

Physician Compensation Trends

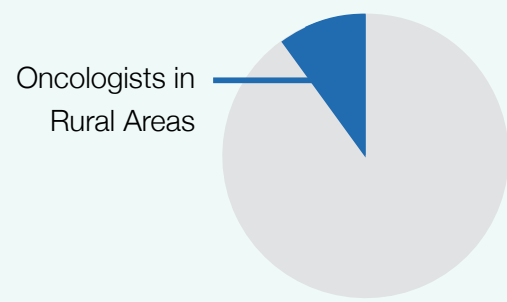
S P O T L I G H T O N

Hematology/Oncology



Now Trending

Cancer is the **second most common cause of death in the U.S.**, and more than 2 million new cancer cases are expected to be diagnosed in 2024. Yet, a national shortage of approximately 2,400 oncologists is expected by 2025, as a large number of oncologists retire.



Access to oncologists in rural areas creates further issues. While 20% of Americans reside in rural areas, only 10.5% of oncologists practice there.

NATIONAL PROJECTIONS

2M ↑
New cancer cases in 2024

↓ **2,400**
Oncologist shortage by 2025

Sources: American Cancer Society 2023; American Society of Clinical Oncology; U.S. Census Bureau press release, Dec. 29, 2022

Demand

Estimated cancer incidence rate **increase** between 2020 and 2025

+9%

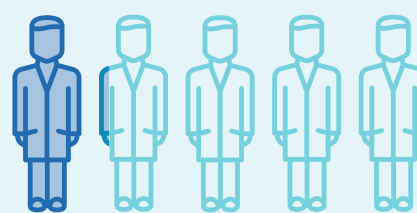
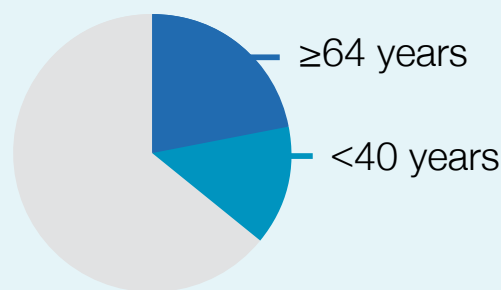


Overall demand for cancer services will **increase** by an estimated **8%** by 2025

Source: The Advisory Board

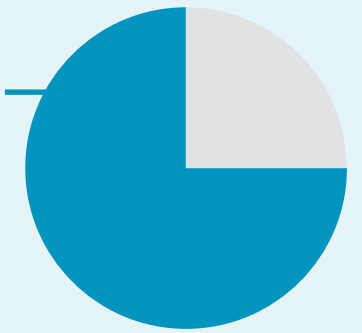
Age of Oncologists

Oncologists age 64 years and **older** currently outnumber the oncologists **younger** than 40 years of age



More than 20% of practicing oncologists are **over 65**

80% of cancer practices use **Advanced Practice Providers (APPs)** to meet demand



Source: American Society of Clinical Oncology

Supply

Hematology/Oncology Compensation

Hematology/Oncology National Median Clinical Compensation

Hematology/Oncology National Median Administrative Compensation



To help bridge the gap between supply and demand, more than **one third** of oncologists take on **additional responsibilities** to augment their compensation.

- 58% of physicians in medical specialties receive APP supervisory compensation in addition to a base salary, and 68% of the physicians receive the compensation as an annual stipend of **\$12,000** at the median.



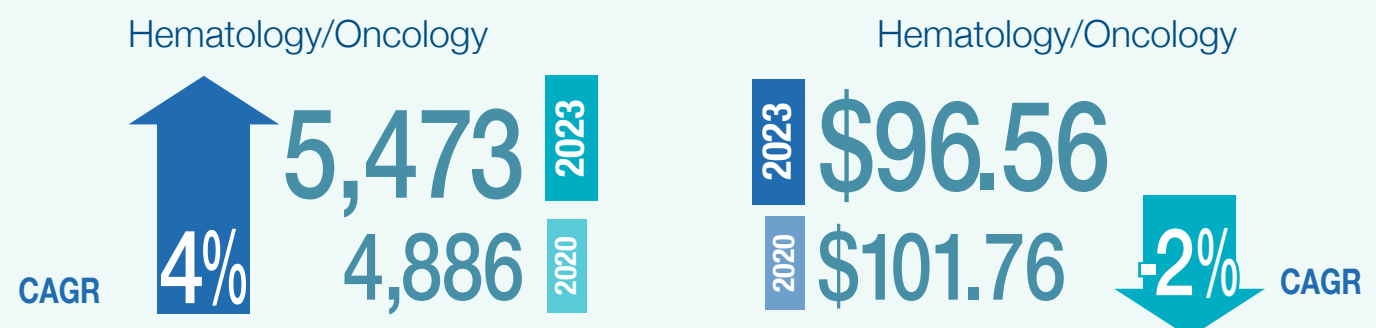
Physicians receiving APP supervisory compensation

- An estimated **5%-15%** of total hematology/oncology compensation is linked to performance or quality-based incentives ranging from approximately **\$20,000 to \$72,000**.



Median Physician Productivity in Work Relative Value Units (wRVUs)

National Median Compensation per wRVU



Sources: Medscape; MGMA; SullivanCotter; AMGA; PYA proprietary data and calculations

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- PYA provides more than 1,200 fair market value (FMV) compensation opinions each year to support the needs of hospitals, health systems, and other provider institutions.
- Our work in the field of hematology/oncology averaged more than a dozen fair market value compensation determinations each year over the last seven years.



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