

NPs & PAs JOB SATISFACTION

You know that good feeling you get when you think about what you do for a living? That's job satisfaction. So, what contributes to that feeling? Why does it matter?

Job satisfaction among both NPs and PAs remains high since last year's survey.

The major determinants of job satisfaction include autonomy, appropriate pay, having adequate time to interact with patients, collegial support, and opportunities for professional growth.¹⁻³

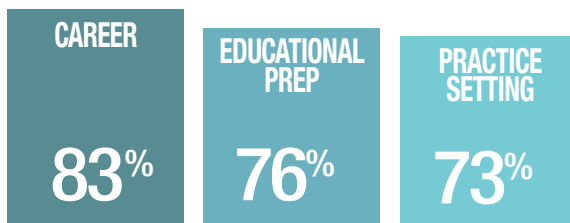
Dissatisfaction—due, for example, to work-life imbalance, adverse working conditions, or threat of malpractice lawsuits—may motivate experienced clinicians to leave their jobs.

Clearly, keeping NPs and PAs engaged and satisfied is key to creating and retaining effective health care teams, resulting in better patient care and lower health care costs.^{1,4}

So, are you interested in discovering ways to increase your career satisfaction? Actively seeking a new position? Looking to hire or retain staff? Check out the following pages for information on pay, benefits, and reasons your peers leave their jobs—broken out by profession and by region.

CHANCE TO DO IT AGAIN

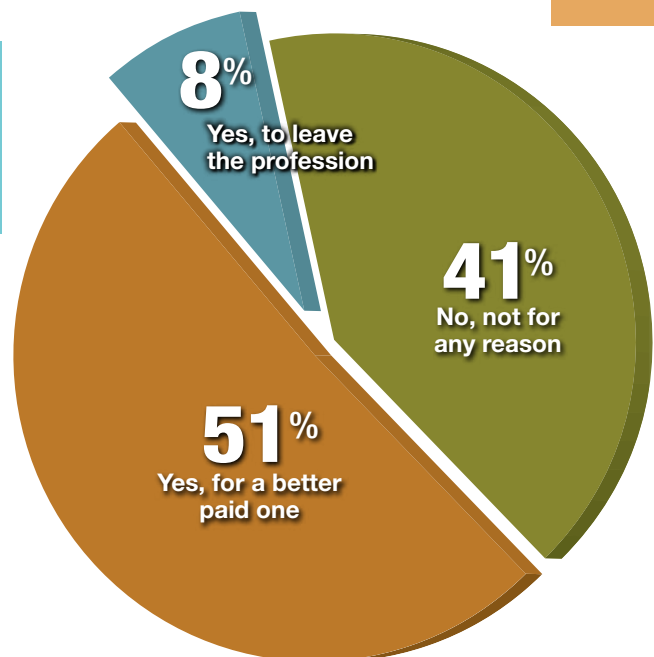
Both groups would choose the same ...



