



Hospital & Healthcare Compensation Service

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Press Release

Hospice RNs Receive 4.58% Hourly Increase in 2023

Oakland, NJ, November 2023 – The national average hourly rate for Hospice RNs increased 4.58% in 2023, according to the just released 2023-2024 **Hospice Salary & Benefits Report**, down slightly from the 5.95% increase seen in 2022. The **Report** is published by **Hospital & Healthcare Compensation Service (HCS)** in cooperation with the **National Association for Home Care & Hospice (NAHC)**.

The national hourly rate for hospice RNs was \$38.08. In a comparison of rates by state, RNs in Massachusetts received \$45.08/hour; RNs in Connecticut received \$45.15/hour; and California RNs ranked the highest in pay at \$53.74/hour. On the lower spectrum, RNs in Mississippi received \$32.90/hour; while RNs in Arkansas received \$33.07/hour; and RNs in Tennessee received \$33.93/hour. *(Data reported are the national 50th percentile.)*

55.54% of participants reported offering sign-on bonuses to attract new employees. RNs received an average bonus of \$6,948, with 39.61% of participants reporting bonus data; 19.48% of participants provided bonus data for LPNs, with an average bonus of \$4,741; HCAs received an average bonus of \$2,354, with 24.03% of participants reporting.

For the first time since 2019, year-over-year turnover rates for RNs, LPNs, HCAs, and Administrative Support Staff in hospices declined, after steadily increasing and peaking in 2022. Turnover rates for RNs decreased to 25.53% in 2023, from 29.15% in 2022; LPN turnover was 29.97% in 2023, compared to 31.52% in 2022; HCAs dropped slightly from 29.84% in 2022 to 28.18% in 2023.

**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	29.15	25.53	6,948	4.58
LPNs	31.52	29.97	4,741	4.32
HCAs	29.84	28.18	2,354	6.83

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

704 hospices participated in the study. 98.58% of respondents were Medicare certified hospice agencies. The complete 170-page **Report** contains 62 jobs 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 \$325. A separate **Home Care Salary & Benefits Report** is also available. Both studies are published in cooperation with the **National Association for Home Care & Hospice (NAHC)**. 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, **Hospital & Healthcare Compensation Service** 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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