


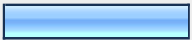







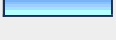




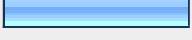
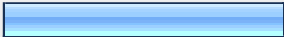

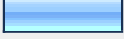
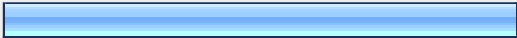






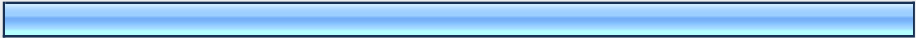



2007-2008 Federal Physician Pay Survey


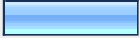
1. Please select your medical specialty:			Response Percent	Response Count
Aerospace Medicine			0.0%	0
Dermatology			3.9%	6
Emergency Medicine			0.0%	0
Endocrinology			2.0%	3
Family Practice			0.7%	1
Internal Medicine			20.3%	31
Neurology			5.9%	9
Nuclear Medicine			1.3%	2
Obstetrics/Gyn			2.6%	4
Occupational Medicine			2.0%	3
Oncology			6.5%	10
Ophthalmology			2.0%	3
Pathology			8.5%	13
Pediatrics			11.8%	18
Preventative Medicine			5.2%	8
Psychology			0.0%	0
Psychiatry			3.3%	5
Radiology			1.3%	2
Surgery			3.3%	5
Other (please specify)			20.3%	31
			answered question	153
			skipped question	0

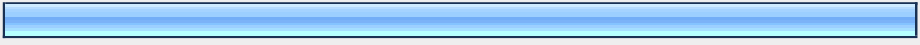
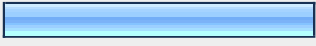

2. Please select your job category:			Response Percent	Response Count
Administration			30.7%	46
In-Patient Care			0.0%	0
Out-Patient Care			0.0%	0
Both In-patient and out-patient care			0.7%	1
Research			12.7%	19
Teaching			0.0%	0
Other (please specify)			56.7%	85
		answered question		150
		skipped question		3



3. Please select current type of job appointment:			Response Percent	Response Count
Civil Service			86.9%	133
Commissioned Corps			3.9%	6
Contract			0.7%	1
Military			0.0%	0
VA Physician			0.0%	0
Other (please specify)			9.2%	14
		answered question		153
		skipped question		0

4. Please state your current job title:		
		Response Count
		146
	<i>answered question</i>	146
	<i>skipped question</i>	7

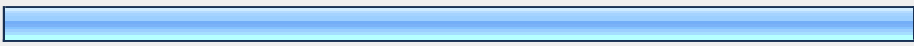
5. Please list your medical degree/s:			
		Response Percent	Response Count
1.		100.7%	152
2.		32.5%	49
3.		7.3%	11
4.		2.0%	3
	<i>answered question</i>		151
	<i>skipped question</i>		2

6. Are you currently board certified?			
		Response Percent	Response Count
Yes		86.3%	132
No		14.4%	22
	<i>answered question</i>		153
	<i>skipped question</i>		0

7. If you answered Yes to the above question, please state your primary certification(s):				
			Response Percent	Response Count
1.		100.8%	133	
2.		34.1%	45	
3.		4.5%	6	
			answered question	132
			skipped question	21

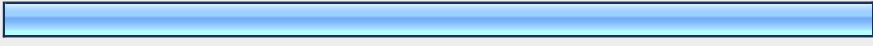

8. Please indicate number of years certified:				
			Response Percent	Response Count
Less than 2 years		0.8%	1	
2 - 5 years		6.3%	8	
6 - 10 years		28.9%	37	
11 - 15 years		16.4%	21	
16 - 20 years		14.8%	19	
21 - 25 years		15.6%	20	
more than 25 years		18.0%	23	
			answered question	128
			skipped question	25

9. Please select the Department or Agency where you are employed:


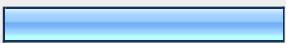
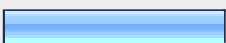
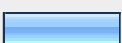



