

Reference Number: FOIAH2324/453
From: Private Individual
Date: 15 November 2023
Subject: Employment details of Physician Associates (PAs)

I am writing to request information under the Freedom of Information Act 2000 for the period August 2022 - August 2023 regarding the employment and related details of Physician Associates (PAs) within your trust. I believe this information is essential for public interest, transparency, and to better understand the role of PAs within the healthcare system. Please provide the information in digital media, specifically PDF, Excel, or Word documents.

To facilitate the processing of my request, please provide the following details:

- Q1** Number of Physician Associates (PAs) Employed:
Please provide the total number of Physician Associates employed in your trust for the stated time period.
- A1** 10
- Q2** Average Annual Salary of PAs:
Please disclose the average annual salary, or salary range, for Physician Associates employed in your trust for the stated time period, and a breakdown of how many PAs are on each Agenda for Change pay band.
- A2** £42,732.50 - £45,770.60
NHS|XN07|Non-Review Body Band 7 - 1
NHS|XR07|Review Body Band 7 - 9
- Q3** Average Weekly Working Hours:
Specify the average number of hours worked per week by Physician Associates employed at your trust for the stated time period, and the average number of hours worked outside of the 9am-5pm time range.
- A3** 37.5
No hours outside of 9am-5pm have been recorded.
- Q4** Job Duties and Responsibilities:
Provide a detailed description of the job duties and responsibilities of Physician Associates within your trust for the stated time period.
- A4** See attachment – 453 FOI Response
- Q5** Supervision and Accessibility:
Clarify what profession and grade are supervising Physician Associates and whether PAs at your trust are able to attend work if their supervising clinician is not immediately contactable by them

- A5 Each PA has a dedicated Educational Supervisor who is a Consultant Paediatrician. Each PA is clinically supervised on their shift by a named Consultant Paediatrician who is available to them at all times in the shift.
The department stipulates a named Consultant Paediatrician is on site at all times of the PA shift.
- Q6 Role in Filling Rota Gaps:
Indicate whether Physician Associates at your trust are permitted to fill rota gaps left by GMC Registered Medical Doctors. If so, specify the grade of doctors they are authorised to cover for.
- A6 Information not held - We don't have any Physicians Associates covering for doctors in training.
- Q7 Hourly Rates for Bank Shifts:
Please provide the hourly rate range paid to Physician Associates working bank shifts at your trust for the stated time period. Break down this range according to years of service if applicable.
- A7 Information not held - There are no Physicians Associates working on the Bank.
- Q8 Prospective Employment:
Please disclose the number of Physician Associates your trust plans to employ in the next 5 years, or business cases out for employing PAs in the next 5 years.
- A8 We currently employ 9 physician associates on a permanent basis.
There are no Trust wide/divisional plans to recruit and so no active business cases.

JOB DESCRIPTION

Job Title:	Physician Associate
Grade:	Band 7
Hours of Work:	37.5 per Week
Accountable to:	PA Clinical Programme Lead
Reports to:	Speciality PA Supervisor

1. Job Summary

Alder Hey is pleased to offer internal applicants the opportunity to apply for 11 x Physician Associate positions across the Divisions of Medicine and Surgery. As part of the continued Physician Appropriate programme, we are looking for enthusiastic, well-motivated and skilled candidates.

The positions are all at band 7 level and for 6 months fixed term contracts (April 2021 until September 2021). There may be an opportunity to extend these contracts and details regarding this will be communicated in due course.

Successful applicants will be part of a dedicated, wide spanning division aspiring to develop services and pathways of the highest quality. Physician Associates will help to drive forward the ambitions and strategic goals of the wider organisation, whilst supporting the clinical teams within which they work to implement future models of care.

Post holders will be resilient, confident and creative in their approach to problem solving. It is essential that they are team players, have excellent people and leadership skills and the credibility and ability to work with all members of the multidisciplinary team.

Applicants must have outstanding analytical and communication skills and the ability to prioritise a varied workload.

2. Communication and Working Relationship Skills

- To be actively involved in patient care, liaising with staff and members of the clinical team as required.
- To treat patients and family members with a high degree of empathy and to use advanced communication skills.
- To participate in multi-disciplinary meetings.
- To show excellent communication skills when updating other health professionals
- Ensure that patient care is of a high standard at all times and that standards of care and treatment meet the department's requirements.
- Full clerking of patients to include assessing and examining and ordering appropriate investigations.

