



Topic of Interest for Members

Micro Highlight # 8

Announcing the *Incentive Plan for Pathologists' Assistants*

for release: 3/29/22

The [Panel of National Pathology Leaders](#) is pleased to announce the completion of the *Incentive Plan for Pathologists' Assistants*, the **companion piece** to PNPL's first commissioned **white paper** titled: *Pathologists' Assistants in Non-Traditional Roles: Uncovering the Hidden Value in Your Laboratory (pending publication)*.

Pathologists' Assistants (PathAs) are well suited to handle a wide range of **non-traditional roles**, from administration to operations and regulatory compliance. As PathAs take on these roles, it becomes increasingly difficult to evaluate added value and translate it into compensation. Most of the non-traditional roles do not directly generate revenue. In addition, many evaluation forms are a single document intended to be used for staff in multiple laboratory departments.

The *Incentive Plan for Pathologists' Assistants* and accompanying materials were designed to evaluate PathAs in a way that rewards them for their contributions by acknowledging the exceptional PathA. It also provides job diversification opportunities that will improve career satisfaction and employee retention.

Currently available **exclusively to PNPL Members**, the *Incentive Plan for Pathologists' Assistants* is a detailed roadmap that can be custom tailored to the needs of each practice and includes:

- **Career Ladder** with 5 levels of project engagement
- **Checklist of Non-Traditional Roles**



- **Merit Arrangement** based on:
 - Annual performance
 - Quality evaluation
 - Time studies of non-traditional activities
- Suggestions for **project-based** bonuses
- Sample **commission** plans
- **Salary Adjustments** with an expanded job description
- Details on **Compensation Packages**
- Descriptions of other **tangible benefits** and **non-tangible incentives**
- **Example forms**

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