

Physician Assistant Wages

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U.S. Health Workforce

- Shortage physicians, especially in primary care
 - It's estimated that by 2020 there will be a shortage of 90,000 physicians in the United States
- Nurse practitioners and physician assistants are in demand
 - PAs were included in the Affordable Care Act (ACA) definition of primary care provider, and the ACA contains provisions for loan repayment, Medicare incentive payments and integration of PAs into newly established models of care

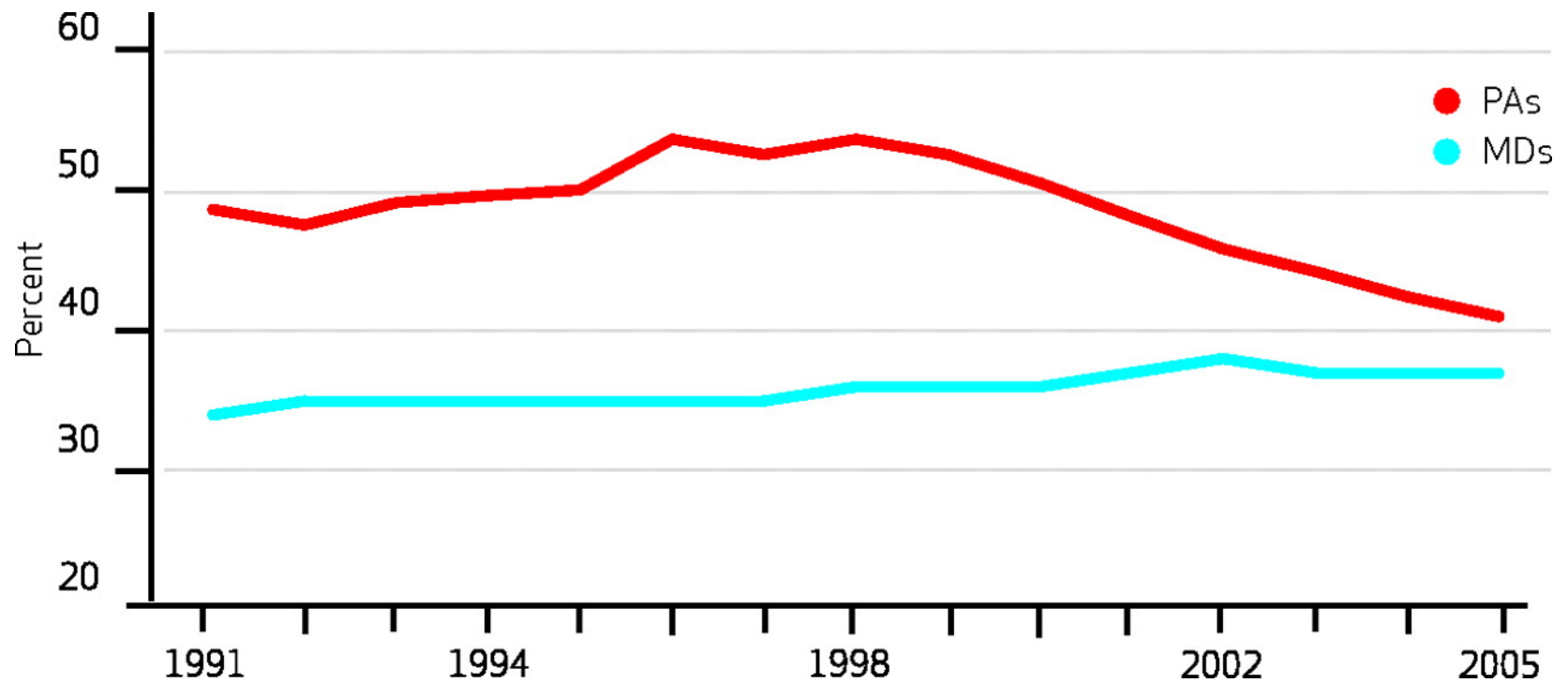
U.S. Health Workforce

- Approximately 95,000 practicing PAs in U.S (NCCPA 2013)
- PAs are entering the workforce at a rate of 1 PA for every 5 physicians^{1,2}
- Practice in primary care, surgery and medical subspecialties (AAPA Annual Survey 2013)
 - Primary Care - 32%
 - Surgical Subspecialties -27%
 - Other Specialties – 19%
 - Emergency Medicine -11%
 - Internal Medicine Subspecialties -10%
 - Pediatric Subspecialties – 2%

U.S. Health Workforce

- PAs working in primary care is declining
 - *PAs working in primary care decreased from 70% to 34% between 1974 and 2012 (NGA 2014)*
- PAs can change practice specialties throughout their careers
 - Nearly 50% report having worked in 2-3 areas of medicine over their careers³
- Financial incentives may influence specialty choice⁴

Percentages Of Physician Assistants (PAs) And Physicians (MDs) In Primary Care Practice, 1991–2005.



