

# Physician Associates in the NHS workplace: “the glue of the MDT”

Matthew Kempson, HYMS

Dr Tim Jackson, Curriculum Associate, HYMS

Professor Jim Parle, University of Birmingham

Rosie Wright & Chelsea Green, PA students, University of Birmingham

# Outline

- Who are Physician Associates?
  - HEE short film
  - PAs in the UK
  - Government and local strategic priorities
- HYMS' MSc in Physician Associate Studies
  - PA curriculum
  - Clinical placements in HEY
- Physician Associates established in clinical practice (training, working)
- Questions

# Who are Physician Associates?

- New healthcare professional in the UK (O: US)
- One of many new healthcare professions (e.g. ANP)
- Collaborative professional with a generalist med-ed
- Part of a multi-disciplinary team led by a senior doctor
  - Take medical **histories**
  - Conduct physical **examinations**
  - Develop complex **management plans**
  - Perform **diagnostic and therapeutic procedures**
  - **Prescribe** medications (subject to legislation)
- **Pioneers, flexible in workforce, excellent communicators, clinical “glue”.**

# PAAs in the UK

- Growing number of PA programmes in UK (16+10+9)
- c.270 PAs have been educated
- c.200 working in primary and secondary care
  - c.15% working in Primary care (GP)
  - A&E, inpatient ward, Acute Medical Unit, ICU and Operating Theatre (courtesy of the FPARCP)
- Over 300 posts advertised for PAs in last year (Band 7)
- Development of the profession
  - Faculty of Physician Associates at the RCP
  - Regulation and registration (currently PAMVR)
  - Recertification every 6 years

# Government and local strategic priorities

- Government commitment to ensure 1,000 PAs in primary care by 2020.
- HEE view PAs as key part of future NHS workforce
- Nuffield Trust Report (2016)
- Locally very positive response from primary and secondary care providers in the HYMS region
  - HEY Trust Strategy, 2016-20
  - CCG preceptorship

# Nuffield Trust report

- Opportunities offered by PAs
  - Professional continuity
  - Help address medical workforce gaps
  - Attract new and motivated workforce
  - Improve learning and development opportunities for other staff.

# Hull York Medical School

- Established – 2003; First doctors qualified – 2008
- Partnership between UoH, UoY and NHS
- MB BS and growing postgraduate programme, including MSc in Physician Associate Studies
- Provide further support to the local NHS workforce and make a real difference in under-resourced areas in the HYMS region.
- Exciting new opportunity to grow the medical school
- **Ranked in the top 10 nationally for overall student satisfaction the National Student Survey**
- **World-leading research**



# £26m Health Campus – July 2017





# HYMS' PA programme

- Intensive 2-year professional MSc integrated with clinical practice (90 weeks)
- Delivered by HYMS, FHSC and the NHS
- Competence and Curriculum Framework for the PA
- 12<sup>th</sup> September start. 30 students
- Recruiting a dedicated faculty (inc. registered PA)
- Admissions – 2:1 Bioscience degree. HEE funding
- Initially all formal teaching at UoH and HEY. Greatest workforce need.
- National exam to enter the PA profession (September 2018).

# HYMS' PA Curriculum

- Competence and Curriculum Framework for the PA (1,400 hours of clinical practice; 50%)
- Problem-based learning (PBL)
- Clinical and procedural skills (case portfolio)
- Pharmacology, prescribing and therapeutics (PPT)
- FHSC – MSc in Advanced Practice
- Clinical sciences lectures
- Quality / service improvement project
- Clinical placements (primary and secondary)
- **Building knowledge and experience.**
- **Fully integrated curriculum**

# Clinical placements

- Year 1 (community; general hospital medicine in HEY)
- Year 2 (clinical specialisms)
  - Community care (e.g. GP)
  - General hospital medicine
  - Front door medicine (e.g. A&E)
  - Mental Health
  - Obstetrics & Gynaecology
  - Surgery
  - Paediatrics (acute setting)
- End of Year 2 – Elective placement

# PA programme modules

YEAR 1		
TERM 1	TERM 2	TERM 3
INTRODUCTORY MEDICINE FOR PHYSICIAN ASSOCIATES	CLINICAL SCIENCE AND PRACTICE I	
INTRODUCTION TO PHYSICAL HEALTH ASSESSMENT		CORE SKILLS FOR PHYSICAL HEALTH ASSESSMENT
YEAR 2		
TERM 1	TERM 2	TERM 3
CLINICAL SCIENCE AND PRACTICE II		CLINICAL SCIENCE AND PRACTICE III
QUALITY / SERVICE IMPROVEMENT RESEARCH PROJECT		

