



HEALTH  
eCAREERS®

# SALARY GUIDE 2019

---

# 2020





# ABOUT THE GUIDE

The Health eCareers 2019-2020 Salary Guide is a comprehensive resource on compensation and employment trends in the healthcare industry. Data for the 2019-2020 Salary Guide was collected via a survey of more than 12,500 healthcare professionals, with 5,308 respondents providing salary information for analysis. The healthcare occupations of the survey respondents included physicians and surgeons (62 percent), nurse practitioners (24 percent), and physician assistants (13 percent).

The majority of survey respondents currently work full time (87 percent), with another 10 percent working part time. The remaining respondents (3 percent) work irregular hours or shifts. 28 percent have been with their current employer for 11 or more years, though 18 percent have been in their current position for six to 10 years, and 23 percent began working in their current role three to five years ago. The remainder of respondents (32 percent) have two or fewer years of tenure in their current jobs.

Throughout this guide, compensation findings were based off of four measures: “annual salary,” “monthly salary,” “hourly wage,” and “variable / bonus compensation.” Compensation outliers were removed through data cleaning.



# HEALTHCARE EMPLOYMENT: THE BIG PICTURE

The nation's demand for qualified healthcare workers shows no sign of slowing. According to data from the Bureau of Labor Statistics (BLS), employers in the healthcare and social assistance sector added 409,400 jobs from January through October 2019, an increase over the 345,800 jobs added during the same period the year prior<sup>1</sup>.

Out of the 409,400 jobs added, 178,600 were in ambulatory healthcare services, which include the offices of physicians, dentists, and other health practitioners as well as outpatient care centers, medical and diagnostic laboratories, and home healthcare services<sup>2</sup>. Another 63,600 were in hospitals<sup>3</sup>, while 34,500 were added in nursing and residential care facilities<sup>4</sup>.

Though hospital hiring slowed in 2019 (compared to 77,200 new positions added during the same period the prior year), a recent survey from The Physicians Foundation found that 49 percent of responding physicians identify as hospital or medical group employees. 19 percent state that they're employed by a hospital, and 17 percent report employment by a hospital-owned medical group<sup>5</sup>.

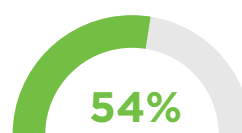
The mix of employment environments reported by Health eCareers survey participants is similar. This year, 25 percent of respondents stated they're employed by non-government hospitals, while 21 percent are employed by single-specialty group practices and 14 percent work in

multispecialty group practices. Only 10 percent reported employment in solo private practice.

Regardless of where they work, the majority (67 percent) of Health eCareers survey participants are happy or very happy with their current job situation. That said, most (86 percent) are still somewhat to very confident that they can find a favorable new position in their field should they decide to move on.

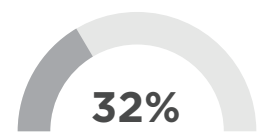
Survey respondents in dermatology, pediatrics, and urology specialties were among the happiest with their current employment situation. Ophthalmology, neurology, and gastroenterology professionals were among the unhappiest.

## CONFIDENCE IN FINDING A NEW POSITION



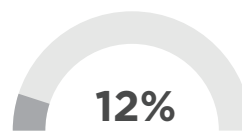
are very confident they can find a new position in the next 12 months

↓ 1% from 2018



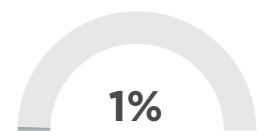
are somewhat confident they can find a new position in the next 12 months

↓ 1% from 2018



are not confident they can find a new position in the next 12 months

↑ 2% from 2018



think it's nearly impossible to find a new job

Same as 2018



## CURRENT JOB SEARCH SITUATION



**35% VERY HAPPY**  
and planning to stay  
↓ 2% from 2018



**34% HAPPY**  
but don't want to miss an  
opportunity  
Same as 2018



**23% GENERALLY HAPPY**  
but looking  
↑ 1% from 2018



**10% UNHAPPY**  
and looking to change ASAP  
↑ 1% from 2018

### THE HAPPIEST SPECIALTIES

(Very Happy and Planning to Stay)

- Dermatology (46%)
- Pediatrics (45%)
- Urology (44%)
- Rheumatology (41%)
- Psychiatry (37%)
- Internal Medicine (36%)
- Obstetrics and Gynecology (36%)
- Anesthesiology (35%)
- Gastroenterology (35%)
- Cardiology (34%)

### THE UNHAPPIEST SPECIALTIES

(Unhappy and Looking to Change)

