



2022 Physician and APP Compensation Survey



KEY FEATURES

- ✓ Data collected for CY or FY 2021
- ✓ Benchmarks available at no charge to all who submit data
- ✓ Streamlined data collection templates
- ✓ Survey submissions accepted until April 1, 2022
- ✓ Key benchmarks available in August 2022

ECG's survey is the industry's most rigorous and accurate benchmarking resource for provider compensation planning.

ECG offers market-leading data and information critical to provider compensation planning efforts across independent, integrated, and academic organizations. Our survey provides an in-depth review of physician and advanced practice provider (APP) market trends, including specialty-specific compensation, production, benefits, compensation plan design and incentives, recruiting efforts and signing bonuses, CPT code physician profiling, and numerous other key data points. In order to help provider organizations adopt benchmarks that align with their provider compensation plan methodologies, in 2022, ECG will publish relative value unit (RVU) benchmarks calculated using both the 2021 and 2020 Medicare Physician Fee Schedules.

Our 2021 survey included data from 73,000 physicians and APPs across 171 physician specialties and 28 APP types. The typical ECG survey member has more than 350 providers practicing in its group.

MEMBER BENEFITS

Members of ECG's 2022 *Physician and APP Compensation Survey* receive exclusive access to reports and online benchmarking tools that provide in-depth analysis of state, regional, and national market trends, including:

- ECG's expert assessment of provider trends, issues, and opportunities related to compensation, production, benefits, recruiting, and more.
- Detailed compensation metrics by specialty, including clinical, nonclinical, base, and incentive compensation (such as clinical quality, patient satisfaction, and work RVUs), as well as APP supervision and total compensation.
- Production metrics by specialty, including net professional collections, work RVUs and total RVUs, and compensation-to-production ratios.
- Benefits information, including benefits expense by specialty, benefits as a percentage of compensation, retirement expense, retirement as a percentage of compensation, and continuing medical education expense.
- Additional metrics, such as primary care panel sizes, starting salaries, signing bonuses, and relocation allowances for new hires.

SELECT MEMBERS

Adventist Health Physician Services

Advocate Medical Group

AMITA Health

Ascension Seton Family of Hospitals

Banner Health

BayCare Medical Group

Baylor Scott & White Clinic

BJC Medical Group

Carle Physician Group

Cone Health Medical Group

Esse Health

HealthPartners

Intermountain Healthcare

Legacy Health

MultiCare Health System

Norton Healthcare

OhioHealth Physician Group

Palo Alto Medical Foundation

Providence Health & Services

Straub Clinic & Hospital

Texas Health

UnitedHealth Group

Wellstar Medical Group

- ECGVault, our online data portal that contains current and historical survey data and benchmarks at the market, organization, and provider levels. ECGVault allows for robust organization and market trending of physician and APP performance by specialty, custom reporting, and downloading of benchmarks and related materials. Members purchase an annual membership for access to ECGVault's Dynamic Reports, which entitles them to an unlimited number of users and 24/7 access to reports and data.

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 2020 and 2021 Medicare Physician Fee Schedules. To ensure data accuracy, each provider's clinical and nonclinical full-time equivalents are defined in detail by ECG.

“We appreciate ECG's rigorous and thoughtful methodology to their compensation survey. The consistency with which they approach calculating work RVUs, for example, is most valuable and ensures confidence in the results. In addition, their online data portal, ECGVault, makes accessing their benchmarks easy and convenient, and we are able to customize the data set for the attributes that are important for us when we compare our physicians' performance to the market.”

Dr. Harris A. Frankel

Senior Vice President and Chief Medical Officer
Nebraska Medicine, Omaha, Nebraska

WHO WE ARE

With knowledge and expertise built over the course of nearly 50 years, ECG is a national consulting firm that is leading healthcare forward. ECG offers a broad range of strategic, financial, operational, and technology-related consulting services to providers, building multidisciplinary teams to meet each client's unique needs—from discrete operational issues to enterprise-wide strategic and financial challenges.

ECG is an industry leader, offering specialized expertise to hospitals, health systems, medical groups, academic medical centers, children's hospitals, ambulatory surgery centers, and healthcare payers. Part of Siemens Healthineers' global Enterprise Services business, ECG's subject matter experts deliver smart counsel and pragmatic solutions.

ECG's annual provider performance surveys include the *Physician and APP Compensation Survey*, the *Pediatric Subspecialty Physician and APP Compensation Survey*, and the *Faculty Compensation and Production Survey*.

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