# Presentations and procedural skills

- PAs should be able to manage, diagnose or refer **57 patient presentations (linked to Problem-based learning)**
- **Cardiovascular** (12 lead ECG, CPR)
- **Respiratory** (peak flow measurement, nebulised and oxygen therapy)
- **Gastrointestinal** (Insert a naso-gastric tube, nutritional assessment)
- **Musculoskeletal** (strapping and splinting)
- **Eyes** (fluorescein dye examination, remove loose foreign bodies)
- **Female reproductive** (cervical smear, cultures for HVS) (speculum)
- **Renal and genitourinary** (catheterisation, dipstick test)
- **Skin** (suturing, local anaesthetics)
- **Diagnostics and therapeutics** (Interpret written prescriptions, seeking confirmation when the drug, dose or route of administration, intravenous injections, venous blood sample, arterial blood gas (ABG) sample, venous cannulation, blood transfusion, body temperature, pulse rate, oxygen saturation, swabs, dosage of insulin)

# HEY's PAs

- 30 students based at HRI and CHH
- Groups of 4 or 5 students
- Dressed as a medical student.
- Ward-based attached to a clinical tutor (recruiting!)
- Monday afternoon and Wednesdays in HEY
  - Procedural skills
  - Clinical placement (on wards with clinical tutor, independent)
- Core Medical Tutorials (clinical expert sessions)



# Physician Associates in clinical practice

Professor Jim Parle, PA Course Director, U. of B'ham

Rosie Wright, PA Student, U. of B'ham

Chelsea Green, PA student, U. of B'ham





# Outline

- History of profession
  - USA and UK
- Education across country
- Competence and curriculum framework
- Assessment
- Regulation / Registration
- RCP (London) & PA Faculty
- Ways PAs work

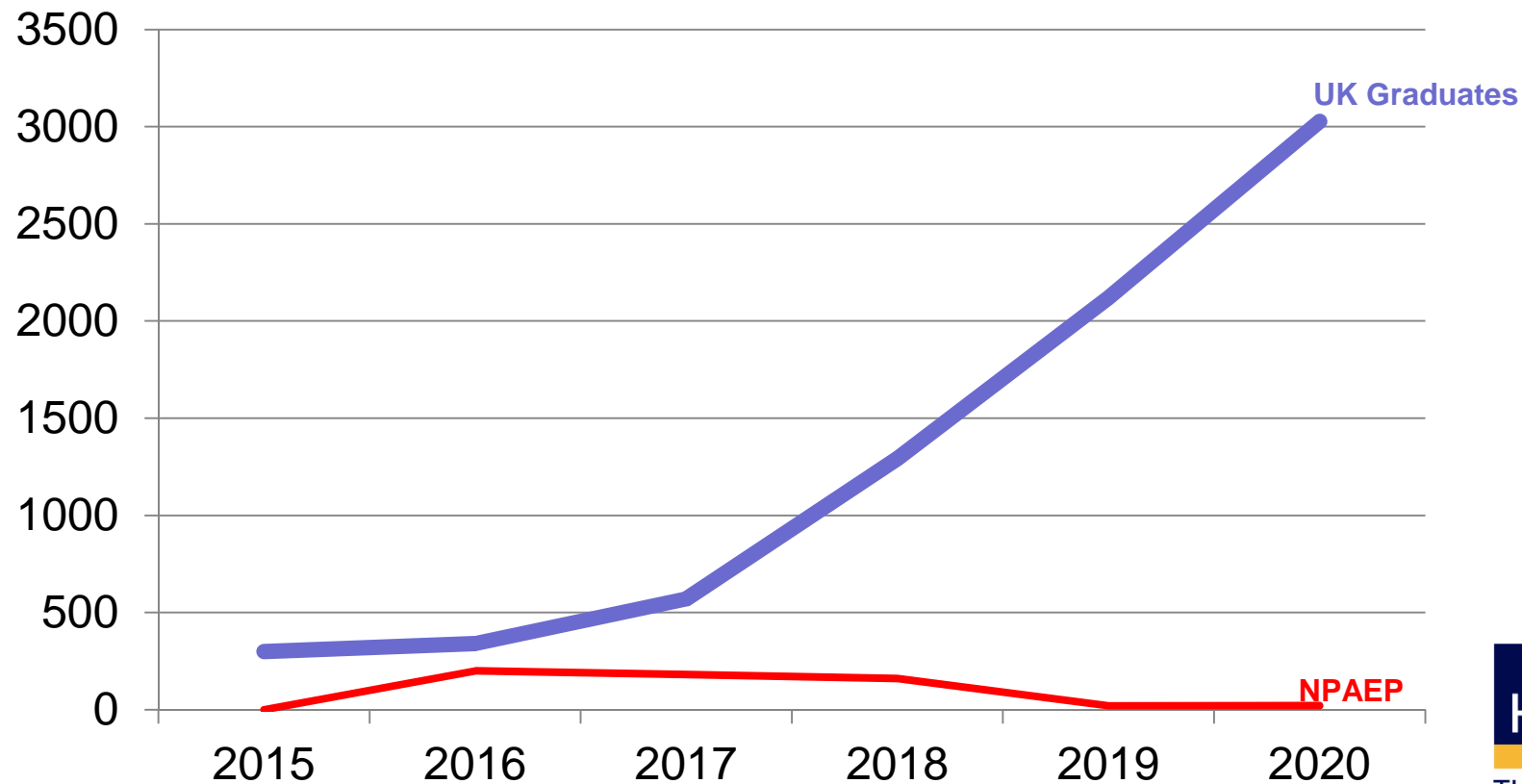
USA 50 years  
 100, 000 PAs certified  
 1PA:9 MDs qualifying

