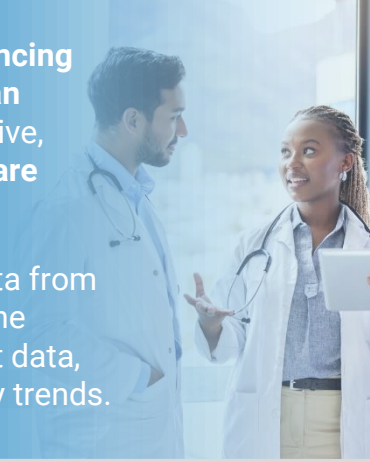


2022 APP Compensation and Productivity Survey



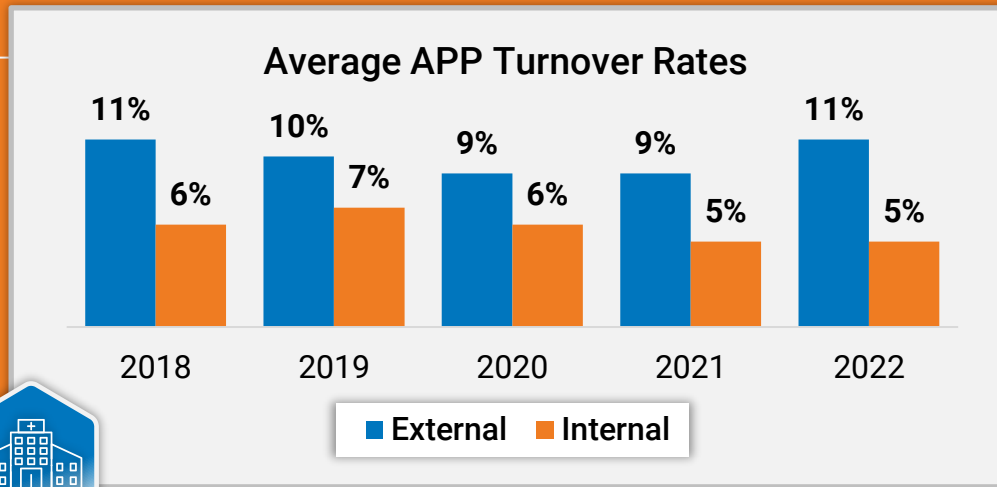
Advanced practice providers (APPs) continue to play an important role in **enhancing patient access, lowering the cost of care, and addressing the growing physician shortage**. As the talent market for these providers grows increasingly competitive, many organizations are **reevaluating their APP compensation programs and care delivery models** to better support recruitment and retention strategies.

SullivanCotter's **2022 APP Compensation and Productivity Survey** includes data from nearly **700 organizations** on more than **100,000 individual APPs** from across the country - providing health care organizations with critical compensation market data, information on key APP workforce practices, and insight into emerging industry trends.



