

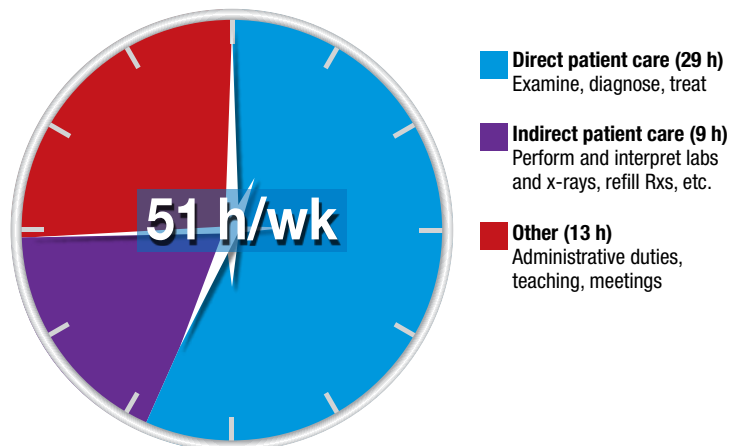
# BEYOND SALARY Are You Happy With Your Work?

We polled almost 1,000 clinicians on the value of employee benefits and level of job satisfaction. If you were to do it again, would you choose the same career? Same educational preparation? Same practice setting? What factors would influence you to change jobs? Here's the data ...

Employment opportunities are projected to increase by approximately 30% for both nurse practitioners (NPs) and physician assistants (PAs) from 2014 to 2024, according to the Bureau of Labor Statistics.<sup>1,2</sup> As a member of this workforce, whether a recent grad seeking your first position or an experienced clinician looking for a change, you will be considering more than the take-home pay as you evaluate your options. Our first annual Job Satisfaction Survey will provide you with the vital information you need to make a decision about your future.

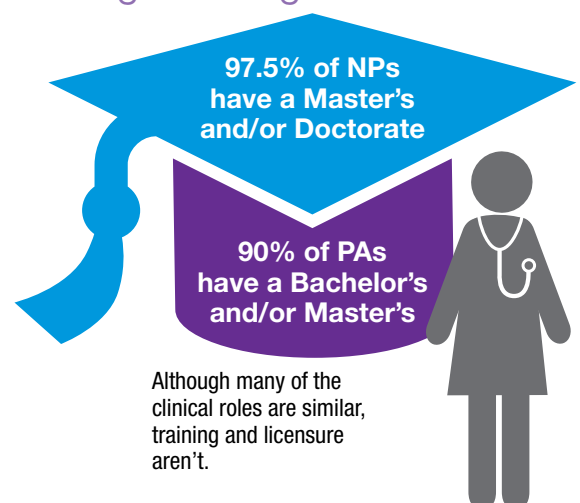
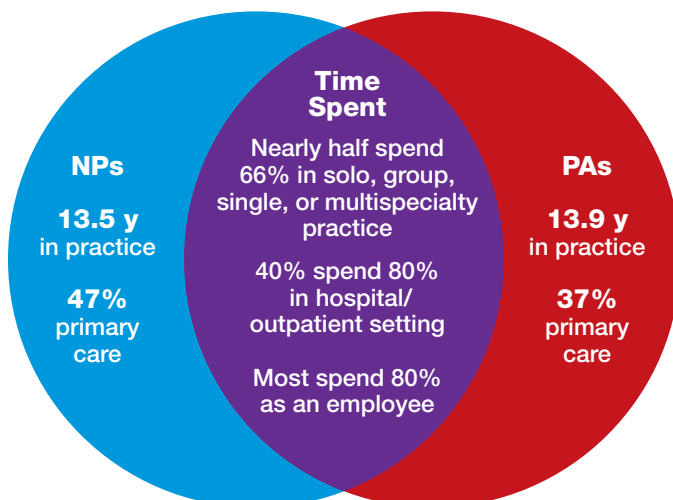
1. Bureau of Labor Statistics, US Department of Labor. Occupational Outlook Handbook, 2016-17 Edition, Nurse Anesthetists, Nurse Midwives, and Nurse Practitioners. [www.bls.gov/ooh/healthcare/nurse-anesthetists-nurse-midwives-and-nurse-practitioners.htm](http://www.bls.gov/ooh/healthcare/nurse-anesthetists-nurse-midwives-and-nurse-practitioners.htm). Accessed October 23, 2016.
2. Bureau of Labor Statistics, US Department of Labor. Occupational Outlook Handbook, 2016-17 Edition, Physician Assistants. [www.bls.gov/ooh/healthcare/physician-assistants.htm](http://www.bls.gov/ooh/healthcare/physician-assistants.htm). Accessed October 23, 2016.

