



National Kidney Foundation®

# 2020 NKF/CAP Survey Results

NKF Council of Advanced Practitioners

Many thanks to those who participated



#NKFClinicals



## **What is the NKF/CAP Survey?**

- Survey open to ALL APs
- Jan – March 2020
- 15 min survey on Survey Monkey
- Topics include job, benefits, satisfaction
- Questions from APs, LDOs, Docs, Journals
- 322 respondents – thank you!

**Next survey 2022**



## Demographics

- Diverse ages: 25.5% in 30s, 31% in 40s, 22.7% in 50s
- 90% female (stable over last 5 years)
- Mostly Caucasian (85%, ~6% both Asian and African American each)
- More NPs (77%) than PAs (20%), very few CNS
- Highest degree predominantly Master of Science (86%), some DNP (9%)

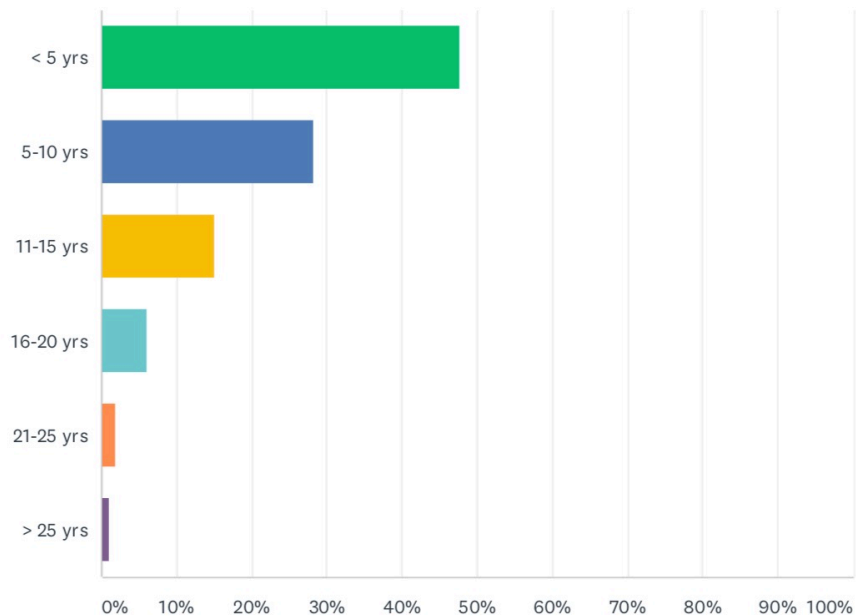


## State Distribution

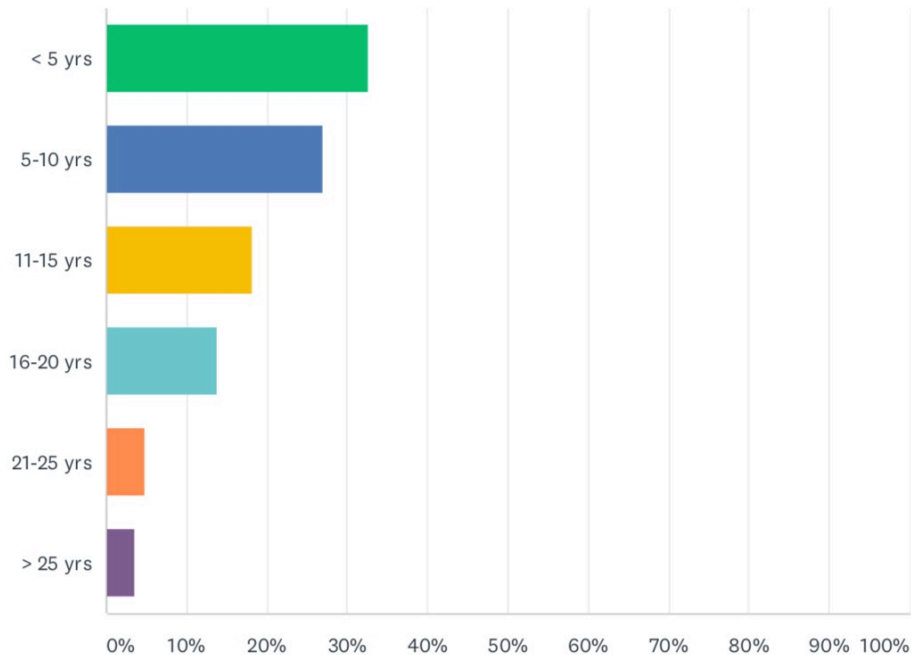
<b>AL</b>	<b>8</b>	<b>GA</b>	<b>17</b>	<b>MD</b>	<b>9</b>	<b>NJ</b>	<b>3</b>	<b>SC</b>	<b>13</b>
AK	1	HI	2	MA	4	NM	7	SD	3
AZ	3	ID	1	MI	20	NY	8	TN	10
AR	7	IL	23	MN	4	NC	8	TX	21
CA	7	IN	13	MS	7	ND	0	UT	2
CO	14	IA	4	MO	23	OH	17	VT	2
CT	1	KS	7	MT	1	OK	2	VA	6
DE	0	KY	5	NE	1	OR	1	WA	3
DC	2	LA	4	NV	3	PA	8	WV	7
FL	15	ME	3	NH	3	RI	0	WI	10
Outside US			4					WY	4



