



SullivanCotter's 2024 Physician Compensation and Productivity Survey

This survey represents the largest and most comprehensive physician compensation resource for health systems and hospitals.

The 2024 report includes data from more than 500 hospitals and health systems on approximately 215,000 physicians across 212 specialties – which reflects a 13% increase in the number of physician records reported in the 2023 survey.

This infographic features highlights from the latest survey report.



Order the 2024 Survey Report

Contact Us to Learn More

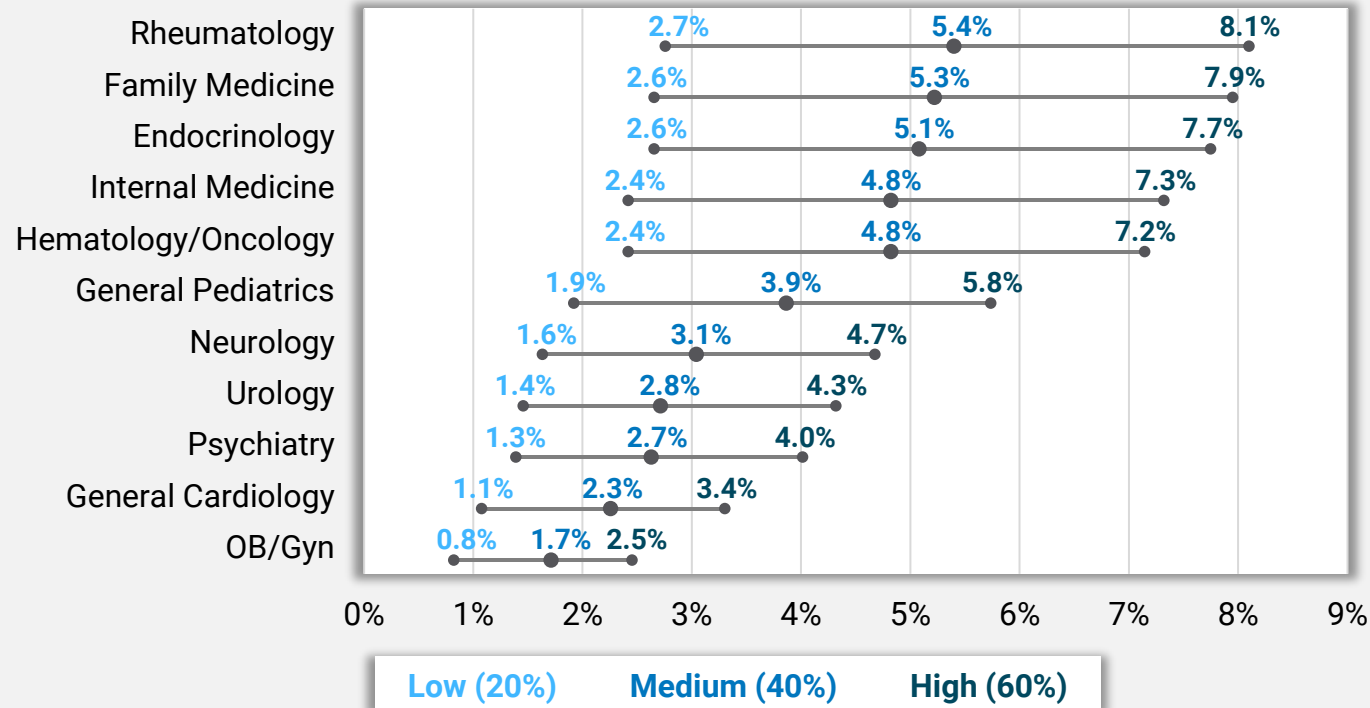


Largest Increases in Median Total Cash Compensation (TCC) for Staff Physicians⁽¹⁾