## Average Workweek



NPs and PAs spend their time similarly. Notably, those who reported being satisfied "always" or "most of the time" spend more time (on average 5 hours) in direct patient care than those who are less satisfied. They also work slightly fewer hours per week overall.

## Highest Degree Attained



Overall, the survey shows how much more statistically similar than different the two professions are on a wide variety of indicators.

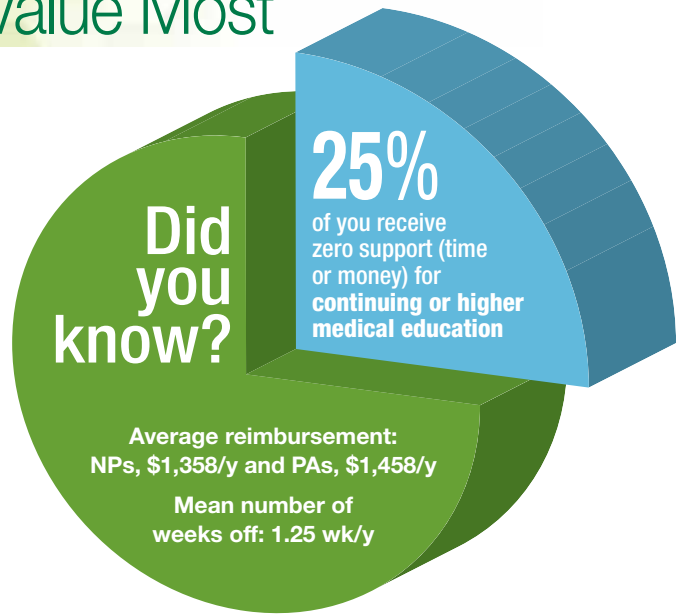
# THE BENEFITS You Value Most

**“I have never seen such an extensive benefit list.”**

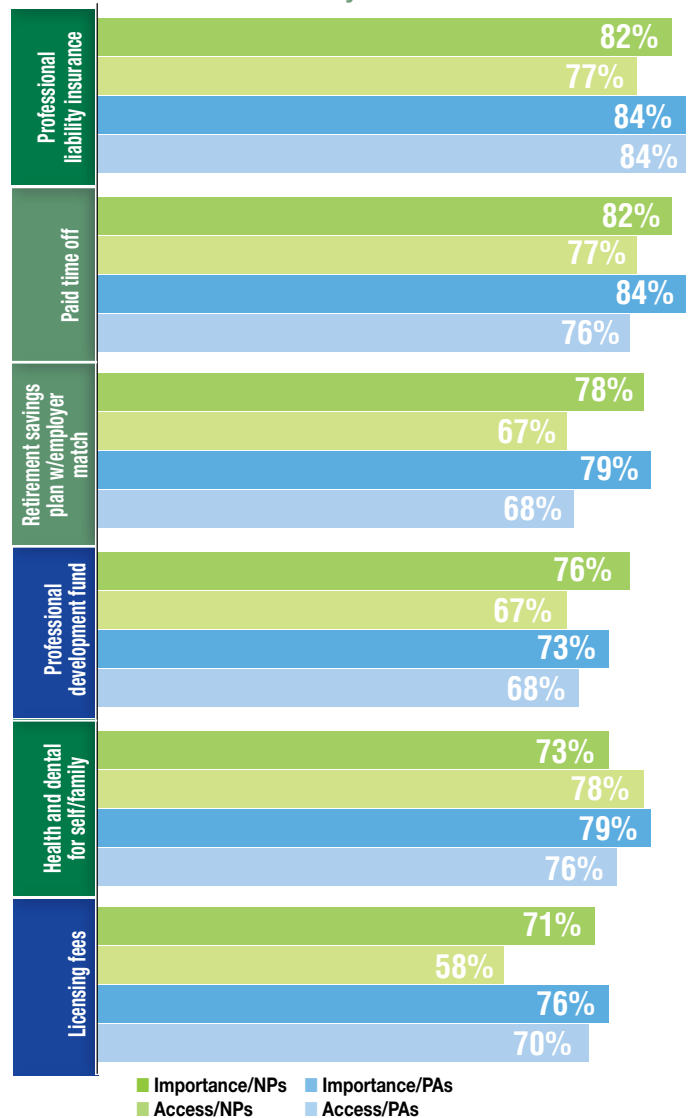
The non-cash portion of a total compensation package can greatly reduce your household expenses, yet many focus primarily on salary when negotiating a contract. While it's true that a salary-only compensation arrangement may provide you a higher income, a great benefits package will improve your working climate and provide incentive to do your job better.



