


**Hospital & Healthcare
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Nursing Home CNAs See 7.13% Hourly Increase

Oakland, NJ, August 2021 – The national average hourly rate for Certified Nurse Aides (CNAs) in nursing homes increased 7.13% in 2021, according to the **2021-2022 HCS Nursing Home Salary & Benefits Report**. The national study is published by **Hospital & Healthcare Compensation Service (HCS)**, in cooperation with **LeadingAge** and **AHCA**.

In response to staffing demands from COVID-19, CNA rates spiked upwards in 2021, outpacing the 2020 increase of 4.76%. Certified Medication Technicians (CMTs) also saw a sharp rate increase, going from a 3.12% increase in 2020 to a 6.75% increase in 2021. The highest hourly rate increase was seen in Non-Certified Nurse Aides, which increased 7.98% from the 2020 increase of 4.24%.

Hourly Rate Increases

| Job Title | 2019 Increase | 2020 Increase | 2021 Increase |
|----------------------------|---------------|---------------|---------------|
| Certified Medication Tech. | 2.60% | 3.12% | 6.75% |
| Certified Nurse Aide | 3.10% | 4.76% | 7.13% |
| Non-Certified Nurse Aide | 2.47% | 4.24% | 7.98% |

National data from the 2021-2022 Nursing Home Salary & Benefits Report.

The national 50th percentile for Non-Certified Nurse Aides was \$12.60; the hourly rate for CNAs was \$15.23; and the national 50th percentile for CMTs was \$16.47. Turnover for CNAs increased significantly to 51.38%, compared to the 2020 turnover rate of 39.38%. The national turnover rate for all employees was 38.68%, up from the 2020 rate of 35.36%.

This year marks the 44th annual year of publication. 1,613 nursing homes participated in the study and provided compensation data on 147,900+ employees, covering 46 management and 53 nonmanagement positions. 40.05% of study participants were not-for-profit facilities, while 59.95% 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 2021 to 2022. Data in the study are effective as of March 2021.

The **Nursing Home Report** is available for \$375. To order online, visit the **HCS** website at 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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