



Information Update

Sharing data to enhance your knowledge of the PA profession

AAPA Physician Assistant Census Results: Fringe Benefits

Each year AAPA conducts a census survey of physician assistants (PAs) to collect information on the profession. The following information, taken from the 2004 AAPA Physician Assistant Census Survey of PAs who work 32 or more hours per week and who are not self-employed, summarizes the employment benefits PAs receive.

CME Funding

One of the benefits that most employers provide PAs is funding for continuing medical education (CME). An analysis of data from the 2004 AAPA Physician Assistant Census Survey indicates that 88 percent of PAs receive CME funding from their primary employer. The mean amount of CME funds available in 2004 for PAs who receive CME funds from their primary employer is \$1,559 (standard deviation=\$791); the median is \$1,500.

Annual Paid Leave

Data regarding leave were not collected in the 2004 AAPA Physician Assistant Census Survey. According to the 2003 AAPA Physician Assistant Census Survey, most PAs are offered paid leave for vacation (98%), illness (77%), and CME (85%) by their primary employers. The mean number of days offered per year for these types of leave are 18, 10, and 6, respectively. (See Table 1.)

Table 1. Annual Days of Paid Vacation, Sick, and CME Leave Offered to PAs by Primary Employer

Description	Mean	Median	Standard Deviation
Annual Days of Paid Vacation Leave (n= 11,504)	18	16	6.5
Annual Days of Paid Sick Leave (n= 7,166)	10	9	6.5
Annual Days of Paid CME Leave (n= 8,506)	6	5	2.5

Other Fringe Benefits

Analysis of data from the 2004 AAPA Physician Assistant Census Survey indicates that professional liability insurance is the most commonly reimbursed fringe benefit for PAs and it is almost universally reimbursed between 95-100 percent. (See Table 2.)

Table 2. Percentage of PAs Receiving Specified Fringe Benefits

Description	Benefit Reimbursed by Employer			Benefit Not Reimbursed
	95-100% by Employer	50-94% by Employer	1-49% by Employer	
Professional Liability Insurance (n=13,415)	97%	1%	0%	2%
Individual Health Insurance (n=12,514)	50%	35%	6%	8%
Family Health Insurance (n=9,593)	27%	35%	10%	28%
Dental Insurance (n=11,723)	32%	31%	9%	29%
Disability Insurance (n=11,285)	45%	17%	7%	31%
Term Life Insurance (n=10,719)	41%	14%	9%	36%
Pension/Retirement Fund (n=11,858)	25%	21%	35%	19%
State License Fees (n=12,824)	71%	1%	1%	27%
DEA Registration Fees (n=10,321)	75%	1%	1%	24%
NCCPA Fees (n=12,719)	63%	1%	1%	35%
AAPA Dues (n=12,701)	63%	1%	1%	35%
State PA Chapter Dues (n=11,802)	56%	1%	1%	42%
AAPA Annual Conference Fees (n=11,162)	58%	8%	4%	30%
Credentialing Fees (n=11,953)	73%	2%	1%	23%

Further analysis of these data reveals large differences between the benefit packages of PAs who receive an hourly wage when compared to PAs who are salaried. Disproportionately more PAs who receive salaries than PAs who receive an hourly wage are reimbursed 95-100 percent of the cost of state license fees, DEA registration fees, NCCPA fees, AAPA dues, state PA chapter dues, AAPA annual conference fees, and credentialing fees. (See Tables 3 and 4.)

Table 3. Percentage of Salaried PAs Receiving Specified Fringe Benefits

Description	Benefit Reimbursed by Employer			Benefit Not Reimbursed
	95-100% by Employer	50-94% by Employer	1-49% by Employer	
Professional Liability Insurance (n=10,827)	98%	1%	0%	1%
Individual Health Insurance (n=10,160)	52%	35%	6%	7%
Family Health Insurance (n=7,690)	27%	36%	10%	27%
Dental Insurance (n=9,481)	32%	31%	9%	28%
Disability Insurance (n=9,122)	46%	17%	7%	30%
Term Life Insurance (n=8,694)	43%	14%	8%	34%
Pension/Retirement Fund (n=9,601)	26%	21%	36%	17%
State License Fees (n=10,454)	75%	1%	1%	23%
DEA Registration Fees (n=8,328)	78%	1%	0%	20%
NCCPA Fees (n=10,369)	67%	1%	1%	31%
AAPA Dues (n=10,367)	67%	1%	1%	31%
State PA Chapter Dues (n=9,601)	60%	2%	1%	38%
AAPA Annual Conference Fees (n=9,052)	62%	8%	4%	27%
Credentialing Fees (n=9,735)	76%	2%	1%	20%

Table 4. Percentage of Hourly PAs Receiving Specified Fringe Benefits

Description	Benefit Reimbursed by Employer			Benefit Not Reimbursed
	95-100% by Employer	50-94% by Employer	1-49% by Employer	
Professional Liability Insurance (n=2,263)	97%	1%	0%	2%
Individual Health Insurance (n=2,043)	44%	34%	7%	15%
Family Health Insurance (n=1,647)	25%	32%	10%	33%
Dental Insurance (n=1,971)	28%	31%	9%	32%
Disability Insurance (n=1,903)	38%	19%	9%	34%
Term Life Insurance (n=1,783)	36%	14%	10%	41%
Pension/Retirement Fund (n=1,983)	22%	18%	34%	25%
State License Fees (n=2,074)	54%	2%	1%	44%
DEA Registration Fees (n=1,736)	59%	1%	1%	39%
NCCPA Fees (n=2,046)	46%	1%	1%	52%
AAPA Dues (n=2,035)	45%	1%	1%	53%
State PA Chapter Dues (n=1,914)	38%	1%	1%	60%
AAPA Annual Conference Fees (n=1,842)	40%	8%	5%	47%
Credentialing Fees (n=1,927)	60%	3%	2%	36%