When presented with this array of 30 employee benefits, NPs and PAs were asked to indicate the level of accessibility and importance for each. At least 50% of NPs and PAs agreed on the same 12 benefits as extremely or very important (shown in bold in the table).



## Benefits by the Numbers



INSURANCE	ADDITIONAL COMPENSATION OPPORTUNITIES
<b>Health and dental for self and family (employer subsidized)</b>	Administrative pay
Health care savings account	<b>Bonus for productivity/performance</b>
Life (employer subsidized)	Employee stock options
<b>Long-term disability</b>	<b>Flexible leave policy (eg, maternity, paternity)</b>
<b>Professional liability insurance</b>	<b>Flexible work policy</b>
Vision (employer subsidized)	On-call services pay
	Overtime
	<b>Paid time off</b>
	<b>Retirement savings w/match</b>
	Retirement savings (no match)
	Surgical assistant fee
REIMBURSEMENT FOR...	OTHER
Gymnasium membership	Business card
Journal subscriptions	Cafeteria on premises
<b>Licensing fees</b>	Commuter assistance
<b>Professional development fund</b>	Costs for laundering coats
<b>Professional meetings, workshops, training</b>	Employer phone contract; laptop
<b>Professional memberships</b>	Free access to research resources
	Name on door/letterhead

Bold = Top 12 most important benefits to clinicians, based on net 5/4 Extremely/Very important on 5-point scale.  
 Bold color = Statistics shown in bar graph at right.

# “You seem like a **HAPPY BUNCH**”

“The high degree of job satisfaction speaks volumes ...”



“... both professions are generally happy about their career choice and jobs. Very reassuring.”

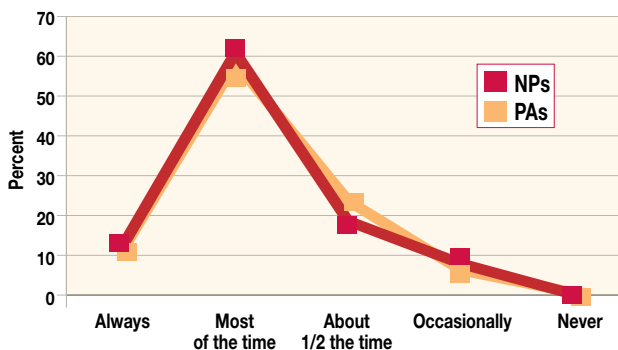
Given the chance to do it again, both groups would choose ...

- ... the same career **85%**
- ... the same educational preparation **77%**
- ... the same practice setting **74%**

When asked whether they would change jobs, a majority (58%) of clinicians younger than 45 and almost half (41%) of those who felt adequately prepared for their daily responsibilities based on their educational training indicated they would stay right where they are.