## Length of Time at Current Position



## Years Experience as an AP





## Work Settings

- Practice size varies vastly
  - 1-60 nephrologists per practice (average 10)
  - Average of 4 NPs and 1 PA per practice
- Dialysis unit still the largest setting (82%)
- Next most common settings are outpatient clinic (66%), inpatient unit (37%), ICU/CCU (21%), and single specialty physician group practice (20%)
  - Hospital duties include H&Ps, consults, progress notes, discharge summaries, ICU management and call time
- Largely full time workers, 40-60 hours
  - Part time (20 hrs) only 7.5%

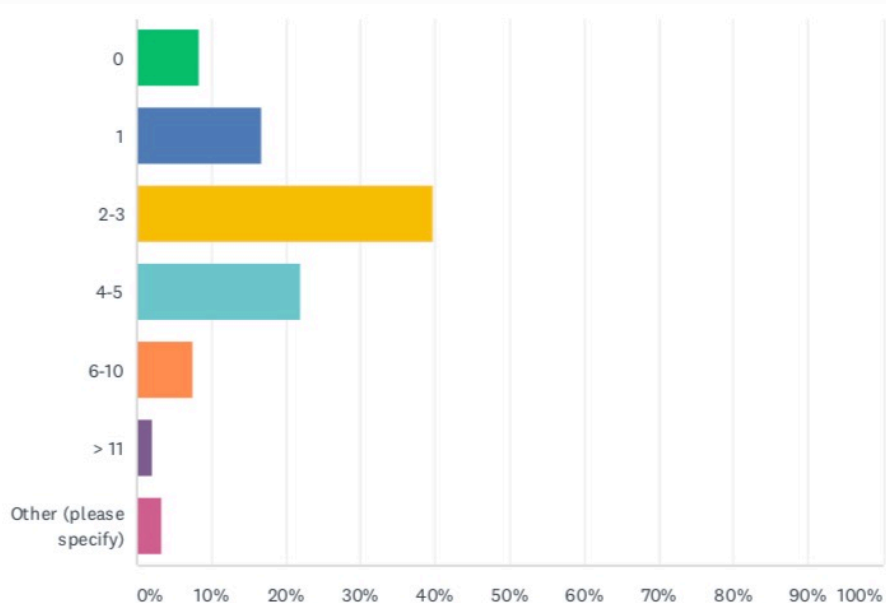


## Work Duties

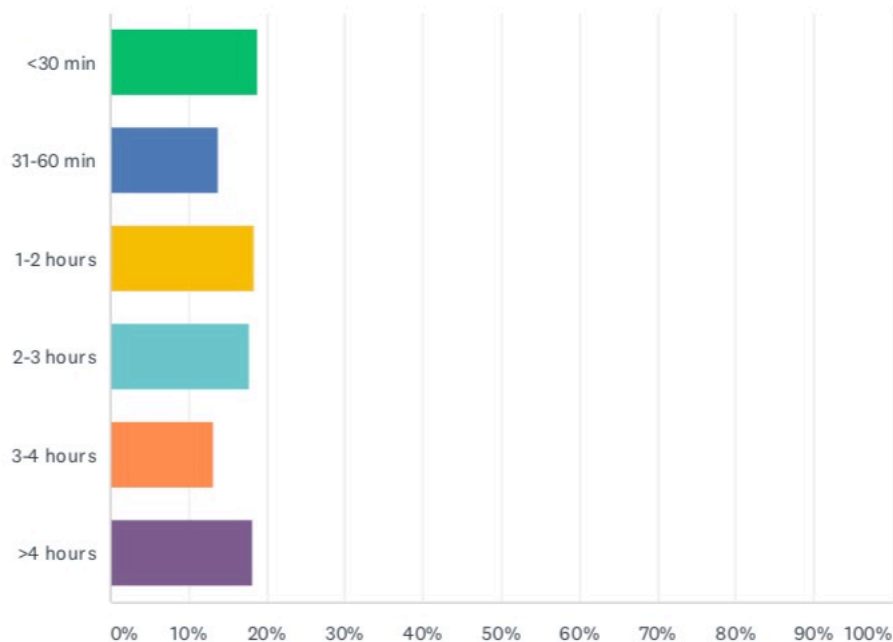
- Hemodialysis dominates
- Little work on renal transplant, mostly includes immunosuppressive med management (in/outpatient) or transplant education
- Little work in home therapies – PD (18%) or HHD(\*\*\*)
- 15% involved in research (1-2 at a time), mostly monitoring enrolled patient or data collection, some (~4% or less) involved in investigator meetings, publishing, or presentation of findings at meetings (ASN, NKF)
  - 17% those in research are the primary investigator, 83% as sub-investigator
- 5% involvement in interventional nephrology, primarily with removing central lines, assisting, H&Ps, and discharge instructions
- 4% involvement in any pediatric nephrology



