

# Spotlight on Advanced Practice Clinicians (APCs)

## Key Trends in Compensation and Pay Practices



### STRONG DEMAND FOR APCs

Health care organizations are reporting significant growth in the APC workforce

As of June 2016,  
**72%**  
increased the number of  
APCs within the past year

**62%**  
planned to increase the number  
of APCs by June 2017



### TOTAL CASH COMPENSATION

2016 Median TCC

Increasing specialization is resulting in pay differences between specialty areas

Nurse Practitioners and  
Physician Assistants  
(2016 Combined Median TCC)

Primary Care

\$105,823

Medical

\$107,595

Surgical

\$110,958



### INCENTIVE PLANS

2016 Prevalence

The inclusion of a bonus or incentive component remains a growing trend

42%

Percentage of organizations  
utilizing incentive pay for at  
least some of their APCs

31%

Percentage of incentive  
programs containing a  
team-based component

5%

Median target incentive  
as a percentage of  
base salary



### OTHER PAY PRACTICES

2016 Prevalence

The use of recruitment incentives and other premium pay practices continues to increase

37%

Retention  
Bonus

70%

Sign-on  
Bonus

61%

Moving or  
Relocation  
Allowance

78%

CME Expense  
Allowance

63%

Paid Time  
Off for CME

65%

Certification or  
Licensure Pay

Looking for  
more data?

[Learn More](#)

Participate\* now in the 2017 Advanced Practice  
Clinician Compensation and Pay Practices Survey

\*Participants receive a complimentary copy of the 2017 report

\*Deadline to participate is September 1, 2017

Source: SullivanCotter 2016 Advanced Practice Clinician Compensation and Pay Practices Survey Report

Sullivan  
Cotter 360

Copyright © 2017 by Sullivan, Cotter and Associates, Inc.