



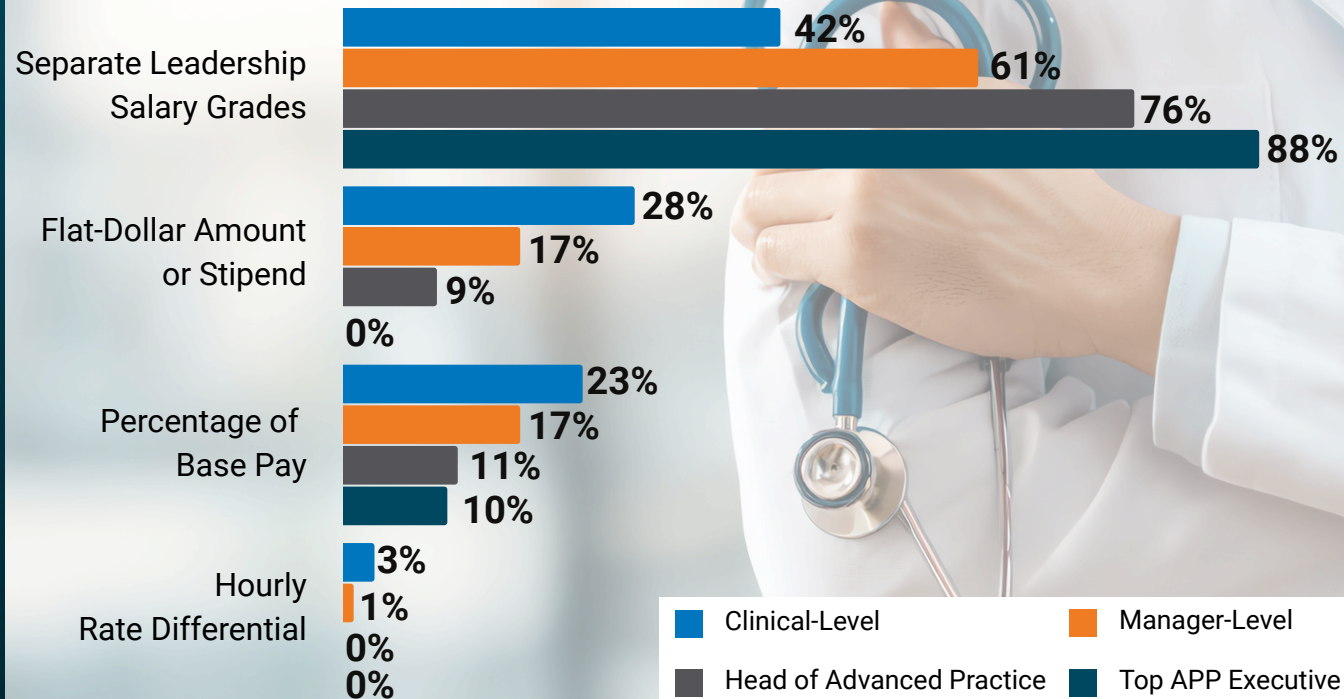
Leadership Insights

By the Numbers: APP Compensation Growth & Trends

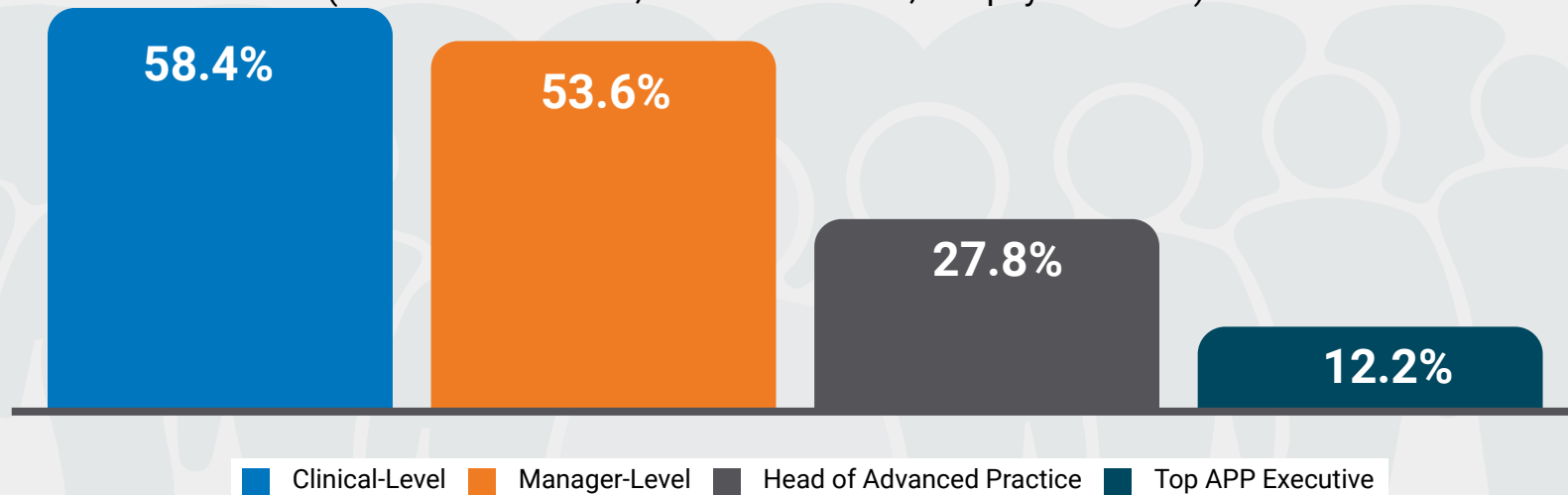
Leadership Compensation

Most organizations structure APP leadership positions into four primary levels – and compensation and pay practices that differ across each. These frameworks are shaped by the proportion of clinical and administrative responsibilities assigned to the role.

APP Leadership Compensation Methods



APP Leaders Eligible for Premium Pay (such as extra shifts, shift differentials, call pay and more)



