



2022 Pediatric Subspecialty 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 pediatric survey is the industry's only benchmarking resource dedicated to the unique compensation planning needs of children's healthcare organizations.

ECG offers market-leading data and information critical to pediatric provider compensation planning efforts across independent, integrated, and academic children's organizations. Our 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. 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 pediatric survey included data from nearly 13,000 pediatric providers across 52 pediatric physician specialties and 5 types of pediatric APPs. Providers affiliated with freestanding children's hospitals made up 70% of the 2021 data set. The remaining 30% of providers were from practice settings where pediatrics is integrated into an adult hospital.

MEMBER BENEFITS

Members of ECG's 2022 *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 WRVUs), as well as compensation for APP supervision and total compensation.
- Production metrics by specialty, including 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.
- Additional metrics, such as primary care panel sizes, starting salaries, signing bonuses, and relocation allowances for new hires.

SELECT MEMBERS

Akron Children's Hospital
Children's Healthcare of Atlanta
Children's Hospital Los Angeles Medical Group
Children's Medical Group Inc. and Children's Surgical Specialty Group Inc.
Children's National Medical Center
Children's Specialty Group
Children's Specialty Physicians
Children's University Medical Group
CHOC Children's Specialists
Cincinnati Children's Hospital
Connecticut Children's Specialty Group Inc.
Dell Children's Medical Center/Seton Family of Hospitals
Johns Hopkins All Children's Specialty Physicians
Le Bonheur Children's Hospital
Nemours North
Nemours South
Packard Children's Health Alliance
Primary Children's Hospital/Intermountain Medical Group
SLU Care
Valley Children's Specialty Medical Group
Central California Inc.

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

“ECGVault's analytics have 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

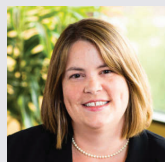
WHO WE ARE

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*.

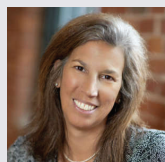
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Strategy



Finance



Performance Transformation