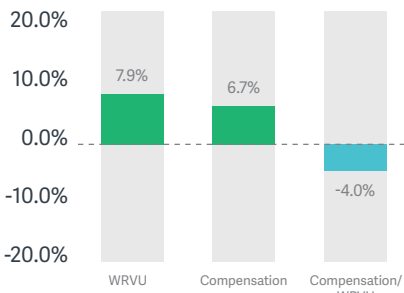


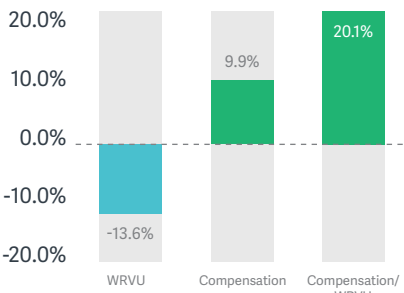
PEDIATRIC COMPENSATION and PRODUCTION TRENDS

Despite annual compensation and production gains, production levels are **STILL SIGNIFICANTLY BELOW PRE-COVID MEDIANS.**

PEDIATRIC PHYSICIANS 2022-2023*



PEDIATRIC PHYSICIANS 2020-2023*



% CHANGE 2020/2022 SURVEY TO 2023 SURVEY

*WRVU comparisons calculated using the 2022 MPFS for 2020, 2022, and 2023 benchmarks.

PEDIATRIC NP/PA COMPENSATION 2022-2023

9.4%

PEDIATRIC NP/PA COMPENSATION






26

NUMBER OF SPECIALTY-SPECIFIC PEDIATRIC NP/PA BENCHMARKS

RVU-ADJUSTED BENCHMARKS

To account for the impact of Medicare Physician Fee Schedule (MPFS) changes on survey benchmarks, ECG publishes 2023 RVU and RVU ratios using the 2020, 2022, and 2023 MPFSs.

PERCENT CHANGE COMPENSATION PER RVU

SPECIALTY CATEGORY		CHANGE FROM 2023 VS. 2022 USING 2022 MPFS	CHANGE FROM 2023 VS. 2020 USING 2022 MPFS
	Hospital Based	-3.0%	27.8%
	Medicine	-7.4%	21.7%
	Surgery	-6.0%	10.3%
	Primary Care	5.5%	9.5%
	All	-4.0%	20.1%

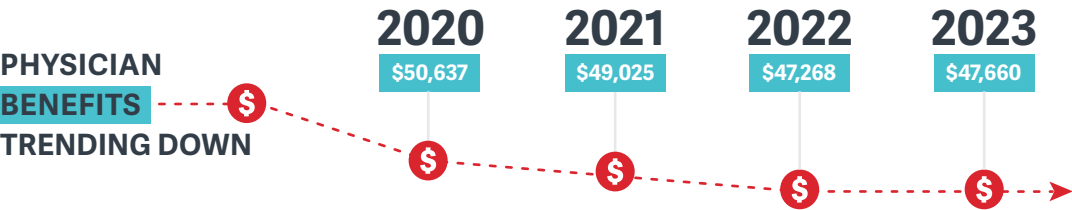
VALUE-BASED COMPENSATION BECOMING MORE PREVALENT

PERCENTAGE OF ORGANIZATIONS



97% of organizations report that WRVUs are the predominant metric utilized to determine physician compensation.





86.1% of total compensation is attributed to base compensation.



The employer portion of benefit costs for physicians was stable after two years of decreases. 2023 total benefits averaged \$47,660 or 177% of total compensation. The cost of benefits is variable across pediatric specialty categories, with primary care physicians having the lowest benefit expenses and surgical physicians having the highest.

APP BENEFITS EXPENSE \$28,501 2023 % of Total Compensation = 22.8%

BENEFIT \$'S PER FTE PHYSICIAN

	HOSPITAL BASED	\$43,950
	MEDICINE	\$42,404
	SURGERY	\$60,495
	PRIMARY CARE	\$37,860