**A**

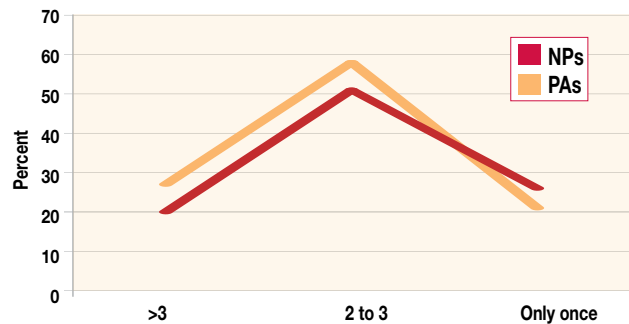
## Job Satisfaction



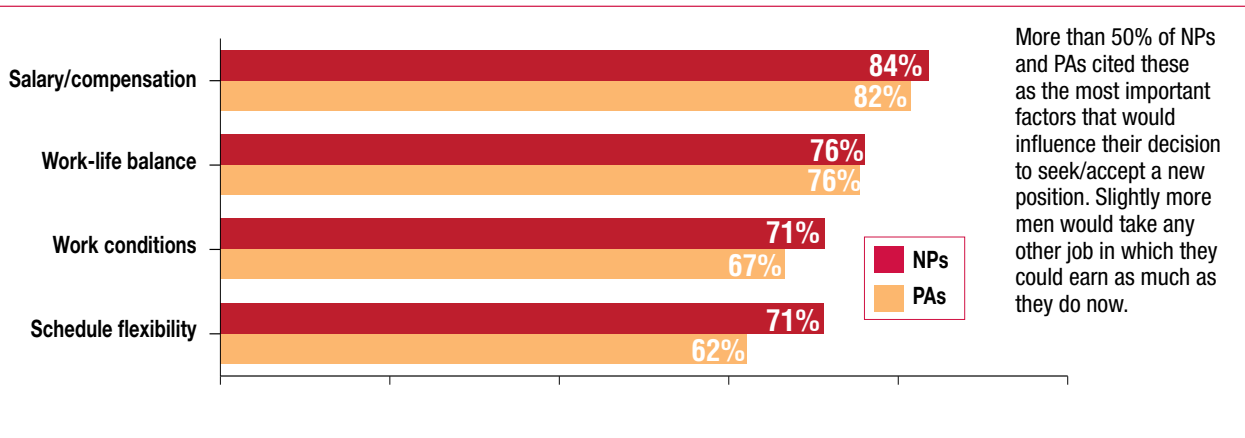
It is not surprising that 72% of NPs and PAs feel satisfied with their job always (12%) or most of the time (60%) (A). However, being able to walk away and pursue a totally new and challenging clinical area of expertise tops the list of desirable attributes of an advanced

**B**

## Job Change Since Graduation



practice career. Older clinicians have changed jobs more often, with 71% of those ages 45 to 65 reporting more than 3 job changes in their career. Overall, since graduating, 51% of NPs and 58% of PAs have changed jobs 2 or 3 times (B).

