



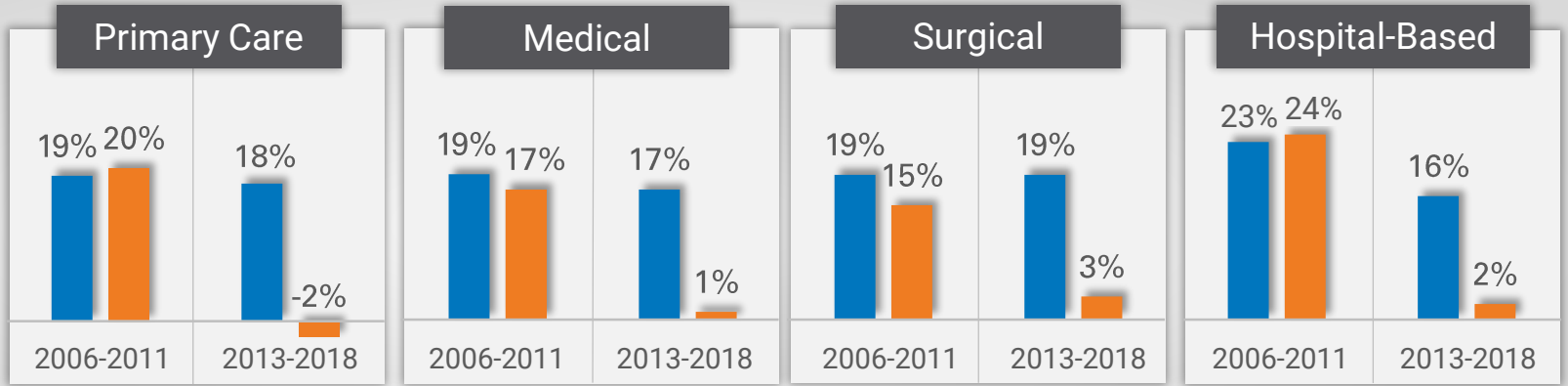
Physician total compensation programs continue to evolve to address changing models of care, the need for organizational alignment and a competitive market for talent

Continued upward pressure on physician compensation without corresponding gains in productivity requires critical focus on quality of care and organizational efficiencies

Trends in productivity have varied significantly over the past 12 years

Median Compensation and Productivity Trends

■ TCC
■ Work RVUs



Increasing prevalence of value-based compensation practices with a growing focus on the alignment of physician and advanced practice provider (APP) performance metrics

Median TCC per Work RVU Rates

Physicians	Primary Care	Medical	Surgical	Hospital-Based
With Quality Compensation	\$53.14	\$66.05	\$66.48	\$59.39
Without Quality Compensation	\$48.84	\$61.78	\$61.79	\$55.91
Percentage Difference	-8.8%	-6.9%	-7.6%	-6.2%



54% of orgs. with physician incentive plans include a value/quality component

38% of orgs. with APP incentive plans include a value/quality component



Skilled physician leaders will continue to demand a premium in a highly competitive market as organizations rely on physicians to lead clinical transformation and alignment efforts

Increase in Median Total Cash Compensation



Top Clinical Integration/
Transformation Executive



Top Quality Executive



Top Medical Informatics Executive

Physician recruitment and retention may require a more tailored total rewards approach to reflect unique and multi-generational needs in a high-demand market

Recruitment and Retention Practices

Sign-On Bonus

Prevalence **63%**

Staff physician average **\$19,429**

Non-Competes

Required by **66%** of organizations

More than half require a **2 year** duration

Student Loan Repayment

Prevalence **22%**

Annual average **\$23,439** for 3.5 years

Source: SullivanCotter 2018 Physician Compensation and Productivity Survey Report, 2017 Advanced Practice Clinician Compensation and Pay Practices Survey Report and 2018 Physician Executive Compensation Survey Report

Learn More:
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Pre-Order the 2019 Survey Report!

