

Physicians' Comparability Allowance (PCA) Worksheet

Agency:

Contact point (name, email address, phone number):

Data Point	FY 2021
1) Number of Physicians Receiving PCAs	
2) Number of Physicians with One-Year PCA Agreements	
3) Number of Physicians with Multi-Year PCA Agreements	
4) Average Annual PCA Physician Pay (without PCA payment)	
5) Average Annual PCA Payment	

6) Explain the recruitment and retention problem(s) for physicians in your agency in FY 2021.

7) Explain the degree to which recruitment and retention problems were alleviated in your agency through the use of PCAs in FY 2021.

Guidance and Instructions for PCA Worksheet

These instructions cover all agencies that made physicians' comparability allowance (PCA) payments in FY 2021. Eligibility for PCA is defined in 5 U.S.C. 5948 and 5 CFR part 595. All data should be submitted in the PCA Worksheet.

For more information on PCA: <https://www.opm.gov/policy-data-oversight/pay-leave/pay-administration/fact-sheets/physicians-comparability-allowances>.

Definitions-General

Government Physician: Section 5948(g)(1) of title 5, United States Code, defines "Government physician" as any individual employed as a physician or dentist who is paid under: the General Schedule; the Senior Executive Service; section 5371, relating to certain health care positions; Tennessee Valley Authority Act; Foreign Service Act; Central Intelligence Agency Act; section 1202 of the Panama Canal Act of 1979; section 2 of the National Security Act of May 29, 1959; section 5376 of title 5 relating to certain senior-level positions; section 5377 of title 5 relating to critical positions; or subchapter IX of chapter 53 of title 5 relating to special occupational pay systems.

Definitions-Worksheet Data

1) *Number of Physicians Receiving PCAs:* The total number of agency physicians receiving a PCA in FY 2021.

2-3) *Number of Physicians with 1-Year and Multi-Year PCA Service Agreements:* Under the PCA program, physicians may elect to sign a 1-year or multi-year PCA service agreement. Please provide the number of physicians under 1-year and multi-year agreements in FY 2021 in rows 2 and 3.

4) *Average Annual PCA Physician Pay (without PCA payment):* Average annual compensation per physician receiving a PCA in FY 2021. These amounts should exclude the PCA payment, but include base pay and all other bonuses, incentives (such as recruitment, relocation, and retention incentives) and awards.

5) *Average Annual PCA Payment:* The average annual PCA paid per physician in FY 2021.

6) *Explanation of Recruitment and Retention Problem(s):* Factors contributing to your agency's physician recruitment and retention problems in FY 2021 should be provided. The explanation may include staffing data, such as accessions, separations and number and duration of unfilled positions, as support.

7) *Explanation of the Degree PCA Alleviated Recruitment and Retention Problem(s):* Provide an explanation of the extent that providing PCAs prevented or lessened recruitment and retention problems in FY 2021. The explanation may include staffing data, such as accessions, separations and number and duration of unfilled positions, as support.