## Number of Dialysis Units Visited per Week



## Amount of Travel Time per Week

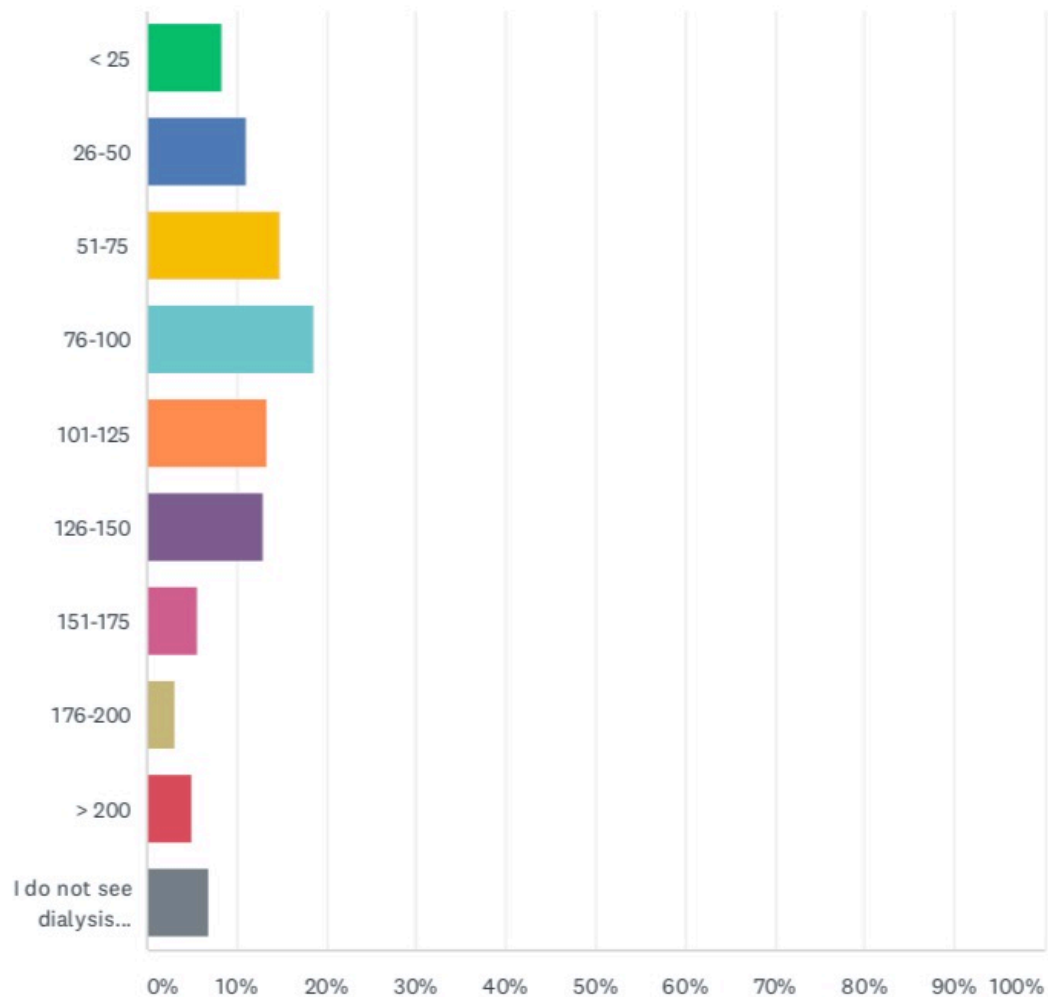






## Average number of dialysis patients you see/week (HD, PD & home):

Answered: 322 Skipped: 0





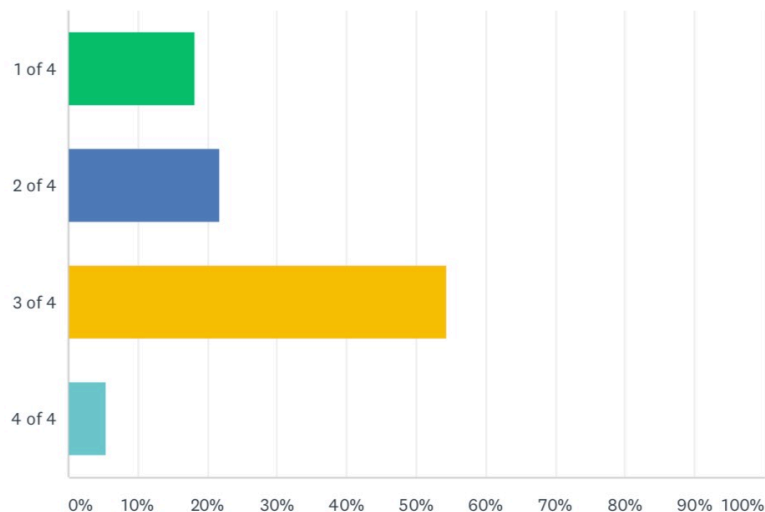
# Dialysis Duties

Weekly rounds	84.97%	260
CMP visits	46.08%	141
Annual H & P	60.13%	184
Protocol management of ESAs or Vitamin D	62.75%	192
Primary care issues	61.76%	189
QI	26.80%	82
