

# 2023 APP Compensation and Productivity Survey



Advanced Practice Providers (APPs) continue to play a critical role in enhancing patient access, lowering the cost of care, and addressing the growing physician shortage. As the talent market for these providers grows increasingly competitive, many health care organizations are reevaluating their APP compensation programs and care delivery models to better support their recruitment and retention strategies.

SullivanCotter's **2023 APP Compensation and Productivity Survey** includes data from nearly **820 organizations** on more than **124,000 individual APPs** and **over 3,400 APP leaders** from across the country - providing organizations with critical compensation market data, information on key APP workforce practices, and insight into emerging industry trends.

## Emerging APP Compensation Design Trends

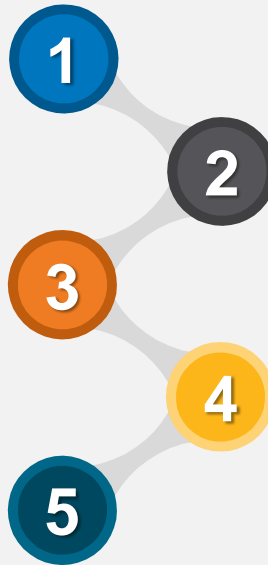
**Alignment of compensation models** across the system to minimize the impact of internal competition and turnover

Planning for introduction of **incentive compensation models**

- Assessing and defining standard work expectations

Development of **multiple compensation pay ranges** to account for differences in **work effort** expectations and market compensation growth by specialty

- E.g., psychiatry, CRNA, hospital-based specialties



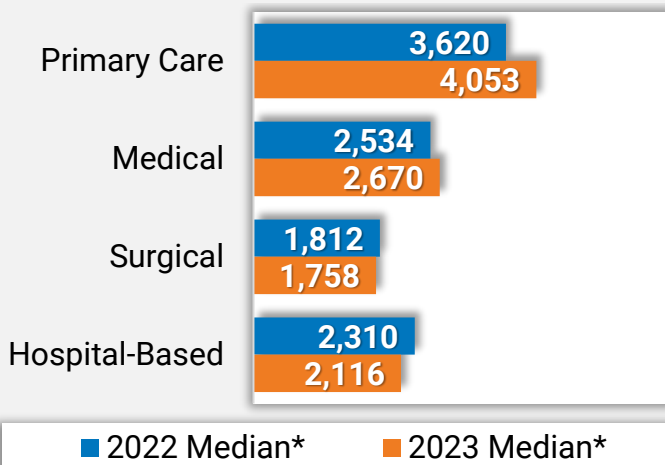
APP compensation is evolving to include an **increased focus** on work effort and schedule burden, while continuing to maintain some more traditional staff compensation practices such as:

- Premium pay, call pay, CME
- TCC definitions, however, are being updated to more closely align with physician compensation

Increased **pressure to remain market competitive** resulting in annual (or more frequent) market reviews, narrower ranges and quicker time to range median and max

## Productivity Metrics

### 2023 NP/PA Combined Median Work RVUs



**Primary care values** are the **highest** as most APPs in this specialty group work **fairly independently** and many hold their own patient panels.

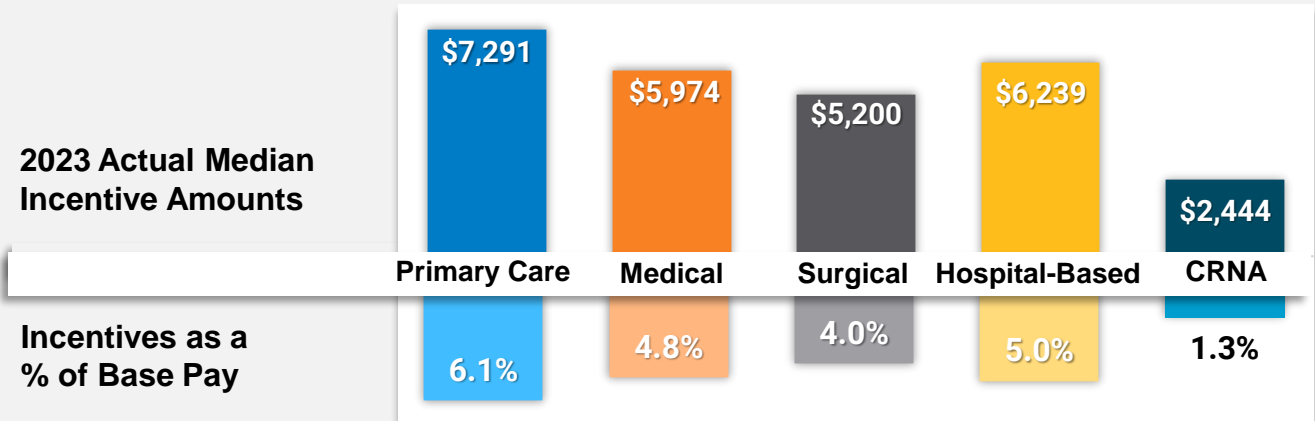


**Hospital-based and surgical specialties** remain steady.

\*Data is reflective of 2021 or later PFS

# Incentive Compensation

## 2023 Actual Median Incentive Amounts



**48%** of organizations utilize **incentive pay** for at least some of their APPs

Median number of components in bonus plan: **2**

**76%** of organizations structure incentives as **add-on dollars**

# Premium Pay

## Shift Differentials

Evening, Weeknight, Weekend, Holidays

Prevalence

**55%**

Hourly Premiums (Median)

**\$4.00 - \$8.50**

Percentage of Base Rates (Median)

Holidays: **49%**  
All Others: **9% - 14%**

## Extra Shifts

Prevalence for at least some APPs

**74%**

Flat Dollar Amount (Median)

**\$75**

Percentage of Base Rates (Median)

**125%**

## Call Pay

Organizations requiring APPs to Take Unrestricted Call

**47%**

Pay at an Hourly Rate:

**41%**

Pay at a Stipend Per Shift:

**36%**

Median Unrestricted Call Pay Rate Range (Depending on Specialty)

**\$3 - \$10**

Source: SullivanCotter 2022-2023 Advanced Practice Provider Compensation and Productivity Survey Report