



Information Update

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Types of Compensation Received by Physician Assistants in Neurosurgery 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 Neurosurgery in Cohorts Defined by Years of Experience*

	Less than one year	1 - 3 years	4 - 7 years	7 or more years	Total
Respondents	42	102	107	127	378
Mean	97%	95%	90%	93%	93%
Std dev	5%	7%	12%	11%	10%
10th p-tile	88%	84%	70%	77%	78%
25th p-tile	95%	93%	84%	88%	90%
Median	100%	98%	94%	96%	96%
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 Neurosurgery 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	42	100%	102	100%	107	100%	127	100%	378	100%
Do not receive	38	90%	98	96%	99	93%	120	94%	355	94%
Receive Less than \$1,000			1	1%			1	1%	2	1%
Receive between \$1,000 and \$5,000	1	2%	1	1%			2	2%	4	1%
Receive between \$5,000 and \$10,000	3	7%			1	1%			4	1%
Receive more than \$10,000			2	2%	7	7%	4	3%	13	3%

Table 3: Number and Percent Distribution of Respondents in Neurosurgery 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	42	100%	102	100%	107	100%	127	100%	378	100%
Do not receive	39	93%	88	86%	88	82%	107	84%	322	85%
Receive Less than \$1,000	1	2%	5	5%	1	1%	2	2%	9	2%
Receive between \$1,000 and \$5,000	2	5%	6	6%	4	4%	3	2%	15	4%
Receive between \$5,000 and \$10,000			2	2%	3	3%	4	3%	9	2%
Receive more than \$10,000			1	1%	11	10%	11	9%	23	6%

Table 4: Number and Percent Distribution of Respondents in Neurosurgery 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	42	100%	102	100%	107	100%	127	100%	378	100%
Do not receive	39	93%	98	96%	106	99%	121	95%	364	96%
Receive Less than \$1,000			1	1%			3	2%	4	1%
Receive between \$1,000 and \$5,000	3	7%	3	3%	1	1%	2	2%	9	2%
Receive between \$5,000 and \$10,000							1	1%	1	0%

Table 5: Number and Percent Distribution of Respondents in Neurosurgery 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	42	100%	102	100%	107	100%	127	100%	378	100%
Do not receive	42	100%	101	99%	107	100%	126	99%	376	99%
Receive Less than \$1,000			1	1%					1	0%
Receive between \$5,000 and \$10,000							1	1%	1	0%

Table 6: Number and Percent Distribution of Respondents in Neurosurgery 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	42	100%	102	100%	107	100%	127	100%	378	100%
Do not receive	37	88%	86	84%	88	82%	110	87%	321	85%
Receive Less than \$1,000	2	5%	5	5%	1	1%	4	3%	12	3%
Receive between \$1,000 and \$5,000	2	5%	7	7%	10	9%	8	6%	27	7%
Receive between \$5,000 and \$10,000			3	3%	3	3%	2	2%	8	2%
Receive more than \$10,000	1	2%	1	1%	5	5%	3	2%	10	3%

Table 7: Number and Percent Distribution of Respondents in Neurosurgery 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	42	100%	102	100%	107	100%	127	100%	378	100%
Do not receive	36	86%	88	86%	98	92%	115	91%	337	89%
Receive Less than \$1,000	1	2%	4	4%	1	1%	2	2%	8	2%
Receive between \$1,000 and \$5,000	2	5%	6	6%	7	7%	4	3%	19	5%
Receive between \$5,000 and \$10,000	3	7%	3	3%	1	1%	3	2%	10	3%
Receive more than \$10,000			1	1%			3	2%	4	1%

Table 8: Number and Percent Distribution of Respondents in Neurosurgery 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	42	100%	102	100%	107	100%	127	100%	378	100%
Do not receive	34	81%	68	67%	77	72%	97	76%	276	73%
Receive Less than \$1,000	3	7%	9	9%	6	6%	6	5%	24	6%
Receive between \$1,000 and \$5,000	2	5%	16	16%	13	12%	15	12%	46	12%
Receive between \$5,000 and \$10,000	3	7%	7	7%	4	4%	4	3%	18	5%
Receive more than \$10,000			2	2%	7	7%	5	4%	14	4%

Table 9: Number and Percent Distribution of Respondents in Neurosurgery 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	42	100%	102	100%	107	100%	127	100%	378	100%
Do not receive	40	95%	95	93%	94	88%	117	92%	346	92%
Receive Less than \$1,000	1	2%	1	1%	2	2%	1	1%	5	1%
Receive between \$1,000 and \$5,000	1	2%	3	3%	5	5%	5	4%	14	4%
Receive between \$5,000 and \$10,000			1	1%	6	6%	3	2%	10	3%
Receive more than \$10,000			2	2%			1	1%	3	1%

Table 10: Number and Percent Distribution of Respondents in Neurosurgery 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	42	100%	102	100%	107	100%	127	100%	378	100%
Do not receive	39	93%	85	83%	93	87%	112	88%	329	87%
Receive Less than \$1,000	1	2%	4	4%			1	1%	6	2%
Receive between \$1,000 and \$5,000	2	5%	7	7%	3	3%	3	2%	15	4%
Receive between \$5,000 and \$10,000			6	6%	2	2%	2	2%	10	3%
Receive more than \$10,000					9	8%	9	7%	18	5%