in 2025. In 2025, the average turnover rate for MHWs/Psychiatric Aides was 30.93%, down from last year's rate of 32.03%. The average vacancy rate reported for MHWs/Psychiatric Aides also decreased from 21.21% to 19.61% in 2025.

Overall turnover rates show a positive trend for employee retention; 19.48% of respondents indicated that turnover rates had increased in 2025, a steep decline from the reported increase of 34.87% in 2024. 61.08% of respondents reported they would be hiring new employees this year, down from 73.57% in 2024.

Providers continue to utilize sign-on bonuses as a means of attracting new talent. 59.92% of participants reported they currently offer sign-on bonuses, an increase from last year's 56.43%. 23.26% of participants reported offering sign-on bonuses for MHWs/Psychiatric Aides, an increase from 14.85% of participants in 2024. Other jobs which received sign-on bonuses included Psychiatrists, Clinicians, RNs, and LPNs, and Medical Assistants.

Position	Average Sign-on Bonus	% of Participants Offering Bonus
Psychiatrists	\$9,157	19.77%
Clinicians	\$6,829	36.05%
RNs	\$5,684	38.37%
MHWs/Psychiatric Aides	\$2,350	23.26%
Medical Assistants	\$1,690	25.58%

474 behavioral health facilities/programs nationwide participated in the study and provided data on 38,697 employees. 67.30% of participants were not-for-profit facilities; 32.70% 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, and facility type (Hospital + CHCs vs Non-hospital + Non-CHCs).

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.

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