

2017 National Pediatric Subspecialty Physician Compensation Survey

ECG's survey is the industry's most rigorous and accurate benchmarking resource for pediatric subspecialty providers.

Survey Period and Report Date

Survey instruments will be distributed in February 2017, with submissions accepted through mid-March.

Preliminary data will be available via ECGVault in July. The final report will be published in October 2017.

The 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, and numerous other key data points.

The 2016 survey included 46 of the nation's premier children's organizations and nearly 8,000 providers in more than 50 pediatric subspecialties.

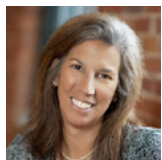
Member Benefits

Members of ECG's *National Pediatric Subspecialty Physician Compensation Survey* receive exclusive access to reports and online benchmarking tools that provide in-depth analysis of regional and national market trends, including the following:

- **Detailed analysis of provider trends, issues, and opportunities** by ECG's experts, including an analysis of important compensation, production, benefits, and recruiting statistics.
- **Detailed compensation metrics** by specialty, including base and variable/incentive, value-based (quality and patient satisfaction) compensation, and stipends for advanced practice provider (APP) compensation.
- **Production metrics** by specialty, including gross revenue, gross professional revenue, net collections, net professional collections, work and total relative value units (RVUs), and compensation-to-production ratios.
- **Benefits information**, including benefits expense (and as a percentage of compensation) by specialty, benefits plan composition, continuing medical education days and dollars, and paid time off.
- **Additional metrics**, such as work standards by specialty, recruiting efforts by specialty, APP utilization statistics, on-call pay practices, and medical directorship practices.

Contact Us

For more information about ECG's surveys, please contact:



MARIA HAYDUK
Associate Principal,
St. Louis
(314) 448-4463
mhayduk@ecgmc.com



ANGIE COLLINS
Manager, St. Louis
(314) 448-4454
acollins@ecgmc.com

SELECT 2016 MEMBERS

Advocate Medical Group,
Oakbrook, IL

Akron Children's Hospital,
Akron, OH

Banner Pediatric Specialists/Banner Health, Phoenix, AZ

Boston Children's Hospital,
Boston, MA

Children's Health System Texas,
Dallas, TX

Children's University Medical Group,
Seattle, WA

CHOC Children's Specialists,
Orange, CA

Cincinnati Children's Hospital Medical Center, Cincinnati, OH

Nebraska Pediatric Practice, Inc.,
Omaha, NE

Phoenix Children's Hospital,
Phoenix, AZ

Shriners Hospitals for Children,
Tampa, FL

Stanford University School of Medicine, Stanford, CA

University of Rochester Medical Center, Rochester, NY

University of Wisconsin Medical Foundation, Middleton, WI

UT Le Bonheur Pediatric Specialists, Inc., Memphis, TN

Valley Children's Specialty Medical Group Central California,
Madera, CA



Strategy



Finance



Operations



Technology

- **Access to ECGVault**, the online data portal that allows for robust organization and market trending of provider performance by specialty, using current and historical survey data. ECGVault is available to all current survey member organizations, without restrictions on the number of users or licenses per organization.

Survey Methodology

ECG's survey methodology uses clear, uniformly applied definitions and a structured data validation process to transform member responses into useful information. We calculate RVUs from CPT-level data and are thus able to eliminate the RVU data consistency issues that exist in other industry surveys. RVUs and compensation-to-RVU metrics will be calculated and published using the 2016 CMS Medicare Physician Fee Schedule. To ensure data accuracy, each provider's clinical and nonclinical full-time equivalents are captured in detail by ECG.

“ ECG's survey has provided us with the pediatric benchmarks we need 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

About ECG

ECG offers a broad range of strategic, financial, operational, and technology-related consulting services to healthcare providers. With nearly 250 consultants, ECG is a national leader in the industry, providing specialized expertise to community hospitals, academic medical centers, health systems, and medical groups. For more than 40 years, our consultants have played an instrumental role in developing and implementing innovative and customized solutions that effectively address the issues confronting healthcare providers.

ECG's annual provider performance surveys include the *National Physician Compensation Survey* and the *National Pediatric Subspecialty Physician Compensation Survey*.

Copyright © 2017 ECG Management Consultants. All rights reserved.
Data as of December 2016.