Care Plan meetings	43.46%	133
Lead meetings	11.76%	36
Clerical duties, e.g., updating problem lists or medication lists	39.87%	122
Staff in-service	8.50%	26
2728s	9.15%	28
Complete Patient Insurance/Disability/transport forms	34.97%	107
Take call M-F business hours	60.46%	185
Take call after hours and/or weekends	25.82%	79



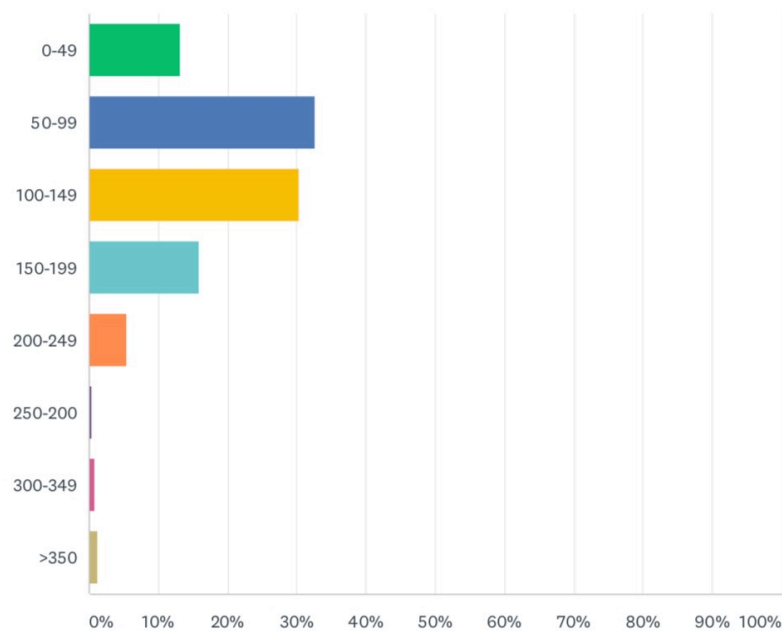
## Average number of MCP visits you provide per patient, per month at your dialysis centers:

