



Q2 2024 METRICS

Physician Flash Report

*Based on Data From More Than 200,000 Employed Physicians and
Advanced Practice Providers In More Than 100 Specialties*

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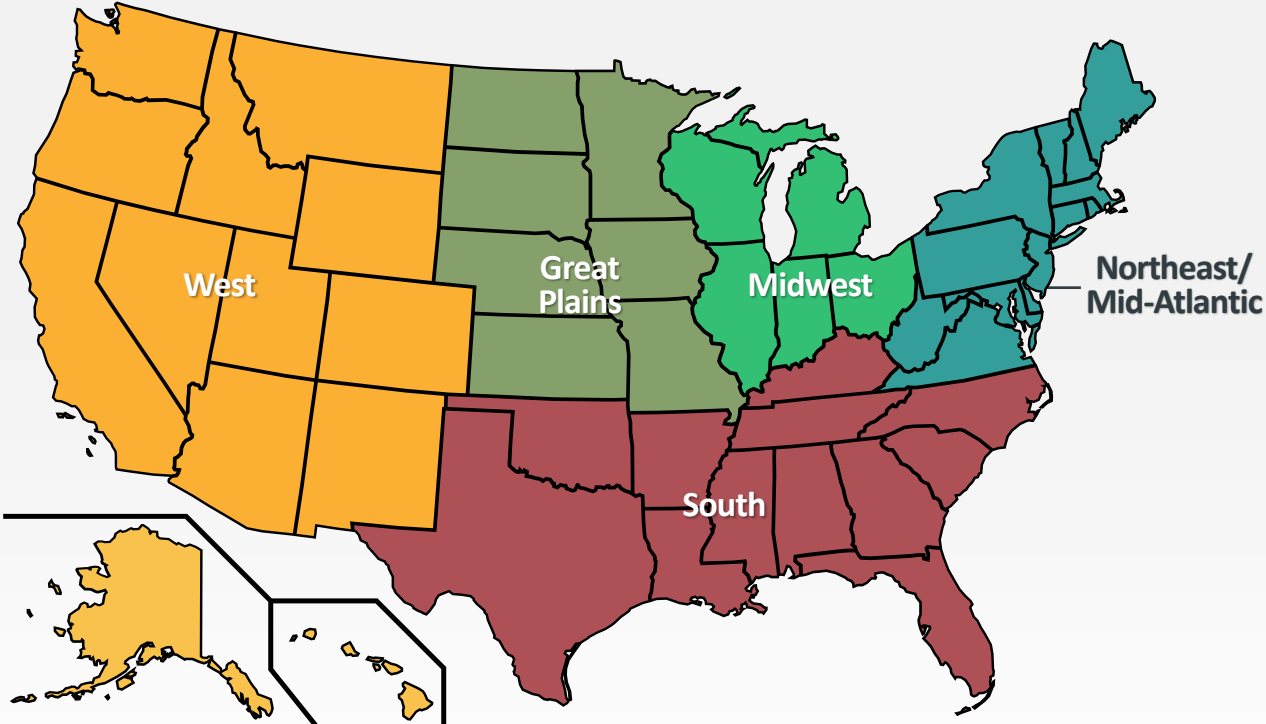
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About the Data

The *Physician Flash Report* uses actual data over the last three years sampled on a recurring monthly basis from Syntellis Performance Solutions, now part of Strata. This report is based on data from more than 200,000 employed providers—physicians and advance practice providers (APPs)—from more than 100 different specialties. The sample includes physician data from across the United States from a range of practices, from small medical groups to neurosurgeons, and from single physician practices to large academic physician groups. Advanced statistical techniques are used to standardize data, identify and handle outliers, and ensure statistical soundness prior to inclusion in the report.

The report’s methodology has been updated to allow for better comparison against benchmarks. The change is from annualized quarterly figures to rolling 12-month figures, and differences in metrics over time expressed as the median change rather than change in median.

Map of Regions



About the Data *(continued)*

General Statistical Term:

Median: The value that divides the dataset in half, the middle value.

Measure Definitions:

Investment/Subsidy per Provider FTE: Subsidies represent net patient service revenue minus total expense. Subsidies are divided by provider FTEs.

Investment/Subsidy per Physician FTE: Subsidies represent net patient service revenue minus total expense. Subsidies are divided by physician FTEs.

APP Percent of Total Provider FTE: Total APP FTEs divided by total provider FTEs.

Net Patient Revenue per Provider FTE: Net patient revenue divided by provider FTEs.

Net Patient Revenue per Provider wRVU: Net patient revenue divided by provider Work RVUs.

Provider wRVU per FTE: Provider Work RVUs divided by provider FTEs.

Physician wRVU per FTE: Physician Work RVUs divided by physician FTEs.

Total Expense per Provider FTE: Total expense divided by provider FTEs.

Labor Percent of Total Expense: Total labor expense divided by total expense. Total labor includes salary and benefits for physicians, APPs and staff.

Provider Compensation per FTE: Total actual provider compensation paid for the period divided by provider FTEs; does not account for accrued provider incentives.

Physician Compensation per FTE: Total actual physician compensation paid for the period divided by physician FTEs; does not account for accrued physician incentives.

Provider Compensation per wRVU: Total actual provider compensation paid for the period divided by provider Work RVUs.

Support Staff per 10k Provider wRVUs: Support Staff FTEs divided by 10,000 provider Work RVUs. Support Staff includes front office and clinical support staff.

[Click here for more information on the *Physician Flash Report* metrics.](#)

Key Takeaways

1. Labor costs continue to consistently rise.

- Investment/subsidy per provider is up 3% since Q2 2023.
- Provider productivity as measured by unit of work (wRVUs) per FTE rose 5% from Q2 2023.

2. Data from the [National Hospital Flash Report](#) show that not all hospitals are generating losses; higher performing organizations are carefully reviewing their employed physician portfolios with a focus on profitable service lines and are more effective at deploying advanced practice providers (APPs).

Action Steps

Healthcare organizations are facing a new normal of shrinking revenue and escalating labor costs. Leaders confronting these challenges can start by examining their organization's [employed physician portfolio](#) as well as whether they are [effectively leveraging APPs](#).

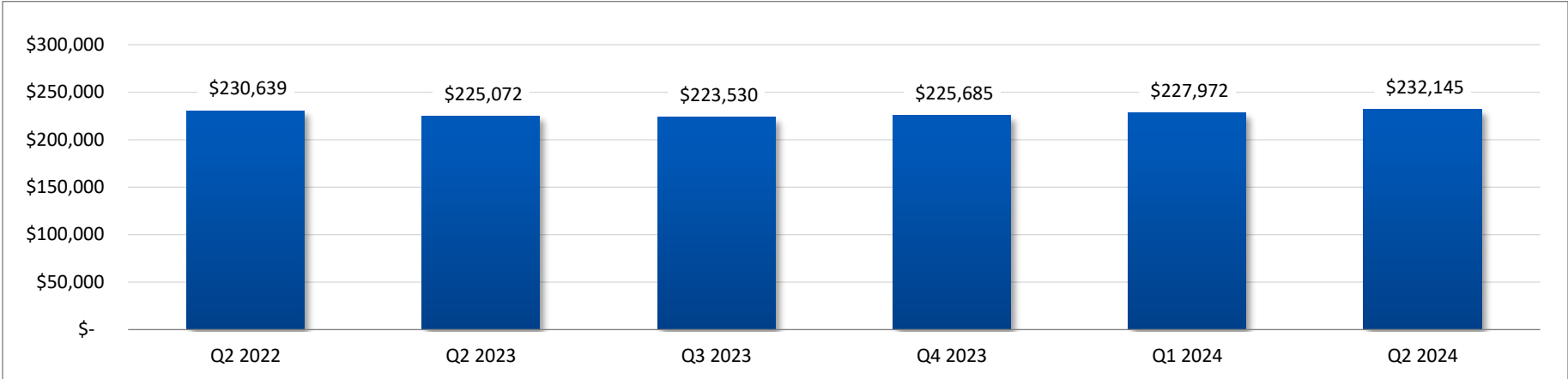
1. Organizations should undertake a structured, objective review of their employed physician portfolio to identify those physician practices that are most important to the health system and its long-term sustainability.
2. The primary data inputs required for review of the current employed physician portfolio and future opportunities are productivity and viability – productivity to understand the current status and viability to look ahead for sustainability.
3. Organizations can review operational and financial data to assess the effectiveness of APP integration efforts.
4. APPs that assume leadership positions can help shape and execute strategies for building team-based models of care.