57%

**ARE SATISFIED
MOST OF THE TIME**

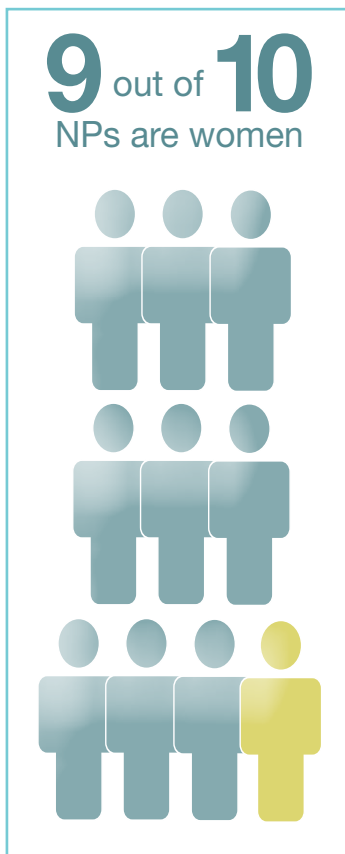
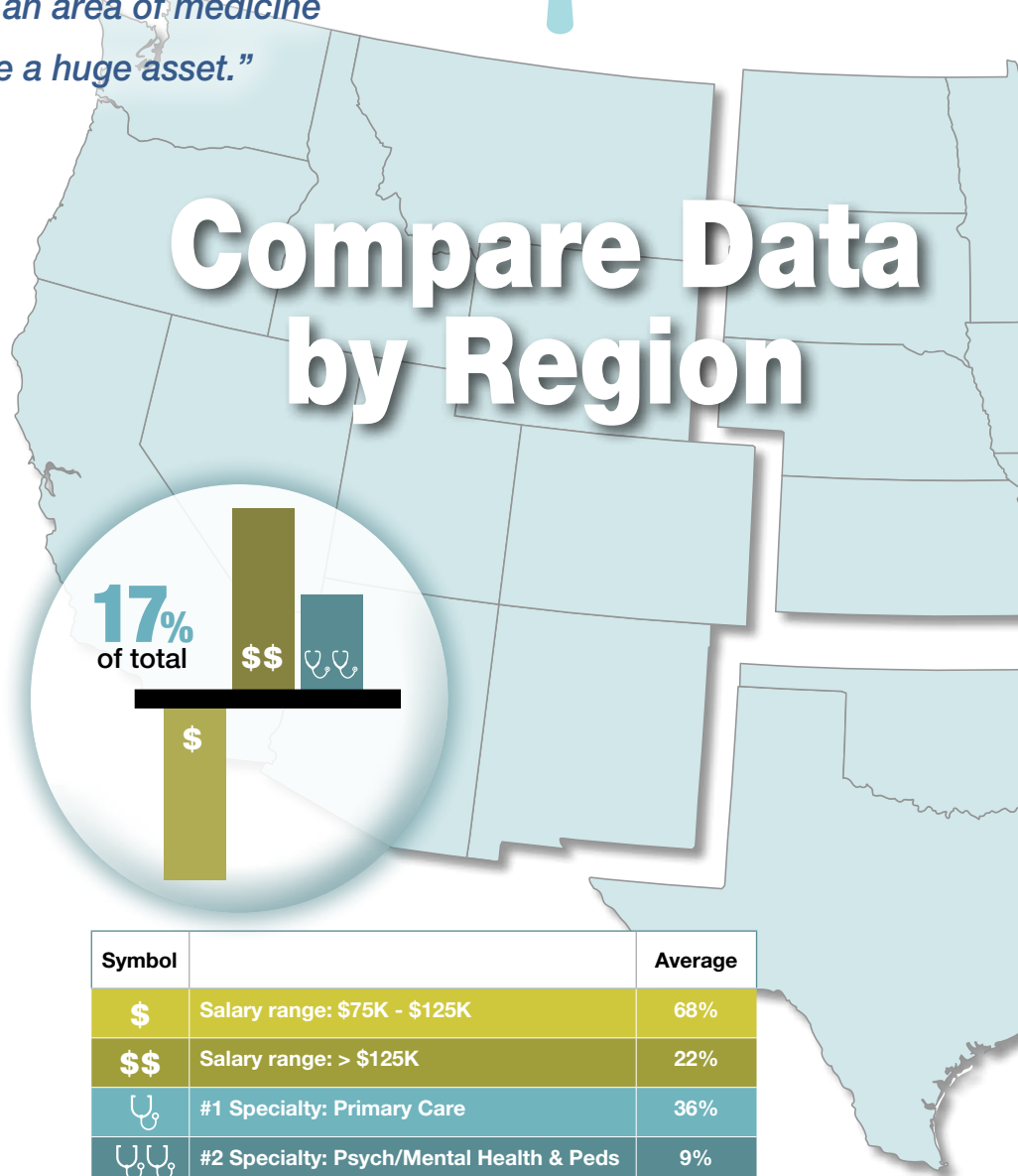
WOULD YOU TAKE A NEW JOB TODAY?



NURSE PRACTITIONER

You love your work and continue to throughout your career. What matters most to you is providing excellent patient care and fostering strong, positive relationships with colleagues—and if you have autonomy in your practice, that’s icing on the cake.¹

“Current **state laws** affect my practice as an NP. Because of **state restrictions**, I’m **not practicing** in an area of medicine where I would be a huge asset.”



