

National Pediatric Subspecialty Physician Compensation, Production, and Benefits Survey

YEAR 2014 *Based on 2013 Data*

Survey Period and Report Date

Survey Instruments will be distributed February 2014, with submissions accepted through mid-March. Preliminary data will be available via ECGVault.com in July. The final report will be published in October 2014.

The pediatric survey is recognized as the leading industry source of provider compensation and production benchmarks in the pediatric subspecialty market. ECG's pediatric survey provides an in-depth review of pediatric subspecialty market trends, including provider compensation, production, benefit packages, compensation plan design and metrics, recruiting efforts and signing bonuses by specialty, malpractice premiums by specialty, and numerous other key data points. The 2013 survey included 32 of the nation's premier children's organizations, representing 4,500 providers in over 40 pediatric subspecialties.

Select 2013 Members

Advocate Medical Group Oak Brook, IL
Akron Children's Hospital Akron, OH
All Children's Specialty Physicians St. Petersburg, FL
Children's Healthcare of Atlanta Atlanta, GA
Children's Hospitals and Clinics of Minnesota Minneapolis, MN
Children's Hospital Los Angeles Medical Group Los Angeles, CA
Children's Medical Group, Inc., and Children's Surgical Specialty Group Inc. Norfolk, VA
Children's University Medical Group Seattle, WA
CHOC Children's Specialists Orange, CA
Connecticut Children's Specialty Group, Inc. Hartford, CT
Cook Children's Medical Center Fort Worth, TX
Gillette Children's Specialty Healthcare St. Paul, MN
Hackensack University Medical Center Hackensack, NJ
HealthPoint Medical Group Tampa, FL
Helen DeVos Children's Hospital Grand Rapids, MI
Legacy Health Portland, OR

Maimonides Infants and Children's Hospital of Brooklyn Brooklyn, NY
Maine Medical Partners Scarborough, ME
MedStar Health Columbia, MD
Miami Children's Hospital Miami, FL
MultiCare Health System Tacoma, WA
Peyton Manning Children's Hospital at St. Vincent Indianapolis, IN
Phoenix Children's Hospital Phoenix, AZ
Providence Medical Group Spokane, WA
Rady Children's Specialists of San Diego – A Medical Foundation San Diego, CA
Specialty Medical Group Central California Madera, CA
Swedish Medical Group Seattle, WA
UT Le Bonheur Pediatric Specialists, Inc. Memphis, TN
Wake Forest Baptist Health Winston-Salem, NC
Warren Clinic/Saint Francis Health System Tulsa, OK
Washington University School of Medicine St. Louis, MO
WellStar Medical Group Marietta, GA

Member Benefits

As a member of ECG's *National Pediatric Subspecialty Physician Compensation, Production, and Benefits Survey*, participants receive access to reports and online benchmarking tools that provide in-depth analysis of market trends within pediatric subspecialties, including the following:

- **Access to ECGVault** (www.ECGVault.com), the online data portal that contains current and historical survey benchmarks at the market, organization, and provider levels. ECGVault allows for robust organization and market trending of provider performance benchmarks by specialty, standard and custom reporting, as well as downloading of benchmarks and related materials (e.g., graphs, tables).
- **Detailed analysis of pediatric trends, issues, and opportunities**, including analysis of important compensation, production, benefits, and recruiting statistics for more than 40 pediatric specialties.
- **Detailed compensation and production metrics** by specialty and rank/title, including total compensation, gross professional charges, net professional collections, and work and total RVUs.
- **Benefits information**, including benefits expense by specialty, benefits as a percentage of compensation, benefit plan composition, continuing medical education (CME) days and dollars, and paid time off (PTO).
- **Additional metrics** include clinical weeks worked, recruiting efforts by specialty, malpractice premiums by specialty, work standards, and other operating statistics.

Straight Talk

"ECG's survey has provided us with pediatric benchmarks we need in order to assist in our assessment of physician compensation and production issues. Plus, with the launch of ECGVault, we are able to refine the benchmarks based on specific demographic filters, such as region or type of children's hospital, in order to customize the data for our needs and analysis."

Mark Sadamitsu

Chief Financial Officer, Children's Hospital Los Angeles Medical Group (Los Angeles, California), a 500-physician medical group that leads the multidisciplinary clinical team at the world-renowned Children's Hospital Los Angeles.

Survey Methodology

ECG's survey methodology uses clear, uniformly applied definitions and a structured data validation process to transform participant responses into useful information. We calculate RVUs from CPT-level data and are thus able to eliminate RVU data consistency issues that exist in other industry surveys. RVUs and compensation-to-RVU metrics will be calculated and published using the 2013 and 2014 Medicare Physician Fee Schedules. To ensure data accuracy, five components of the full-time equivalent are defined in detail by ECG – clinical, research, teaching, hospital/medical direction, and other.

About ECG

ECG offers a broad range of strategic, financial, operational, and technology-related consulting services to healthcare providers. ECG is a national leader in the industry, providing specialized expertise to community hospitals, academic medical centers, health systems, and medical groups.

ECG's annual provider performance surveys include the *National Pediatric Subspecialty Physician Compensation, Production, and Benefits Survey* and the *National Provider Compensation, Production, and Benefits Survey*. ECG also conducts custom studies, including the *Cardiac Service Line Best Practices Survey* and the *National Physician Reimbursement Survey*.

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