Key Performance Metrics Summary

Key Performance Metrics (Median)	Q2 2024	Change from Q2 2023 to Q2 2024	Q2 2023	Change from Q2 2022 to Q2 2024	Q2 2022
Margin					
Investment/Subsidy per Provider	\$232,145	3%	\$225,072	1%	\$230,639
Investment/Subsidy per Physician	\$299,937	3%	\$290,649	1%	\$296,854
APP Percent of Total Provider FTE	38.3%	0.5%	37.8%	1.0%	37.3%
Revenue					
Net Patient Revenue per Provider FTE	\$389,040	4%	\$375,035	3%	\$375,992
Net Patient Revenue per Provider wRVU	\$76.83	-1%	\$77.89	-3%	\$79.56
Provider wRVU per FTE	4,845	5%	4,595	9%	4,428
Physician wRVU per FTE	6,095	6%	5,736	11%	5,511
Expense					
Total Direct Expense per Provider FTE	\$631,108	4%	\$608,187	5%	\$599,567
Labor Percent of Total Expense	83.9%	1.1%	82.8%	1.3%	82.6%
Provider Compensation per FTE	\$303,617	3%	\$295,011	6%	\$286,792
Physician Compensation per FTE	\$367,053	3%	\$355,811	6%	\$345,624
Provider Compensation per wRVU	\$62.46	-3%	\$64.33	-5%	\$65.88
Support Staff per 10k Provider wRVUs	3.10	-5%	3.26	-11%	3.50

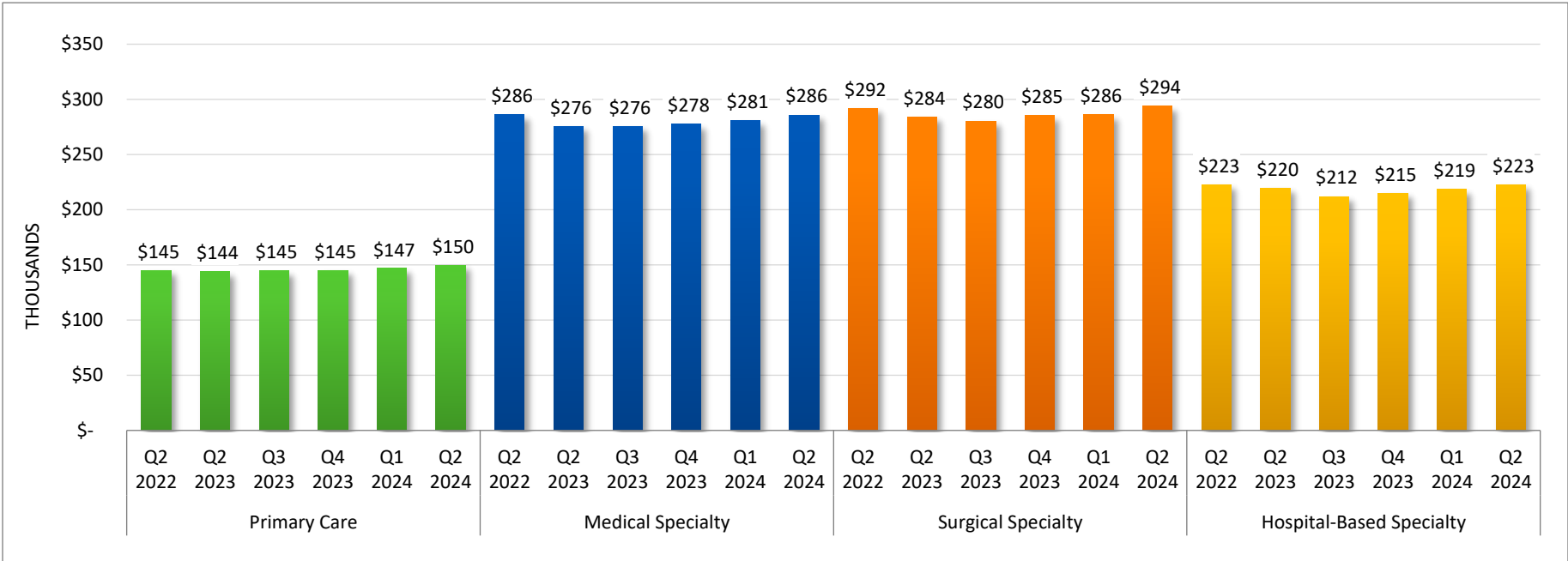
Margins

Median Subsidy (Loss) per Provider FTE



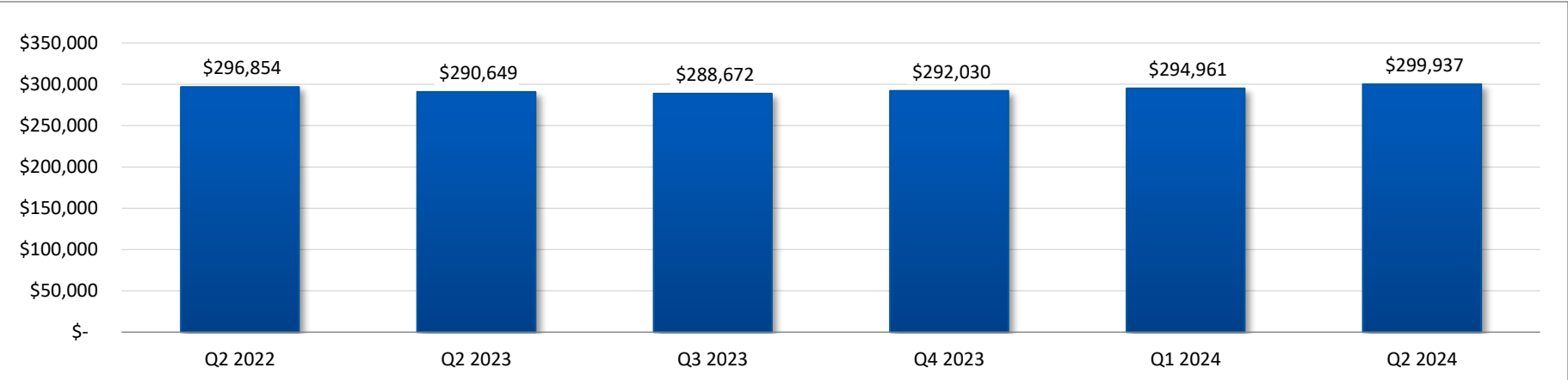
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Median Subsidy (Loss) per Provider FTE by Specialty Cohort



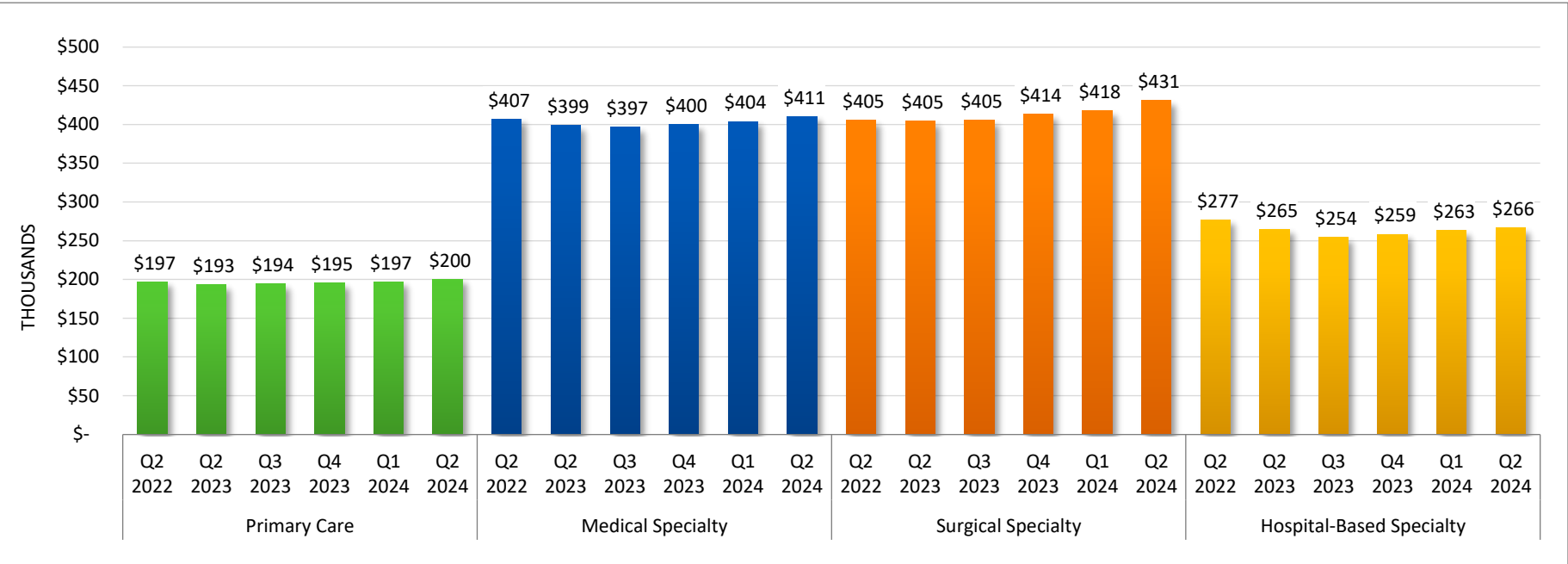
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Median Subsidy (Loss) per Physician FTE