Answered: 257 Skipped: 65



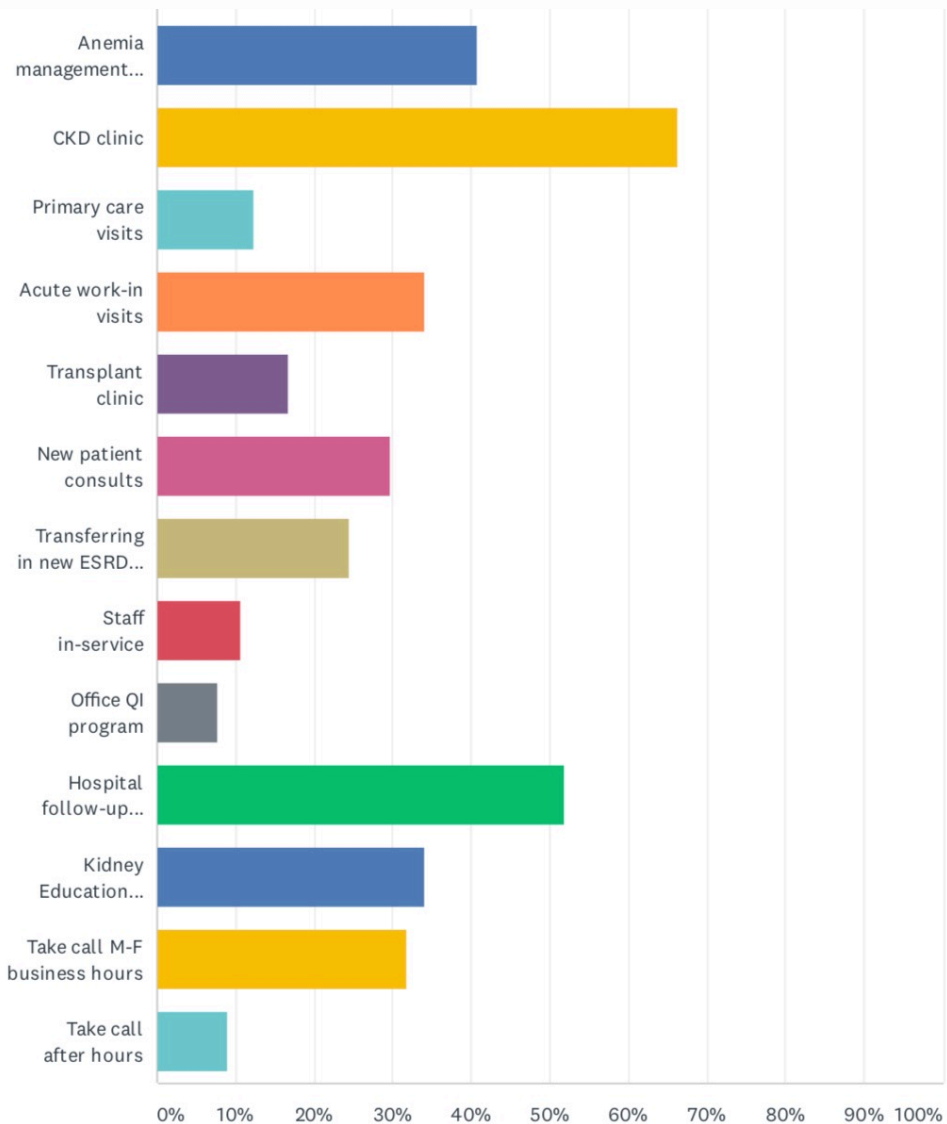
## Average number of Hemodialysis patients you round on per week:

Answered: 257 Skipped: 65





## Office Clinic Duties





## Education Involvement

Classroom teaching of advance practitioners	8.72%	26
Classroom teaching of nursing students and/or nurses	7.05%	21
Educational lectures for clinic or office staff	16.78%	50
Mentor AP students during clinical rotations	28.86%	86
Orient and train new advanced practitioners	28.52%	85
Teach KDE classes	19.80%	59
National Pharma Speaker Bureau	2.35%	7
National Conference Speaker	7.05%	21
Local and/or state conference speaker	10.07%	30

