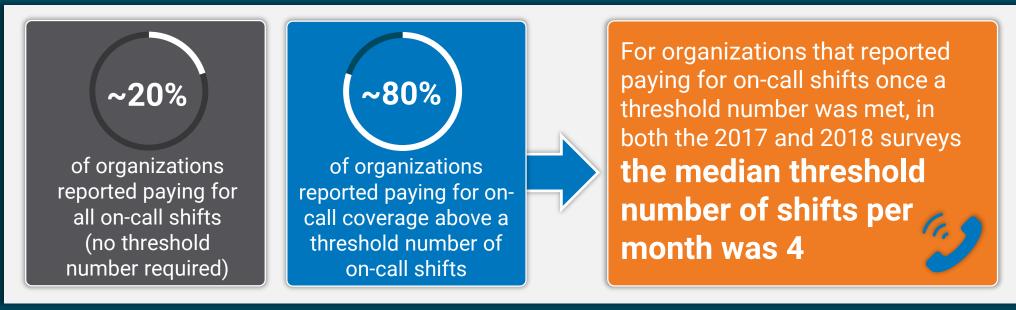
Unrestricted On-Call Pay for Advanced Practice Providers (APPs)



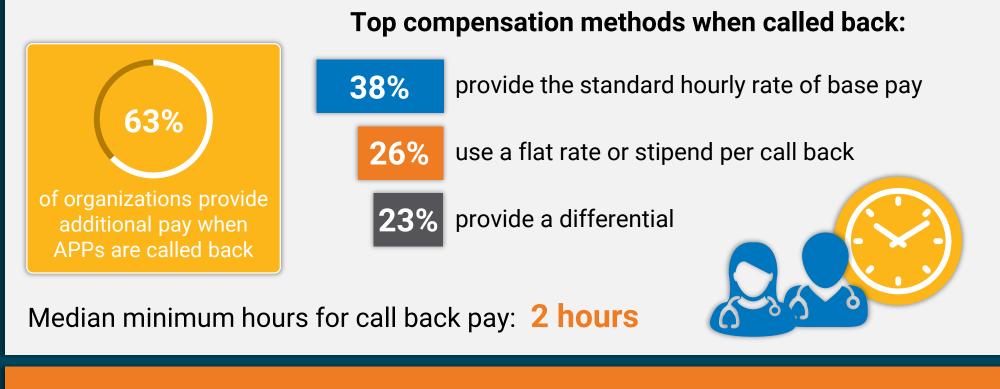
As organizations strive to meet patient demand, one premium pay practice that has received attention is on-call pay*. An effective on-call pay approach supports organizations' patient access and care coverage needs.



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 th Percentile	Median	Mean	75 th Percentile
52	\$4.17	\$5.69	\$7.21	\$8.89



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



Looking to gain additional insight?

Learn more about developing effective policies to help support your growing APP workforce.

Contact-Us@sullivancotter.com

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