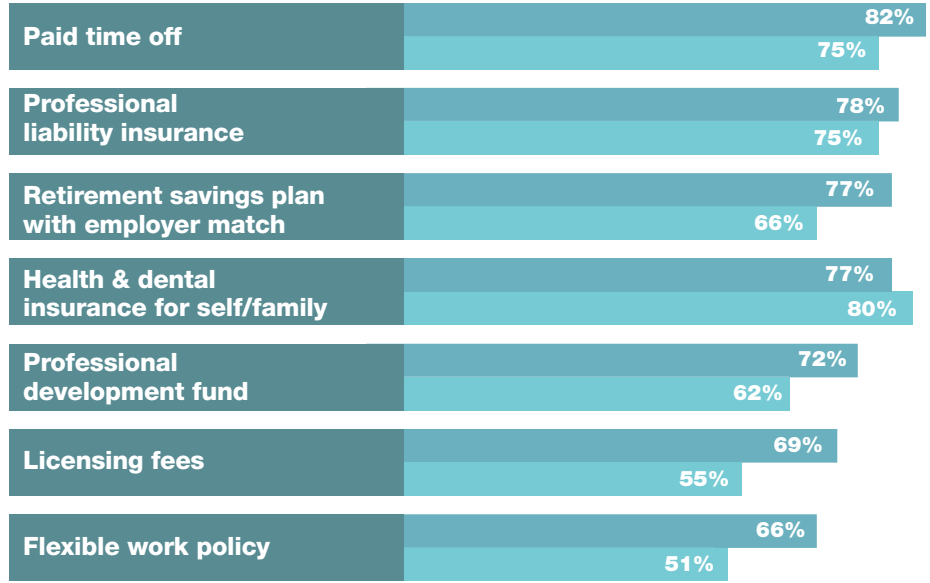
Symbol		Average
\$	Salary range: \$75K - \$125K	68%
\$\$	Salary range: > \$125K	22%
U	#1 Specialty: Primary Care	36%
UU	#2 Specialty: Psych/Mental Health & Peds	9%

Average annual salary: \$108K, with the top 6% earning > \$150K.

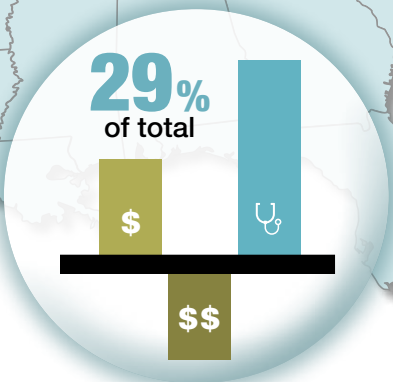
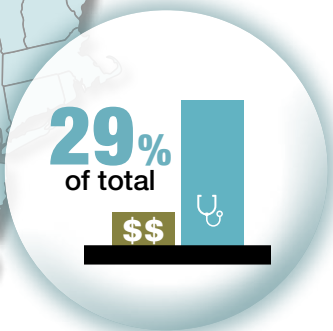
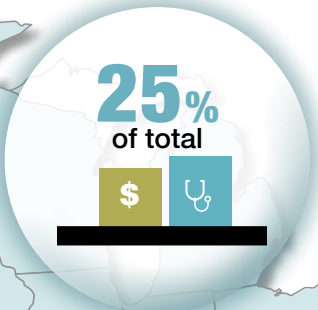
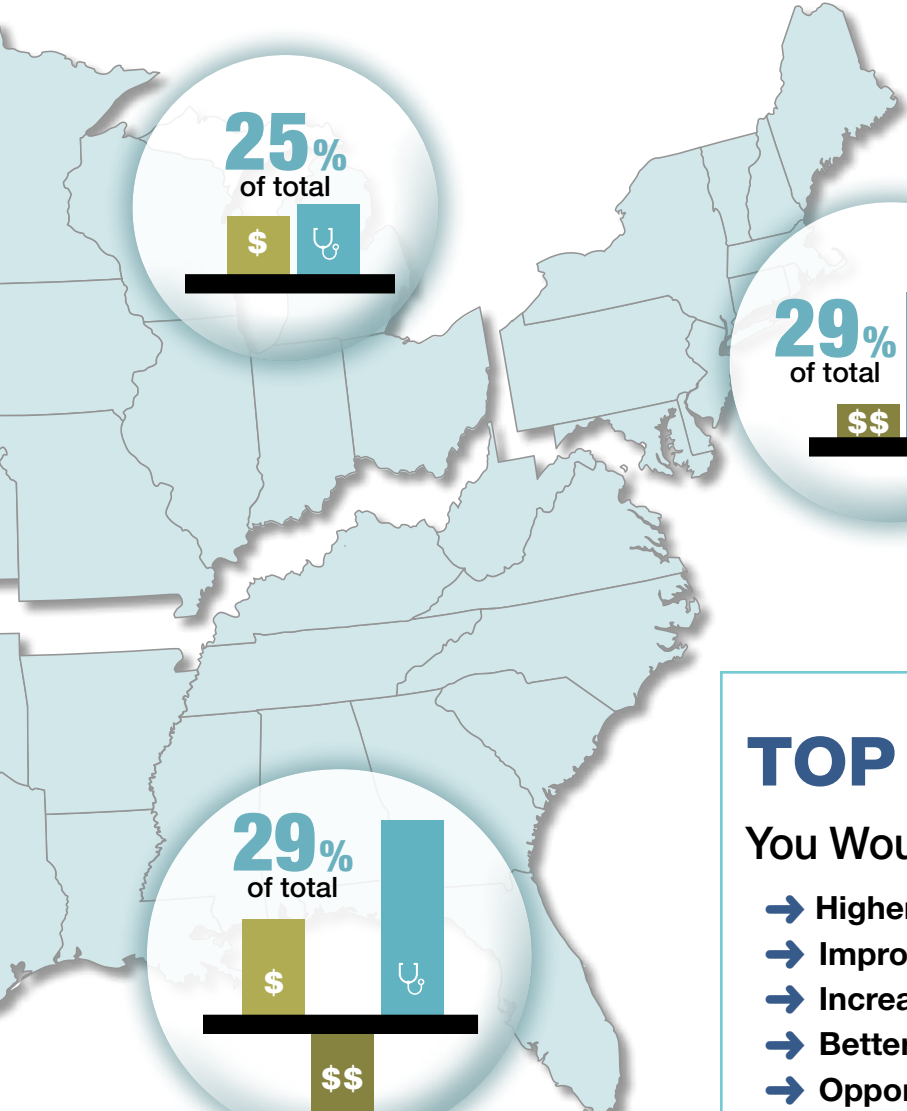
NPs have **changed jobs** an average of **2.5 times** since graduation.



