

2019 Pediatric Subspecialty Physician Compensation Survey



ECG's pediatric survey tool is the industry's only benchmarking resource dedicated to the unique compensation planning needs of children's organizations.

Key Features

- Data collected for CY/FY 2018
- Benchmarks available to all who submit data at no charge
- Streamlined data collection templates
- Survey submissions accepted until May 1, 2019
- Key benchmarks available August 2019

ECG offers market-leading data and information critical to pediatric provider compensation planning efforts across independent, integrated, and academic children's organizations. ECG delivers the only survey with access to a comprehensive pediatric subspecialty data set that can be customized for region, medical group size, ownership, practice type, and teaching affiliation (including faculty rank). ECG's survey provides an in-depth review of pediatric 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.

The 2018 ECG pediatric survey included data from nearly 10,000 pediatric providers across 51 pediatric physician specialties and five types of pediatric APPs. Providers affiliated with freestanding children's hospitals make up 80% of the 2018 data set. The remaining 20% of providers are practicing in settings where pediatrics is integrated into an adult hospital.

Contact Us

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



ANGIE COLLINS
 Manager, Dallas
 (469) 729-2600
acollins@ecgmc.com



MARIA HAYDUK
 Associate Principal, Dallas
 (469) 729-2600
mhayduk@ecgmc.com

Member Benefits

Members of ECG's 2019 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:

- **ECG's expert assessment of provider trends, issues, and opportunities** related to compensation, production, benefits, recruiting, and more.
- **Detailed compensation metrics** by specialty, including base, clinical, nonclinical, and value-based (quality and patient satisfaction) compensation, stipends for medical directorships, compensation for APP supervision, and total compensation.
- **Production metrics** by specialty, including including net collections, net professional collections, work and total relative value units (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.

Select 2018 Members

Advocate Medical Group, Des Plaines, IL

Akron Children's Hospital, Akron, OH

Baylor Scott & White Clinic, Temple, TX

Children's Healthcare of Atlanta,
Atlanta, GA

**Children's Hospital of the King's
Daughters**, Norfolk, VA

Children's Minnesota, Minneapolis, MN

Children's University Medical Group,
Seattle, WA

CHOC Children's Specialists, Orange, CA

**Cincinnati Children's Hospital Medical
Center**, Cincinnati, OH

Cook Children's Health Care System,
Fort Worth, TX

Johns Hopkins All Children's Hospital,
St. Petersburg, FL

Nebraska Pediatric Practice, Omaha, NE

Phoenix Children's Hospital, Phoenix, AZ

Seattle Children's Hospital, Seattle, WA

Seton Healthcare Family, Austin, TX

Stanford University School of Medicine,
Palo Alto, CA

UCSF Benioff Children's Hospital
Oakland, Oakland, CA

University of Rochester Medical Center,
Rochester, NY

UT Le Bonheur Pediatric Specialists,
Memphis, TN

Valley Children's Healthcare, Madera, CA

- **Additional metrics**, such as primary care panel sizes, work standards by specialty, starting salaries, signing bonuses, relocation allowances for new hires, and other operating statistics.
- **ECGVault**, our online data portal that contains current and historical survey data and benchmarks at the market, organization, and provider level. ECGVault allows for robust organization and market trending of provider performance by specialty, custom reporting, and downloading of benchmarks and related materials. Members purchase an annual membership for access to ECGVault, 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 2018 CMS Medicare Physician Fee Schedule. To ensure data accuracy, each provider's clinical and nonclinical full-time equivalents are defined 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 more than 200 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 45 years, ECG's 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 *Physician Compensation Survey* and the *Pediatric Subspecialty Physician Compensation Survey*.



Strategy



Finance



Technology



Operations