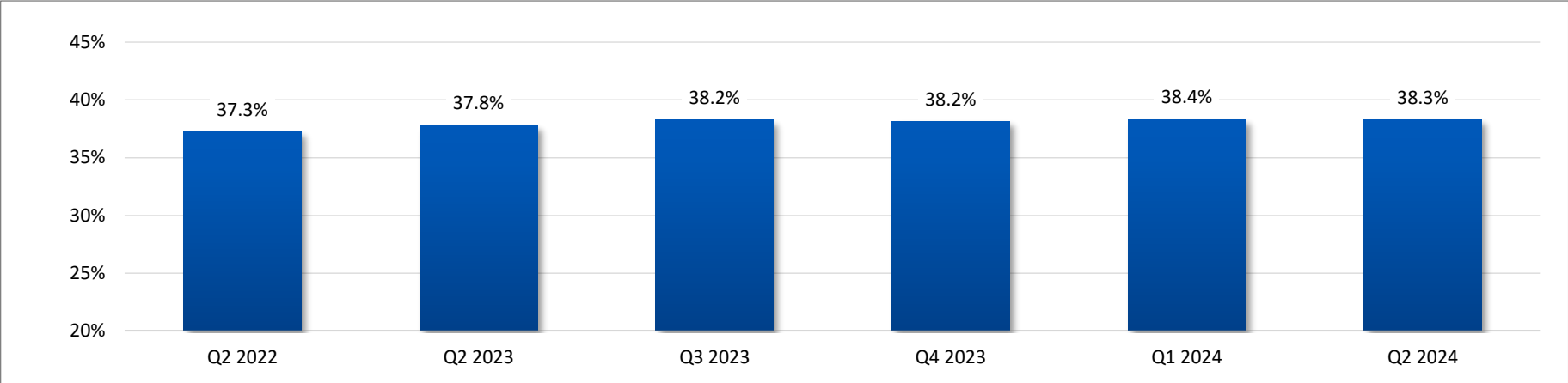
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Median Subsidy (Loss) per Physician FTE by Specialty Cohort



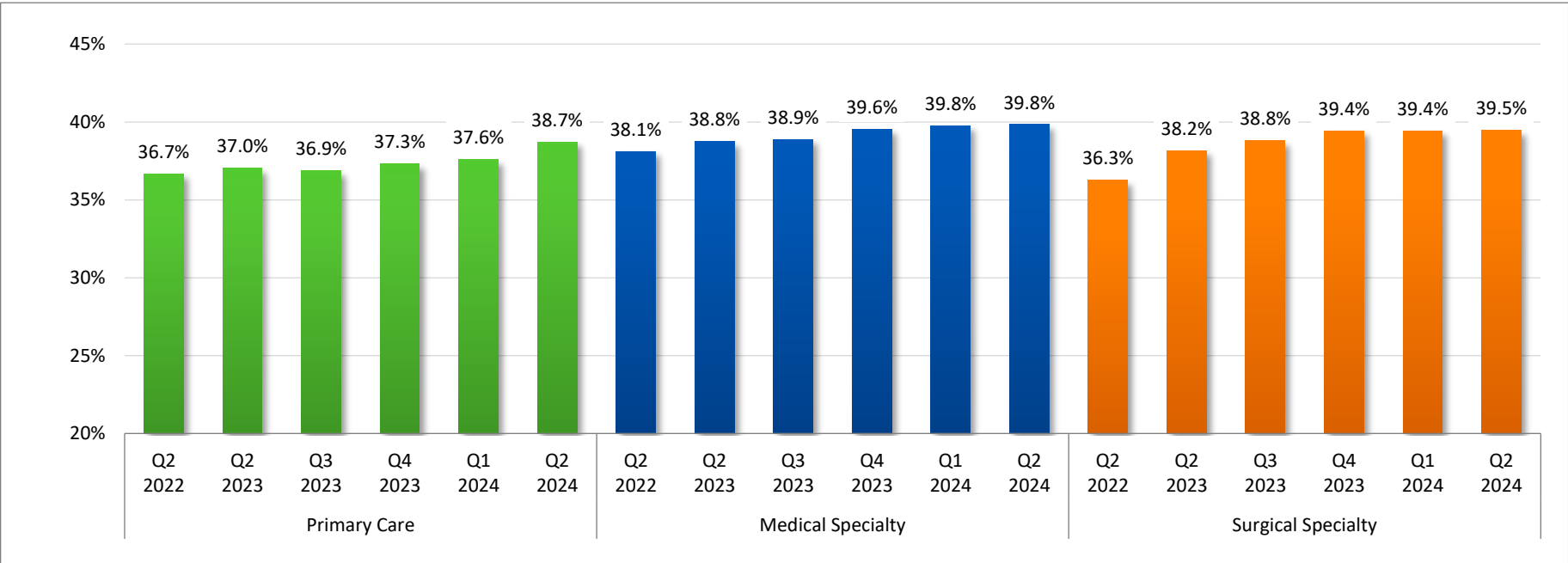
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**Median APP
Percent of Total
Provider FTEs**



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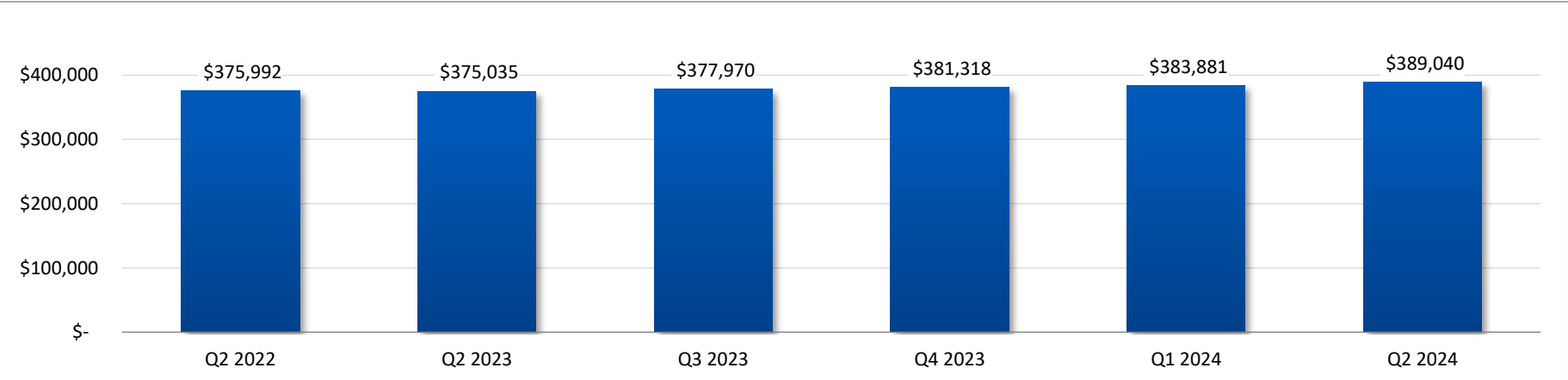
**Median APP Percent
of Total Provider
FTEs by Specialty
Cohort**



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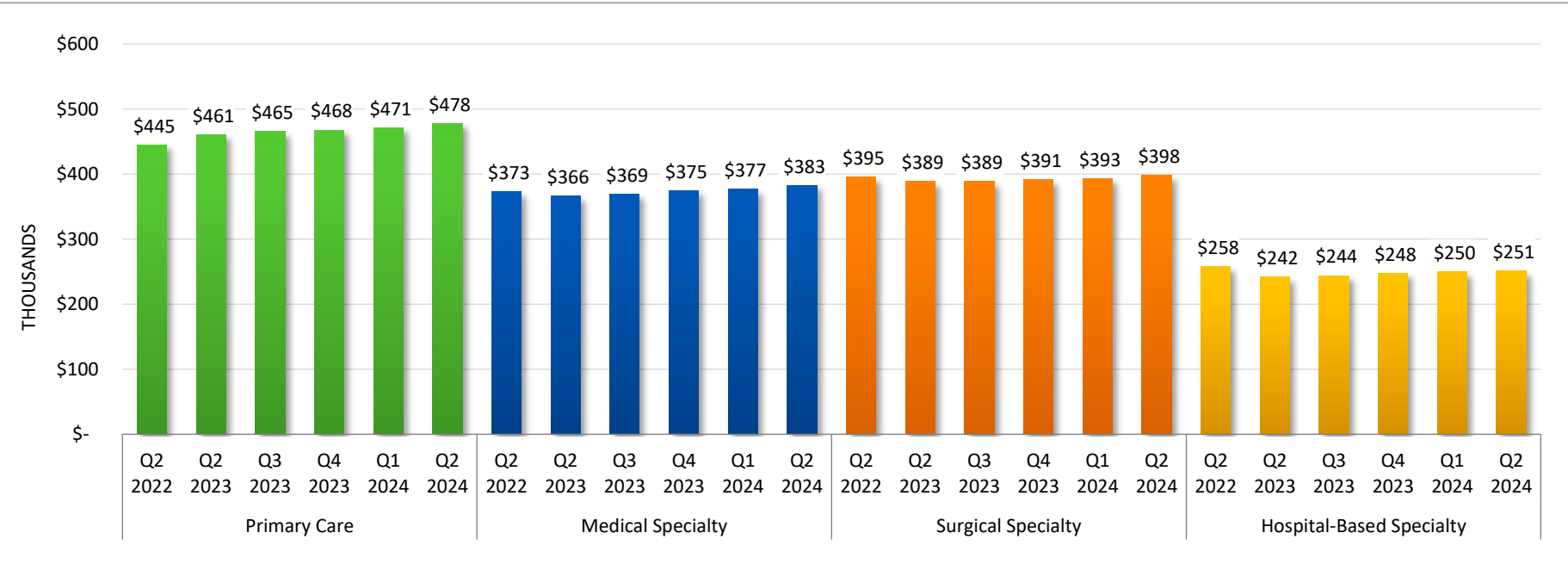
Revenues