Job or Specialty	2024 Median	TCC Median % Change (2023 to 2024)	wRVU Median % Change (2023 to 2024)
Hematology and Oncology	\$456,632	9.7%	5.4%
Endocrinology and Metabolism	\$285,660	8.0%	6.1%
Radiation Oncology	\$550,000	7.5%	5.3%
Pathology – Anatomic and Clinical	\$424,744	6.7%	7.3%
Geriatrics	\$273,025	6.1%	0.1%
Pulmonology – General	\$375,003	6.0%	3.8%
Urology	\$530,557	5.9%	3.3%
Urgent Care	\$328,596	5.8%	8.3%
Anesthesiology	\$498,973	5.6%	8.5%
Otolaryngology – General	\$491,654	5.2%	3.6%
Pediatrics – Hospitalist	\$237,516	5.1%	5.3%
Internal Medicine	\$308,288	4.8%	5.7%
Dermatology	\$509,587	4.7%	4.0%
Nephrology and Hypertension	\$350,558	4.6%	1.4%
Physical Medicine and Rehabilitation	\$312,828	4.4%	6.7%

Centers for Medicare and Medicaid Services estimates that code G2211 will be utilized on 38% of applicable evaluation and management codes in 2024. Specialties with greater instances of longitudinal care could be impacted more significantly.

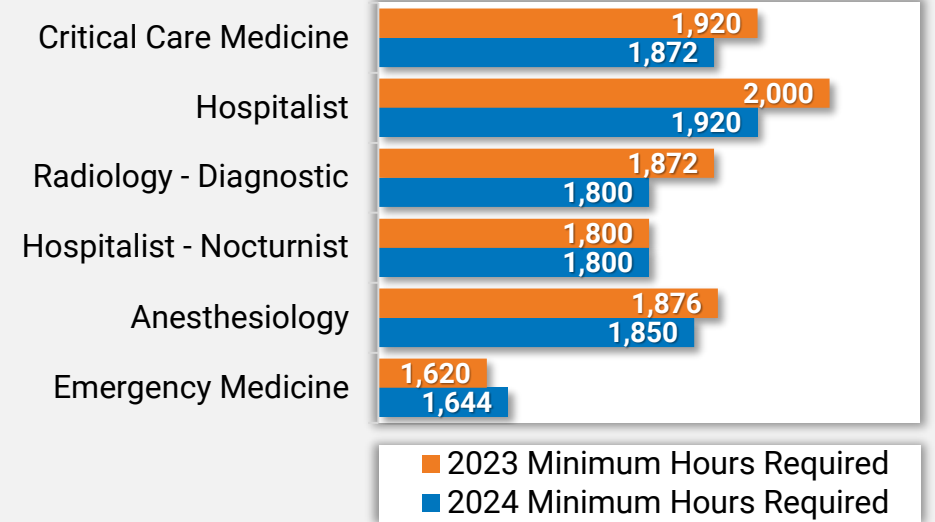
G2211 Potential wRVU Impact by Specialty



The minimum required hours worked for a 1.0 clinical FTE decreased from 2023 in critical care, hospital medicine, and radiology.

Median Annual Hours Required for a 1.0 cFTE

Hospital-Based Specialties



Key Takeaways

The 2024 survey TCC increases were primarily driven by work relative value unit (wRVU) productivity increases.

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TCC increases combined with proposed Medicare conversion factor reductions will continue to challenge physician enterprise financial sustainability.

The impact of G2211 is expected to increase reported primary care wRVU productivity by 5% - 7% in next year's survey.

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Physician employers are responding to pressure to reduce annual work effort expectations in many shift-based specialties.

The 2024 market survey data represents the largest and most stable survey data set published since the 2020 surveys.

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(1) Reported data reflect the change in median TCC for jobs or specialties with 500 or more TCC incumbents and 200 or more wRVU incumbents. Copyright © 2024 by SullivanCotter

Sources: SullivanCotter 2022-2024 Physician Compensation and Productivity Survey Report, SullivanCotter 2023 Physician and APP CPT Work RVU Benchmark Study