

# Report on Medicare Compliance Volume 32, Number 4. January 30, 2023

## New Data on Compliance Budgets and Staffing

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Here are some of the results from the new Healthcare Industry Compliance Staffing and Budget Benchmarking and Guidance Survey published by the Health Care Compliance Association.<sup>[1]</sup>

### Survey Data

Most firms in the health care industry with revenues under \$500 million have 1-5 employees in their compliance group. Compliance staff size ramps up dramatically above that revenue level; in fact, a majority of firms with revenues of \$3 billion or more have more than 20 employees in compliance.

	EMPLOYEES IN COMPLIANCE GROUP						
	1	2 to 5	6 to 10	11 to 15	16 to 20	21 to 50	More than 50
Less than \$5 million	39%	30%	12%	8%	2%	3%	5%
\$5 million to less than \$15 million	26%	47%	15%	4%	3%	3%	1%
\$15 million to less than \$30 million	25%	47%	15%	5%	3%	3%	1%
\$30 million to less than \$50 million	32%	38%	17%	5%	1%	3%	4%
\$50 million to less than \$100 million	18%	46%	18%	8%	5%	2%	3%
\$100 million to less than \$500 million	14%	50%	17%	11%	4%	4%	0%
\$500 million to less than \$1 billion	4%	40%	19%	11%	6%	15%	6%

\$1 billion to less than \$3 billion	0%	24%	25%	16%	18%	11%	5%
\$3 billion or more	4%	10%	9%	9%	13%	25%	30%

#### By Revenue of Organization as a Whole

That general pattern is the same when we look at the number of compliance employees by the revenues for just those portions of the organization the compliance team serves. Specifically, majorities of organizations with compliance-reliant revenues under \$500 million have compliance teams made up of 5 or fewer employees, while 56% of firms with \$3 billion plus in revenues have teams of more than 20 employees.

	EMPLOYEES IN COMPLIANCE GROUP						
	1	2 to 5	6 to 10	11 to 15	16 to 20	21 to 50	More than 50
Less than \$5 million	28%	34%	13%	10%	3%	4%	8%
\$5 million to less than \$15 million	24%	45%	14%	6%	3%	4%	3%
\$15 million to less than \$30 million	25%	48%	13%	3%	4%	6%	0%
\$30 million to less than \$50 million	34%	41%	11%	9%	0%	1%	4%
\$50 million to less than \$100 million	17%	46%	20%	6%	6%	2%	4%
\$100 million to less than \$500 million	15%	51%	17%	8%	2%	4%	3%
\$500 million to less than \$1 billion	4%	38%	22%	11%	5%	16%	4%
\$1 billion to less than \$3 billion	1%	20%	25%	15%	20%	12%	7%

\$3 billion or more	0%	4%	11%	12%	17%	28%	28%
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#### By Revenue of Portion of Organization Compliance Group Serves

In general, we see a big shift in the size of compliance teams once firms hit 5,000 employees overall. Below that level, most firms have 1–5 member compliance groups. For firms with 5,000–9,999 employees, most have 2–10 employee teams. Another shift occurs at 10,000 employees: from 10,000 to 29,999, most have teams of 6–20 employees, while for the most part, firms with 30,000 or more employees tend to have compliance groups of 20+ members. Note: nearly 6 in 10 firms with 100,000 or more employees overall have a compliance team with more than 50 members.

	EMPLOYEES IN COMPLIANCE GROUP						
	1	2 to 5	6 to 10	11 to 15	16 to 20	21 to 50	More than 50
Less than 100	47%	39%	5%	0%	0%	5%	3%
100–249	48%	44%	4%	1%	0%	1%	1%
250–499	35%	46%	8%	4%	1%	0%	6%
500–999	29%	51%	13%	4%	1%	1%	1%
1,000–1,999	10%	54%	21%	9%	1%	3%	1%
2,000–2,999	18%	53%	16%	3%	4%	6%	0%
3,000–4,999	13%	49%	18%	8%	4%	6%	3%
5,000–7,499	3%	39%	29%	19%	7%	9%	0%
7,500–9,999	0%	22%	37%	15%	15%	12%	0%

10,000–14,999	2%	18%	23%	24%	21%	8%	5%
15,000–19,999	3%	13%	31%	19%	19%	16%	0%
20,000–29,999	3%	11%	19%	19%	22%	22%	5%
30,000–49,999	3%	19%	5%	5%	16%	43%	8%
50,000–74,999	8%	8%	17%	8%	13%	17%	29%
75,000–99,999	0%	12%	24%	6%	6%	35%	18%
100,000 or more	7%	11%	4%	4%	7%	9%	58%

By Employees in Organization as a whole

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