



Are you being fairly compensated?

As *Clinical Advisor* continues to recognize 20 years of providing valuable information to the NP and PA communities, we turn our attention to compensation. Clinical practice has evolved significantly over the years, and so too have salaries. The results of the 2018 NP/PA Salary Survey are in and available to help you when making career choices.

Reflecting a benefit that has been increasing over the past few years, more than half of all NPs and PAs responding to the survey reported earning more in 2018 than they had during the previous year.

NPs and PAs reported annual incomes in the 2018 survey of \$111,340.87 and \$120,177.91, respectively.

As described in prior years, the wage gap between men and women persists; although 92% of NP respondents and 66% of PA respondents were women, men in both professions made approximately \$17,000 more than their female counterparts.

The West coast remains the region with the highest average salary for both NPs and PAs (\$124,441 and

See how your salary compares with those of your peers as reported in the **2018 NP/PA SALARY SURVEY**

\$127,408, respectively), with the northeast trailing close behind (\$111,820 and \$120,331, respectively). However, the majority of respondents reside and practice in the South (37% of NPs and 31% of PAs).

Family Medicine continues to be the specialty most frequently employing the services of NPs and PAs, and stand-alone clinics are the most frequently reported practice setting. However, the highest salaries were reported by both NPs and PAs working in hospitals compared with all of the other locales.

The majority of NPs (68%) expressed satisfaction with their employer; these respondents earn an average salary of \$116,298. Similarly, the majority of PAs (69%) also reported being satisfied with their employer; this job role earned an average annual salary of \$122,297. Although few PA respondents (2.13%) reportedly were very dissatisfied with their employer, they earned the highest median salary per year at \$125,533.

The vast majority of NPs and PAs anticipate making as much or more than they currently make in the year to come, with more than half of all clinician respondents expecting more money in their paychecks in 2019.

TABLE 1. Average NP salary by practice area

Practice area	Percent response	Average salary
Family Medicine	46% (n = 331)	\$104,933
Pediatrics	12.9% (n = 93)	\$106,506
Psychiatry	12.2% (n = 88)	\$132,298
Primary Care	9.7% (n = 70)	\$108,751
Adult Medicine	9.6% (n = 69)	\$115,774
Urgent Care	9.6% (n = 69)	\$112,899

TABLE 2. Average PA salary by practice area

Practice area	Percent response	Average salary
Family Medicine	37.8% (n = 81)	\$119,599
Emergency Medicine	17.8% (n = 38)	\$151,908
Urgent Care	13.6% (n = 29)	\$125,478
Orthopedic Surgery	12.6% (n = 27)	\$139,445
Dermatology	10.7% (n = 23)	\$166,305
Cardiology	7.4% (n = 16)	\$118,751

TABLE 3. Average NP salary by experience level

Years in practice	Percent response	Average salary
<5	25.8% (n = 375)	\$107,374
6-10	19.7% (n = 295)	\$113,767
11-15	14.0% (n = 207)	\$114,781
16-20	16.2% (n = 242)	\$114,556
>20	24.3% (n = 359)	\$111,656

TABLE 4. Average PA salary by experience level

Years in practice	Percent response	Average salary
<5	12.6% (n = 65)	\$117,177
6-10	19.8% (n = 102)	\$123,496
11-15	17.4% (n = 90)	\$123,816
16-20	18.2% (n = 94)	\$123,750
>20	32.0% (n = 165)	\$117,955