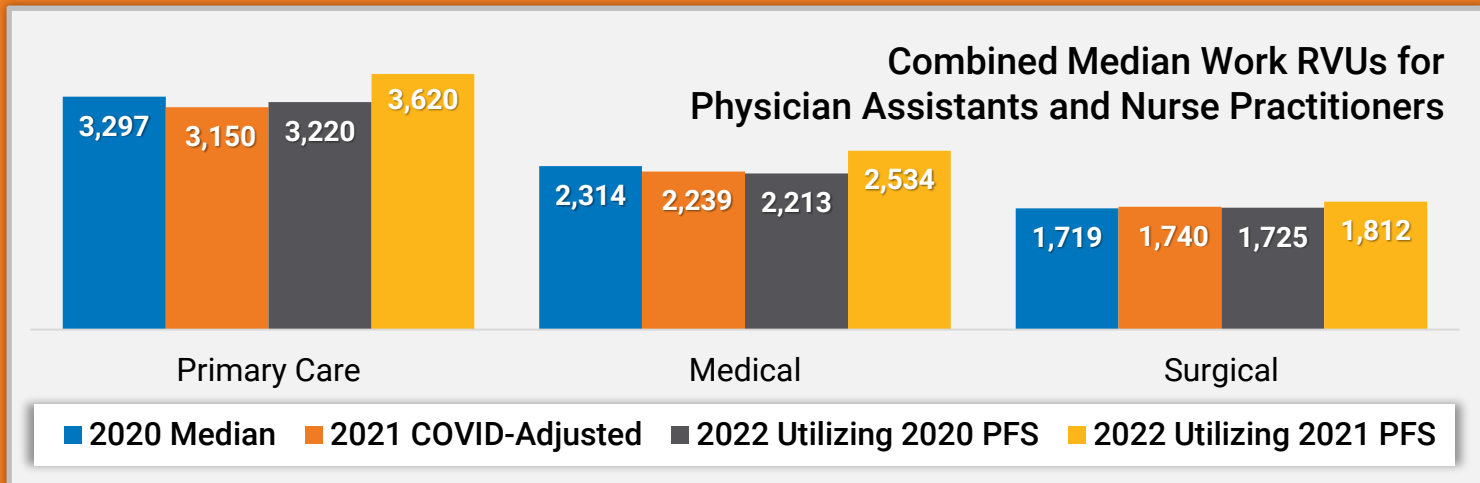
Turnover

While external turnover increases in a competitive market for talent, internal turnover remains stable as organizations reevaluate pay practices, care delivery models and APP utilization.



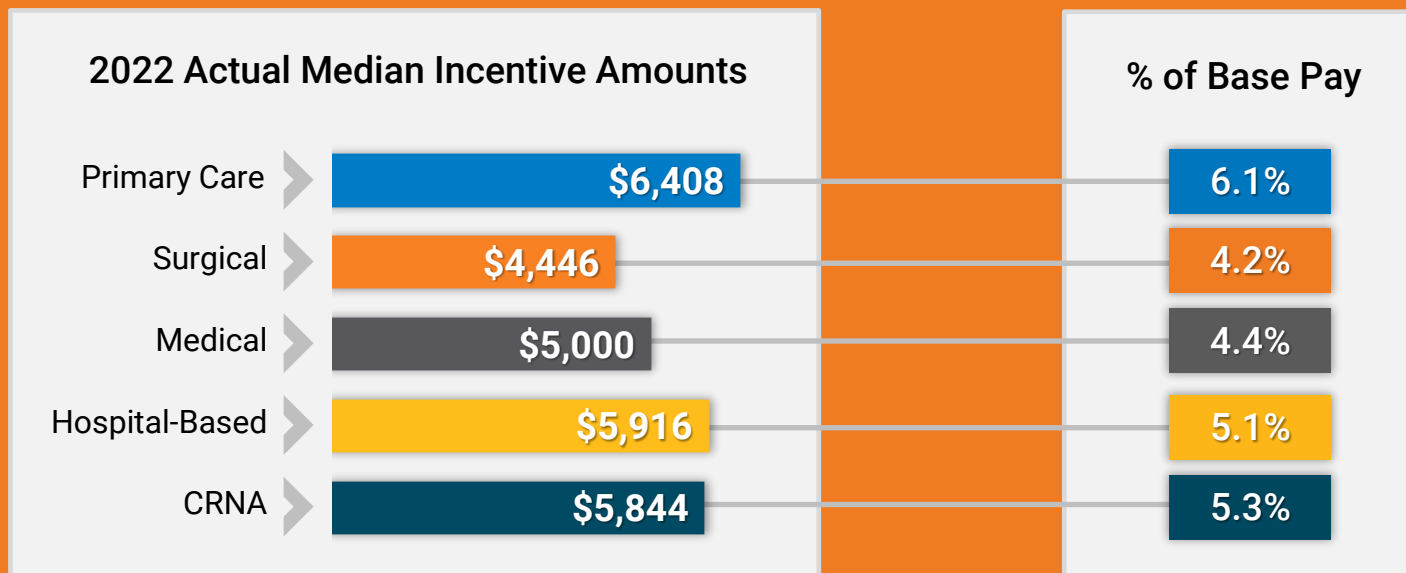
Work RVU Productivity

To help address the impact of recent changes to the Physician Fee Schedule, SullivanCotter reported two sets of benchmarks based on values from both the 2020 and 2021 schedules.



Incentive Compensation

Overall, about half of organizations utilize incentive compensation for at least some of their nurse practitioners and physician assistants while only 16% provide incentives for CRNAs.



APP Benefits

Organizations are utilizing a variety of offerings to support APP recruitment and retention – including sign-on bonuses, relocation stipends, and CME expense allowances.

Sign-On Bonus

Prevalence
89%

Median Average Amount
\$5,000

Range
\$500 - \$60,000



Relocation Assistance

Prevalence
77%

Median Average Amount
\$5,000

Range
\$500 - \$30,000



CME Expense Allowance

Prevalence
77%

Median Average Amount
\$2,000

Range
\$350 - \$6,000



Source: SullivanCotter's 2022 Advanced Practice Provider Compensation and Productivity Survey