

2021 Evaluation and Management CPT Codes

Understanding the Impact on Physician Compensation



Following its annual review of the **Current Procedural Terminology** (CPT), the Center for Medicare and Medicaid Services (CMS) has proposed incorporating significant changes in 2021 to the **Evaluation and Management** (E&M) codes and the corresponding work RVU (wRVU) values to recognize increased work effort for office visits.

As organizations look to understand the impact of these code changes on physician productivity levels, it is also important to address the impact this may have on compensation arrangements, fair market value considerations, revenue and national survey benchmarks.

CMS has announced several adjustments for 2021, including:

- Maintaining the "Patients Over Paperwork" goal to **reduce required documentation**
- An **increase in wRVUs for many E&M codes** due to added responsibilities physicians have experienced over the last five years
- **Two add-on codes:**
 - Recognition for every 15 minutes of extended office visit
 - (GPC1X) to account for qualified, severe or complex chronic conditions

Time Allocation and wRVU Adjustments Current versus 2021

HCPSC Code	Increase in Minimum Minutes per Visit	Increase in wRVU Value
99201 ¹	N/A	N/A
99202	0%	0%
99203	38%	13%
99204	33%	7%
99205	27%	10%
99211	0%	0%
99212	13%	46%
99213	30%	34%
99214	23%	28%
99215	27%	33%

¹This code to be eliminated in 2021.



A fundamental understanding of how market benchmarks will change is important. To avoid possible pitfalls, organizations should conduct a strategic review of upcoming changes to determine the impact this may have on physician compensation plans.

2021 E&M wRVU Changes: Potential Impact on Survey Benchmarks

46% of wRVU benchmarks increased between 3% and 11%

25% of specialties were impacted by wRVU changes greater than 11%



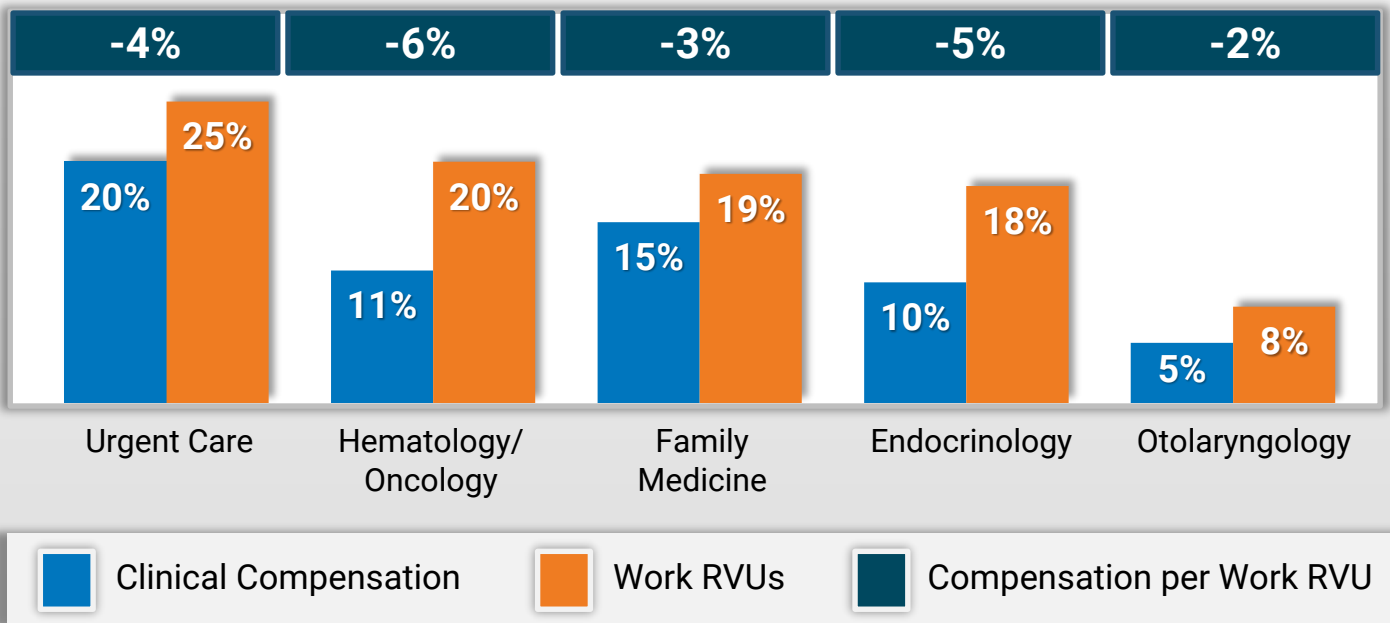
SullivanCotter estimates overall **clinical compensation** to increase by approximately **6%**



Nearly **75%** of organizations utilize SullivanCotter's **compensation per wRVU benchmark** in determining physician compensation



Estimated Survey Benchmark Changes by Specialty



Sources: SullivanCotter 2019 Physician Compensation and Productivity Survey and SullivanCotter Large Clinic® CPT Code Study (includes analysis of 100 different specialties)

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