

# Unrestricted On-Call Pay for Advanced Practice Providers (APPs)



As organizations strive to meet patient demand, one premium pay practice that has received attention is on-call pay\*. An effective on-call pay approach supports organizations' patient access and care coverage needs.



For organizations that reported paying for on-call shifts once a threshold number was met, in both the 2017 and 2018 surveys **the median threshold number of shifts per month was 4**



## Hourly Rates for Unrestricted On-Call Coverage

The **hourly rates paid** for on-call coverage to both nurse practitioners/physician assistants **vary widely**:

n	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile
52	\$4.17	\$5.69	\$7.21	\$8.89

## Top compensation methods when called back:



- 38%** provide the standard hourly rate of base pay
- 26%** use a flat rate or stipend per call back
- 23%** provide a differential



Median minimum hours for call back pay: **2 hours**

## Considerations in developing or updating an on-call pay policy:

Is it **needed for all specialties**?

**How frequently will on-call shifts be required?**

Should there be a **core work requirement** (threshold number) **of on-call shifts**?

**How often will the APP likely be called** during the on-call shift?

How likely **can the call be handled by phone vs. requiring an APP to be called in?**



\*All data reflect unrestricted on-call. (APPs are accessible by phone/pager and must respond to inquiries within a time period defined by the organization.)  
Source: SullivanCotter 2017-2018 Advanced Practice Provider Compensation and Pay Practices Survey Report