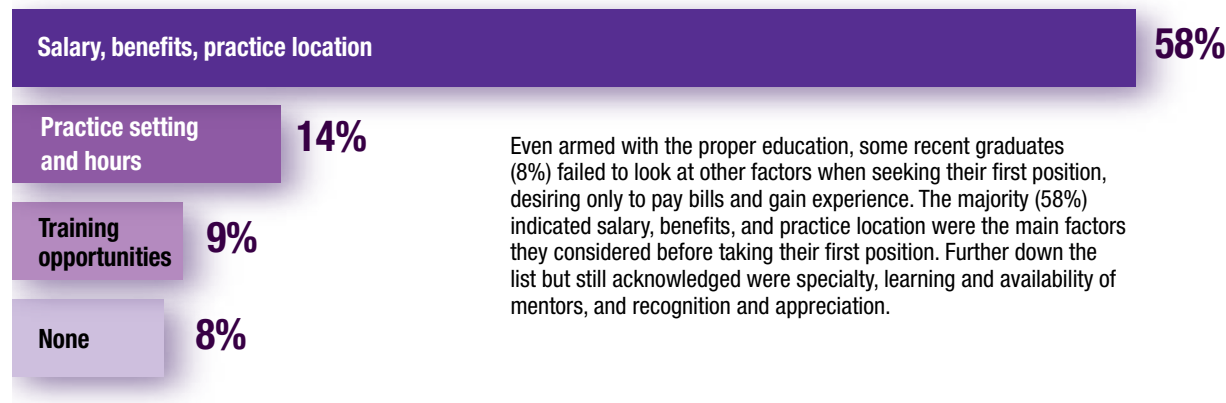


More than 50% of NPs and PAs cited these as the most important factors that would influence their decision to seek/accept a new position. Slightly more men would take any other job in which they could earn as much as they do now.

# “EVERYONE WANTS Experienced Clinicians”

A breakout group in practice 5 years or less (26% of the total) was asked what factors they considered before taking their first position, what difficulties they experienced in obtaining employment, and whether their preparation and expectations matched their work realities.

## Factors when seeking their first position



Nearly

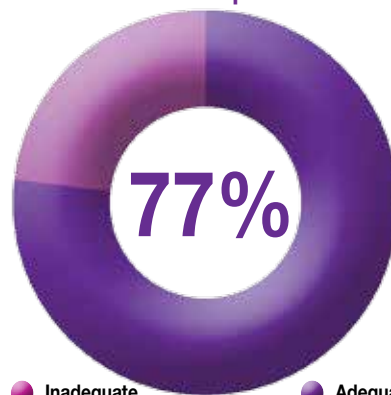
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10

**NPs and PAs** indicated “fairly accurate” describes how well their current job responsibilities match their expectations prior to their first job.

**Due to the huge need for advanced practice clinicians, 43% (41% of NPs and 48% of PAs) of those in practice 5 years or less had low or no difficulty finding employment. Of those who did, here’s why (in descending order):**

- Lack of experience
- Few jobs available or within their specialty
- A longer distance or move required
- Salary or other compensation negotiations were required, sometimes as a result of scope or longer hours
- Fit was not right
- Difficulty in obtaining credentials/licensure
- Age or gender or desire for part-time options

## Educational Preparedness



77% of this group agrees that their educational training was adequate to prepare them for their daily responsibilities. However, a larger portion of PAs feel adequately trained (85.9%) than NPs (68.4%).

## METHODOLOGY

- Fielded electronically under the *Clinician Reviews* logo, an introductory email letter signed by the Editors-in-Chief invited participation in an online survey of 30 questions.
- The survey fielded September 14, 2016 to a random, representative sample of 13,000 NPs and 7,000 PAs within the United States, excluding students. The first 150 respondents to complete the survey received a \$20 Amazon.com gift certificate.
- As of the October 3, 2016 final cut-off date, a total of 935 usable responses—a projectable sample size—were received.
- Among total respondents, 63% are NPs (589), and 34.1% are PAs (319), which is proportional to the universe of NPs and PAs.<sup>1,2</sup> 4.6% (43) are Other (research, academic, etc.).
- This summary of results is based on only those respondents who designated their profession as NP or PA.

1. NP Fact Sheet. [www.aanp.org/all-about-nps/hp-fact-sheet](http://www.aanp.org/all-about-nps/hp-fact-sheet). Accessed October 31, 2016.  
 2. 2015 Statistical Profile of Certified Physician Assistants. [www.nccpa.net/Uploads/docs/2015StatisticalProfileofCertifiedPhysicianAssistants.pdf](http://www.nccpa.net/Uploads/docs/2015StatisticalProfileofCertifiedPhysicianAssistants.pdf). Accessed October 31, 2016.