

2025 Pediatric Subspecialty Physician and APP Compensation Survey

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 profiling, and numerous other key data points. In order to help provider organizations adopt benchmarks that align with their provider compensation plan methodologies, ECG will publish relative value unit (RVU) benchmarks calculated using the 2020, 2024, and 2025 Medicare Physician Fee Schedules.

Our 2024 pediatric survey included data from nearly 20,000 pediatric providers across 56 pediatric physician specialties and 7 types of pediatric APPs. Providers affiliated with freestanding children's hospitals made up 70% of the 2024 data set. The remaining 30% of providers were from practice settings where pediatrics is integrated into an adult hospital. ▶

KEY FEATURES

- Data collected for CY or FY 2024
- Benchmarks available at no charge to all who submit data
- Streamlined data collection templates
- Survey submissions accepted until March 7, 2025
- Key benchmarks available in July 2025



CONTACT US



SELECT MEMBERS

Advocate Health

Akron Children's Hospital

Brigham and Women's
Physicians Organization

Children's Medical Group Inc.
and Children's Surgical Specialty
Group Inc./CHKD

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

Children's Healthcare of Atlanta

Children's Hospital Los Angeles
Medical Group

Children's National
Medical Center

Children's University
Medical Group

CHOC Children's Specialists

Cook Children's
Physician Network

Johns Hopkins All Children's
Specialty Physicians

Massachusetts General
Physicians Organization

Nemours Children's Health

Nicklaus Children's
Health System

Packard Children's
Health Alliance

Pediatric Specialists of Virginia

Rady Children's Specialists
of San Diego

Seattle Children's Hospital

UCSF Benioff Children's
Physicians

University of Colorado Anschutz
Medical Campus

UT Le Bonheur

Valley Children's Specialty Medical
Group Central California Inc.

MEMBER BENEFITS

Members of ECG's 2025 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 production), 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.
- 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, 2024, and 2025 Medicare Physician Fee Schedules. To ensure data accuracy, each provider's clinical and nonclinical full-time equivalents are defined in detail by ECG.



ECG Vault'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, DCWHO

The Courage to Change Healthcare.™

Since its founding, ECG has kept pace with an ever-evolving industry, steadfast in its commitment to and passion for healthcare. Together with our clients, we're making healthcare more accessible, sustainable, and effective for the patients and communities they support.



A Siemens Healthineers Company

Learn more at
ecgmc.com