Morgan P A , and Hooker R S Health Aff 2010;29:887-892

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Physician Assistant Wages

- Information about PA wages are critical:
 - influence career decision-making
 - help estimate future debt
 - influence health policy

PA Wages

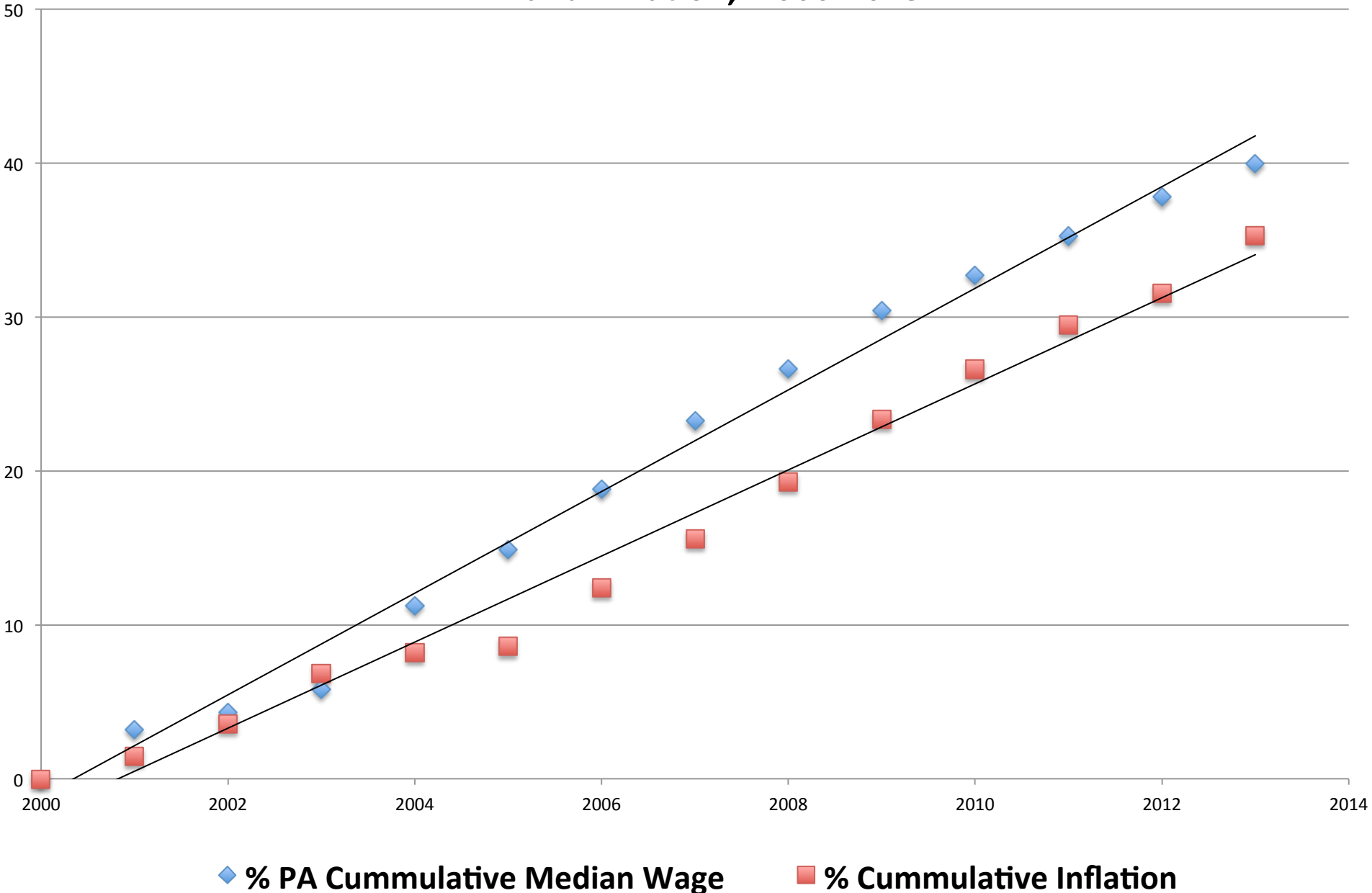
- **Methods:**

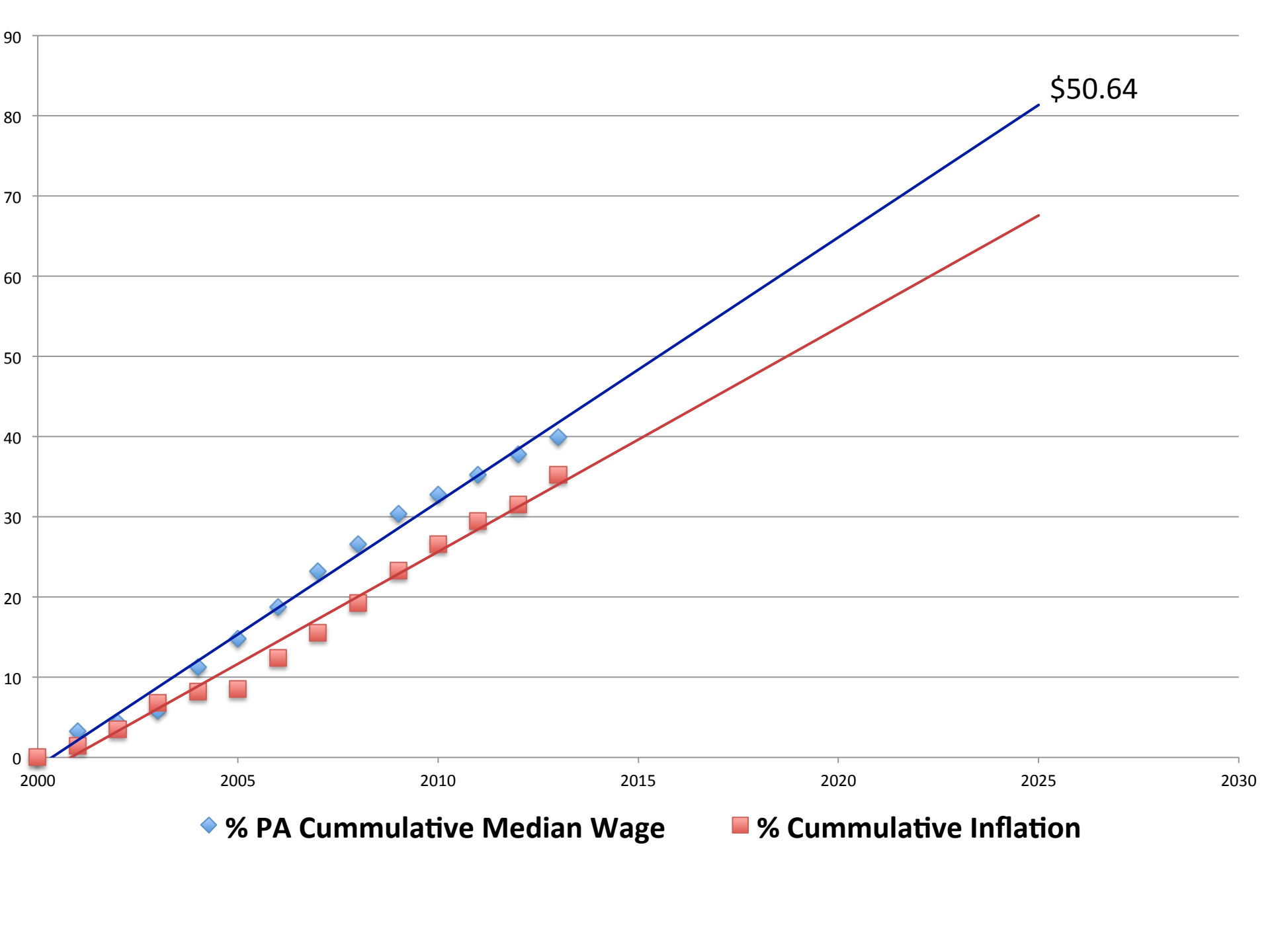
- The Bureau of Labor Statistics (BLS) reports developed on PA wages since 2000 were probed
- Variables of interest included: states, regions, categories of employing industries, and density of PAs per capita.
- Linear regression modeling predicted wage and compared to the Consumer Price Index (CPI) from 2000 to 2013 and projected to 2026