Median Net Patient Revenue per Provider FTE



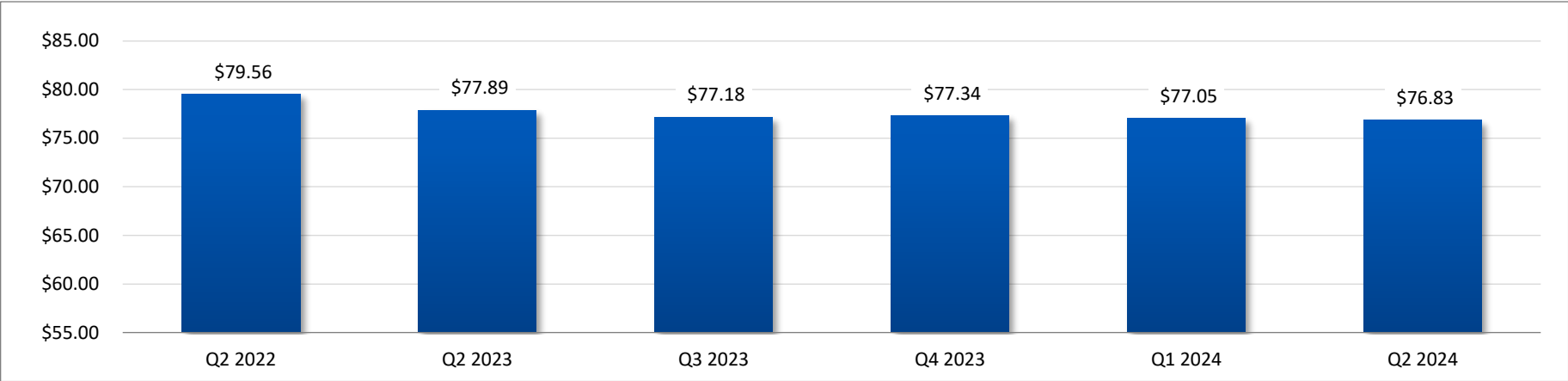
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Median Net Patient Revenue per Provider FTE by Specialty Cohort



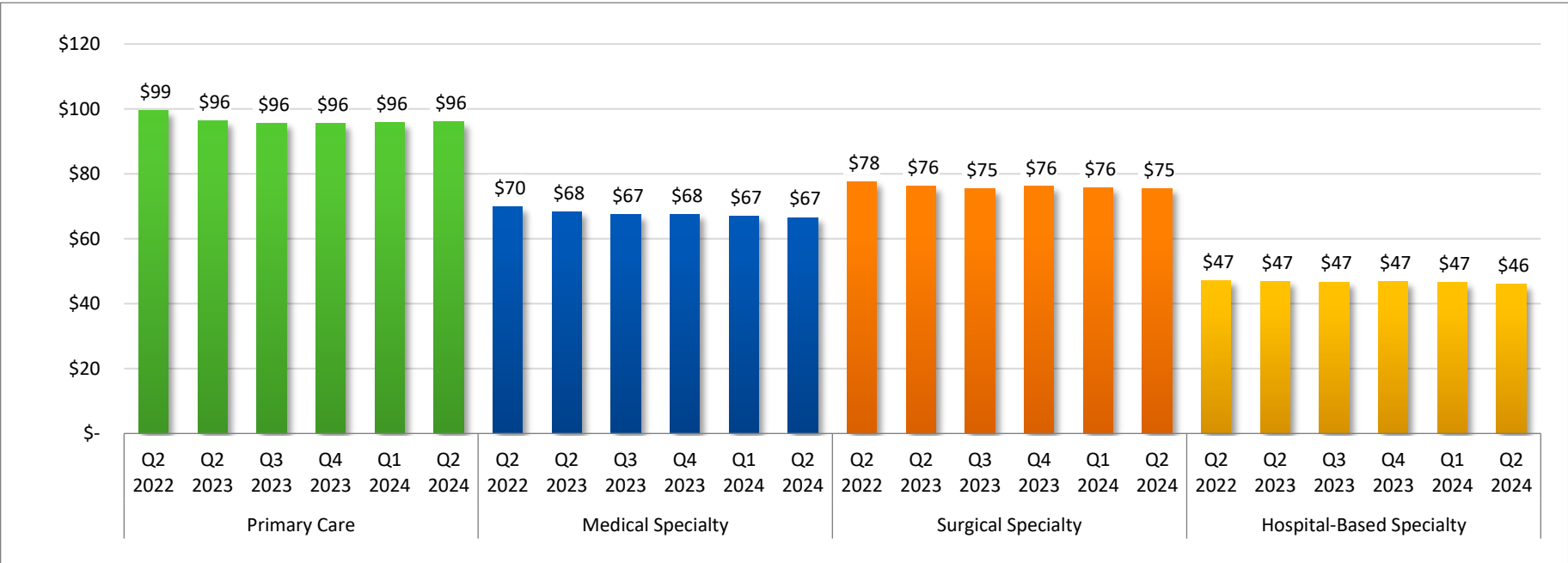
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Median Net Patient Revenue per Provider wRVU



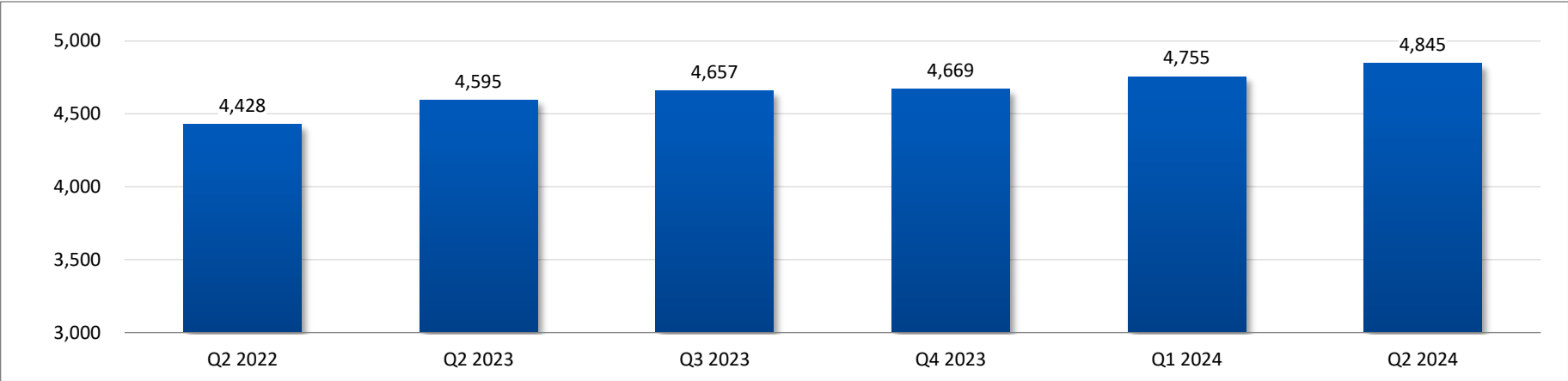
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Median Net Patient Revenue per Provider wRVU by Specialty Cohort



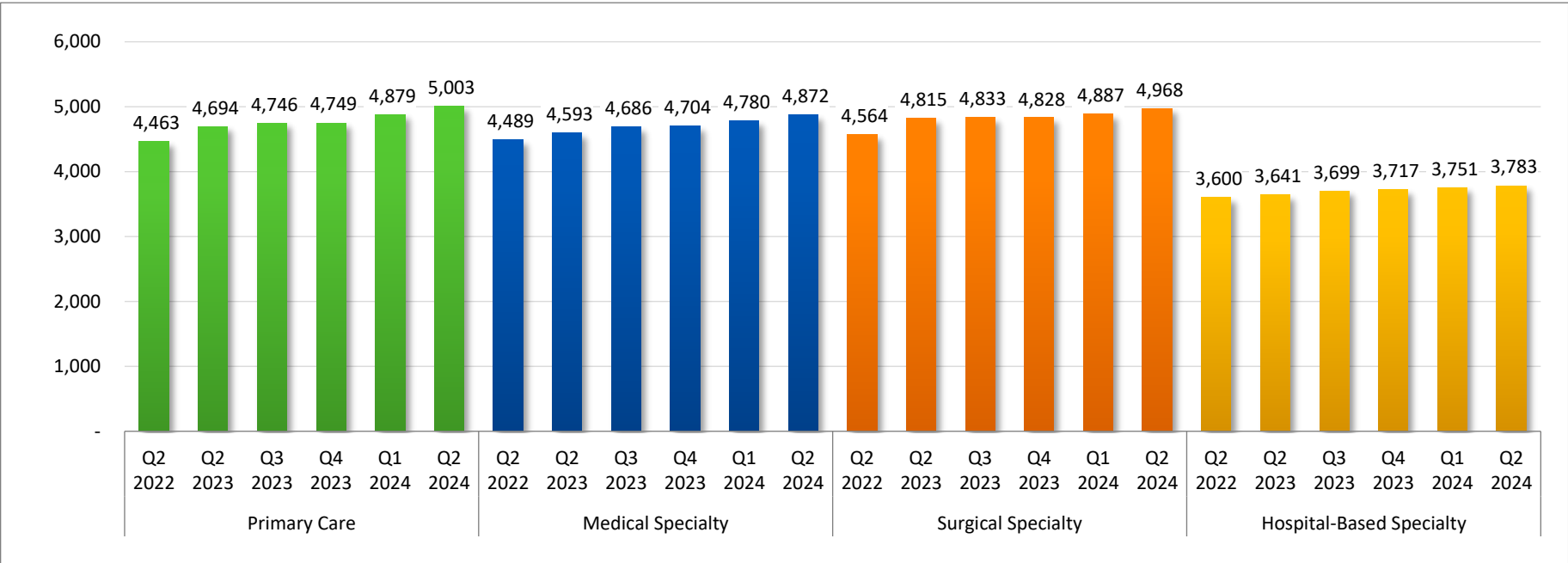
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Median Provider wRVUs per Provider FTE



