



Information Update

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Types of Compensation Received by Physician Assistants in Medical Oncology from their Primary Employers in 2007

Methodology

As part of the 2007 AAPA Physician Assistant Census, respondents were asked to report the amount of money they expected to receive in 2007 for the following ten compensations types:

1. Base pay (salary or hourly wage)
2. Surgical assisting fees
3. Overtime pay
4. Shift differential
5. Administrative pay
6. Pay for on-call availability
7. Pay for on-call services/events
8. Bonus not based on productivity/performance
9. Bonus based on productivity/performance of practice
10. Bonus based on your own productivity/performance

We calculated the proportion of total income represented by base pay (salary or hourly wage) received by each respondent. This calculation involved dividing the amount of base pay received by the sum of all compensation types for each respondent.

For each of the other compensation types for which data were collected, we computed the number and percentage of respondents who received various amounts of each. Specifically, we classified this information in the following categories:

- Do not receive
- Receive less than \$1,000
- Receive between \$1,000 and \$5,000
- Receive between \$5,000 and \$10,000
- Receive more than \$10,000

Results

In the tables that follow, we report the mean, standard deviation, and percentile distribution of the proportion of total income represented by base pay. We also report the number and percent distribution of respondents who received various amounts of each specific compensation type. All statistics are reported by years of experience as a PA.

Table 1: Percentage of Total Income Represented by Base Pay for PAs in Medical Oncology in Cohorts Defined by Years of Experience*

	Less than one year	1 - 3 years	4 - 7 years	7 or more years	Total
Respondents	41	71	99	89	300
Mean	98%	97%	97%	97%	97%
Std dev	4%	4%	8%	5%	6%
10th p-tile	91%	89%	92%	90%	91%
25th p-tile	96%	96%	98%	96%	96%
Median	100%	100%	100%	100%	100%
75th p-tile	100%	100%	100%	100%	100%
90th p-tile	100%	100%	100%	100%	100%

Total income calculated by summing all compensation types (value of fringe benefits excluded).

Table 2: Number and Percent Distribution of Respondents in Medical Oncology Receiving Surgical Assisting Fees in Cohorts Defined by Years of Experience*

	Less than one year		1 - 3 years		4 - 7 years		7 or more years		Total	
	Respondents	Percent	Respondents	Percent	Respondents	Percent	Respondents	Percent	Respondents	Percent
Respondents	41	100%	71	100%	99	100%	89	100%	300	100%
Do not receive	41	100%	71	100%	99	100%	89	100%	300	100%

Table 3: Number and Percent Distribution of Respondents in Medical Oncology Receiving Overtime Pay in Cohorts Defined by Years of Experience*

	Less than one year		1 - 3 years		4 - 7 years		7 or more years		Total	
	Respondents	Percent	Respondents	Percent	Respondents	Percent	Respondents	Percent	Respondents	Percent
Respondents	41	100%	71	100%	99	100%	89	100%	300	100%
Do not receive	41	100%	67	94%	95	96%	85	96%	288	96%
Receive Less than \$1,000			1	1%	2	2%	1	1%	4	1%
Receive between \$1,000 and \$5,000			3	4%			3	3%	6	2%
Receive between \$5,000 and \$10,000					1	1%			1	0%
Receive more than \$10,000					1	1%			1	0%

Table 4: Number and Percent Distribution of Respondents in Medical Oncology Receiving Shift Differential in Cohorts Defined by Years of Experience*

	Less than one year		1 - 3 years		4 - 7 years		7 or more years		Total	
	Respondents	Percent	Respondents	Percent	Respondents	Percent	Respondents	Percent	Respondents	Percent
Respondents	41	100%	71	100%	99	100%	89	100%	300	100%
Do not receive	41	100%	70	99%	98	99%	89	100%	298	99%
Receive Less than \$1,000					1	1%			1	0%
Receive between \$5,000 and \$10,000			1	1%					1	0%

Table 5: Number and Percent Distribution of Respondents in Medical Oncology Receiving Administrative Pay in Cohorts Defined by Years of Experience*

	Less than one year		1 - 3 years		4 - 7 years		7 or more years		Total	
	Respondents	Percent	Respondents	Percent	Respondents	Percent	Respondents	Percent	Respondents	Percent
Respondents	41	100%	71	100%	99	100%	89	100%	300	100%
Do not receive	41	100%	70	99%	98	99%	88	99%	297	99%
Receive between \$1,000 and \$5,000			1	1%					1	0%
Receive between \$5,000 and \$10,000					1	1%	1	1%	2	1%