Results

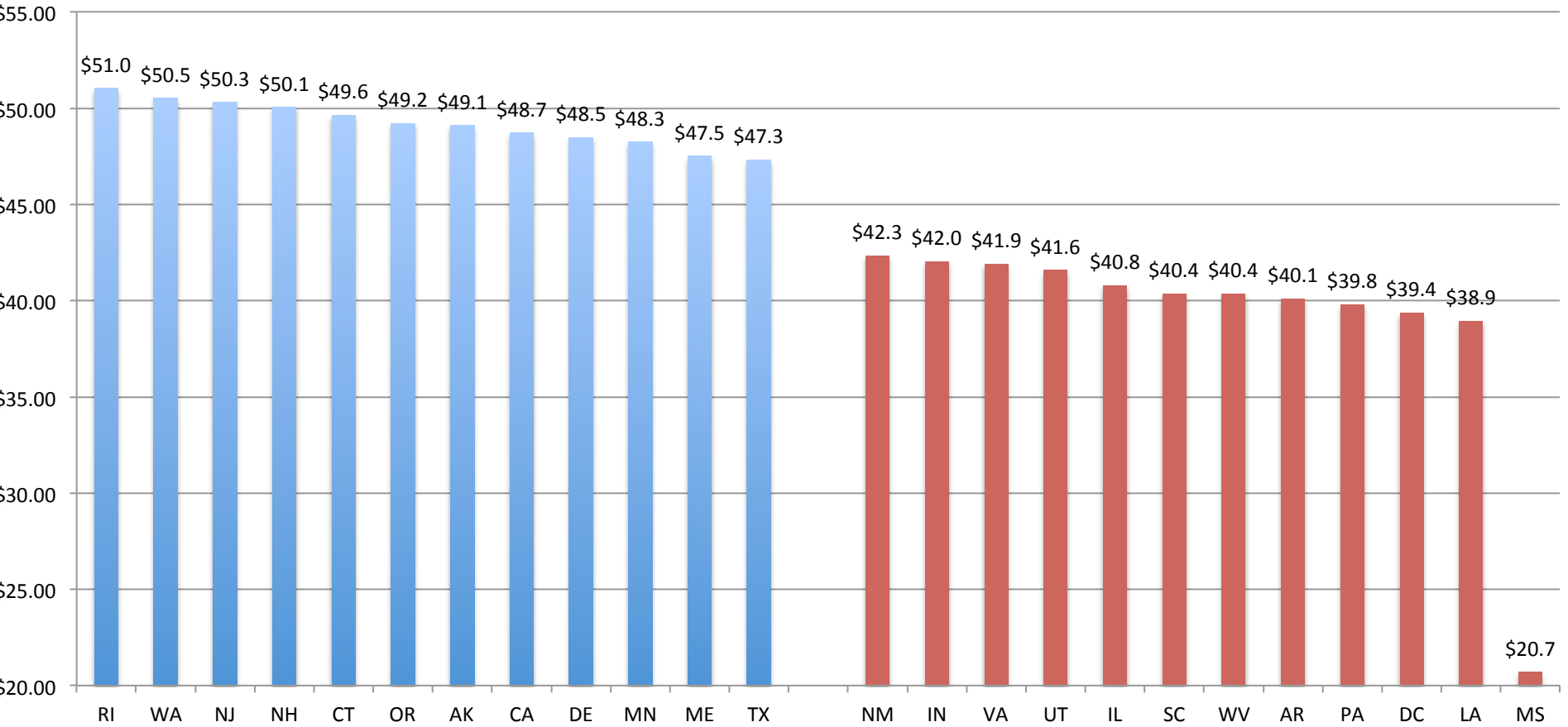
- In 2013 the median hourly wage was \$44.70 (a 37.0% increase since 2000)
- This annual wage trend exceeded inflation by 1.1% for over a decade
- Adjusting for inflation in 2013 dollars, the average PA salary increased 14.9% since 2000

