

Surgical Assistant Staffed Employee

An estimated cost of providing service for facility (contractor) is based upon standardized employee salaries to include normal operating costs and payroll expenditures. A cost/benefit analysis has been benchmarked with a Level II trauma center that currently provides Surgical Assistant services to medical staff. Analysis has been rounded to the nearest tenth, and amounts correspond to one (1) full year of Surgical Assistant services.

SALARY- 25.25/hr.

A Salary was taken from a Surgical Assistant with minimum four (4) years of Operating Room experience in surgical assisting. This includes credentialing as a Certified Surgical Assistant, RNFA or PA.

Hourly Rate Salary: $25.25 \times 80 \text{ hr/pay period} = 2020.00$

Call: Avg One (1) Week Call per pay period @ 1.50/hr; $108 \text{ hr} \times 1.50/\text{hr} = 162.00$

Overtime: Rate includes 1.5x hourly base salary;
 $26 \text{ hours} \times 67.88/\text{hr} = 1765.00$

Benefits: Amount taken from the department of workforce development estimates for employee costs for pension, insurance, taxes, etc.

Bi-Weekly Estimated gross pay $3947.00 \times 30\% = 1184.10$

Training/Certification Bonuses: Certification yearly pay: 300.00, CEU yearly Estimated Cost: 500.00, Yearly Estimated Cost for training + bonuses: 800.00

YEARLY COSTS: \$134,208.60 per Surgical Assistant on Staff

Non-physician first assistant (NP, PA, CSA, SA-C, CRNFA) fees are built into hospital billing codes for specific procedures deemed appropriate by federal regulations modeled into federal payors (Medicare, Medicaid) which are then taken by most third-party insurers and utilized. These fees are paid to the hospital or facility for reimbursement for non-physician first assistant services. Direct Surgical Assistant hospital costs are offset by this reimbursement, which disables the hospital from billing directly and separately for these services. Independent practices of non-physician first assistants are not held to this billing practice and are able to secure reimbursement through third party billing.

Surgical Assistant Contracted Services

An estimated cost of providing service to facility (contractor) is based upon current contractual agreement services. A cost/benefit analysis has been benchmarked with a nationwide health insurance provider for service reimbursement. Analysis has been estimated from current standards and trends for insured, insurance types, and payment schedules for Surgical Assistant services provided to those population bases. Figures are taken from the Standard Surgical First Assistant Services Agreement; in addition, the figures below reflect an assumption of a facility where coverage is needed in **ALL** specialties including general, ob-gyn, orthopedics and neurosurgery (except cardiovascular surgery) and a Public Aid (Medicare and Medicaid) maximum overall percentage of 40%;

*a. \$100,000.00 to include one (1) year full coverage of Surgical Assistant services regardless of payor, previously noted in Service Agreement.
(The yearly fee is variable upon reviewing variables stated above)*

Primary Analysis:

Yearly rate: \$100,000.00

RNFA Bonus N/A

Benefits N/A

Training/Certification Bonuses N/A

1 Assistant employed by facility analysis:

HOSPITAL COST: \$134,208.60 per 1 employed SA 25.5% Savings

2 Assistants employed by facility analysis:

HOSPITAL COST: \$268,417.20 per 2 employed SA 62.7% Savings

3 Assistants employed by facility analysis:

HOSPITAL COST: \$402,625.80 per 3 employed SA 75.2% Savings

