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## How Medicare Work RVU Changes Affect Physician Compensation

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By Nina Youngstrom

In 2021, CMS implemented its changes to work relative value units (RVUs), which have implications for the fair market value of productivity-based compensation (see story, p. 1),<sup>[1]</sup> said Anna Brewer, a partner of JTaylor in Texas. The value of work RVUs dramatically increased for office and outpatient evaluation and management services (CPT codes 99203-99205 and 99212-99215), while Medicare reimbursement will decline for some specialties, such as hospital-based physicians. The charts below show the effect of the work RVU and conversion factor changes on two types of physicians and the changes in work RVUs for some office/outpatient codes, according to Brewer. Contact her at [abrewer@jtaylor.com](mailto:abrewer@jtaylor.com).

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