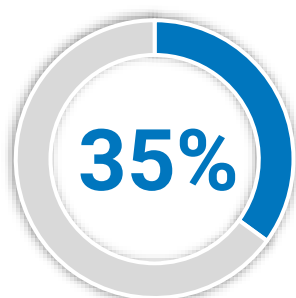




SullivanCotter recently asked participants of the 2021 *Physician Compensation and Productivity Survey* about how they are **addressing recent changes to the Physician Fee Schedule (PFS)**

Organizations are split between using the 2020 or older PFS wRVU values and using those from 2021 or 2022. As a result, the **2022 *Physician Compensation and Productivity Survey* will report two sets of data using both the 2020 and 2021 wRVU values.** SullivanCotter will utilize this reporting method again in 2023.

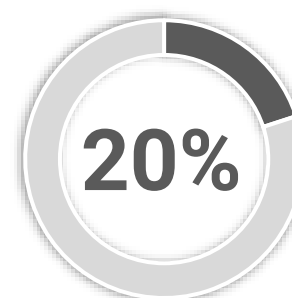
What will your organization use in 2022 to measure productivity in your physician compensation plan? (n = 65)



Will use the 2020 or prior year PFS



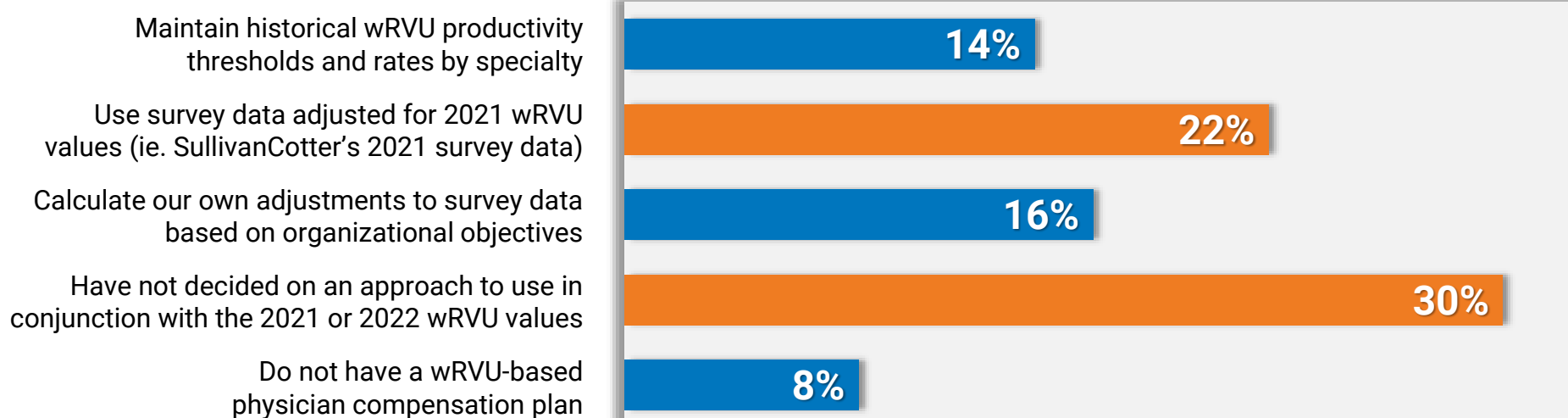
Will use the 2021 or 2022 PFS



Have not yet made a decision for 2022

While most respondents (52%) had determined the wRVU productivity thresholds and compensation rates per wRVU they will use in conjunction with the 2021 or 2022 wRVU values, 30% indicated they had not yet decided.

How will your organization determine what adjustments will be made to wRVU productivity thresholds or compensation rates per wRVU to use in conjunction with 2021 or 2022 wRVU values? (n = 37)



Most respondents indicated that they had not made modifications to their compensation documents to provide flexibility for future wRVU changes. SullivanCotter anticipates significant PFS changes will be made again in 2023 and organizations should consider updating their compensation documents in 2022 in preparation.

Considering the significant changes in CMS wRVU values in 2021, has your organization adjusted its compensation plan, employment agreement template or independent contractor agreements to provide more flexibility should CMS make additional significant wRVU value changes in 2023? (n = 37)

5%

Yes, we have modified our compensation documents to provide more flexibility in determining whether or not to change wRVU values for compensation purposes should CMS make additional significant wRVU changes in the future

27%

We already have that flexibility in our compensation documents so no adjustments to language were necessary

51%

No, we have not made any modifications to our compensation documents regarding future CMS changes in wRVU values



Note: Percentages do not add up to 100% because respondents were also given an "I don't know" option.

Source: SullivanCotter 2021 *Physician Fee Schedule Pulse Survey*