Australia  
 Canada  
 South Africa  
 Taiwan

England  
 Scotland  
 Netherlands  
 NZ &&&



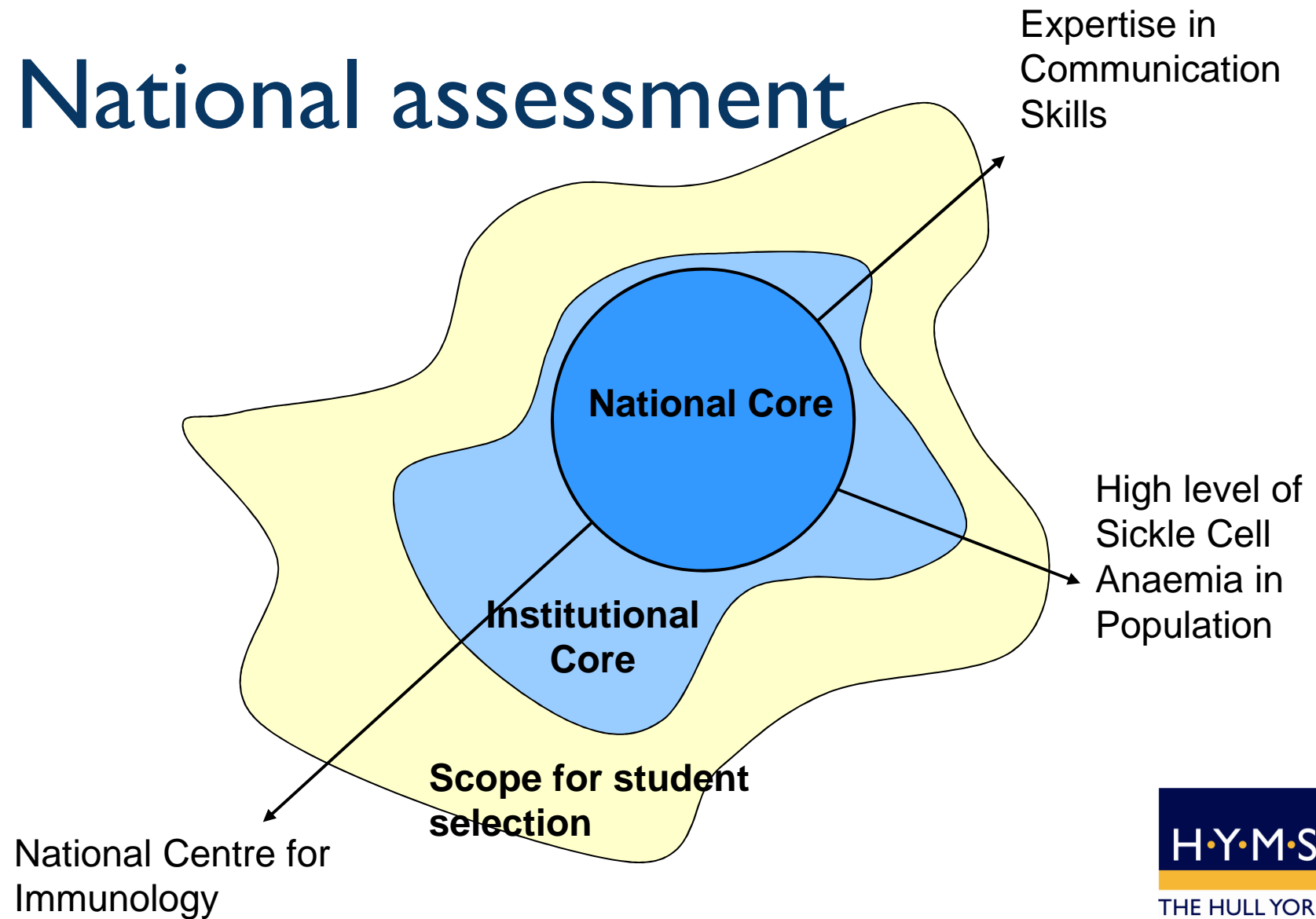
# Projected number of PA graduates in UK as at 28/9/15