FIGURE 1. Average NP salary by geographic region

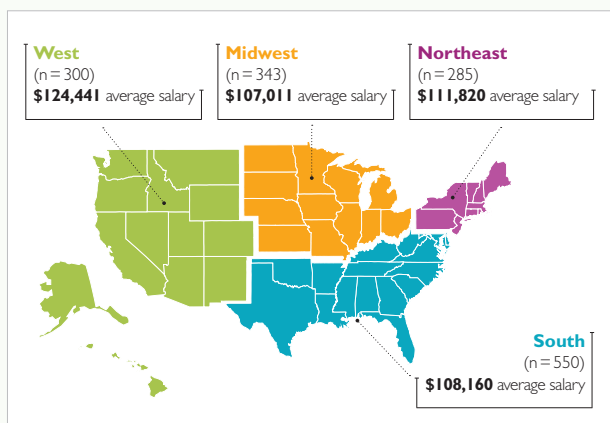
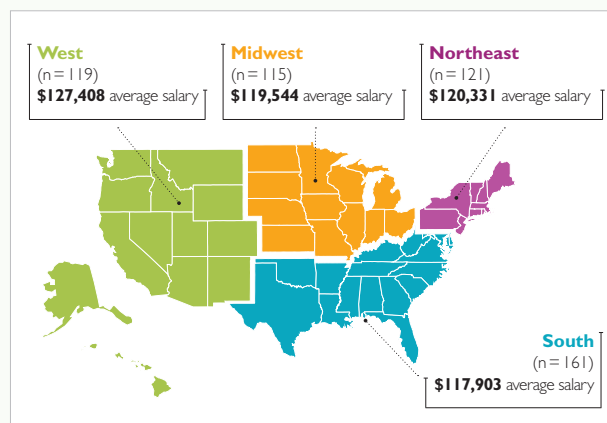


FIGURE 2. Average PA salary by geographic region



How the results were calculated

We asked our readers to provide their current salaries, which included base pay and bonuses, in increments of \$5000, ranging from \$0 to more than \$200,000. Medians were then determined. These findings were based on analysis of responses from 1530 NPs and 529 PAs currently in practice in the United States.

TABLE 5. Average NP salary by urban, suburban, or rural location

Practice location	Percent response	Average salary
Urban	39.4% (n = 583)	\$112,395
Suburban	36.3% (n = 536)	\$113,317
Rural	24.3% (n = 359)	\$108,996

TABLE 6. Average PA salary by urban, suburban, or rural location

Practice setting	Percent response	Average salary
Urban	37.2% (n = 196)	\$119,873
Suburban	44.9% (n = 232)	\$120,994
Rural	17.0% (n = 88)	\$123,703

TABLE 7. Average NP salary according to gender

Female	Male
(n = 1,359)	(n = 119)
\$110,516	\$127,753

TABLE 8. Average PA salary according to gender

Female	Male
(n = 343)	(n = 173)
\$115,049	\$132,890

TABLE 9. Average NP salary according to practice setting

Practice setting	Percent response	Average salary
Clinic – Hospital	23.6% (n = 274)	\$116,187
Clinic – Stand Alone	26.4% (n = 307)	\$107,817
Office Practice	22.7% (n = 264)	\$108,215
Hospital	15.7% (n = 182)	\$125,011
Walk-in/ Ambulatory Care	7.6% (n = 88)	\$105,824
Long-term care	4.0% (n = 46)	\$103,153

TABLE 10. Average PA salary according to practice setting

Practice setting	Percent response	Average salary
Clinic – Hospital	19.9% (n = 90)	\$128,139
Clinic – Stand Alone	27.9% (n = 126)	\$116,249
Office Practice	24.3% (n = 110)	\$116,728
Hospital	19.5% (n = 88)	\$133,72
Walk-in/ Ambulatory Care	5.1% (n = 23)	\$118,000
Education/Academic	3.1% (n = 14)	\$108,572

FIGURE 3. Did you earn more money this year (NPs)?

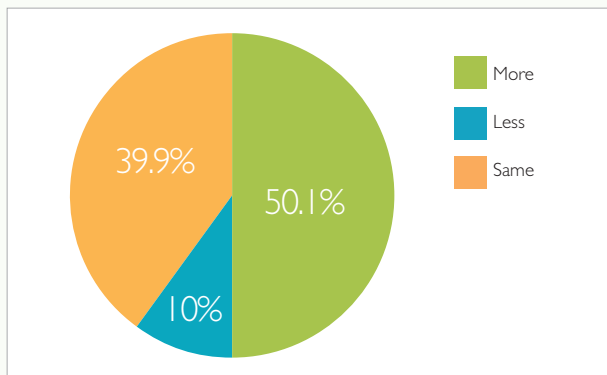
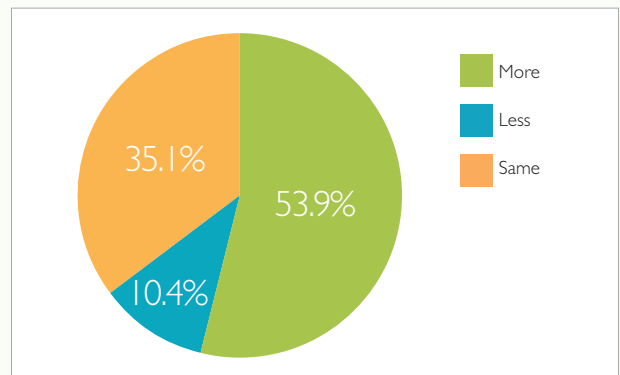


