



# Fact Sheet

## Physicians and Dentists Pay Plan

The Physicians and Dentists Pay Plan (PDPP) is a hybrid system with the base pay component and other aspects under Title 5, United States Code (U.S.C.), and the market pay component is based on provisions of title 38, U.S.C. and the Department of Veterans Affairs' physician and dentist pay structure.

- The PDPP applies to DoD civilian physicians and dentists (full-time or part-time employees who work at least 20 hours per pay period) at GS-15 and below, who provide direct patient care services or services incident to direct patient care.
- The PDPP does not apply to employees who are:
  1. Serving in an internship or residency training program.
  2. Employed on less than a quarter-time basis or on an intermittent basis.
  3. Reemployed annuitants.
  4. In the Senior Executive Service.
  5. In senior level or scientific or professional positions paid pursuant to Section 5376 of Title 5, U.S.C., or hired as highly qualified experts paid pursuant to Section 9903 of Title 5, U.S.C.
  6. Foreign nationals paid consistent with local national pay schedules.
- Eligible civilian physicians and dentists employed by the DoD will be paid subject to the requirements and restrictions contained in the 2014 OPM/DoD Delegation Agreement.
- The Health Professions Civilian Compensation Standing Committee, operating under the direction of the Assistant Secretary of Defense for Health Affairs, will determine the structure and location of compensation panels.
- Physicians and dentists will be compensated at levels that are reasonably comparable to the total pay of physicians and dentists employed in similar positions in other federal healthcare facilities and in the private and non-federal sectors. Compensation levels will be reviewed for internal and external equity and will not exceed the 95% control point of the established tier maximum.

### References

Code of Federal Regulations, Title 5

DoD Instruction 1400.25, Volume 543

NCR MD Administrative Instruction 1402.01

Activity Compensation Panel (ACP) User's Guide 2.0 Physicians and Dentists Pay Plan