

**Press Release**

**Nursing Home Caregivers Receive Double Digit Pay Increases in 2022**

Oakland, NJ, July 2022 – The national average hourly rate for nursing home caregivers (RNs, LPNs, and CNAs) increased between 9.38% to 11.15%, according to the **2022-2023 HCS Nursing Home Salary & Benefits Report**. The national study is published by **Hospital & Healthcare Compensation Service (HCS)**,in cooperation with ***LeadingAge*** and **AHCA.**

Hourly rates for RNs, LPNs, and Certified Nurse Aides (CNAs) spiked upwards in 2022 in a continued response to COVID-19 and ongoing staffing issues. RNs hourly rates rose sharply, increasing from 4.08% in 2021 to 11.08% in 2022. LPNs saw the lowest hourly rate increase of 9.38%, still nearly double the rate increase in 2021, and triple that of 2020. CNAs once again received another large hourly rate raise, with a 2021 increase of 7.13% and 11.15% in 2022. The national hourly rate for RNs was $34.58; the hourly rate for LPNs was $26.46; and the rate for CNAs was $16.87 (National hourly rates represent the 50th percentile of data).

**Hourly Rate Percent Increases**

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| **Job Title** | **2020 %**  **Increase** | **2021 %**  **Increase** | **2022 %**  **Increase** |
| **RN** | 3.78% | 4.08% | 11.08% |
| **LPN** | 3.33% | 4.82% | 9.38% |
| **Certified Nurse Aide** | 4.76% | 7.13% | 11.15% |

National averages based on trend data from the same participants year-to-year from the

HCS 2020 – 2022 Nursing Home Salary & Benefits Reports.

Turnover rates again trended upwards, along with a slight drop in the average number of RNs, LPNs, and CNAs reported per facility by participants. In a measure to attract new employees, 50.70% of respondents reported paying sign-on bonuses. The average sign-on bonus reported for RNs was $4,566; the average sign-on bonus for LPNs was $3,494; and for CNAs was $2,146.

**Turnover Rates**

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| --- | --- | --- | --- |
| **Job Title** | **2020**  **Turnover Rate** | **2021**  **Turnover Rate** | **2022**  **Turnover Rate** |
| **RN** | 34.49% | 41.06% | 46.23% |
| **LPN** | 29.30% | 37.67% | 41.33% |
| **Certified Nurse Aide** | 39.39% | 51.38% | 54.81% |

Average turnover rates from the HCS Nursing Home Salary & Benefits Reports.

This year marks the 45th annual year of publication. 1,283 nursing homes participated in the study and provided compensation data on 119,100+ employees, covering 46 management and 54 nonmanagement positions. 48.64% of study participants were not-for-profit facilities, while 51.36% were for-profit facilities. The results are reported according to revenue size, profit type, region, state, and CBSA. The **Report** includes 19 fringe benefits, shift differentials, and projected salary increases by department for 2022 to 2023. Data in the study are effective as of March 2022.

The **Nursing Home Report** is available for $375. The reduced price for ***LeadingAge*** members is $300. To order online, visit the **HCS** website at [**www.hhcsinc.com**](http://www.hhcsinc.com) or call (201) 405-0075. **HCS** released a separate **CCRC Salary & Benefits Report** last month, as well as its **Assisted Living Salary & Benefits Report**, which was released earlier this year.

**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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