Cumulative Percentage Change in Median PA Wage and Inflation, 2000-2013

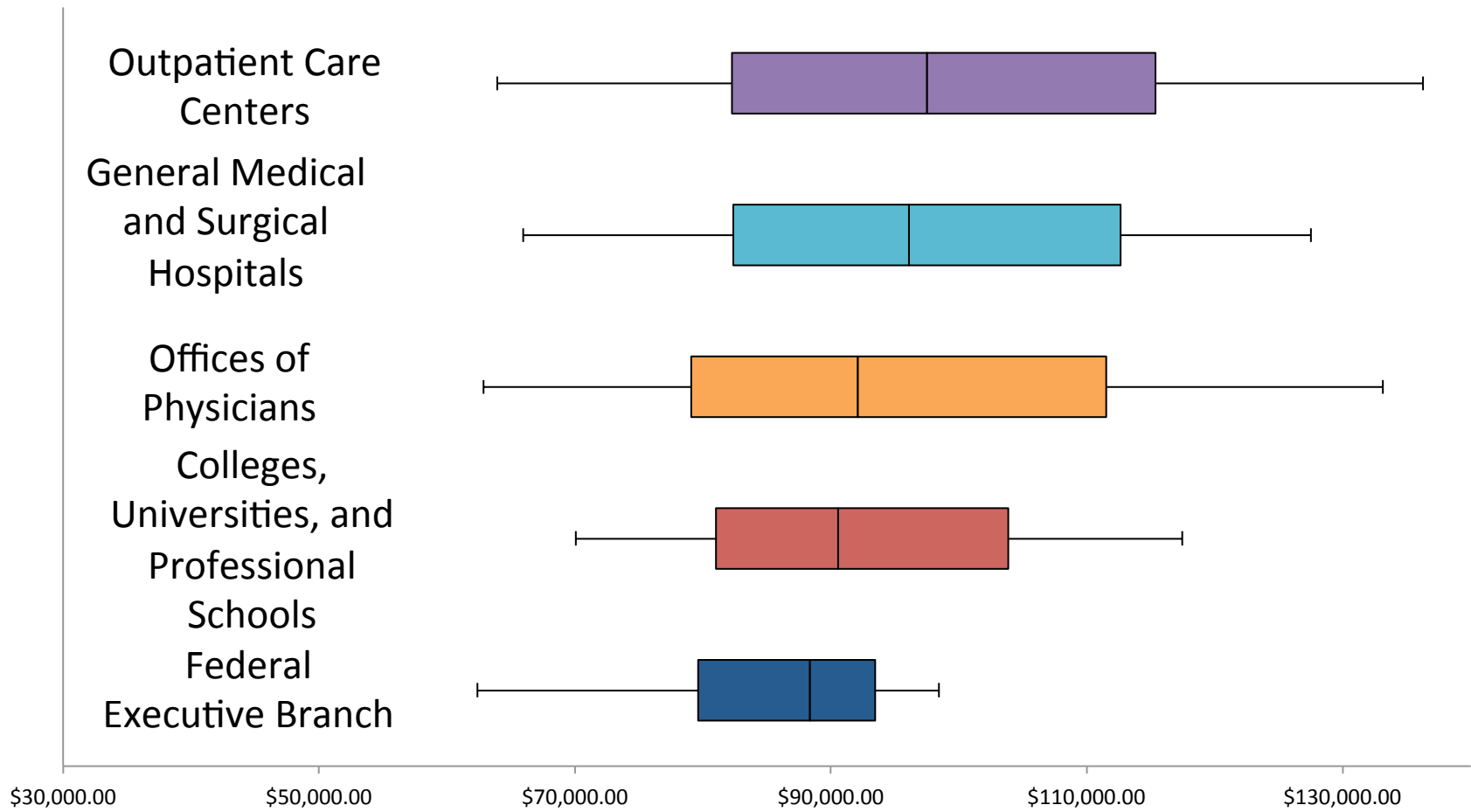




2013 PA Wages: Top 25 and Bottom 25 Percentiles



Annual Salary for 5 Major Employers of Physician Assistants



PA Wages

- **Discussion:**

- In a free market economy a reliable indicator of demand outstripping supply is when wages consistently exceed inflation
- Such observation supports an increased deployment of PAs to provide for emerging healthcare needs
- Wage and labor modeling suggests the PA will continue to respond to employment opportunities