

Is the RVU an Effective Measure of the Productivity of Nurse Practitioners?

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Abstract:

Background & Significance: Specialized Nurse Practitioners (NPs) in pediatrics and surgery are pivotal in addressing the challenges of an expanding global population and surging healthcare demands. Despite their significance, their performance evaluation is often tied to the narrow confines of the Relative Value Units (RVUs) billing mechanism.

Purpose: To analyze the factors influencing RVUs and evaluate existing metrics for NP productivity, focusing on pediatrics and surgery. The study seeks to introduce a compensation methodology that effectively measures NP's impact in these specialized areas.

Problem Statement: Current compensation models, including RVUs and other alternatives, must encapsulate the full spectrum of NP duties. There's a pressing need to amplify the recognition of administrative roles and value-driven contributions.

Methods: This study investigates the roles of NPs in surgery and pediatrics to pinpoint tasks deserving of compensation. It analyzes RVUs and contemporary models, sourcing data from interviews and observational studies. Additionally, the research compares analogous medical fields and professionals to set a fair compensation baseline for NPs. Further details on measurement tools and sample specifics will be elaborated upon in the main study.

Results: Initial results from the study shed light on notable deficiencies in the prevailing compensation models. Specifically, these models often need to pay more attention to the administrative responsibilities that NPs shoulder and their contributions that add significant value to patient care and the broader healthcare system.

Discussion/Conclusions: A precise NP compensation methodology must acknowledge and reward their diverse contributions. Such a framework ensures fair compensation for specialized roles, enhancing patient care quality. Future research should refine this framework and gather more data to validate its efficacy, propelling the role of NPs in healthcare.

Keywords: relative value units; nonrelative value units productivity; compensation models