TOP 7 BENEFITS



■ Importance ■ Availability



“[I have] amazing coworkers – we all share in the mission, support each other, and laugh a lot.”

TOP 5 REASONS

You Would Leave for a New Job

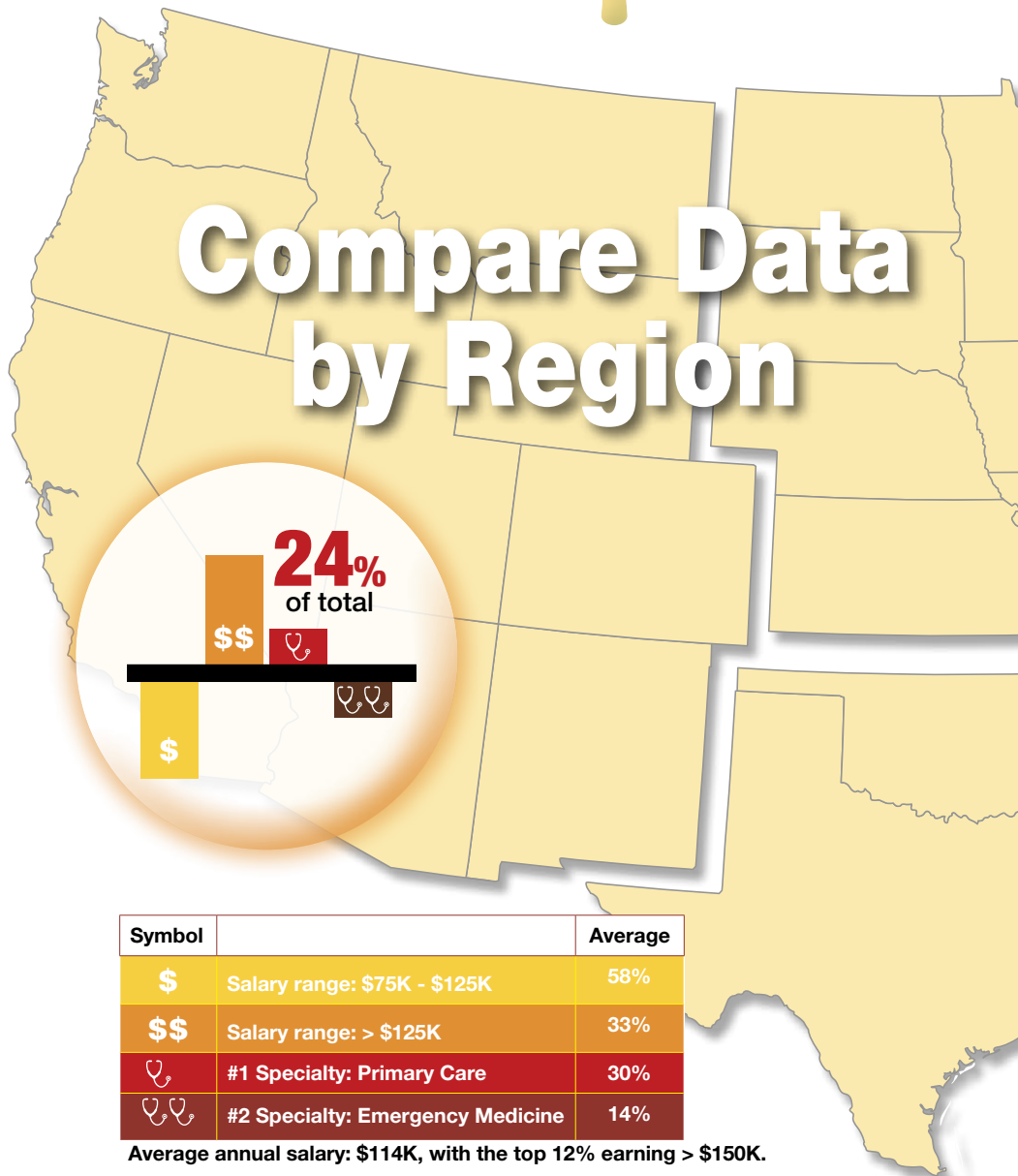
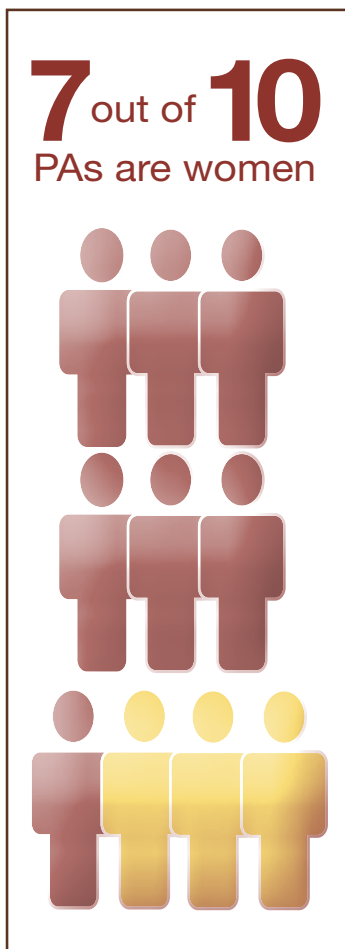
- ➔ Higher salary
- ➔ Improved work-life balance
- ➔ Increased schedule flexibility
- ➔ Better working conditions
- ➔ Opportunities for professional growth