## Administration Duties

Supervise other advanced practitioners	10.40%	31
Supervise clinic staff	8.72%	26
Supervise non clinic staff	3.36%	10
Make work schedules	8.72%	26
Maintain meeting minutes/other similar record keeping	3.69%	11



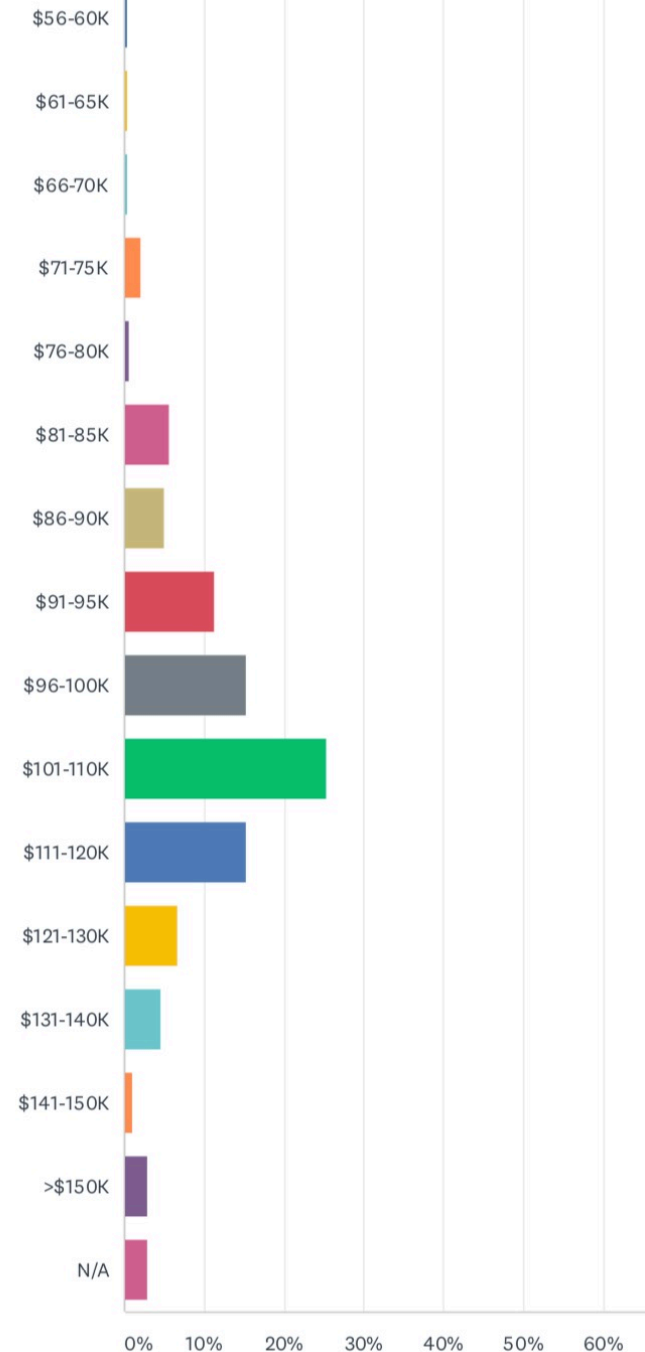
## Salary & Benefits

- 56% have a written contract (86% of those requested by the employer rather than the employee)
  - 12% of those have an automatic salary increase included (set over 1-4 years, 1 year most common)
  - 56% have a non-compete clause
  - 19% of APs had a lawyer review their contract
- Over 50% received a raise in 2019, mostly in the range of 1-3% (60%), some with 4-5% raise (13%)



## Salary & Benefits

- Largest salary range \$101-110,000
- Over 50% of responders had salary within range of \$96-120,000
- Average: \$109,800
  - CNS: \$104,300
  - NP: \$109,200
  - PA: 113,100
- If paid hourly, most paid between \$46-55/hr





## Reasons for raise

Productivity	22.90%	68
Performance/Merit	39.39%	117
RVUs	4.04%	12
Longevity	14.14%	42
To keep you within competitive range with other providers	35.35%	105
No real rhyme or reason	41.75%	124