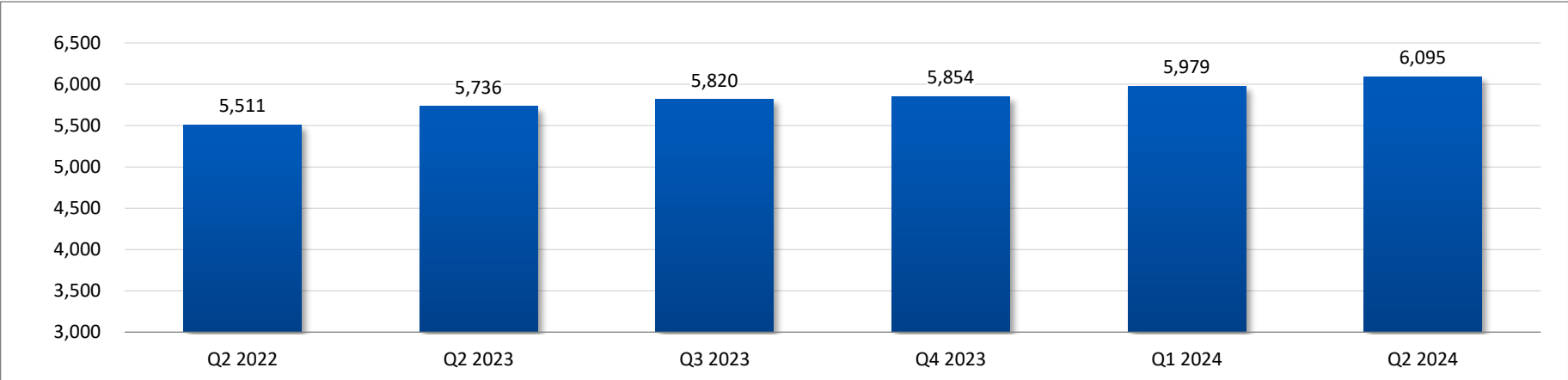
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Median Provider wRVUs per Provider FTE by Specialty Cohort



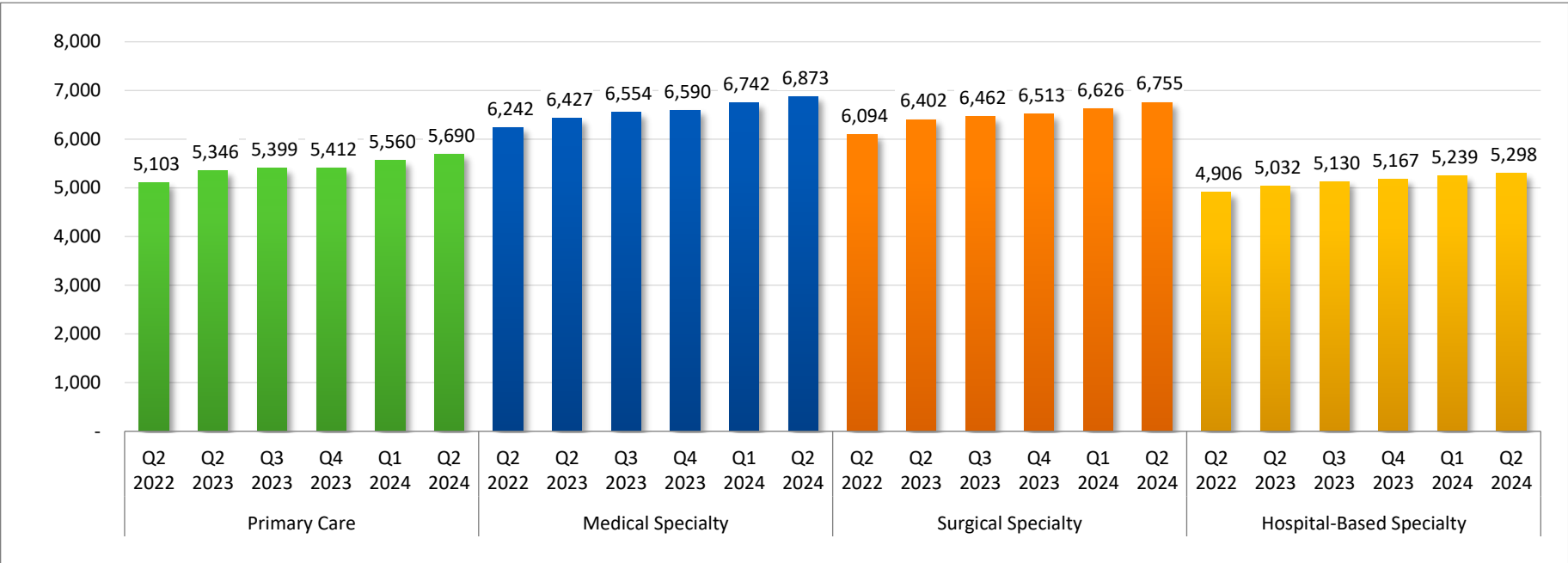
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Median Physician wRVUs per Physician FTE



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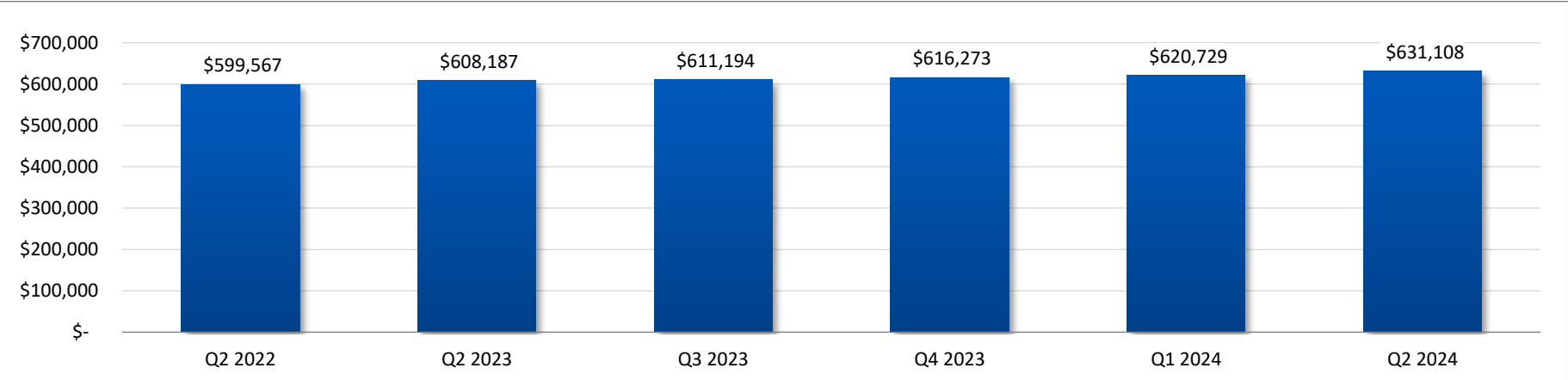
Median Physician wRVUs per Physician FTE by Specialty Cohort