PHYSICIAN ASSISTANT

You have very high job satisfaction—in pay, in feeling that you matter, and in liking what you do—attested by low attrition rates and competitive wages.² You enjoy the flexibility that your profession offers to explore different specialties and regions of the country, allowing you to “follow your bliss.”⁵

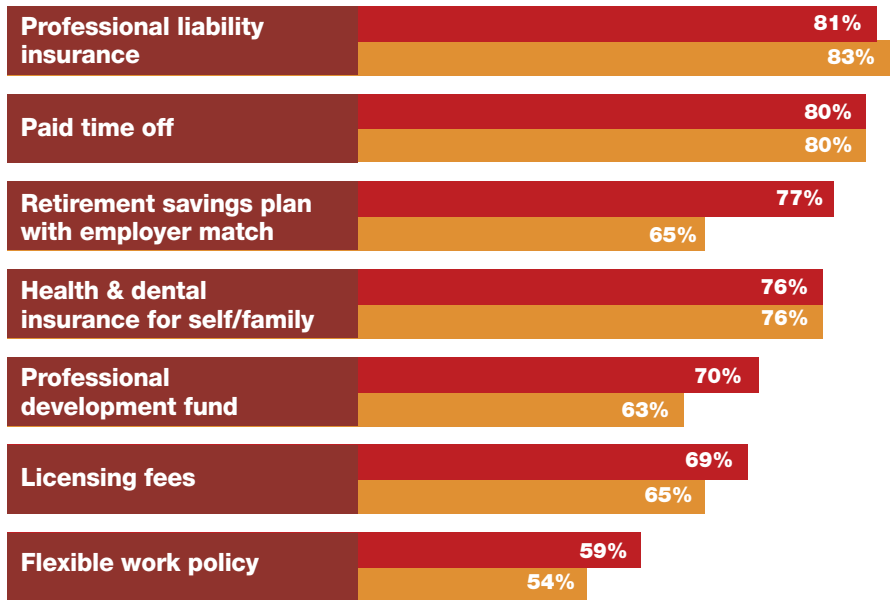
“Location of practice to home—**convenience** affects job satisfaction.”



