

Advanced Practice Provider Compensation & Workforce Insights

While year-over-year pay increases are moderating for APPs, compensation growth for anesthesiology and leadership roles continues at a faster rate.



TOTAL CASH COMPENSATION

Pay increases are slowing

Median total compensation (TCC) is up double digits since 2023 across every core specialty group and yet year-over-year gains have moderated from the highs of 2024–2025.

PRIMARY CARE

\$70.76/hr TCC, 2026

Up 13% since 2023



MEDICAL

\$69.71/hr TCC, 2026

Up 11% since 2023



SURGICAL

\$71.26/hr TCC, 2026

Up 12% since 2023



HOSPITAL-BASED

\$71.96/hr TCC, 2026

Up 12% since 2023



TCC figures exclude premium pay (shift differentials, call pay, extra shifts) unless otherwise noted.

ANESTHESIOLOGY PROVIDERS

CRNAs and CAAs are outrunning the broader market

As the demand for these providers remains high, CAA pay is climbing fastest as organizations are working to close the gap with CRNA compensation.

CRNA

\$125.00/hr TCC, 2026

Up 19.3% since 2023

CAA

\$118.99/hr TCC, 2026

Narrowing the gap with CRNA pay

Up 30.2% since 2023

Pediatric CRNA

\$125.44/hr TCC, 2026

0.4% above general CRNA pay

Up 19.7% since 2023

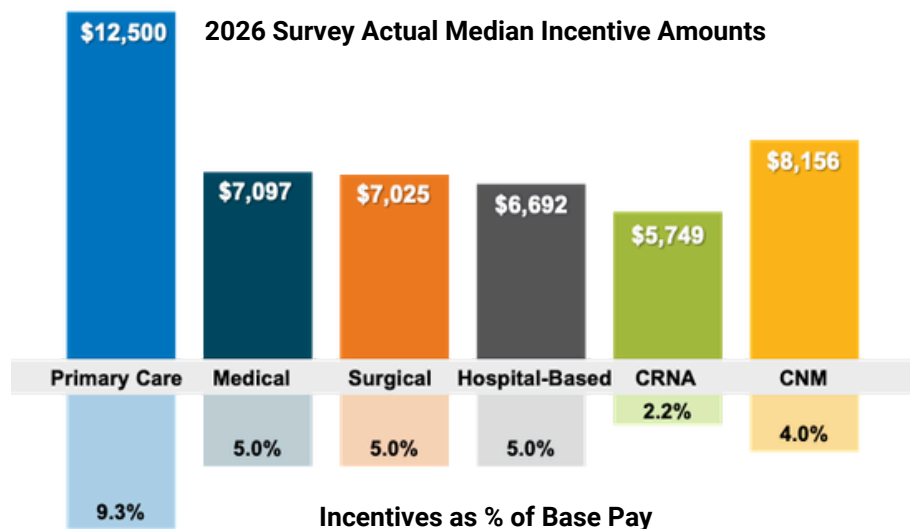
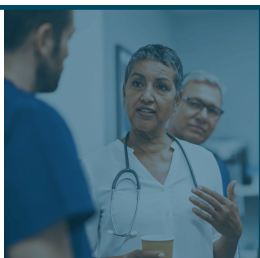
INCENTIVE COMPENSATION

Primary care is where incentives are growing fastest

Just over half of organizations use incentive pay for at least some APPs — and primary care's median incentive amount jumped from \$10,000 to more than \$12,500 this year.

52%

of organizations use incentive pay for at least some of their APPs



LEADERSHIP COMPENSATION

APP leadership is formalizing fast

Dedicated executive-level APP roles have roughly tripled in three years, and pay premiums scale with the size of the leadership seat.

3.1x

more incumbents held Top APP Executive roles in 2026 compared to 2023

2.7x

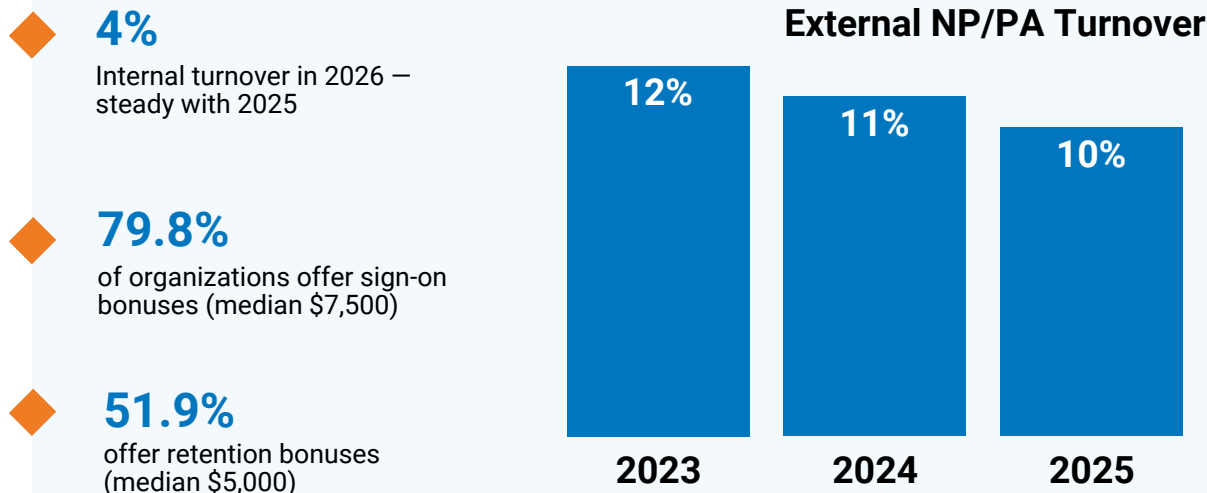
more incumbents held Head of APP roles compared to 2023



RETENTION & MOBILITY

Turnover keeps trending down

External turnover among NPs and PAs has fallen every year since 2023, even as sign-on bonus practices have held steady.



Key Takeaways

Total rewards win talent

Base salary, incentives, and premium pay each play a distinct role in attracting and retaining APP talent. Organizations that lean on only one lever are competing with one hand tied.



Incentives are gaining ground

Pay for APPs remains competitive overall, and incentives are playing a growing role in total cash compensation. Primary care APPs in particular are seeing outsized incentive growth.



Anesthesiology demand hasn't slowed

CRNAs and CAAs remain in high demand, and organizations are pulling multiple levers, including sign-on bonuses, retention bonuses, and shift differentials, to attract and retain them.



Leadership is formalizing

APP leadership structures are becoming more formal and strategic, with expanded, dedicated roles like the Top APP Executive position becoming more common.



Source: SullivanCotter 2023–2026 Advanced Practice Provider Compensation and Productivity Survey Report.
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