



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 provides 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.

[Purchase the 2024 Reports](#)

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Looking to gain additional insight?



[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

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.

Common productivity metrics include:



Work RVUs



Patient visits



Collections



Panel size



Staffing ratios and work effort for hospital-based APPs

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

2024 Median Work RVUs (NPs and PAs Combined)

Primary Care
n Organizations – 231
n Incumbents – 8,323

4,247

Hospital-Based
n Organizations – 132
n Incumbents – 2,991

2,628

Medical
n Organizations – 207
n Incumbents – 8,501

3,059

Surgical
n Organizations – 191
n Incumbents – 4,865

1,938

2024 Median Patient Visits (NPs and PAs Combined)

Primary Care
n Organizations: 83
n Incumbents: 3,780

2,603

Hospital-Based
n Organizations: 43
n Incumbents: 1,085

958

Medical
n Organizations: 76
n Incumbents: 3,793

1,639

Surgical
n Organizations: 72
n Incumbents: 2,372

1,320

2024 Median Panel Size:



Primary Care
(NPs and PAs Combined)

1,108

n Organizations: 42
n Incumbents: 1,610

Able to Track Individual APP Productivity



Ambulatory: **97%**

Inpatient: **65%**

Emergency Department: **70%**

Sources: SullivanCotter 2024 Advanced Practice Provider Compensation and Productivity Survey, SullivanCotter 2024 APP Organizational and Leadership Survey