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:
  
  o Annual performance
  
  o Quality evaluation
  
  o 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**

**Author Heather Gaburo, PA(ASCP),** is a 2009 graduate of Quinnipiac University’s Pathologists’ Assistants program. For the past 12 years, she has worked with pathology practices in community, academic, and research settings in Southern California.

For more information, contact [info@pathleaders.org](mailto:info@pathleaders.org).