



U.S. Department
of Veterans Affairs

September 17, 2014

Physician and Dentist Pay Tables

To enhance clinical capacity, expand access to timely care for Veterans, and provide them with the high-quality health care they deserve, Secretary Robert McDonald has approved an adjustment to the maximum rates of annual pay for VA physicians and dentists as part of his recruitment effort to bring the best and brightest health care professionals to VA.

- Compensation is an important part of attracting, hiring, and retaining the best and brightest physicians to serve our Veterans. The revisions approved by the Secretary are a pay adjustment to the maximum rates of annual pay for VA physicians and dentists that the Secretary must review no less than every two years as required by regulation.
- These salary rate adjustments are being proposed to assist in the recruitment and retention of providers at salaries that are more commensurate with the salary of private sector providers. As the Veteran population receiving VA care continues to grow, and the demands for health care services continue to be evaluated, VA needs to take action to meet the changing needs.
- The annual pay ranges for VHA physicians and dentists have not been increased since October 2009, primarily due to the three-year Federal pay freeze.
- For pay tables 1 and 2 the maximum annual pay ranges are increased by \$20,000. For pay table 3 and 4 the maximum annual pay ranges are increased by \$30,000 to \$35,000 and for pay table 5 the maximum annual pay range is increased by \$25,000.
- No change was recommended for pay table 6 which covers physicians who serve in leadership roles. Also no change was recommended for pay table 7 based on the fact that pay compression already exists at pay table 7 where the maximum annual pay range is already \$375,000 and \$385,000; the current aggregate salary limitation for physicians and dentists is \$400,000.
- This action to increase minimum and maximum annual pay ranges does not mean all providers will automatically receive pay increases. Each decision on pay will be made based on the skill and qualifications of the physician or dentist being recruited.
- The notice can be found on the [Federal Register website](#).

- The approved annual pay ranges will be effective the first day of the first pay period following the 60 day notification period.

Why Work at VA

The Veterans Health Administration has been at the forefront of research and development, education, and health care delivery. Not only are we the second largest national employer of Veterans after the Department of Defense, we are also the largest employer of health care providers. This includes three Nobel Prize recipients in Medicine or Physiology and seven Lasker Award recipients. VA also pioneered and developed electronic medical records. Did you know that Veterans receiving VA's in and outpatient care give VA higher satisfaction ratings than patients at private hospitals? And that over 70% of all U.S. doctors received training at VA? That's right; VA facilities train 62,000 medical students and residents, 23,000 nurses, and 33,000 trainees in other health profession fields—each year.

Among other contributions, VA researchers developed the implantable cardiac pacemaker; conducted the first successful liver transplants; and then went on to create the nicotine patch to help smokers quit smoking. VA crafted artificial limbs that move naturally when stimulated by electrical impulses from the brain and identified the genetic risk factors for schizophrenia, Alzheimer's, and Werner's syndrome. Also, it was a VA nurse that designed the use of bar-code software for administering medications to our patients.

Why join VA? VA rewards its employees with competitive pay, an excellent retirement plan including the new phased-retirement option and possible Loan Repayment and Scholarships. VA offers "Patient first" care and most often "lifetime" patients. Our Electronic Health Record is excellent—and getting better. It allows more time with patients. Research is also important to all we do. Not only is it rewarding personally to our providers, but it is critical to ensure innovation and new advances in healthcare for our next generation. And at VA, we have the most inspiring mission in healthcare: serving those who have served. Join today: www.VAcareers.va.gov