APP Leadership Compensation Compared to Staff APP

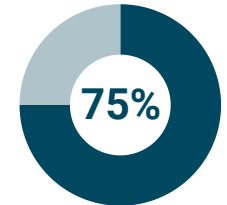
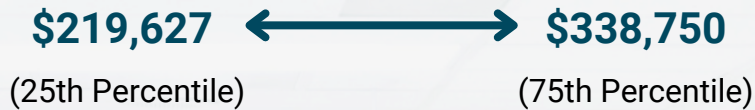
While all APP leaders earn a premium above staff APPs, this varies by level. The most recent national benchmarks are below.

National Benchmarks – Premium Above Staff APPs



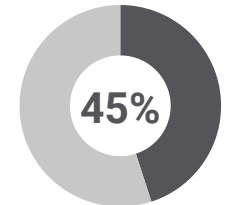
Top APP Executive

NPs and PAs; All Specialty Groups

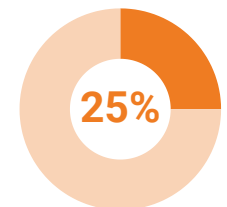
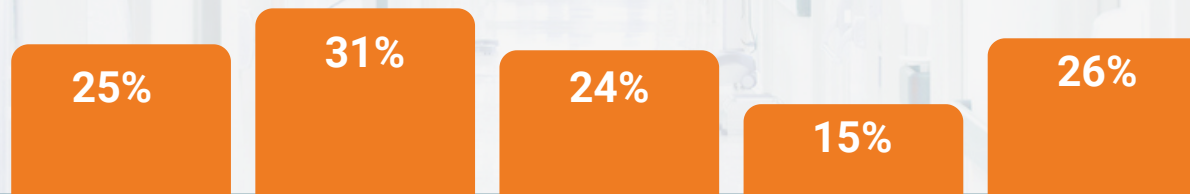


Head of Advanced Practice

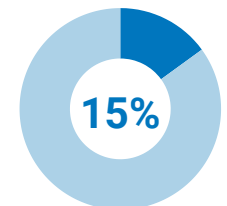
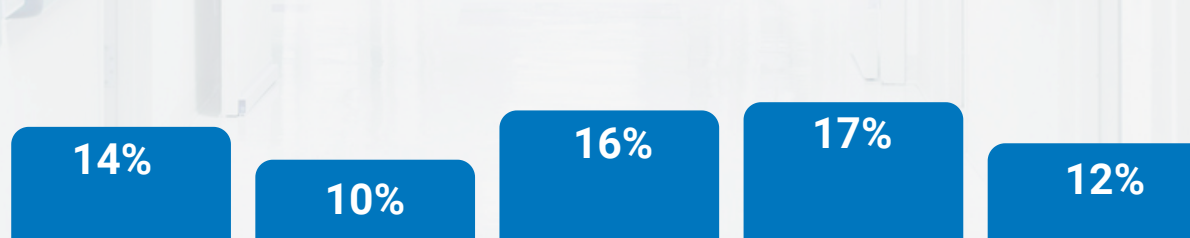
NPs and PAs; All Specialty Groups