		Response Percent	Response Count
Department of Defense		0.0%	0
DOD - Air Force		0.0%	0
DOD - Army		0.0%	0
DOD - Navy		0.0%	0
DOD - Other		0.0%	0
Department of Health & Human Services		0.0%	0
HHS - Center for Disease Control		0.0%	0
HHS - Food & Drug Administration		100.7%	154
HHS - Indian Health Service		0.0%	0
HHS - HRSA		0.0%	0
HHS - National Institute of Health		0.0%	0
HHS - Other		0.0%	0
Department of Homeland Security		0.0%	0
Department of Justice		0.0%	0
DOJ - Bureau of Prisons		0.0%	0
DOJ - Other		0.0%	0
Department of Labor		0.0%	0
Department of State		0.0%	0
DOT - Federal Aviation Administration		0.0%	0
DOT - Other		0.0%	0
Department of Veterans Affairs		0.0%	0
Intelligence Agencies		0.0%	0
NASA		0.0%	0
Peace Corp.		0.0%	0

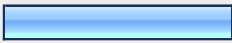
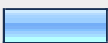
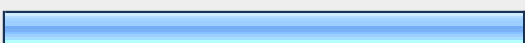


Social Security Administration		0.0%	0
US AID		0.0%	0
Other Department or Agency, please specify		0.0%	0
	answered question		153
	skipped question		0

10. Please state the city, state and country of employment:			
		Response Percent	Response Count
City/Town:		100.7%	154
State:		100.7%	154
Country: (Not County)		100.7%	154
	answered question		153
	skipped question		0



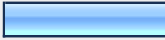



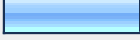
11. Please select your employment status:			
		Response Percent	Response Count
Full time		96.1%	146
Part time		4.6%	7
	If Part time, number of hours worked per week:		7
	answered question		152
	skipped question		1

12. Please state your grade:			
		Response Count	
		147	
	answered question		147
	skipped question		6

13. Please state years of service:			Response Percent	Response Count
less than 5 years			25.5%	39
5 - 10 years			30.7%	47
11 - 15 years			24.2%	37
16 - 20 years			12.4%	19
21 - 25 years			5.2%	8
26 - 30 years			0.7%	1
over 30 years			2.0%	3
			answered question	153
			skipped question	0

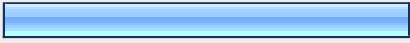


14. Please state the type of special pay you now receive:			Response Percent	Response Count
PCA			25.0%	27
PSP			11.1%	12
T38			57.4%	62
T42			2.8%	3
SBMS			0.0%	0
None			3.7%	4
			Other (please specify)	19
			answered question	108
			skipped question	45

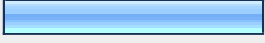

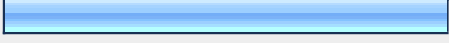
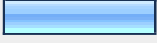
15. Please indicate the maximum amount of total annual pay, including special pay, you can receive.

		Response Percent	Response Count
\$100,000-\$125,000		4.1%	5
\$125,001-\$150,000		22.1%	27
\$150,001-\$175,000		18.0%	22
\$175,001-\$200,000		23.0%	28
\$200,001-\$225,000		13.9%	17
\$225,001-\$250,000		2.5%	3
\$250,001-\$275,000		1.6%	2
\$275,001-\$300,000		0.0%	0
More than \$300,001		0.0%	0
Don't Know		14.8%	18
		<i>answered question</i>	122
		<i>skipped question</i>	31

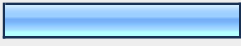
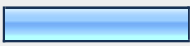
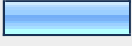
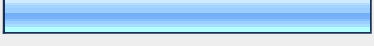
16. Please indicate the amount of your special pay:

		Response Count
		127
		<i>answered question</i>
		127
		<i>skipped question</i>
		26


