



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 2007 and 2006 AAPA Physician Assistant Census Surveys, summarizes the employment benefits received by full-time PAs who are not self-employed.

Annual Paid Leave

According to the 2007 AAPA Physician Assistant Census Survey, the majority of respondents reported that they accrue paid leave for distinct purposes (e.g., vacation, sick leave, etc), while others receive a lump sum of paid leave to be used as they determine. For those who receive paid time off in distinct categories, the mean number of days per year for paid vacation, sick leave, and CME leave is 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	Standard Deviation	Median	Mode
Annual Days of Paid Vacation Leave (n=14,057)	18	6.8	15	15
Less than 1 year in current position (n=3,015)	15	6.1	15	10
1 year in current position (n=1,604)	16	6.2	15	15
2 years in current position (n=1,943)	17	6.4	15	15
3 years in current position (n=1,373)	17	6.7	15	15
4 years in current position (n=921)	18	6.8	16	15
5 years in current position (n=904)	18	6.3	18	15
6 years in current position (n=713)	19	6.5	20	20
7 years in current position (n=566)	19	6.0	20	20
8 years in current position (n=392)	20	6.6	20	20
9 years in current position (n=295)	20	6.6	20	20
10 or more years in current position (n=2,249)	22	6.5	20	20
Annual Days of Paid Sick Leave (n=9,216)	10	6.9	9	5
Annual Days of Paid CME Leave (n=11,942)	6	2.3	5	5

CME Funding

One of the benefits that most employers provide PAs is funding for continuing medical education (CME). An analysis of data from the 2006 AAPA Physician Assistant Census Survey indicates that 91 percent of PAs receive CME funding from their primary employer. The mean amount of CME funds available in 2006 for PAs who receive CME funds from their primary employer is \$1,654 (standard deviation=\$900); the median is \$1,500.

Other Fringe Benefits

Analysis of data from the 2006 Census found 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=16,595)	98%	1%	0%	2%
Individual Health Insurance (n=15,325)	48%	36%	7%	9%
Family Health Insurance (n=11,638)	25%	36%	11%	29%
Dental Insurance (n=14,625)	31%	31%	10%	28%
Disability Insurance (n=14,317)	44%	18%	8%	31%
Term Life Insurance (n=13,597)	41%	15%	10%	35%
Pension/Retirement Fund (n=15,079)	23%	21%	39%	17%
State License Fees (n=16,148)	73%	2%	1%	24%
DEA Registration Fees (n=13,667)	78%	1%	1%	20%
NCCPA Fees (n=16,043)	65%	2%	1%	33%
AAPA Dues (n=15,793)	64%	2%	1%	33%
State PA Chapter Dues (n=14,444)	57%	2%	1%	41%
Specialty Organization Dues (n=11,571)	46%	2%	1%	50%
AAPA Annual Conference Fees (n=13,973)	57%	8%	4%	30%
Credentialing Fees (n=15,312)	75%	2%	1%	21%

*Percentages may not sum to 100 due to rounding

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, Specialty Organization Fees, 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=13,192)	98%	1%	0%	1%
Individual Health Insurance (n=12,231)	50%	36%	7%	7%
Family Health Insurance (n=9,188)	25%	36%	11%	28%
Dental Insurance (n=11,596)	31%	32%	10%	27%
Disability Insurance (n=11,369)	45%	18%	7%	30%
Term Life Insurance (n=10,816)	42%	15%	10%	34%
Pension/Retirement Fund (n=12,017)	24%	21%	39%	16%
State License Fees (n=12,924)	77%	2%	1%	21%
DEA Registration Fees (n=10,835)	81%	1%	1%	17%
NCCPA Fees (n=12,839)	69%	2%	1%	29%
AAPA Dues (n=12,659)	68%	2%	1%	29%
State PA Chapter Dues (n=11,521)	61%	2%	1%	37%
Specialty Organization Dues (n=9,153)	50%	2%	1%	46%
AAPA Annual Conference Fees (n=11,154)	61%	8%	4%	27%
Credentialing Fees (n=12,264)	78%	2%	1%	18%

*Percentages may not sum to 100 due to rounding.

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=2,967)	97%	1%	0%	2%
Individual Health Insurance (n=2,694)	42%	35%	8%	15%
Family Health Insurance (n=2,139)	23%	34%	11%	32%
Dental Insurance (n=2,641)	31%	30%	10%	30%
Disability Insurance (n=2,574)	40%	18%	9%	33%
Term Life Insurance (n=2,414)	37%	14%	10%	39%
Pension/Retirement Fund (n=2,669)	21%	19%	36%	24%
State License Fees (n=2,801)	57%	2%	1%	39%
DEA Registration Fees (n=2,448)	64%	2%	1%	33%
NCCPA Fees (n=2,780)	48%	2%	1%	49%
AAPA Dues (n=2,713)	47%	2%	1%	50%
State PA Chapter Dues (n=2,534)	40%	2%	1%	57%
Specialty Organization Dues (n=2,110)	31%	2%	1%	66%
AAPA Annual Conference Fees (n=2,461)	41%	9%	5%	44%
Credentialing Fees (n=2,648)	63%	3%	2%	33%

*Percentages may not sum to 100 due to rounding.