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.

57% ARE SATISFIED MOST OF THE TIME

CHANCE TO DO IT AGAIN
Both groups would choose the same …

51% Yes, for a better paid one
8% Yes, to leave the profession
41% No, not for any reason

WOULD YOU TAKE A NEW JOB TODAY?
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.”

9 out of 10 NPs are women

Symbol | Average
--- | ---
$ | Salary range: $75K - $125K | 68%
$$ | Salary range: > $125K | 22%
#1 Specialty: Primary Care | 36%
#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**

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Importance</th>
<th>Availability</th>
</tr>
</thead>
<tbody>
<tr>
<td>Paid time off</td>
<td>25%</td>
<td>82%</td>
</tr>
<tr>
<td>Professional liability insurance</td>
<td>25%</td>
<td>78%</td>
</tr>
<tr>
<td>Retirement savings plan with employer match</td>
<td>25%</td>
<td>77%</td>
</tr>
<tr>
<td>Health &amp; dental insurance for self/family</td>
<td>25%</td>
<td>77%</td>
</tr>
<tr>
<td>Professional development fund</td>
<td>25%</td>
<td>72%</td>
</tr>
<tr>
<td>Licensing fees</td>
<td>25%</td>
<td>69%</td>
</tr>
<tr>
<td>Flexible work policy</td>
<td>25%</td>
<td>66%</td>
</tr>
</tbody>
</table>

"[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.”

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

7 out of 10 PAs are women

Average annual salary: $114K, with the top 12% earning > $150K.

Symbol | Average |
--- | --- |
$ | Salary range: $75K - $125K | 58% |
$$ | Salary range: > $125K | 33% |
#1 Specialty | #1 Specialty: Primary Care | 30% |
#2 Specialty | #2 Specialty: Emergency Medicine | 14% |

Bachelor’s and/or Master’s
PAs have changed jobs an average of 2.7 times since graduation.

“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
**What Makes You Happiest?**

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

**Average Workweek (Hours)**

- Direct patient care: 30
- Indirect patient care: 10
- Other: 13

**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.


**References**