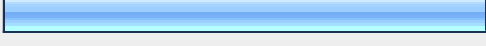
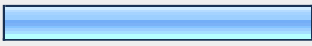

17. Change in special pay since 2005:			Response Percent	Response Count
Increase			44.7%	51
Decrease			7.0%	8
No Change			48.2%	55
			<i>answered question</i>	114
			<i>skipped question</i>	39


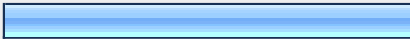
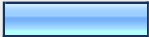
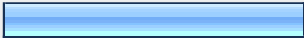
18. Do your Department or Agency policies define the rules for determining the amount of physician special pay?			Response Percent	Response Count
Yes			28.3%	36
No			6.3%	8
Don't know			48.8%	62
Have not seen Dept./Agency policy			16.5%	21
			<i>answered question</i>	127
			<i>skipped question</i>	26

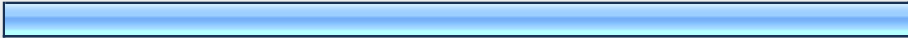
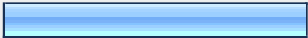

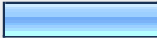
19. Under the National Security Personnel System (NSPS) and the latest VA physician pay policy physicians do not receive special pay. Special pay has been replaced with market pay and performance pay. Since VA physician pay and NSPS are models for the pay of all federal physicians, do you think the Federal Physicians Association should work to oppose the elimination of special pay for physicians?

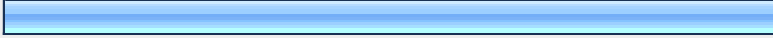
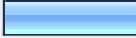
		Response Percent	Response Count
1. Yes, it should be FPA's highest priority.		25.8%	32
2. Yes, it should be one of the top five issues for FPA.		20.2%	25
3. No		13.7%	17
4. No opinion.		40.3%	50
		<i>answered question</i>	124
		<i>skipped question</i>	29

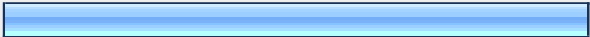

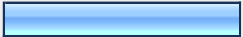
20. Market pay is one of the major components of the new VA pay system. Please indicate how familiar you are with market pay.



		Response Percent	Response Count
Thoroughly familiar with market pay.		5.6%	7
Somewhat familiar with market pay.		53.2%	66
Do not understand market pay.		33.9%	42
Never heard of market pay.		8.9%	11
		<i>answered question</i>	124
		<i>skipped question</i>	29

21. Please indicate if you work under a pay-for-performance system:			Response Percent	Response Count
Yes			6.3%	8
No			44.9%	57
Yes, by year-end			15.7%	20
Not sure			33.1%	42
			<i>answered question</i>	127
			<i>skipped question</i>	26

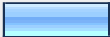
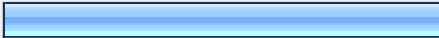
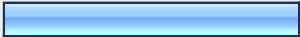


22. If yes, please state the types of performance elements in your performance plan (e.g., number of patients served, etc.):			Response Percent	Response Count
Element 1			100.0%	18
Element 2			33.3%	6
Element 3			16.7%	3
Element 4			16.7%	3
			<i>answered question</i>	18
			<i>skipped question</i>	135

23. Please indicate if you are familiar with your Department or Agency's ethics guidelines:			Response Percent	Response Count
Yes			85.4%	105
No			14.6%	18
			<i>answered question</i>	123
			<i>skipped question</i>	30

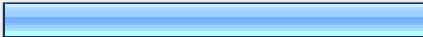

24. Please indicate if you are satisfied with your Department or Agency's ethics guidelines:			Response Percent	Response Count
Yes			64.5%	80
No			9.7%	12
No opinion			25.8%	32
			answered question	124
			skipped question	29

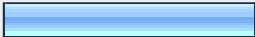
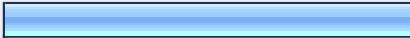
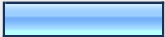
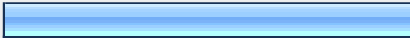