Table 6: Number and Percent Distribution of Respondents in Medical Oncology Receiving Pay for On-call Availability in Cohorts Defined by Years of Experience*

	Less than one year		1 - 3 years		4 - 7 years		7 or more years		Total	
	Respondents	Percent	Respondents	Percent	Respondents	Percent	Respondents	Percent	Respondents	Percent
Respondents	41	100%	71	100%	99	100%	89	100%	300	100%
Do not receive	37	90%	69	97%	94	95%	82	92%	282	94%
Receive Less than \$1,000					1	1%	1	1%	2	1%
Receive between \$1,000 and \$5,000	3	7%	1	1%	1	1%	3	3%	8	3%
Receive between \$5,000 and \$10,000	1	2%	1	1%	2	2%	3	3%	7	2%
Receive more than \$10,000					1	1%			1	0%

Table 7: Number and Percent Distribution of Respondents in Medical Oncology Receiving Pay for On-call Services/Events in Cohorts Defined by Years of Experience*

	Less than one year		1 - 3 years		4 - 7 years		7 or more years		Total	
	Respondents	Percent	Respondents	Percent	Respondents	Percent	Respondents	Percent	Respondents	Percent
Respondents	41	100%	71	100%	99	100%	89	100%	300	100%
Do not receive	35	85%	66	93%	95	96%	85	96%	281	94%
Receive Less than \$1,000	1	2%							1	0%
Receive between \$1,000 and \$5,000	3	7%	3	4%	2	2%	2	2%	10	3%
Receive between \$5,000 and \$10,000	1	2%			1	1%	2	2%	4	1%
Receive more than \$10,000	1	2%	2	3%	1	1%			4	1%

Table 8: Number and Percent Distribution of Respondents in Medical Oncology Receiving Bonus Not Based on Productivity in Cohorts Defined by Years of Experience*

	Less than one year		1 - 3 years		4 - 7 years		7 or more years		Total	
	Respondents	Percent	Respondents	Percent	Respondents	Percent	Respondents	Percent	Respondents	Percent
Respondents	41	100%	71	100%	99	100%	89	100%	300	100%
Do not receive	32	78%	51	72%	82	83%	69	78%	234	78%
Receive Less than \$1,000	4	10%	5	7%	4	4%	2	2%	15	5%
Receive between \$1,000 and \$5,000	5	12%	15	21%	11	11%	13	15%	44	15%
Receive between \$5,000 and \$10,000							3	3%	3	1%
Receive more than \$10,000					2	2%	2	2%	4	1%

Table 9: Number and Percent Distribution of Respondents in Medical Oncology Receiving Bonus Based on Productivity of Practice in Cohorts Defined by Years of Experience*

	Less than one year		1 - 3 years		4 - 7 years		7 or more years		Total	
	Respondents	Percent	Respondents	Percent	Respondents	Percent	Respondents	Percent	Respondents	Percent
Respondents	41	100%	71	100%	99	100%	89	100%	300	100%
Do not receive	37	90%	65	92%	90	91%	80	90%	272	91%
Receive Less than \$1,000	3	7%	2	3%	3	3%	1	1%	9	3%
Receive between \$1,000 and \$5,000	1	2%	1	1%	5	5%	7	8%	14	5%
Receive between \$5,000 and \$10,000			3	4%	1	1%			4	1%
Receive more than \$10,000							1	1%	1	0%

Table 10: Number and Percent Distribution of Respondents in Medical Oncology Receiving Bonus Based on Own Productivity in Cohorts Defined by Years of Experience*

	Less than one year		1 - 3 years		4 - 7 years		7 or more years		Total	
	Respondents	Percent	Respondents	Percent	Respondents	Percent	Respondents	Percent	Respondents	Percent
Respondents	41	100%	71	100%	99	100%	89	100%	300	100%
Do not receive	38	93%	62	87%	88	89%	81	91%	269	90%
Receive Less than \$1,000			1	1%	1	1%	2	2%	4	1%
Receive between \$1,000 and \$5,000	2	5%	5	7%	6	6%	2	2%	15	5%
Receive between \$5,000 and \$10,000	1	2%	2	3%			2	2%	5	2%
Receive more than \$10,000			1	1%	4	4%	2	2%	7	2%