



Information Update

Sharing data to enhance your knowledge of the PA profession

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

	Less than one year	1 - 3 years	4 - 7 years	7 or more years	Total
Respondents	16	43	51	239	349
Mean	98%	98%	96%	95%	96%
Std dev	4%	4%	7%	9%	8%
10th p-tile	90%	92%	85%	83%	85%
25th p-tile	97%	98%	96%	95%	96%
Median	99%	100%	98%	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 Occupational Medicine 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	16	100%	43	100%	51	100%	239	100%	349	100%
Do not receive	15	94%	43	100%	50	98%	239	100%	347	99%
Receive Less than \$1,000	1	6%							1	0%
Receive more than \$10,000					1	2%			1	0%

Table 3: Number and Percent Distribution of Respondents in Occupational Medicine 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	16	100%	43	100%	51	100%	239	100%	349	100%
Do not receive	11	69%	37	86%	43	84%	207	87%	298	85%
Receive Less than \$1,000	2	13%	2	5%	2	4%	8	3%	14	4%
Receive between \$1,000 and \$5,000	3	19%	3	7%	6	12%	11	5%	23	7%
Receive between \$5,000 and \$10,000			1	2%			3	1%	4	1%
Receive more than \$10,000							10	4%	10	3%

Table 4: Number and Percent Distribution of Respondents in Occupational Medicine 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	16	100%	43	100%	51	100%	239	100%	349	100%
Do not receive	16	100%	42	98%	49	96%	230	96%	337	97%
Receive Less than \$1,000					2	4%	3	1%	5	1%
Receive between \$1,000 and \$5,000							3	1%	3	1%
Receive between \$5,000 and \$10,000			1	2%			2	1%	3	1%
Receive more than \$10,000							1	0%	1	0%

Table 5: Number and Percent Distribution of Respondents in Occupational Medicine 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	16	100%	43	100%	51	100%	239	100%	349	100%
Do not receive	16	100%	43	100%	51	100%	231	97%	341	98%
Receive Less than \$1,000							1	0%	1	0%
Receive between \$1,000 and \$5,000							6	3%	6	2%
Receive between \$5,000 and \$10,000							1	0%	1	0%

Table 6: Number and Percent Distribution of Respondents in Occupational Medicine 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	16	100%	43	100%	51	100%	239	100%	349	100%
Do not receive	16	100%	41	95%	45	88%	232	97%	334	96%
Receive Less than \$1,000			1	2%	2	4%	2	1%	5	1%
Receive between \$1,000 and \$5,000			1	2%	3	6%	1	0%	5	1%
Receive between \$5,000 and \$10,000					1	2%	1	0%	2	1%
Receive more than \$10,000							3	1%	3	1%

Table 7: Number and Percent Distribution of Respondents in Occupational Medicine 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	16	100%	43	100%	51	100%	239	100%	349	100%
Do not receive	15	94%	41	95%	46	90%	230	96%	332	95%
Receive Less than \$1,000			1	2%	4	8%			5	1%
Receive between \$1,000 and \$5,000	1	6%	1	2%	1	2%	7	3%	10	3%
Receive more than \$10,000							2	1%	2	1%

Table 8: Number and Percent Distribution of Respondents in Occupational Medicine 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	16	100%	43	100%	51	100%	239	100%	349	100%
Do not receive	12	75%	32	74%	41	80%	209	87%	294	84%
Receive Less than \$1,000	2	13%	5	12%	2	4%	11	5%	20	6%
Receive between \$1,000 and \$5,000	1	6%	6	14%	6	12%	11	5%	24	7%
Receive between \$5,000 and \$10,000	1	6%			1	2%	2	1%	4	1%
Receive more than \$10,000					1	2%	6	3%	7	2%

Table 9: Number and Percent Distribution of Respondents in Occupational Medicine 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	16	100%	43	100%	51	100%	239	100%	349	100%
Do not receive	14	88%	38	88%	45	88%	207	87%	304	87%
Receive Less than \$1,000	1	6%	1	2%	1	2%	4	2%	7	2%
Receive between \$1,000 and \$5,000	1	6%	3	7%	4	8%	12	5%	20	6%
Receive between \$5,000 and \$10,000			1	2%	1	2%	9	4%	11	3%
Receive more than \$10,000							7	3%	7	2%

Table 10: Number and Percent Distribution of Respondents in Occupational Medicine 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	16	100%	43	100%	51	100%	239	100%	349	100%
Do not receive	14	88%	39	91%	45	88%	209	87%	307	88%
Receive Less than \$1,000	1	6%	1	2%			2	1%	4	1%
Receive between \$1,000 and \$5,000			2	5%	1	2%	14	6%	17	5%
Receive between \$5,000 and \$10,000	1	6%			3	6%	4	2%	8	2%
Receive more than \$10,000			1	2%	2	4%	10	4%	13	4%