- Ophthalmology (17%)
- Neurology (15%)
- Gastroenterology (14%)
- Endocrinology (12%)
- Pain Management (12%)
- Radiology (12%)



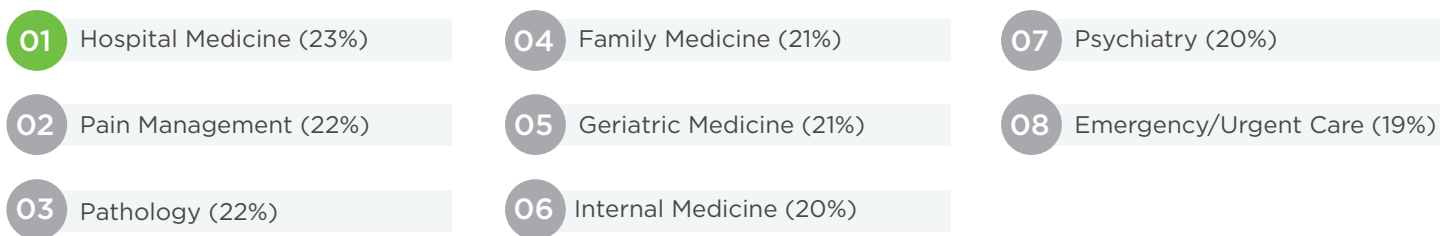
Of course, sometimes physicians, nurse practitioners, and physician assistants might decide to change employers even if they're happy in their current role. Among the professionals responding to Health eCareers' survey, 19 percent anticipate changing employers within the next year (a 3 percent increase over 2018-2019). The survey results indicate that professionals in hospital medicine, pain management, pathology, family medicine, and geriatric medicine are among the most likely to move on.

Higher compensation continued to be the most commonly cited reason for changing employers, though better work environment, better working hours, and more rewarding work also figured prominently in the survey results.

## ANTICIPATE CHANGING EMPLOYERS WITHIN YEAR



## SPECIALTIES MOST LIKELY TO CHANGE EMPLOYERS WITHIN YEAR



## REASONS FOR CHANGING EMPLOYERS



# COMPENSATION: BY THE NUMBERS

According to the Association of American Medical Colleges (AAMC), the US will experience a shortage of up to 122,000 physicians by 2032 including up to 55,200 in primary care and 65,800 in specialty care<sup>6</sup>. BLS data suggests that jobs for physician assistants will increase 31 percent between 2018 and 2028<sup>7</sup>, with opportunities for nurse practitioners increasing 28 percent over the same period<sup>8</sup>.

Put simply, the healthcare hiring landscape is a job seeker's market and is likely to remain so. If you're a physician, nurse practitioner, or physician assistant, you may very well have the upper hand when negotiating employment terms. And if you're a healthcare employer, you'll need to commit to meeting the needs of your employees if you want to keep them around for the long-term. Keeping salaries and bonuses competitive is one way to do this.

This year, 58 percent of Health eCareers survey respondents indicated that they receive bonuses, overtime, and other variable compensation in addition to their base salary. Overall, the total percentage of professionals reporting satisfaction with their salary has decreased (from 59 percent in 2018-2019 to 52 percent in 2019-2020).

## MEDIAN VARIABLE (BONUS) COMPENSATION BY OCCUPATION



**\$30,000**  
Physician/  
Surgeon



**\$9,000**  
Physician  
Assistant



**\$5,000**  
Nurse  
Practitioner

## MEDIAN YEARLY BASE SALARY BY OCCUPATION



**\$250,000**  
Physician/  
Surgeon  
  
no change  
from 2018

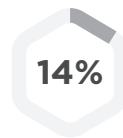


**\$112,000**  
Physician  
Assistant  
  
was \$110,000  
prior year



**\$110,000**  
Nurse  
Practitioner  
  
was \$109,00  
prior year

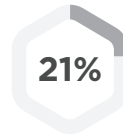
## SALARY SATISFACTION



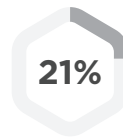
**Very Satisfied**  
↓ 6% from 2018



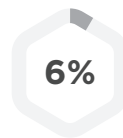
**Satisfied**  
↓ 1% from 2018



**Neither satisfied nor dissatisfied**  
↑ 10% from 2018



**Dissatisfied**  
↑ 1% from 2018



**Very dissatisfied**  
↓ 4% from 2018



## MEDIAN PHYSICIAN BASE SALARY BY SPECIALTY

**1** **Orthopaedic Surgery**  
\$413,000

**2** **Cardiology**  
\$400,000

**3** **Radiology**  
\$384,000

Anesthesiology	\$350,000
Gastroenterology	\$350,000
Pain Management	\$345,000
Emergency Med / Urgent Care	\$308,000
Dermatology	\$300,000
Oncology	\$300,000
Pulmonary Med / Critical Care	\$300,000
Neurology	\$276,000
Pathology	\$255,000
Hospital Medicine	\$253,500
Ob-Gyn and Women's Health	\$250,000

