



Information Update

Sharing data to enhance your knowledge of the PA profession

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

	Less than one year	1 - 3 years	4 - 7 years	7 or more years	Total
Respondents	205	456	479	495	1635
Mean	96%	94%	91%	92%	93%
Std dev	7%	9%	12%	10%	10%
10th p-tile	87%	82%	76%	77%	79%
25th p-tile	95%	91%	86%	88%	89%
Median	99%	97%	96%	97%	97%
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 Orthopedics 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	205	100%	456	100%	479	100%	495	100%	1635	100%
Do not receive	183	89%	430	94%	452	94%	469	95%	1534	94%
Receive Less than \$1,000	5	2%	5	1%	2	0%	4	1%	16	1%
Receive between \$1,000 and \$5,000	10	5%	11	2%	13	3%	6	1%	40	2%
Receive between \$5,000 and \$10,000	3	1%	5	1%	4	1%	5	1%	17	1%
Receive more than \$10,000	4	2%	5	1%	8	2%	11	2%	28	2%

Table 3: Number and Percent Distribution of Respondents in Orthopedics 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	205	100%	456	100%	479	100%	495	100%	1635	100%
Do not receive	181	88%	413	91%	415	87%	439	89%	1448	89%
Receive Less than \$1,000	6	3%	7	2%	8	2%	7	1%	28	2%
Receive between \$1,000 and \$5,000	14	7%	24	5%	26	5%	22	4%	86	5%
Receive between \$5,000 and \$10,000	2	1%	4	1%	12	3%	10	2%	28	2%
Receive more than \$10,000	2	1%	8	2%	18	4%	17	3%	45	3%

Table 4: Number and Percent Distribution of Respondents in Orthopedics 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	205	100%	456	100%	479	100%	495	100%	1635	100%
Do not receive	197	96%	444	97%	463	97%	479	97%	1583	97%
Receive Less than \$1,000	6	3%	4	1%	6	1%	15	3%	31	2%
Receive between \$1,000 and \$5,000	2	1%	8	2%	9	2%	1	0%	20	1%
Receive more than \$10,000					1	0%			1	0%

Table 5: Number and Percent Distribution of Respondents in Orthopedics 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	205	100%	456	100%	479	100%	495	100%	1635	100%
Do not receive	203	99%	450	99%	470	98%	483	98%	1606	98%
Receive Less than \$1,000	1	0%	2	0%	3	1%	2	0%	8	0%
Receive between \$1,000 and \$5,000	1	0%	2	0%	3	1%	6	1%	12	1%
Receive between \$5,000 and \$10,000			1	0%	3	1%	3	1%	7	0%
Receive more than \$10,000			1	0%			1	0%	2	0%

Table 6: Number and Percent Distribution of Respondents in Orthopedics 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	205	100%	456	100%	479	100%	495	100%	1635	100%
Do not receive	179	87%	398	87%	411	86%	427	86%	1415	87%
Receive Less than \$1,000	9	4%	11	2%	11	2%	16	3%	47	3%
Receive between \$1,000 and \$5,000	10	5%	33	7%	30	6%	20	4%	93	6%
Receive between \$5,000 and \$10,000	6	3%	7	2%	16	3%	17	3%	46	3%
Receive more than \$10,000	1	0%	7	2%	11	2%	15	3%	34	2%

Table 7: Number and Percent Distribution of Respondents in Orthopedics 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	205	100%	456	100%	479	100%	495	100%	1635	100%
Do not receive	180	88%	394	86%	409	85%	442	89%	1425	87%
Receive Less than \$1,000	9	4%	18	4%	13	3%	12	2%	52	3%
Receive between \$1,000 and \$5,000	12	6%	27	6%	28	6%	17	3%	84	5%
Receive between \$5,000 and \$10,000	2	1%	11	2%	16	3%	17	3%	46	3%
Receive more than \$10,000	2	1%	6	1%	13	3%	7	1%	28	2%

Table 8: Number and Percent Distribution of Respondents in Orthopedics 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	205	100%	456	100%	479	100%	495	100%	1635	100%
Do not receive	154	75%	342	75%	343	72%	388	78%	1227	75%
Receive Less than \$1,000	22	11%	40	9%	45	9%	28	6%	135	8%
Receive between \$1,000 and \$5,000	22	11%	60	13%	59	12%	53	11%	194	12%
Receive between \$5,000 and \$10,000	5	2%	12	3%	20	4%	17	3%	54	3%
Receive more than \$10,000	2	1%	2	0%	12	3%	9	2%	25	2%

Table 9: Number and Percent Distribution of Respondents in Orthopedics 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	205	100%	456	100%	479	100%	495	100%	1635	100%
Do not receive	183	89%	378	83%	422	88%	437	88%	1420	87%
Receive Less than \$1,000	4	2%	17	4%	6	1%	3	1%	30	2%
Receive between \$1,000 and \$5,000	13	6%	36	8%	18	4%	16	3%	83	5%
Receive between \$5,000 and \$10,000	3	1%	14	3%	14	3%	11	2%	42	3%
Receive more than \$10,000	2	1%	11	2%	19	4%	28	6%	60	4%

Table 10: Number and Percent Distribution of Respondents in Orthopedics 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	205	100%	456	100%	479	100%	495	100%	1635	100%
Do not receive	180	88%	358	79%	373	78%	412	83%	1323	81%
Receive Less than \$1,000	5	2%	6	1%	9	2%	2	0%	22	1%
Receive between \$1,000 and \$5,000	12	6%	44	10%	19	4%	15	3%	90	6%
Receive between \$5,000 and \$10,000	6	3%	22	5%	14	3%	16	3%	58	4%
Receive more than \$10,000	2	1%	26	6%	64	13%	50	10%	142	9%