- To conduct ward rounds with the team, assessing and examining patients and facilitating clinical plans under the supervision of doctors.
- To be able to establish differential diagnosis, making appropriate treatment plans.
- Record or dictate the history and physical condition and ensure accurate and comprehensive medical records are maintained using appropriate written and electronic documentation according to Trust guidelines.
- To be actively involved in patient care, liaising with staff and other members of the clinical team as required.
- To participate in multi-disciplinary meetings including departmental teaching and governance.
- To conduct audits and quality improvement projects.
- To keep up to date with latest developments and engage in an appraisal.
- Providing and receiving complex and sensitive information, where, training, empathic and reassurance skills are required.

3. Knowledge, Analytical and Judgemental Skills

- Specialist knowledge across the range of work procedures and practices, underpinned by theoretical knowledge or relevant practical experience.
- To review patients for discharge and prepare appropriate documentation of their admission and in-patient stay for the GP.
- To be able to prioritise caseload of patients with a range of complex illness and needing different treatment.
- Interpret various investigations and alter treatment plans as required.
- Judgements involving complex facts or situations, which require the analysis, interpretation and comparison of a range of options.

4. Planning and Organisational Skills

- Ability to prioritise caseload of patients with a range of complex illnesses and required treatments.
- Take a proactive approach to preventing and managing complaints when they occur to investigate and respond in accordance with Trust policies.

5. Responsibility for Patient/Client Care, Treatment and Therapy

- Conducting ward rounds with the team, assessing and examining patients and facilitating clinical plans under the supervision of doctors.
- Clerking of patients to include assessing and examining, as well as ordering appropriate investigations, interpreting investigation results and recommending treatment accordingly.
- To establish differential diagnosis, making appropriate treatment plans
- Initiation of basic/advanced life support in patients.
- To carry out procedures which will include; ECG, venepuncture, IV cannulation, arterial Blood Gas sampling and analysis, urinary catheterisation, suturing, NG tube placement, injections, lumbar punctures, diagnostic and therapeutic abdominal paracentesis, pleural procedures.
- Conducting outpatient clinics under the supervision of a consultant medical supervisor.

6. Responsibility for Policy / Service Development

- The Physician Associate is a relatively new role in the UK, as such the successful applicant will be involved in developing the contents of the role throughout their time at the Trust.
- The Physician Associate will attend external and internal meetings where they will be expected to contribute to potential improvements in services.
- To develop local clinical guidelines within their specialist area as required.

7. **Responsibility for Finance, Equipment and Other Resources**

- Awareness of resources used in the clinical areas, including costs of investigations,
- consumables and medications when applicable.
- Personal use of equipment and resources.

8. **Responsibility for Human Resources, e.g. Supervision, Training, HR Advice and Management**

- Clinical teaching of multi-disciplinary students and students where appropriate.
- Opportunity to mentor students.
- The successful applicant will be able to mentor future Physician Associates recruited to the Trust.
- You will have a dedicated supervisor for the duration of your term.
- You will be responsible to the medical clinical lead of the department.

9. **Responsibility for Information Resources and Administrative Duties**

- Ensure IT skills are up to date and maintained in order to be able to use Trust IT systems effectively.
- Maintain knowledge and proficiency in medical practices via continuing education, staff meetings and workshops.
- Assist in the development and mentoring of the UK Physician Associates.
- Take an active role in the departmental clinical audit and governance activity.
- Pass all parts of the national PA exam and be on the PA Managed Voluntary Register (PAMVR)
- To register with the GMC when appropriate.

10. **Responsibility for Research and Development**

- Promote the role of Physician associates.
- Take part in local projects dependant on speciality.

11. **Freedom to Act**

- The Physician Associate will, after the initial period of training and supervision, be given a level of freedom to act in which they will be able to manage their workload as appropriate. The Physician Associate will have 1-1 contact with patients, as well as contact with them as part of a team. Please refer to '*Responsibility for Patient/Client Care, Treatment and Therapy*' for further details.

12. **Mental, Physical, and Emotional Effort**

- Intense, emotionally challenging, rewarding. (All PAs will be supported by their Education Supervisor).

13. **Any Other Specific Tasks Required**

- Promote the role of Physician Associates.