Ophthalmology	\$243,000
Psychiatric / Mental Health	\$239,000
Rheumatology	\$225,000
Endocrinology	\$220,000
Nephrology	\$215,000
Geriatric Medicine	\$212,000
Internal Medicine	\$205,000
Family Medicine	\$200,000
Infectious Disease / HIV Medicine	\$200,000
Pediatrics	\$190,000

## MEDIAN PHYSICIAN VARIABLE (BONUS) COMPENSATION BY SPECIALTY

Orthopaedic Surgery	\$95,000
Urology	\$70,000
Anesthesiology	\$55,000
Radiology	\$51,000
Cardiology	\$50,000
Gastroenterology	\$50,000
Nephrology	\$50,000
Ophthalmology	\$50,000
Pain Management	\$47,000
Pulmonary Med / Critical Care	\$45,000
Emergency Med / Urgent Care	\$35,000
Neurology	\$33,000
Geriatric Medicine	\$30,000

Oncology	\$27,500
Endocrinology	\$25,000
Hospital Medicine	\$25,000
Internal Medicine	\$25,000
Rheumatology	\$21,000
Dermatology	\$20,000
Infectious Disease / HIV Medicine	\$20,000
Ob-Gyn and Women's Health	\$20,000
Psychiatric / Mental Health	\$20,000
Family Medicine	\$19,000
Pediatrics	\$17,300
Pathology	\$17,250



## MEDIAN PHYSICIAN ASSISTANT BASE SALARY BY SPECIALTY

**1** **Anesthesiology**  
\$120,000

**2** **Geriatric Medicine**  
\$118,920

**3** **Cardiology**  
\$118,000

Emergency Med / Urgent Care	\$117,000
Orthopaedic Surgery	\$117,000
Radiology	\$115,000
Rheumatology	\$115,000
Pulmonary Med / Critical Care	\$112,500
Ob-Gyn and Women's Health	\$111,000
Internal Medicine	\$109,520
Infectious Disease / HIV Medicine	\$108,000
Oncology	\$107,000
Dermatology	\$105,000

Family Medicine	\$105,000
Pain Management	\$105,000
Hospital Medicine	\$103,250
Neurology	\$102,000
Urology	\$101,500
Gastroenterology	\$100,000
Pediatrics	\$95,000
Endocrinology	\$81,250
Pathology	\$60,000
Ophthalmology	\$43,780

## MEDIAN PHYSICIAN ASSISTANT VARIABLE (BONUS) COMPENSATION BY SPECIALTY

Endocrinology	\$40,000
Dermatology	\$30,000
Anesthesiology	\$21,000
Hospital Medicine	\$15,000
Internal Medicine	\$10,000
Orthopaedic Surgery	\$10,000
Pain Management	\$8,500
Emergency Med / Urgent Care	\$8,000
Family Medicine	\$7,000
Radiology	\$7,000
Urology	\$7,000

Cardiology	\$6,500
Oncology	\$6,000
Pediatrics	\$6,000
Pulmonary Med / Critical Care	\$6,000
Psychiatric / Mental Health	\$5,250
Ob-Gyn and Women's Health	\$3,500
Gastroenterology	\$3,250
Geriatric Medicine	\$3,000
Infectious Disease / HIV Medicine	\$2,500
Rheumatology	\$2,000
Pathology	\$500



## MEDIAN NURSE PRACTITIONER BASE SALARY BY SPECIALTY

**1** **Anesthesiology**  
\$179,000

**2** **Psychiatric / Mental Health**  
\$120,00

**3** **Endocrinology**  
\$118,500

Radiology	\$117,000
Hospital Medicine	\$115,000
Urology	\$115,000
Nephrology	\$112,500
Geriatric Medicine	\$112,000
Emergency Med / Urgent Care	\$111,600
Gastroenterology	\$111,000
Infectious Disease / HIV Medicine	\$110,500
Cardiology	\$110,000
Internal Medicine	\$110,000
Oncology	\$110,000

