

2024 Advanced Practice Provider Compensation and Productivity Survey



With the advanced practice provider (APP) workforce in high demand, compensation continues to increase and pay practices are evolving – reflecting ongoing competition in a tight market for talent.

Learn more the latest results of SullivanCotter’s **APP Compensation and Productivity Survey**, which represents one of the most robust datasets of its kind for hospitals and health systems nationwide.

Overview of Survey Participants



846 organizations



More than **134,000** individual APPs



Over **4,700** APP leaders

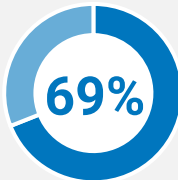


Work relative value unit (wRVU) data for nearly **28,000** APPs

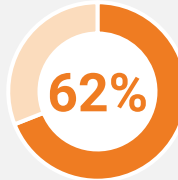
Average Organization Profile

Annual Net Revenue	\$1.5 billion
FTE Employees	5,430
Employed Physicians	530
Employed APPs	245

Clinical Workforce Trends

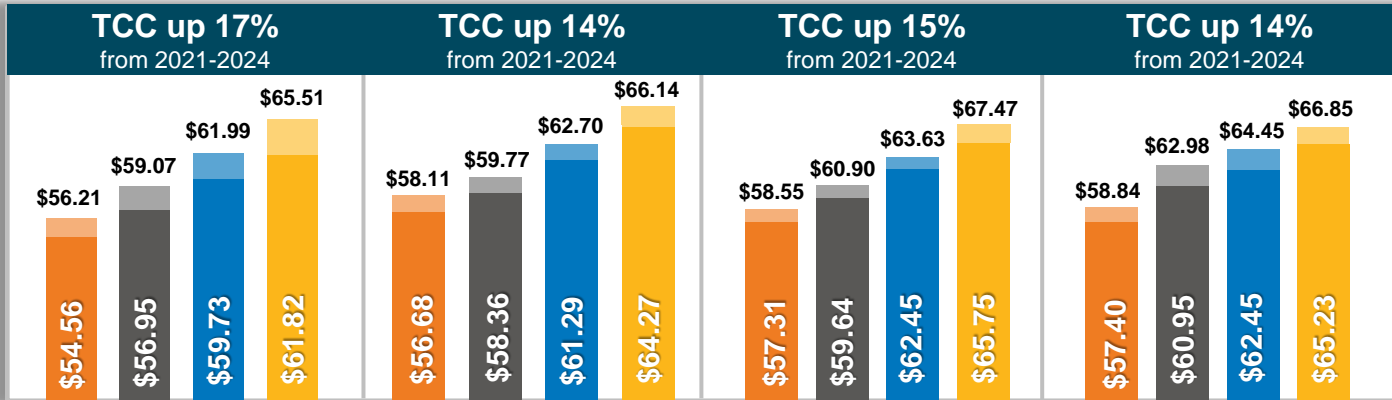


Increased the size of APP workforce in **last 12 months**



Plan to increase the size of APP workforce in **next 12 months**

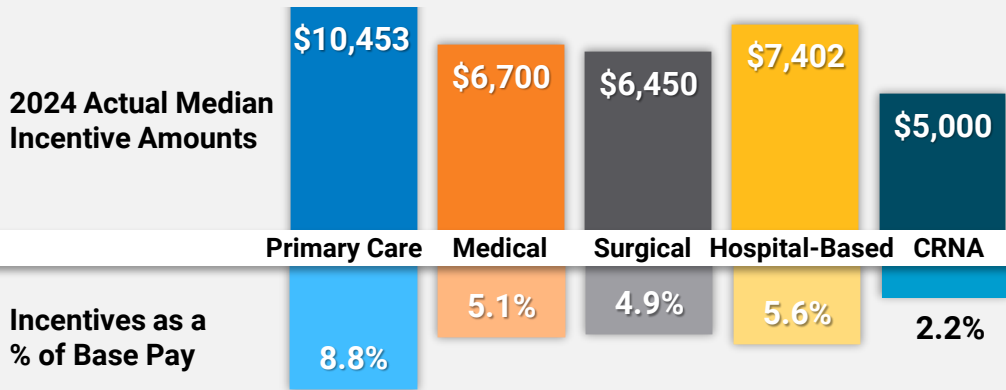
Base Pay and TCC | Hourly Rates



■ 2021 Base Hourly Rate
 ■ 2022 Base Hourly Rate
 ■ 2023 Base Hourly Rate
 ■ 2024 Base Hourly Rate
■ 2021 TCC* Hourly Rate
 ■ 2022 TCC* Hourly Rate
 ■ 2023 TCC* Hourly Rate
 ■ 2024 TCC* Hourly Rate

* Total Cash Compensation (TCC) Hourly Rate calculated using 2,080 annual hours excluding premium pay.

Incentive Compensation



Includes APPs with a base pay + incentive plan only.



50% of organizations utilize incentive pay for at least some of their APPs

Median number of components in bonus plan: 2

74% of organizations structure incentives as add-on dollars

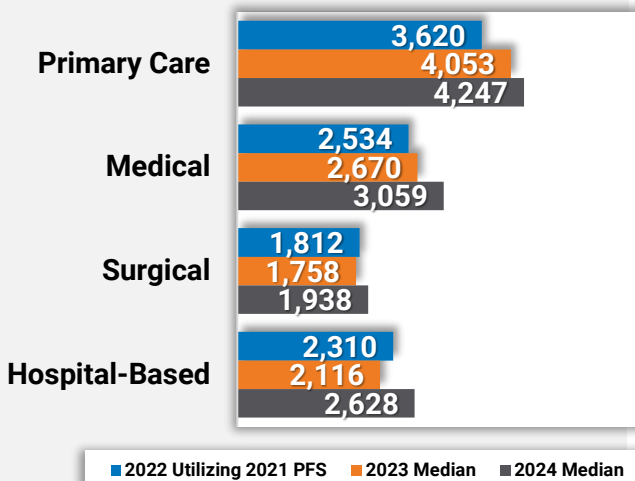
Current State Design Approaches

Incentive or Bonus Components for APPs by Specialty Area⁽¹⁾

Component	Primary Care	Medical	Surgical	Hospital-Based
	% Using	% Using	% Using	% Using
Work RVUs	70%	46%	46%	31%
Value/Quality-Based Incentives	53%	56%	56%	63%
Patient Experience	27%	28%	27%	34%
Organization Measures	10%	12%	14%	17%
Practice, Department, or Group Measures	10%	13%	14%	17%
Patient Visits or Encounters	5%	10%	8%	7%
Panel Size	9%	NA	NA	NA

⁽¹⁾Reported data only include organizations that have bonuses or incentives for their NPs and PAs
 Note: Percentages will not add to 100% due to multiple response categories

Productivity Metrics



Median Primary Care Panel Size: 1,108

Medical specialties are on the rise likely as a result of increased emphasis on APP productivity performance

Surgical specialties remain the same

Hospital-Based specialties are on the rise due largely to an increased incumbent count in Emergency Medicine and Radiology



Sources: SullivanCotter 2021-2024 Advanced Practice Provider Compensation and Productivity Survey Report, SullivanCotter 2024 Physician Compensation and Productivity Survey Report