

# 2024 Pediatric Subspecialty Physician and APP Compensation Survey



## KEY FEATURES

- ✓ **Data collected for CY or FY 2023**
- ✓ **Benchmarks available at no charge to all who submit data**
- ✓ **Streamlined data collection templates**
- ✓ **Survey submissions accepted until March 29, 2024**
- ✓ **Key benchmarks available in July 2024**

*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 2024, ECG will publish relative value unit (RVU) benchmarks calculated using the 2020, 2023, and 2024 Medicare Physician Fee Schedules.

Our 2023 pediatric survey included data from nearly 19,000 pediatric providers across 55 pediatric physician specialties and 10 types of pediatric APPs. Providers affiliated with freestanding children's hospitals made up 70% of the 2023 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 *2024 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 RVUs), as well as compensation for APP supervision and total compensation.
- Production metrics by specialty, including 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.
- Additional metrics, such as primary care panel sizes, starting salaries, signing bonuses, and relocation allowances for new hires.

## SELECT MEMBERS

Advocate Health  
Akron Children's Hospital  
Boston Children's Anesthesia Department  
CHOC Children's Specialists  
Children's Hospital & Medical Center Omaha  
Children's Healthcare of Atlanta  
Childrens Hospital Los Angeles Medical Group  
Children's National Medical Center  
Cincinnati Children's Hospital  
Cook Children's Physician Network  
Gillette Children's Specialty Healthcare  
Johns Hopkins All Children's Specialty Physicians  
Le Bonheur Children's Hospital  
Nemours Children's Health  
Nicklaus Children's Health System  
Packard Children's Health Alliance  
Phoenix Children's Hospital  
Seattle Children's Hospital  
SLUCare Pediatrics/SSM Health Cardinal Glennon Children's Hospital  
Stanford University School of Medicine  
UT Le Bonheur  
University Hospitals Medical Group  
UW Medicine

- 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, 2023, and 2024 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 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. ECG is an industry leader, offering specialized expertise to hospitals, health systems, medical groups, academic medical centers, children's hospitals, ambulatory surgery centers, investors, and payers/health plans. As an affiliated partner of Siemens Healthineers, ECG's subject matter experts have a proven track record of delivering results through pragmatic solutions.

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

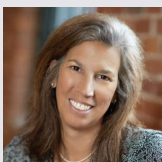
## CONTACT US



### ANGIE COLLINS

Manager

[acollins@ecgmc.com](mailto:acollins@ecgmc.com)



### MARIA HAYDUK

Associate Principal

[mhayduk@ecgmc.com](mailto:mhayduk@ecgmc.com)



Strategy



Finance



Performance Transformation