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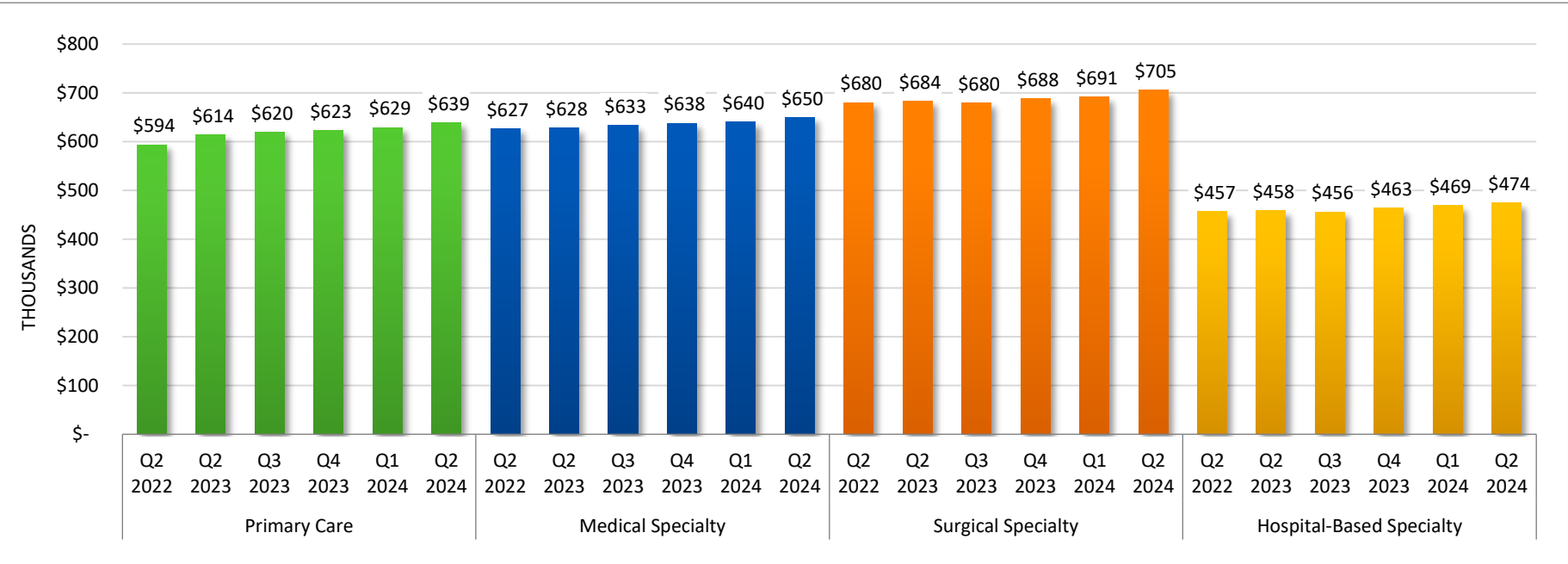
Expenses

Median Total Expense per Provider FTE



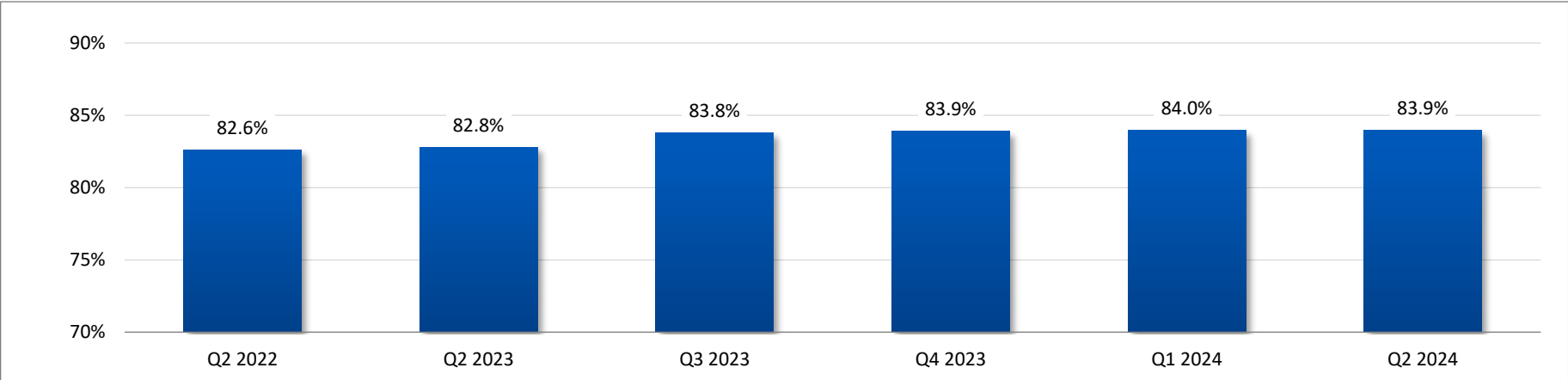
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Median Total Expense per Provider FTE by Specialty Cohort



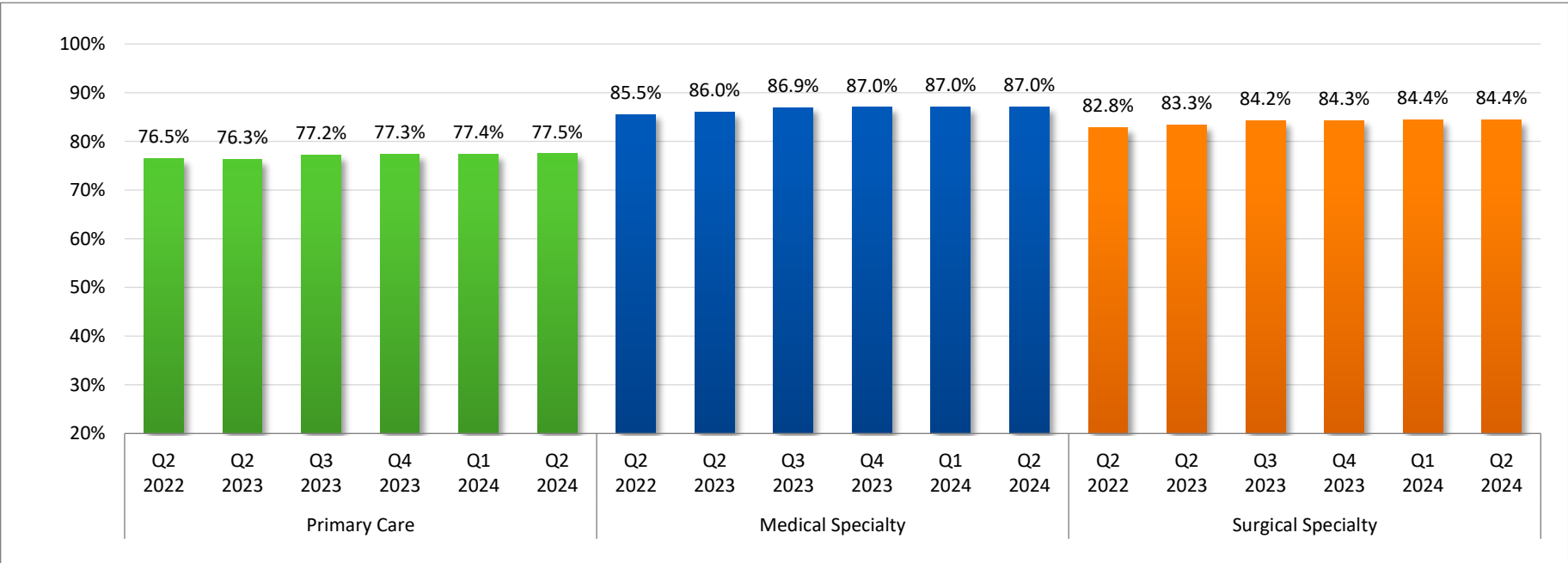
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Median Labor as Percent of Total Expense



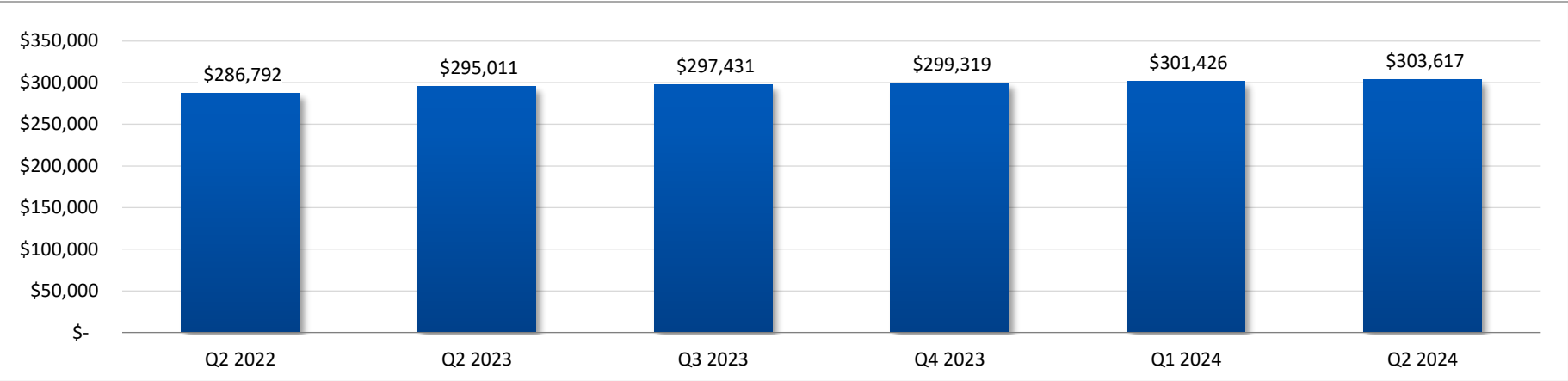
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Median Labor as Percent of Total Expense by Specialty Cohort



