

2021 Pediatric Subspecialty Physician and APP Compensation Survey

Key Features

- Data collected for CY or FY 2020
- Benchmarks available at no charge to all who submit data
- Streamlined data collection templates
- Survey submissions accepted until April 3, 2021
- Key benchmarks available in August 2021

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

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

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). In 2021, ECG will publish additional benchmarks that take into account the impact of COVID-19 on 2020 production and earnings, as well as benchmarks calculated using the 2020 and 2021 CMS Physician Fee Schedules (PFSs). 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 2020 ECG pediatric survey included data from nearly 9,000 pediatric providers across 50 pediatric physician specialties and six types of pediatric APPs. Providers affiliated with freestanding children's hospitals made up 80% of the 2020 data set. The remaining 20% of providers were from practice in settings where pediatrics is integrated into an adult hospital.

Member Benefits

Members of ECG's 2021 *Pediatric Subspecialty Physician and APP 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 clinical, nonclinical, base, and incentive compensation (such as clinical quality, patient satisfaction, and work relative value units [WRVUs]), as well as compensation for APP supervision, and total compensation.
- **Production metrics** by specialty, including net collections, net professional collections, WRVUs 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 2020 Members

Advocate Medical Group, Oakbrook, IL

Akron Children's Hospital, Akron, OH

Children's Healthcare of Atlanta, Atlanta, GA

Children's Hospital Los Angeles Medical Group, Los Angeles, CA

Children's Hospitals and Clinics of Minnesota, Minneapolis, MN

Children's Specialty Physicians/ Children's Hospital & Medical Center Omaha, Omaha, NE

CHOC Children's Specialists, Orange, CA

Connecticut Children's Specialty Group, Hartford, CT

Cook Children's Physician Network, Fort Worth, TX

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

MultiCare Health System, Tacoma, WA

Nemours Children's Health System, Jacksonville, FL

Northwest Permanente, PC, Portland, OR

Novant Health, Winston-Salem, NC

Seattle Children's Hospital, Seattle, WA

Stanford University School of Medicine, Stanford, CA

University of Oklahoma College of Medicine, Oklahoma City, OK

University of Rochester Medical Center, Rochester, NY

UT Le Bonheur Pediatric Specialists, Memphis, TN

UW Medical Foundation, Middleton, WI

- **Additional metrics**, such as primary care panel sizes, work standards by specialty, starting salaries, signing bonuses, and relocation allowances for new hires.
- **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, 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 CMS Medicare PFSs. To ensure data accuracy, each provider's clinical and nonclinical full-time equivalents are defined in detail by ECG.

“ ECG Vault's analytics has enabled our team to leverage our internal data metrics with market benchmarks to improve areas including physician productivity, compensation, and revenue cycle.

The ECG team is engaged from the survey submission process through the publication and review of the market data.

The ECG team provides a high-level overview of trends in children's healthcare that impact physician investment in a climate of rising costs.”

FARZAD MOODY, MHA
SENIOR MANAGER, CMO
CHILDREN'S NATIONAL HEALTH SYSTEM
WASHINGTON, DC

About ECG

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 practice, ECG's subject matter experts deliver smart counsel and pragmatic solutions.

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

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Strategy



Finance



Technology



Operations