



## 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 and 2005 AAPA Physician Assistant Census Surveys, summarizes some of the employment benefits received by PAs who work 32 or more hours per week for their primary employer and who are not self-employed.

#### Annual Paid Leave

The majority respondents to the 2005 AAPA Census (81%) reported that they accrue paid leave for distinct categories (e.g., vacation, sick, etc), 11 percent receive a lump sum of paid leave, and eight percent reported that they do not receive paid leave from their primary employer. Most of those who receive distinct categories of paid leave are offered paid leave for vacation (99%), illness (83%), and CME (85%). The mean number of days offered per year for these types of leave are 17, 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) | 17   | 15     | 6.6                |
| Annual Days of Paid Sick Leave (n= 7,166)      | 10   | 9      | 7.6                |
| Annual Days of Paid CME Leave (n= 8,506)       | 6    | 5      | 2.3                |

#### Funding for Continuing Medical Education

Data regarding funding for continuing medical education (CME) were not collected in the 2005 AAPA Physician Assistant Census Survey. According to the 2004 AAPA Physician Assistant Census Survey, the vast majority (88%) of PAs received CME funding from their primary employer. The mean amount of CME funds available in 2004 for PAs who received CME funds from their primary employer was \$1,559 (standard deviation=\$791, median=\$1,500).

#### 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%                    |