



Home Health RNs Receive 3.88% Hourly Rate Increase in 2023

Oakland, NJ, November 2023 – The national average hourly rate for RNs in home health agencies increased 3.88% in 2023, according to the **2023-2024 Home Care Salary & Benefits Report**, just released by **Hospital & Healthcare Compensation Service (HCS)**. The **Report** is supported by the **Connecticut Association for Healthcare at Home**. Hourly rate increase data represents the trend data percent increase from participants who submitted data for both the prior/current years’ study.

The national average hourly rate for RNs was \$38.37. In a comparison of rates by state, RNs in Connecticut received \$46.72/hour; RNs in Massachusetts received \$47.18/hour; and California RNs ranked the highest in pay at \$58.85/hour.

National turnover rates for RNs, LPNs, and HCAs declined for the second year in a row. RN turnover rates dropped to 27.99% in 2023, approaching the typical rate of 20-25% seen prior to 2020; LPN turnover rates decreased to 28.66% in 2023, moving closer to the standard 20% rate seen pre-2020; and HCAs declined to 30.87%, nearing the 25% pre-2020 rates. In Connecticut, turnover rates trended slightly below the national rates. Turnover for RNs was 25.47%; LPNs turnover was 28.66%; and turnover rates for HCAs was 30.87%.

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

Position	2022 Turnover Rate	2023 Turnover Rate	Average Sign-on Bonus	Trend Data Percent Increase*
RNs	31.19	27.99	7,056	3.88
LPNs	30.25	28.66	4,004	3.00
HCAs	35.42	30.87	1,822	5.01

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

47.19% of participants reported offering sign-on bonuses to attract new employees; of those that offered sign-on bonuses, 78.57% of respondents reported sign-on bonus data for RNs, with an average bonus of \$7,056; 46.43% of respondents reported sign-on bonus data for LPNs, with an average bonus of \$4,004; and HCAs received an average sign-on bonus of \$1,822, with 29.76% of respondents providing bonus data.

1,018 home health agencies participated in the study. The complete 190+ page **Report** contains 59 jobs and covers salaries, bonuses, and hourly & per visit rates. Data include the 10th, 25th, 50th, 75th, 90th 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, planned percent increases, vacancy rates, differentials by shift/type, hourly vs per visit pay modes, and caseload/productivity.

The **Report** price is \$375. A separate **Hospice Salary & Benefits Report** will be published in late November. To order, visit the **HCS** website at 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.

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