Advanced Practice Provider Productivity

As health care organizations look for ways to better utilize and retain their advanced practice providers (APPs), effectively measuring and projecting the clinical productivity of this workforce is imperative. There are several challenges when it comes to tracking individual productivity - especially for those working in inpatient and surgical settings. 97% of organizations are able to track individual performance of APPs in the ambulatory setting compared to only 65% in the inpatient setting.

Reliable and consistent productivity metrics are important for organizations to appropriately set work expectations and reward high performance.

SullivanCotter's suite of APP workforce surveys provide insight into APP productivity data and ratios, collections, physician-to-APP staffing ratios, and work expectations. Participating organizations include independent hospitals, health systems, academic medical centers and more.





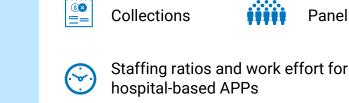
Learn more about developing effective productivity measures and rewards to help support your growing APP workforce.

Continued focus on APP contribution coupled with split/shared changes and financial pressures will likely have a material impact on APP productivity metrics moving forward

S

How do organizations select which APP productivity metrics to measure?

Metrics should be selected based on the specialty, the type of work the APP is performing and the needs of the organization.



Work RVUs

Common productivity metrics include:

Patient visits

Panel size

Productivity measures can vary greatly between specialty and sub-specialty groups

2024 Median Work RVUs (NPs and PAs Combined)		2024 Median Patient Visits (NPs and PAs Combined)		A Inc
Primary Care n Organizations – 231 n Incumbents – 8,323	4,247	2,603	958	
Hospital-Based n Organizations – 132 n Incumbents – 2,991	2,628	Primary Care n Organizations: 83 n Incumbents: 3,780	Hospital-Based n Organizations: 43 n Incumbents:1,085	Am In
Medical n Organizations – 207 n Incumbents – 8,501	3,059	1,63	1,320	l Dep
Surgical n Organizations – 191 n Incumbents – 4,865	1,938	Y Medical n Organizations: 76 n Incumbents: 3,793	Surgical n Organizations: 72 n Incumbents: 2,372	Sources: Advanced Compens Survey, Su Organizat

2024 Median Panel Size:



Primary Care (NPs and PAs Combined)

1,108

n Organizations: 42 n Incumbents: 1,610

Able to Track ndividual APP Productivitv



nbulatory: 97% npatient: 65% Emergency partment: 70%

SullivanCotter 2024 ed Practice Provider sation and Productivity SullivanCotter 2024 APP Organizational and Leadership Survey