Pediatrics	\$108,400
Ob-Gyn and Women's Health	\$105,000
Orthopaedic Surgery	\$105,000
Pulmonary Med / Critical Care	\$105,000
Family Medicine	\$104,250
Pain Management	\$102,000
Dermatology	\$100,000
Neurology	\$94,500
Rheumatology	\$88,200
Pathology	\$75,000
Ophthalmology	\$48,000

## MEDIAN NURSE PRACTITIONER VARIABLE (BONUS) COMPENSATION BY SPECIALTY

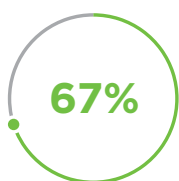
Dermatology	\$15,000
Hospital Medicine	\$10,000
Radiology	\$10,000
Internal Medicine	\$9,300
Urology	\$8,000
Gastroenterology	\$7,750
Pathology	\$7,000
Rheumatology	\$7,000
Pulmonary Med / Critical Care	\$6,000
Anesthesiology	\$5,000
Emergency Med / Urgent Care	\$5,000
Family Medicine	\$5,000
Geriatric Medicine	\$5,000

Infectious Disease / HIV Medicine	\$5,000
Nephrology	\$5,000
Ob-Gyn and Women's Health	\$5,000
Oncology	\$5,000
Orthopaedic Surgery	\$5,000
Psychiatric / Mental Health	\$5,000
Cardiology	\$4,500
Pediatrics	\$4,000
Ophthalmology	\$3,500
Endocrinology	\$3,250
Neurology	\$2,500
Pain Management	\$500

# MORE THAN DOLLARS AND CENTS: ENVIRONMENT AND PERKS

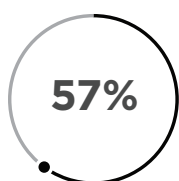
While salary is often the deciding factor for healthcare professionals when evaluating opportunities, other job aspects also receive consideration. Among the physicians, nurse practitioners, and physician assistants who responded to the Health eCareers survey, location (67 percent), company culture (57 percent), and flexible work hours (50 percent) were frequently cited as important features in a new job.

