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Press Release

Home Health RNs Received 3.06% Pay Increase in 2026

Oakland, NJ, November 2026 – Hourly rates for home health RNs increased moderately for the second consecutive year, edging down from a peak of 4.96% in 2024, to 3.56% in 2025, and settling at 3.06% in 2026, according to the **2026-2027 Home Care Salary & Benefits Report**. The national study is published by **Hospital & Healthcare Compensation Service (HCS)** and supported by **LeadingAge + VNAA** and the **National Alliance for Care at Home.** Hourly increase percentages are based on trend data from participants who submitted data in both the current and prior year's studies.

As a result of employee retention efforts, home health agency nursing staff received more moderately sized rate increases in 2026. Following the same trend as RNs pay growth, Home Care Aides III/CNAs received an average hourly rate increase of 3.13% in 2026, down from 4.93% the previous year. Overall agency turnover rates also declined or remained static for the second year in a row.

National Turnover Rates and Trend Data Increases

Position	Turnover Rates %			% Trend Increase*		
	2024	2025	2026	2024	2025	2026
RNs	26.95	25.46	24.60	4.96	3.56	3.06
LPNs	28.81	28.38	28.05	3.51	4.00	3.04
Home Care Aides	36.31	34.17	34.11	4.86	4.93	3.13

*The trend rate represents the percent increase data from those that participated in both the current/previous year's studies.
Data are from the 2024, 2025, and 2026 HCS **Home Care Salary & Benefits Reports**.

While base rate increases cooled, sign-on bonuses remain a vital recruitment incentive for hiring RNs, LPNs, and CNAs. Although the average dollar amounts paid for sign-on bonuses held steady across 2025 and 2026, the share of agencies offering them rose for the second consecutive year. In 2026, 60.14% of participating agencies utilized sign-on bonuses, up from 55.24% in 2025 and 52.67% in 2024.

This year marks the 36th annual year of publication. 1,853 home health agencies participated in the study and provided compensation data on 75,150+ employees. The report details salaries, bonuses, and both hourly and per-visit rates across 59 positions. The results are broken down regionally by agency type, profit type, and revenue size, as well as by state and Core Based Statistical Area (CBSA). In addition to base pay, the **Report** covers 19 fringe benefits, actual and projected percentage increases, turnover and vacancy rates, shift differentials, caseload and productivity benchmarks, and hourly versus per-visit pay models.

The **Home Care Report** is available for $400. A separate **Hospice Report** will be published in late November. To order online, visit the **HCS** website at **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 more than ten specialized **Reports** each year.

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