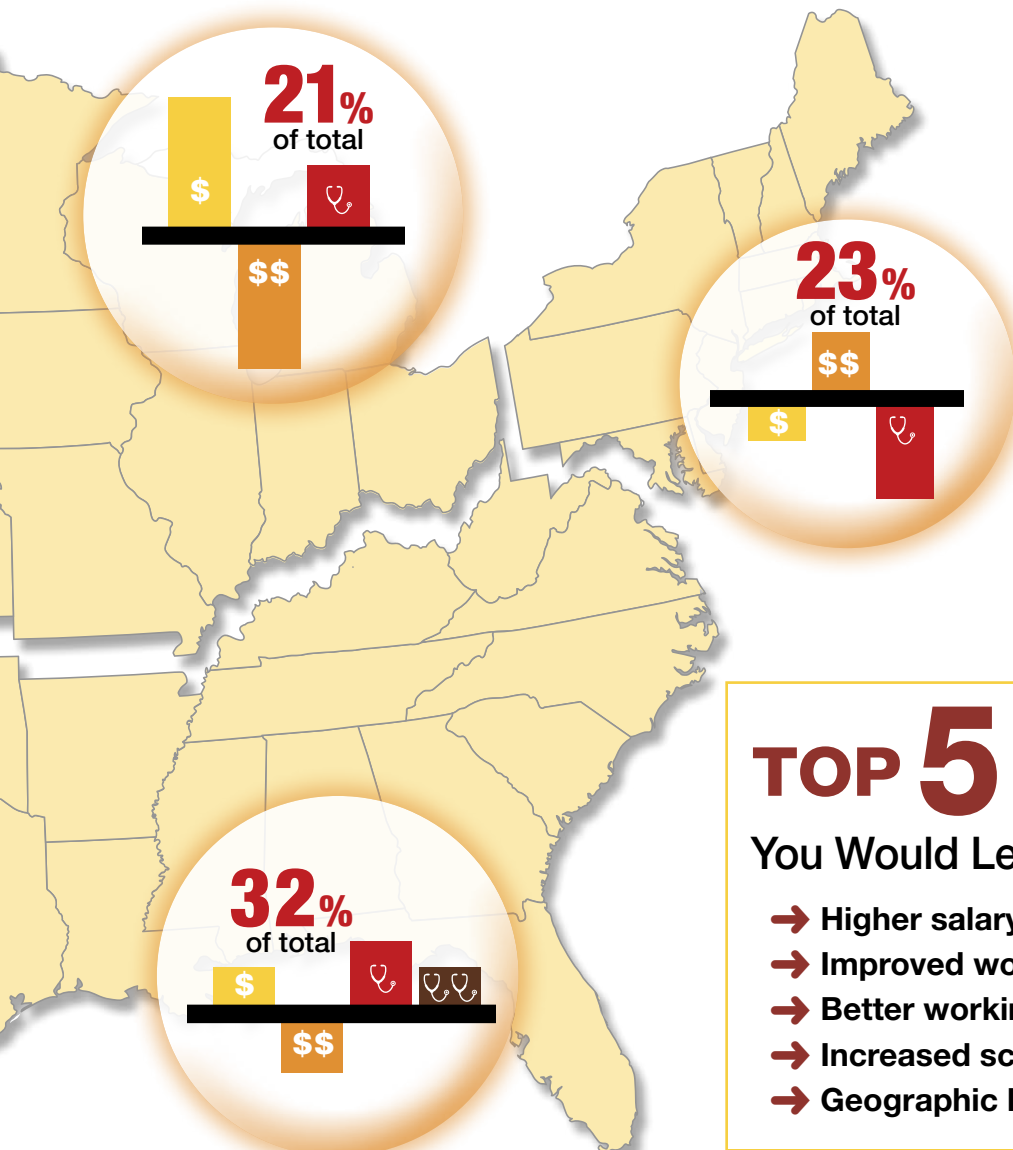
PAs have **changed jobs** an average of **2.7 times** since graduation.



