



**Hospital & Healthcare Compensation Service**

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**PRESS RELEASE**

**Hospice Director of Clinical Services Salaries Show Increase in 2009**

Oakland, NJ, November 2009 -- The national average salary for Director of Clinical Services increased 3.10% according to the 18<sup>th</sup> annual **Hospice Salary & Benefits Report**, just published by **Hospital & Healthcare Compensation Service (HCS)**. The increase represents agencies that participated in both the 2008 and 2009 compensation studies.

When studying the position according to patient days, HCS determined the following national average salaries.

Job Title	Up to 29,999 Patient Days	More than 30,000 Patient Days	All Combined
Director of Clinical Services	\$74,917	\$86,037	\$78,392

The national turnover rate reported for Clinical Services was 17.89% in 2009, compared to 18.10% in 2008, which represents a decrease of 1.16%.

The 18<sup>th</sup> annual **Hospice Salary & Benefits Report**, which is published in cooperation with the National Association for Home Care & Hospice, has 495 participating hospices and hospice programs that employ more than 40,000 full-time employees. The complete 264-page **Report** contains 60+ jobs reporting on salaries, bonuses, and hourly & per visit rates. Data are reported by state, nine regions, nationally, according to agency type and number of hospice patient days. Also included are 22 fringe benefits, planned percent increases, turnover rates, and personnel policies.

The **Hospice Report** may be purchased from **HCS** for \$250. A separate **HEMOCARE Salary & Benefits Report** is available for \$295 and contains data from 1,709 home health agencies. In addition to the bound **Reports**, the salary/hourly/visit results may be purchased in Excel. The **Reports** may be ordered online at [www.hcsinc.com](http://www.hcsinc.com) or by calling (201) 405-0075.

Hospital & Healthcare Compensation Service, 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 12 specialized Reports each year. In addition, the firm consults with healthcare professionals across the nation to support the industry in the area of human resource management. HCS is headquartered in Oakland, New Jersey.

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