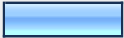
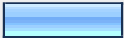
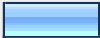
25. There are limitations on the political activities of federal employees. Do you know which political activities are permitted and which are prohibited?			Response Percent	Response Count
Yes			63.7%	79
No			8.1%	10
Not sure			21.8%	27
Federal employees cannot participate in any political activities			6.5%	8
			answered question	124
			skipped question	29






26. Overall, please indicate how satisfied are you with your job as a federal physician:

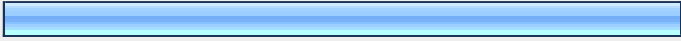
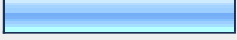
		Response Percent	Response Count
Very Satisfied		11.4%	14
Mostly Satisfied		48.0%	59
Satisfied		32.5%	40
Mostly Dissatisfied		6.5%	8
Very Dissatisfied		1.6%	2
		<i>answered question</i>	123
		<i>skipped question</i>	30

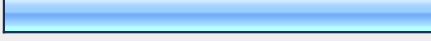
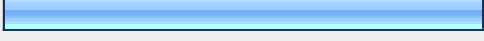
27. Please indicate if you have considered leaving (not including retirement) the federal government in the last year:



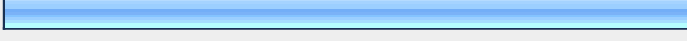
		Response Percent	Response Count
Yes		46.3%	56
No		53.7%	65
		<i>answered question</i>	121
		<i>skipped question</i>	32

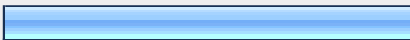


28. Please briefly describe the most important problem facing you as a federal physician:			
		Response Percent	Response Count
Inadequate budget		27.5%	30
Inadequate physician staffing		45.0%	49
Inadequate support staffing		17.4%	19
Inadequate pay		45.0%	49
Potential impact of performance pay		19.3%	21
Lack of training/CME		12.8%	14
Supervision by non-physicians		12.8%	14
Reduction in special pay		10.1%	11
		Other (please specify)	19
		answered question	109
		skipped question	44

29. What physician groups or organizations do you belong to?			
		Response Percent	Response Count
AAFP		0.0%	0
AAPS		0.0%	0
ACEP		0.0%	0
ACP		27.9%	19
AMA		25.0%	17
NAVAPD		1.5%	1
NTEU (union)		33.8%	23
Other		35.3%	24
		(please specify)	34
		answered question	68
		skipped question	85

30. Have you heard of the Federal Physicians Association (www.fedphy.com)?			Response Percent	Response Count
Yes			74.8%	92
No			25.2%	31
			<i>answered question</i>	123
			<i>skipped question</i>	30

31. Did you know that the Federal Physicians Association is responsible for passing the Physicians Comparability Allowance (PCA), increasing the maximum amount twice, lobbying for the first GAO report on federal physician pay, lobbying for legislation to include the PCA in retirement calculations and advocating the use of Title 38 (VA physician pay) throughout the government?			Response Percent	Response Count
Yes			47.1%	57
No			52.9%	64
			<i>answered question</i>	121
			<i>skipped question</i>	32

32. Are you a current or former member of the Federal Physicians Association?			Response Percent	Response Count
Current			18.5%	22
Former			5.0%	6
Never been member			75.6%	90
			<i>answered question</i>	119
			<i>skipped question</i>	34

33. Have you been asked to join the Federal Physicians Association?			Response Percent	Response Count
Yes			44.9%	53
No			26.3%	31
Don't remember			28.8%	34
			<i>answered question</i>	118
			<i>skipped question</i>	35

34. Please provide your email address to be keep informed of actions affecting federal physicians. ***FPA will not release the names/email addresses of survey respondents under any circumstances.***		Response Count
		63
		<i>answered question</i>
		63
		<i>skipped question</i>
		90