Manager-Level



Clinical-Level

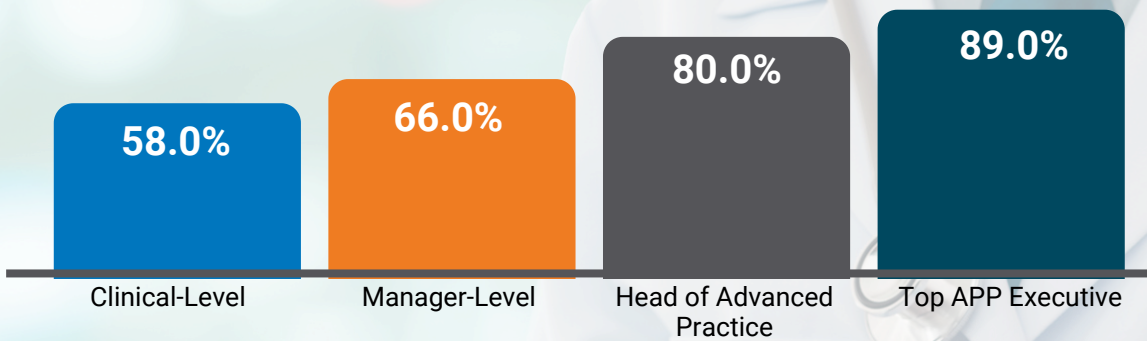


2021 2022 2023 2024 2025

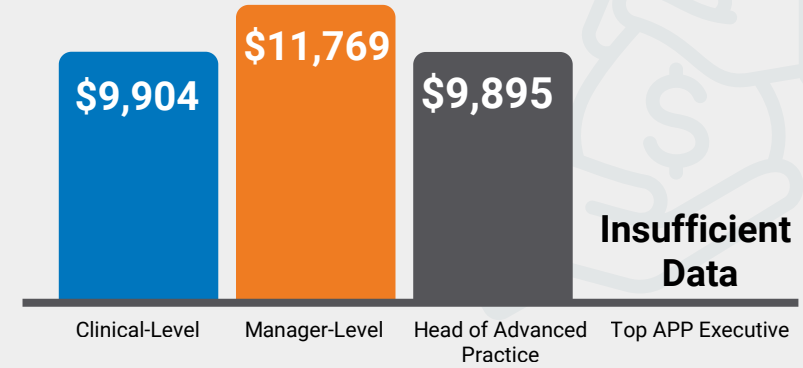
Incentive Compensation for APP Leaders

Across the market, the majority of APP leaders are eligible for some form of incentive pay. But there are notable differences by leadership level. Eligibility is most common within the top two levels, while incentive practices for managers and clinical leaders align more closely with staff APPs.

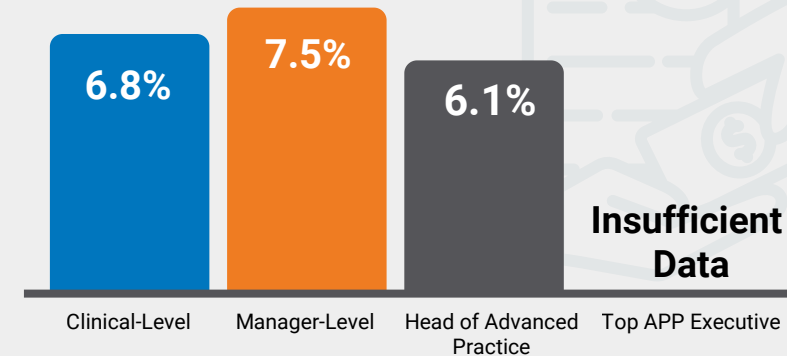
Percent of APP Leader Eligibility for Incentive Compensation



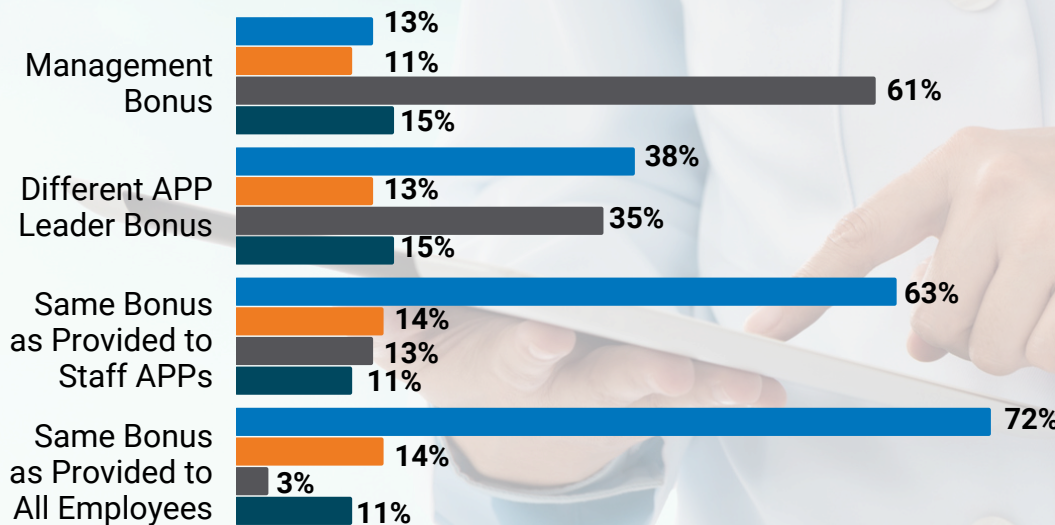
Median Incentive Amount



Incentives as Median Percentage of Total Compensation



Types of Incentive Compensation



Learn more about our **Advanced Practice Provider Compensation and Productivity Survey**