

## **3 FAM 3290**

# **PHYSICIANS COMPARABILITY ALLOWANCES**

*(CT:PER-678; 06-22-2012)*  
*(Office of Origin: HR/ER/WLD)*

## **3 FAM 3291 AUTHORITY**

*(TL:PER-372; 10-01-1999)*  
*(State Only)*  
*(Applies to Foreign Service and Civil Service Employees)*

The authorities are found under:

- 5 U.S.C. 5948
- 5 U.S.C. 5307
- 5 CFR Part 595.

## **3 FAM 3292 COVERAGE**

### **3 FAM 3292.1 Criteria For Determining Covered Positions**

*(TL:PER-372; 10-01-1999)*  
*(State Only)*  
*(Applies to Foreign Service and Civil Service Employees)*

A covered position includes those where:

- (1) The majority of the duties require the practice of medicine or direct service to patients, such as the performance of diagnostic, preventive, or therapeutic services to patients in hospitals, clinics, public health programs, diagnostic centers, and similar settings; and
- (2) The incumbent is required to be a physician because of the nature of the duties.

**UNCLASSIFIED (U)**

U.S. Department of State Foreign Affairs Manual Volume 3  
Personnel

### **3 FAM 3292.2 Who Is Covered**

*(TL:PER-372; 10-01-1999)*

*(State Only)*

*(Applies to Foreign Service and Civil Service Employees)*

Physicians employed by the Department under a Foreign Service pay schedule (FE, FP, or FO), the General Schedule (GS), or the Senior Executive Service are eligible for Physicians Comparability Allowances (PCA).

### **3 FAM 3292.3 Details or Assignments for Training**

*(TL:PER-372; 10-01-1999)*

*(State Only)*

*(Applies to Foreign Service and Civil Service Employees)*

A physician assigned or detailed for training is not disqualified for eligibility for the PCA provided the Department:

- (1) Expects that the physician will be assigned to a covered position upon completion of the training; and
- (2) Determines that continued payment is in the interest of the Department.

## **3 FAM 3293 CONTINUED SERVICE AGREEMENT**

### **3 FAM 3293.1 General Requirement**

*(TL:PER-266; 6-5-95)*

*(State Only)*

*(Applies to Foreign Service and Civil Service Employees)*

Under the terms prescribed in 5 U.S.C. 5948(c) and the OMB approved plan for agency implementation, a physician in a covered position must execute a continued-service agreement with the Department in order to be eligible for the PCA.

### **3 FAM 3293.2 Failure to Complete Terms of Agreement**

*(TL:PER-372; 10-01-1999)*

*(State Only)*

*(Applies to Foreign Service and Civil Service Employees)*

Failure to complete the agreed period or amount of service because the physician:

- (1) Voluntarily retires;
- (2) Is separated because of misconduct; or
- (3) Requests a reduction in hours to less than half-time or to an intermittent

**UNCLASSIFIED (U)**

basis; will obligate the physician to repay all or a portion of the PCA, unless the Secretary determines that the separation is necessitated by circumstances beyond the control of the physician.

**3 FAM 3293.3 Penalty**

**3 FAM 3293.3-1 Service of Less than a Full Year**

*(TL:PER-266; 6-5-95)*

*(State Only)*

*(Applies to Foreign Service and Civil Service Employees)*

If an agreement covering one year is not completed, the total amount of the PCA will be refunded.

**3 FAM 3293.3-2 Service of More than One Year but Less than Full Term**

*(TL:PER-266; 6-5-95)*

*(State Only)*

*(Applies to Foreign Service and Civil Service Employees)*

If a physician completes more than one year of service pursuant to an agreement, but fails to complete the full period of service specified in the agreement, the physician shall be required to refund the PCA received for the previous 26 weeks.

**3 FAM 3294 AMOUNT OF PAYMENTS**

**3 FAM 3294.1 Full Time Employees**

*(TL:PER-372; 10-01-1999)*

*(State Only)*

*(Applies to Foreign Service and Civil Service Employees)*

Government Physician	*Months of Service	PCA
Foreign Service and Civil Service	24 months or less	\$14,000 per annum
Foreign Service and Civil Service	more than 24 months but not more than 60 months	\$22,000 per annum
Foreign Service and Civil Service	more than 60 months	\$30,000 per annum

\*Months of service as a Government physician as of the effective date of the Continued Service Agreement.

**UNCLASSIFIED (U)**

U.S. Department of State Foreign Affairs Manual Volume 3  
Personnel

### **3 FAM 3294.2 Part Time Employees**

*(TL:PER-266; 6-5-95)*

*(State Only)*

*(Applies to Foreign Service and Civil Service Employees)*

Physicians employed on a part-time basis of 20 or more hours per week shall receive a prorated PCA based on the table in 3 FAM 3294.1.

## **3 FAM 3295 RECOMMENDATION AND APPROVAL OF PAYMENTS**

### **3 FAM 3295.1 Recommendation and Approval**

*(TL:PER-493; 12-30-2003)*

*(State Only)*

*(Applies to Foreign Service and Civil Service Employees)*

Payment of the PCA shall be based upon recommendations of the Medical Director (M/MED) and approval by the Director General of the Foreign Service and Director of Human Resources (M/DGHR) or designee.

### **3 FAM 3295.2 Effective Date**

*(TL:PER-266; 06-05-1995)*

*(State Only)*

*(Applies to Foreign Service and Civil Service Employees)*

The effective date of PCA for physicians will be the first day of the first pay period that begins on or after the approval date, unless a later date is specified for any individual.

## **3 FAM 3296 DURATION AND TERMINATION OF PAYMENTS**

*(TL:PER-266; 06-05-1995)*

*(State Only)*

*(Applies to Foreign Service and Civil Service Employees)*

Payment of the PCA will continue for the period of the agreement provided the employee remains in a pay status and continues to meet the eligibility requirements specified in this subchapter.

## **3 FAM 3297 THROUGH 3299 UNASSIGNED**