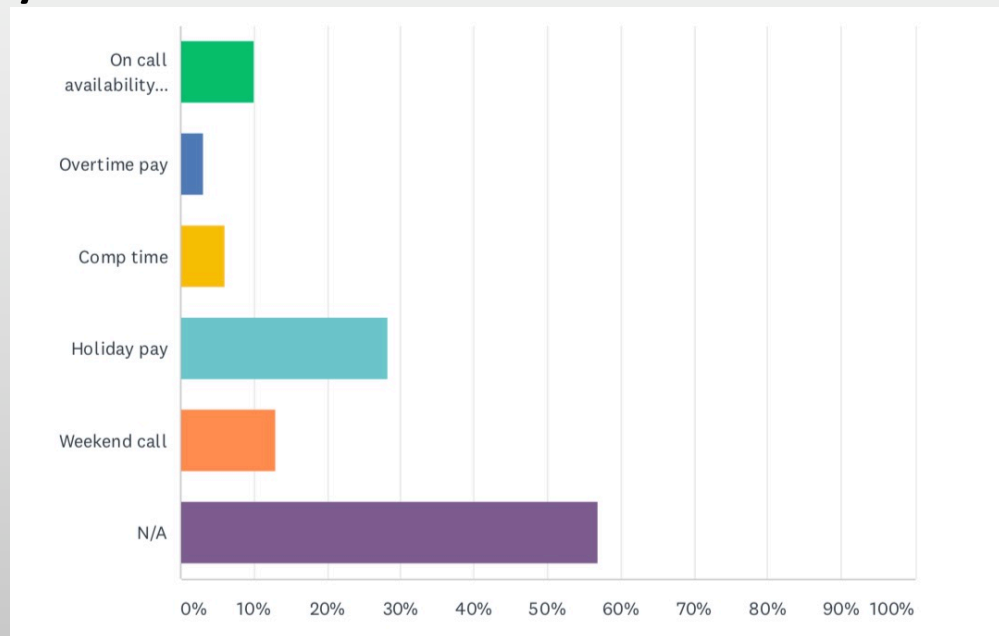
- 25.5% have been told they are at the top of their salary range
- Only 9% have changed positions for more money





## Bonuses/Other Pay

- 43% received a bonus for 2018 which was usually a single-digit percentage of salary
  - Based equally on practice productivity, personal productivity/performance, or some other calculation
- Other Pay Reasons:





## On Call Pay

- Predominantly for after-hours hospital call (79%), dialysis or office call during/after hours each paid for ~20% respondents

## Annual CME Budget:

- Average \$1725
- Usually receive paid days off for CME as well
- 4-5 days off most common (43%)





## Other Benefits

- Majority receive health insurance with varying coverage of part of premium (40%) and self vs family/spouse/partner (18%)
- Slightly over 1/3 receive dental with part of premium paid by employer (18% with family/spouse/partner covered)
  - Same percentages roughly for vision coverage
- 93% of APs receive malpractice coverage by their employer, and another 3% have at least part of the premium covered by employer
- Roughly 2/3 receive short term disability, and slightly fewer (61%) receive long term disability through their employer (with full or partial coverage of premium)
- 71% receive life insurance (with full or partial coverage of premium)

# Retirement

- 401K or 403B

No	9.83%	29
Yes, employer provides	18.98%	56
Yes, employee pays with 1% match	6.44%	19
Yes, employee pays with 2-4% match	45.08%	133
Yes, employee pays with 5-7% match	12.88%	38
Yes, employee pays with 8-10% match	3.73%	11
Yes, employee pays with >10% match	3.05%	9

- Profit Sharing only received by 28%, mostly with 1-3%, max of 7-10%



## Paid Time Off

- Average PTO (total): 26 days
  - Vacation: 20
  - Sick: 11 (Many said “As needed”)
  - Holiday: 5
  - Personal: 1
  - Bereavement: 2 (Many reported “3/death or depending on relationship)



## Other benefits

Cell phone	26.53%	78
Cell phone allowance	29.25%	86
Mileage	64.63%	190
Automobile allowance	4.08%	12
Lab coat	66.33%	195
Laundered lab coat	28.57%	84
Journal subscription	18.71%	55
UpToDate subscription	51.70%	152
Office computer	50.34%	148
Laptop you can take home	47.28%	139
Nameplate on door	27.21%	80
Recertification exam fees	54.76%	161
DEA fee	71.77%	211
State dues	59.18%	174
National AP organization dues	36.05%	106
NKF dues	31.97%	94
I am listed on the practice website	57.82%	170
I am listed on the provider list	47.96%	141



# **Next survey 2022**