



American College of  
Emergency Physicians®

ADVANCING EMERGENCY CARE 

# POLICY STATEMENT

Approved October 2020

## *Emergency Physician Compensation Transparency*

Originally approved  
October 2020

The American College of Emergency Physicians (ACEP) believes that emergency physician compensation can vary substantially based on employment arrangements, but physicians doing comparable work should receive comparable compensation. To that end:

- Emergency physician compensation should be based on transparent and accessible benchmarks and can reflect a mixture of inputs such as:
  - Clinical productivity, including patient volume and complexity
  - The need to provide on-site physician availability around the clock
  - The administration, supervision, and teaching requirements of a particular position
  - Academic productivity
  - Years of experience
  - Board certification status
- Compensation should be reviewed regularly for evidence that it is free of bias against an individual based on their race, gender, age, or other federally protected classes.
- Emergency physicians should receive benefits packages that are commensurate with other similar practice environments within similar geographic regions.
- Emergency physicians should have access to the necessary information to make an adequate compensation assessment.