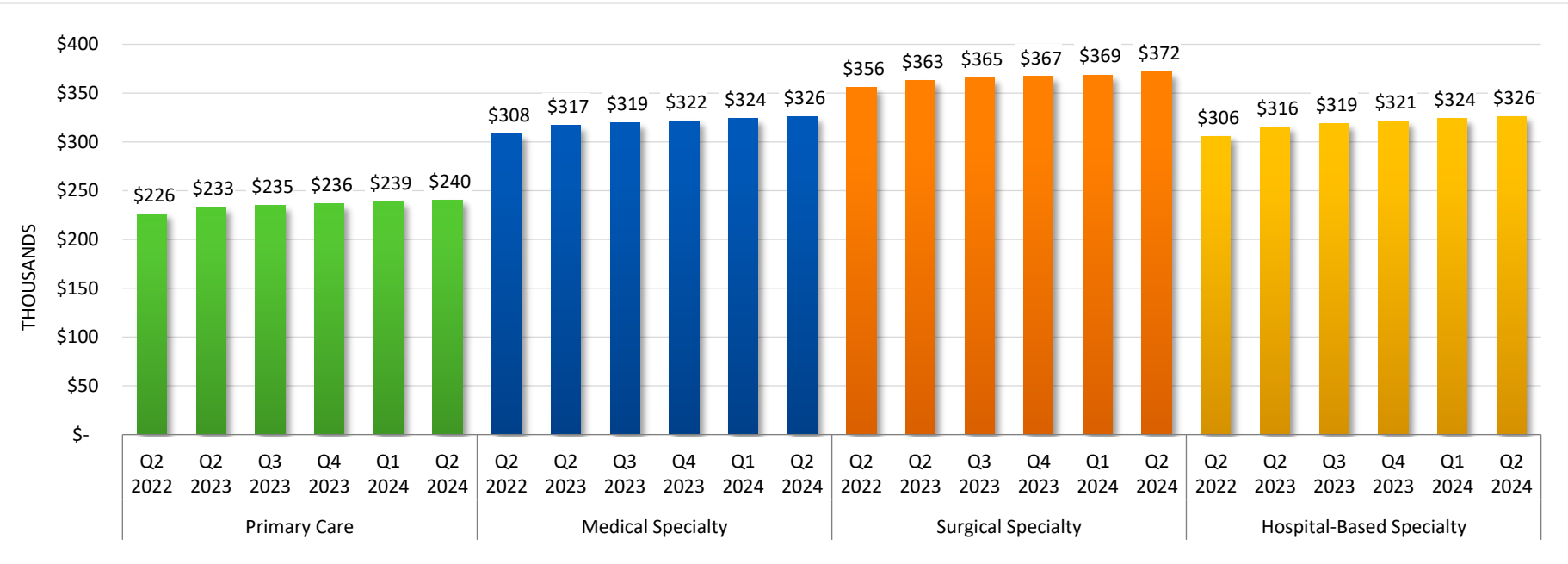
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Median Provider Paid Compensation per Provider FTE



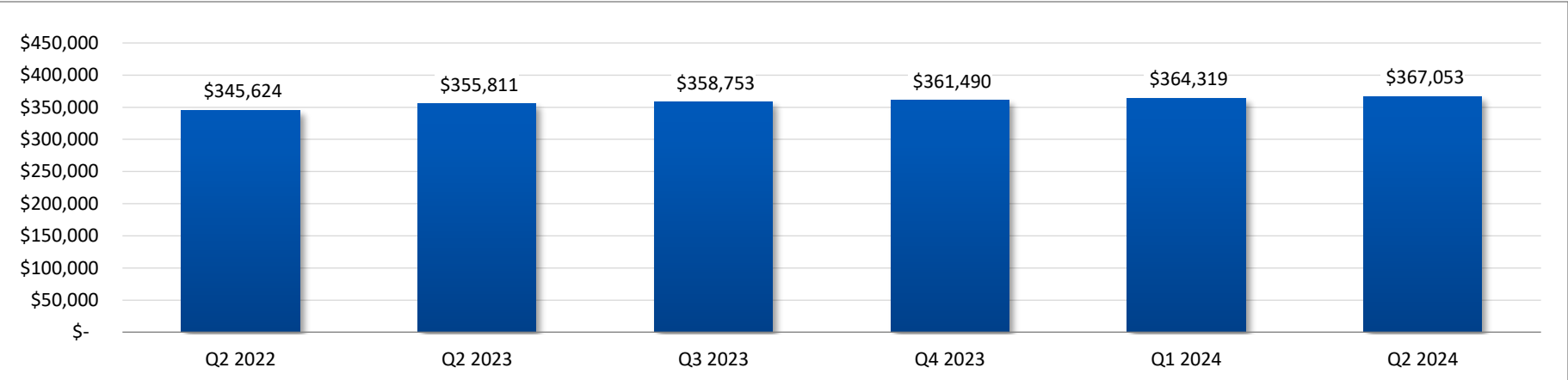
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Median Provider Paid Compensation per Provider FTE by Specialty Cohort



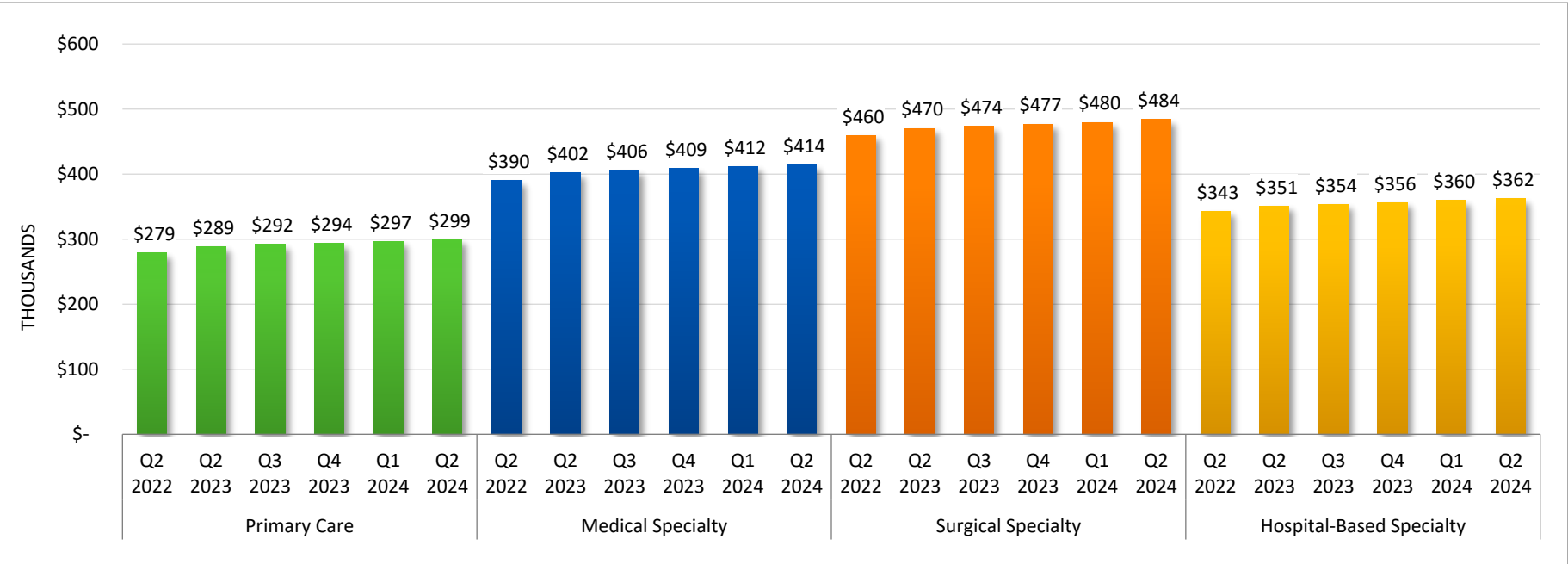
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Median Physician Paid Compensation per Physician FTE



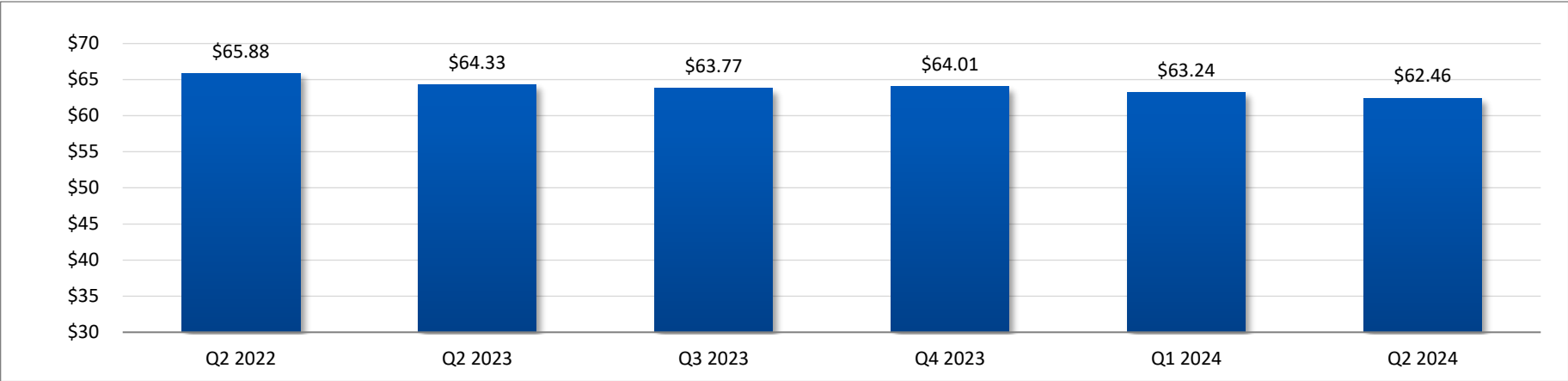
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Median Physician Paid Compensation per Physician FTE by Specialty Cohort