TOP 7 BENEFITS



■ Importance ■ Availability



*"I have had a **great career**, with good **doctors** who groomed me & grew me."*

TOP 5 REASONS

You Would Leave for a New Job

- Higher salary
- Improved work-life balance
- Better working conditions
- Increased schedule flexibility
- Geographic location

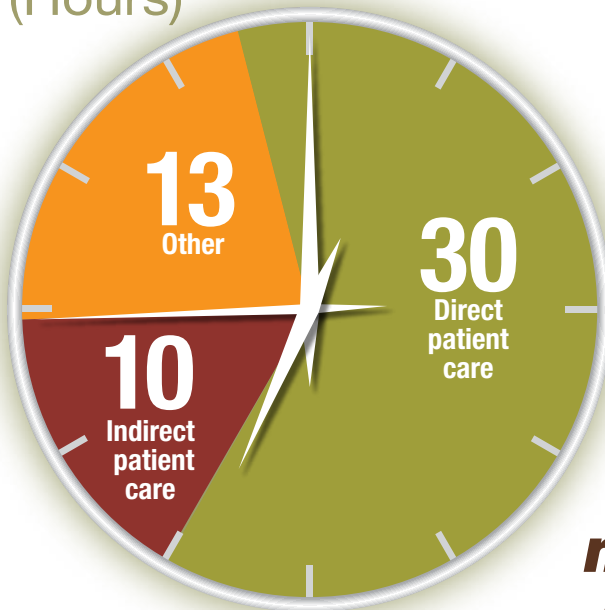


NPs & PAs

WHAT
MAKES
YOU
HAPPIEST?

- 1 Making a difference
- 2 Collegiality and respect
- 3 Quality patient relationships

AVERAGE
WORKWEEK
(Hours)



Did
you
know?

25%

of you receive
zero support for
continuing or higher
medical education

Average reimbursement per year:
NPs, \$1,300 and PAs, \$1,500

Average weeks off:
1.25 wk/y

*“[I wish I had] the autonomy to
make my own hours
and close the office if necessary.”*

METHODOLOGY

Fielded electronically under the *Clinician Reviews* logo, an introductory email letter signed by the Editors-in-Chief invited participation in the online 2nd annual NP/PA Job Satisfaction and Benefits Survey of 32 questions.

The survey was fielded September 14, 2017, 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 \$25 Amazon.com gift certificate.

A total of 969 usable responses—a projectable sample size—were received by October 4, 2017, the final cut-off date.

Of the total respondents, 65% are NPs (630) and 35% are PAs (339), which is proportional to the universe of NPs and PAs.^{a,b}

This summary of results is based on only those respondents who designated their profession as NP or PA.

a. American Association of Nurse Practitioners. NP Fact Sheet. www.aanp.org/all-about-nps/np-fact-sheet. Accessed November 2, 2017.

b. NCCPA. 2016 Statistical Profile of Certified Physician Assistants: an Annual Report of the National Commission on Certification of Physician Assistants. <https://prodcmsstoragesa.blob.core.windows.net/uploads/files/2016StatisticalProfileofCertifiedPhysicianAssistants.pdf>. Accessed November 2, 2017.

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1. Kacel B, Miller M, Norris D. Measurement of nurse practitioner job satisfaction in a midwestern state. *J Assoc Nurse Pract.* 2005;17:27-32.
2. Hooker RS, Kuilman L, Everett CM. Physician assistant job satisfaction: a narrative review of empirical research. *J Physician Assist Educ.* 2015;26(4):176-186.
3. Utrianinen K, Kyngas H. Hospital nurses' job satisfaction: a literature review. *Nurse Manage.* 2009;17:1002-1010.
4. De Milt DG, Fitzpatrick JJ, Sister Rita McNulty. Nurse practitioners' job satisfaction and intent to leave current positions, the nursing profession, and the nurse practitioner role as a direct care provider. *J Am Acad Nurse Pract.* 2011;23:42-50.
5. Levenson E. On the frontlines of primary care, engagement varies. *AthenaInsight.* November 10, 2016. www.athenahealth.com/insight/nurse-practitioner. Accessed November 2, 2017.