FIGURE 4. Did you earn more money this year (PAs)?



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FIGURE 5. Do you expect to earn more money next year (NPs)?

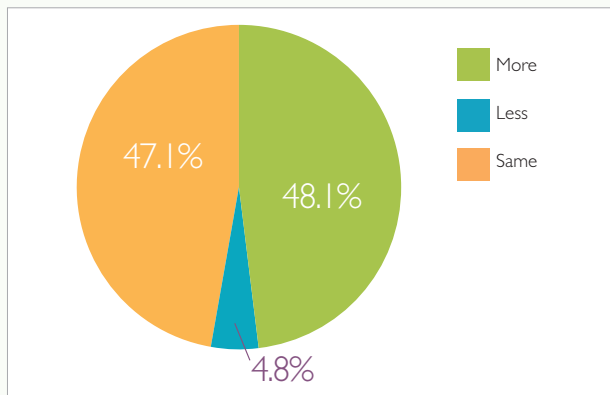


FIGURE 6. Do you expect to earn more money next year (PAs)?

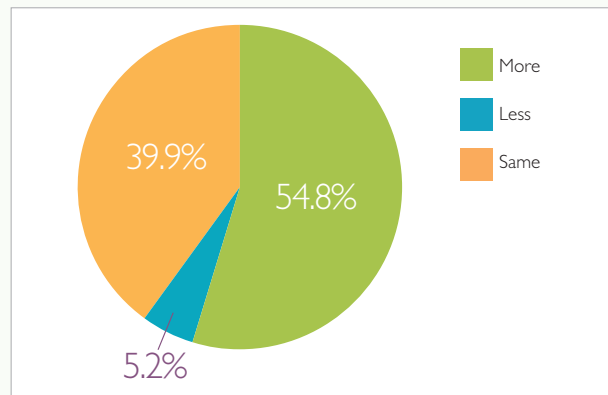


TABLE 11. Number of patients seen per week (NPs)

Patients	Percent response
<25	17.6% (n = 260)
26-50	25.6% (n = 382)
51-75	24.7% (n = 365)
76-100	19.7% (n = 291)
101-125	6.9% (n = 102)
125+	5.3% (n = 78)

TABLE 12. Number of patients seen per week (PAs)

Patients	Percent response
<25	13.2% (n = 68)
26-50	21.1% (n = 109)
51-75	25.2% (n = 130)
76-100	22.3% (n = 118)
101-125	9.9% (n = 51)
125+	7.8% (n = 40)

TABLE 13. How satisfied are you with your employer (NPs)?

Satisfaction	Percent response	Average salary
Very Satisfied	26.2% (n = 387)	\$120,880
Satisfied	41.4% (n = 612)	\$111,716
Neutral	22.3% (n = 330)	\$104,023
Dissatisfied	8.2% (n = 121)	\$107,852
Very Dissatisfied	1.9% (n = 28)	\$102,322

TABLE 14. How satisfied are you with your employer (PAs)?

Satisfaction	Percent response	Average salary
Very Satisfied	26.9% (n = 139)	\$120,137
Satisfied	42.3% (n = 218)	\$124,457
Neutral	21.2% (n = 109)	\$114,611
Dissatisfied	7.6% (n = 39)	\$121,731
Very Dissatisfied	2.0% (n = 11)	\$125,533

The Clinical Advisor thanks all who participated in this year's salary survey.