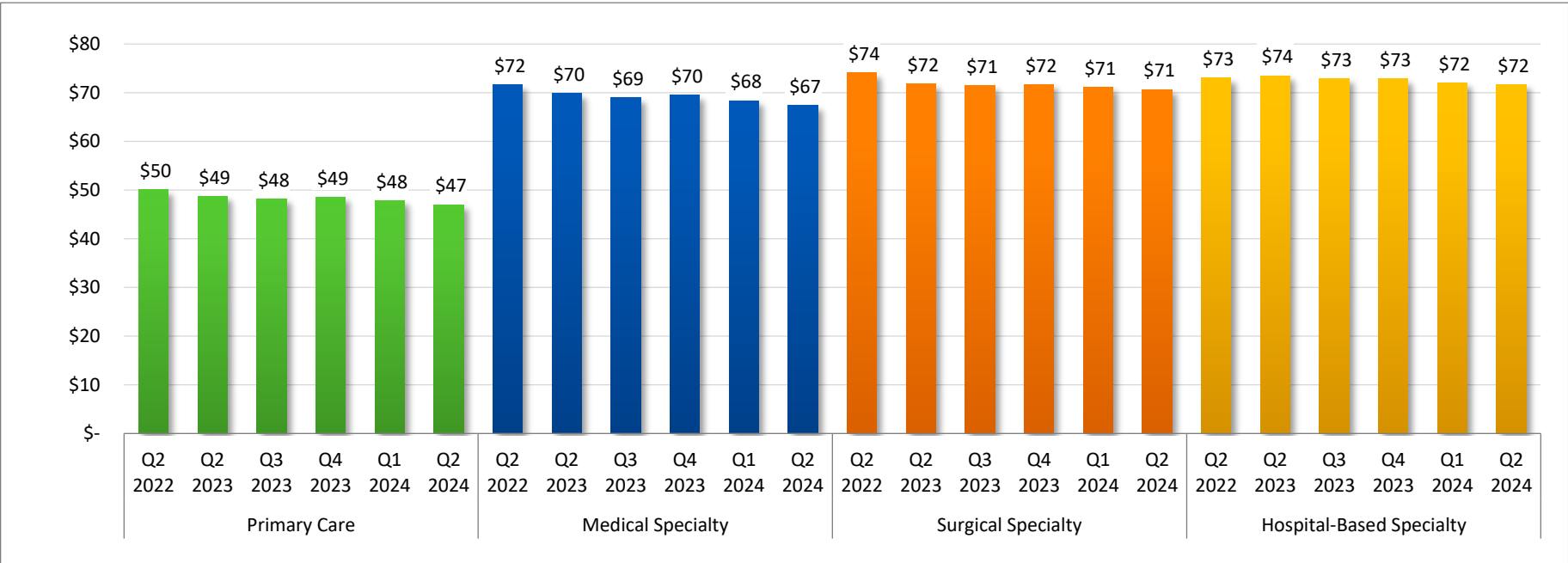
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Median Provider Paid Compensation per Provider wRVU



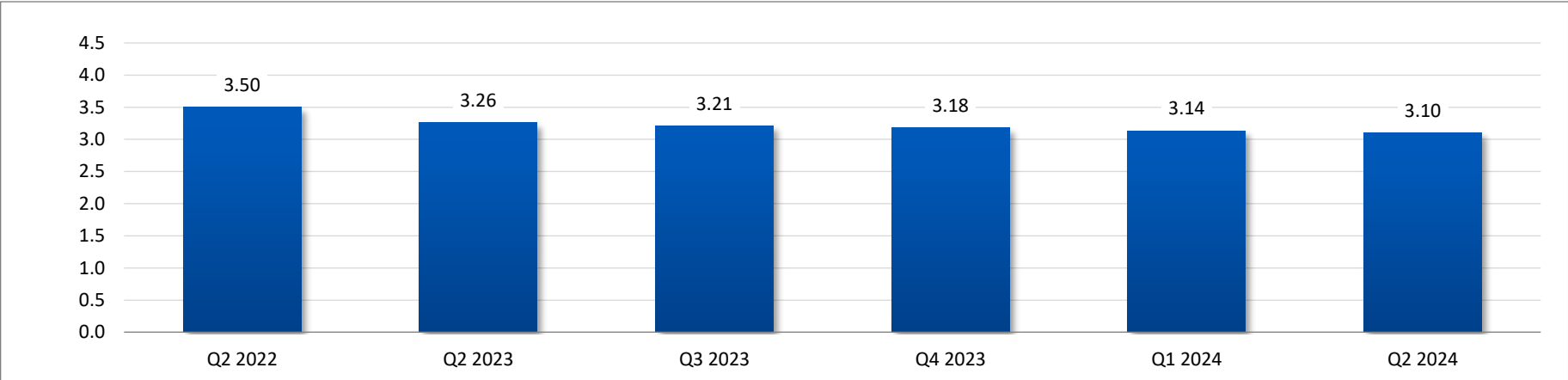
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Median Provider Paid Compensation per Provider wRVU by Specialty Cohort



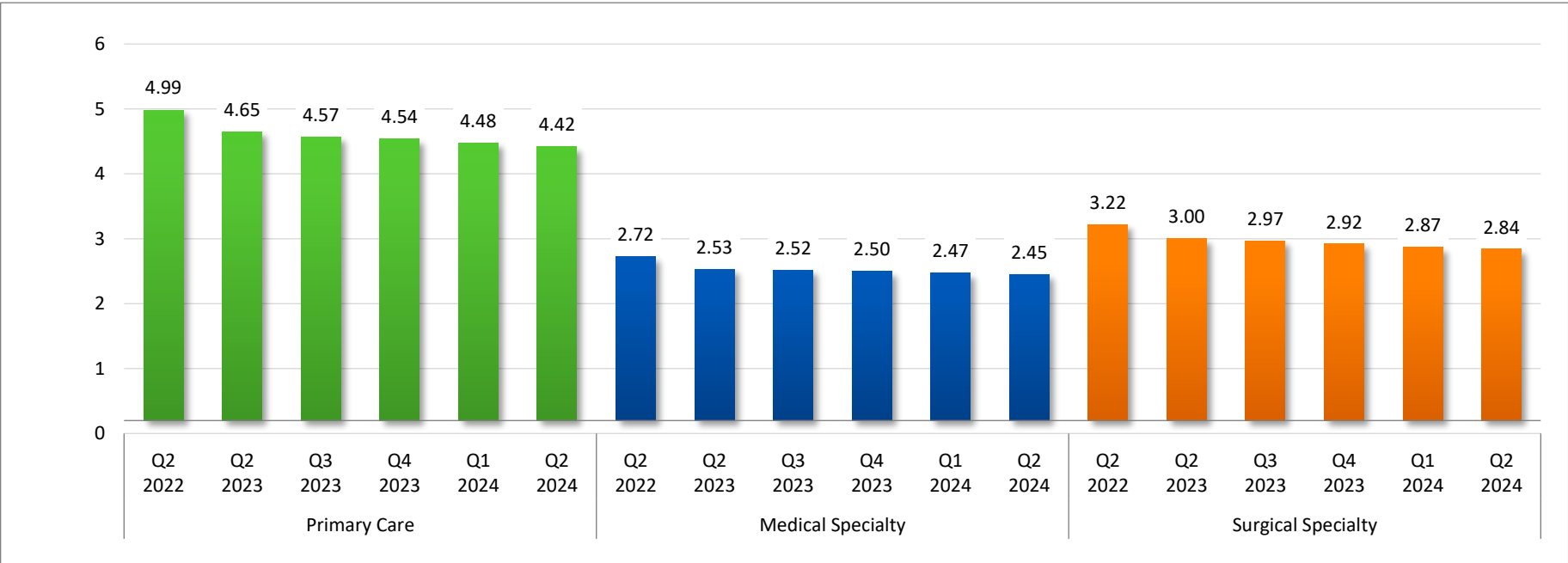
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Median Support Staff FTEs per 10,000 wRVUs



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Median Support Staff FTEs per 10,000 wRVUs by Specialty Cohort



Kaufman Hall, Physician Flash Report (Q2 2024 Metrics)

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