## MOST IMPORTANT ASPECTS FOR NEW JOB (OTHER THAN COMPENSATION)



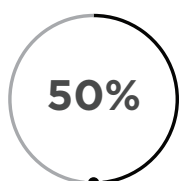
**Location**

↑ 21% from 2018



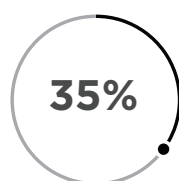
**Company culture**

↑ 5% from 2018



**Flexible work hours**

↓ 5% from 2018



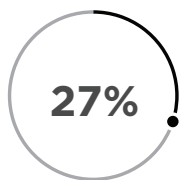
**More vacation/  
paid time off**

↓ 6% from 2018

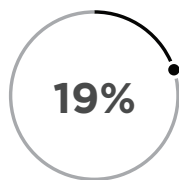


**More time with patients**

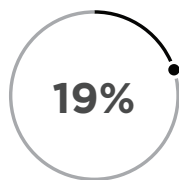
↓ 3% from 2018



**Malpractice coverage**

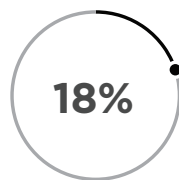


**Sign-on or retention bonus**



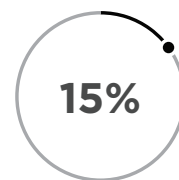
**More interesting assignments**

↑ 2% from 2018



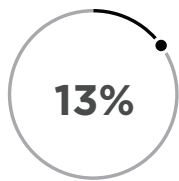
**High-level recognition**

↑ 4% from 2018



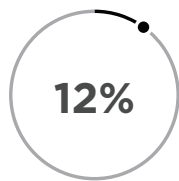
**Training and certification courses**

↑ 1% from 2018

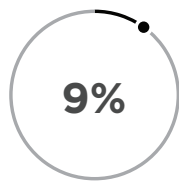


**Flexible location / telecommuting**

↓ 3% from 2018

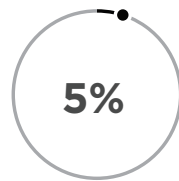


**Promotion / new title**



**Stock options / equity**

↑ 1% from 2018



**Other**



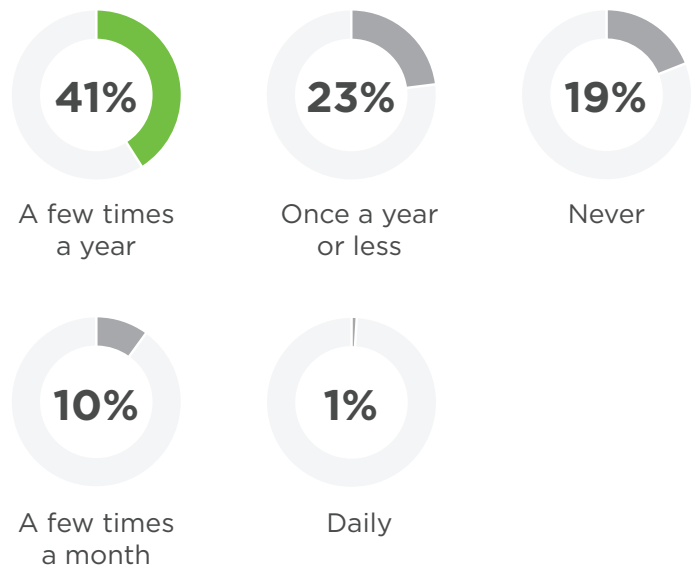
It's not surprising that culture figures so highly in the list. According to Glassdoor's *Mission & Culture Survey 2019*, more than 77 percent of workers consider a company's culture before they apply for a position. Half (50 percent) say culture is even more important than salary when it comes to job satisfaction, and 65 percent cite company culture as their main reason for staying in their job<sup>9</sup>.

Within the healthcare industry, a positive company culture can also play a significant role in reducing employee burnout. Its prevalence is increasing, with one 2018 survey finding nearly 78 percent of physicians sometimes, often, or always experience feelings of burnout, up from 74 percent in 2016<sup>10</sup>.

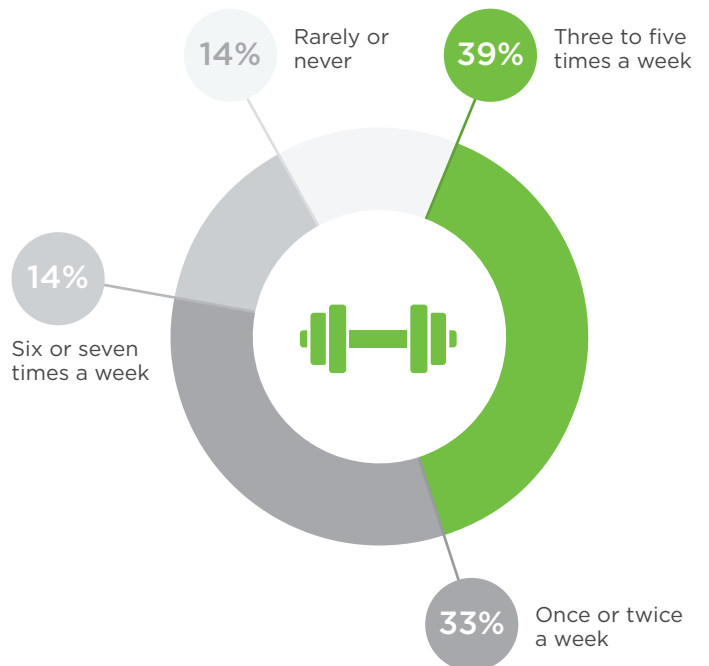
Simple initiatives like promoting exercise<sup>11</sup> and establishing employee volunteer programs<sup>12</sup> can go a long way towards increasing job satisfaction and employee engagement, and thus decreasing burnout.

The Health eCareers survey results indicate that only 10 percent of respondents are volunteering within their community a few times a month. Only 39 percent are exercising three to five times a week—indicating substantial opportunity for encouragement in each of these areas.

## VOLUNTEER WORK IN COMMUNITY



## EXERCISE FREQUENCY



# RESOURCES

1. <https://www.bls.gov/iag/tgs/iag62.htm>
2. <https://www.bls.gov/iag/tgs/iag621.htm>
3. <https://www.bls.gov/iag/tgs/iag622.htm>
4. <https://www.bls.gov/iag/tgs/iag623.htm>
5. <https://physiciansfoundation.org/research-insights/the-physicians-foundation-2018-physician-survey/>
6. <https://www.aamc.org/news-insights/press-releases/new-findings-confirm-predictions-physician-shortage>
7. <https://www.bls.gov/ooh/healthcare/physician-assistants.htm>
8. <https://www.bls.gov/ooh/healthcare/nurse-anesthetists-nurse-midwives-and-nurse-practitioners.htm#tab-6>
9. <https://about-content.glassdoor.com/en-us/workplace-culture-over-salary/>
10. <https://physiciansfoundation.org/research-insights/the-physicians-foundation-2018-physician-survey/>
11. <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5644715/>
12. <https://ccc.bc.edu/ccc/research/reports/community-involvement-study.html>

