

# Physicians' Comparability Allowance (PCA) Worksheet

[Department: Component]

**Table 1**

		PY 2011 (Actual)	CY 2012 (Estimates)	BY 2013* (Estimates)
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) Number of Physicians Receiving PCAs by Category (non-add)	Category I Clinical Position			
	Category II Research Position			
	Category III Occupational Health			
	Category IV-A Disability Evaluation			
	Category IV-B Health and Medical Admin.			

\*FY 2013 data will be approved during the FY 2014 Budget cycle.

- 7) If applicable, list and explain the necessity of any additional physician categories designated by your agency (for categories other than I through IV-B). Provide the number of PCA agreements per additional category for the PY, CY and BY.

- 8) Provide the maximum annual PCA amount paid to each category of physician in your agency and explain the reasoning for these amounts by category.

- 9) Explain the recruitment and retention problem(s) for each category of physician in your agency (this should demonstrate that a current need continues to persist).

*(Please include any staffing data to support your explanation, such as number and duration of unfilled positions and number of accessions and separations per fiscal year.)*

- 10) Explain the degree to which recruitment and retention problems were alleviated in your agency through the use of PCAs in the prior fiscal year.

*(Please include any staffing data to support your explanation, such as number and duration of unfilled positions and number of accessions and separations per fiscal year.)*

- 11) Provide any additional information that may be useful in planning PCA staffing levels and amounts in your agency.

## Guidance and Instructions for PCA Worksheet

These instructions cover all agencies using or intending to use Physicians' Comparability Allowance (PCA) payments. 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. Data for each question should be supplied for prior fiscal year (PY), current fiscal year (CY), and budget fiscal year (BY).

For more information on PCA: <http://www.opm.gov/oca/pay/html/pca.asp>.

### *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.
- 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 rows 2 and 3.
- 4) *Average Annual PCA Physician Pay (without PCA payment):* Average annual compensation per physician receiving a PCA. 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.
- 6) *Category of Physicians Receiving PCAs:* The number of physicians receiving PCAs broken out by category. Detailed physician category definitions can be found here: <http://www.opm.gov/oca/pay/html/pca.asp>.
- 7) *List Any Additional Physician Categories Designated by Your Agency:* Pursuant to 5 CFR 595.107, any additional category of physician receiving a PCA, not covered by categories I through IV-B, should be listed and accompanied by an explanation as to why these categories are necessary. In addition, the number of physician agreements under these categories, broken out by category, should be provided.
- 8) *Explanation of the Allowance Amount Paid to Each Category of Physician:* Provide reasoning for the amount of the allowances assigned to each physician category.
- 9) *Explanation of Recruitment and Retention Problem(s):* Factors contributing to your agency's physician recruitment and retention problems should be provided. The explanation should include staffing data, such as accessions, separations and number and duration of unfilled positions, as support. Where applicable, provide information by physician category.
- 10) *Explanation of the Degree PCA Alleviates Recruitment and Retention Problem(s):* Provide an explanation of the extent that providing PCAs has prevented or lessened recruitment and retention problems. The explanation should include staffing data, such as accessions, separations and number and duration of unfilled positions, as support.
- 11) *Additional Information:* Provide any additional, relevant information.