# Assessment

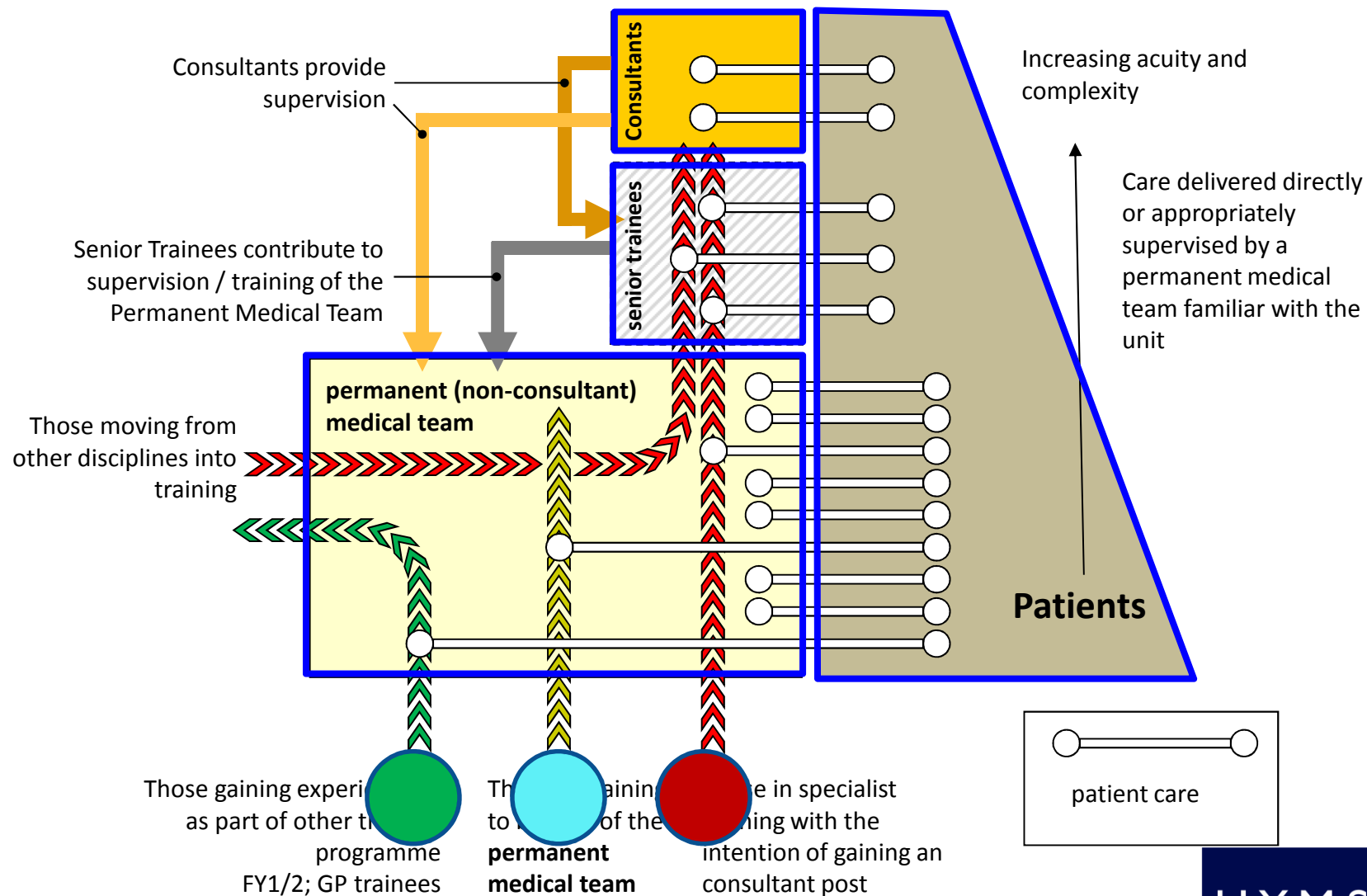
- National
- Currently shared by universities
- **RECERTIFICATION 6-YEARLY**
  - Consequences for ‘stem-cell practitioner’
- Currently run by Faculty

# National assessment



# Regulation & registration

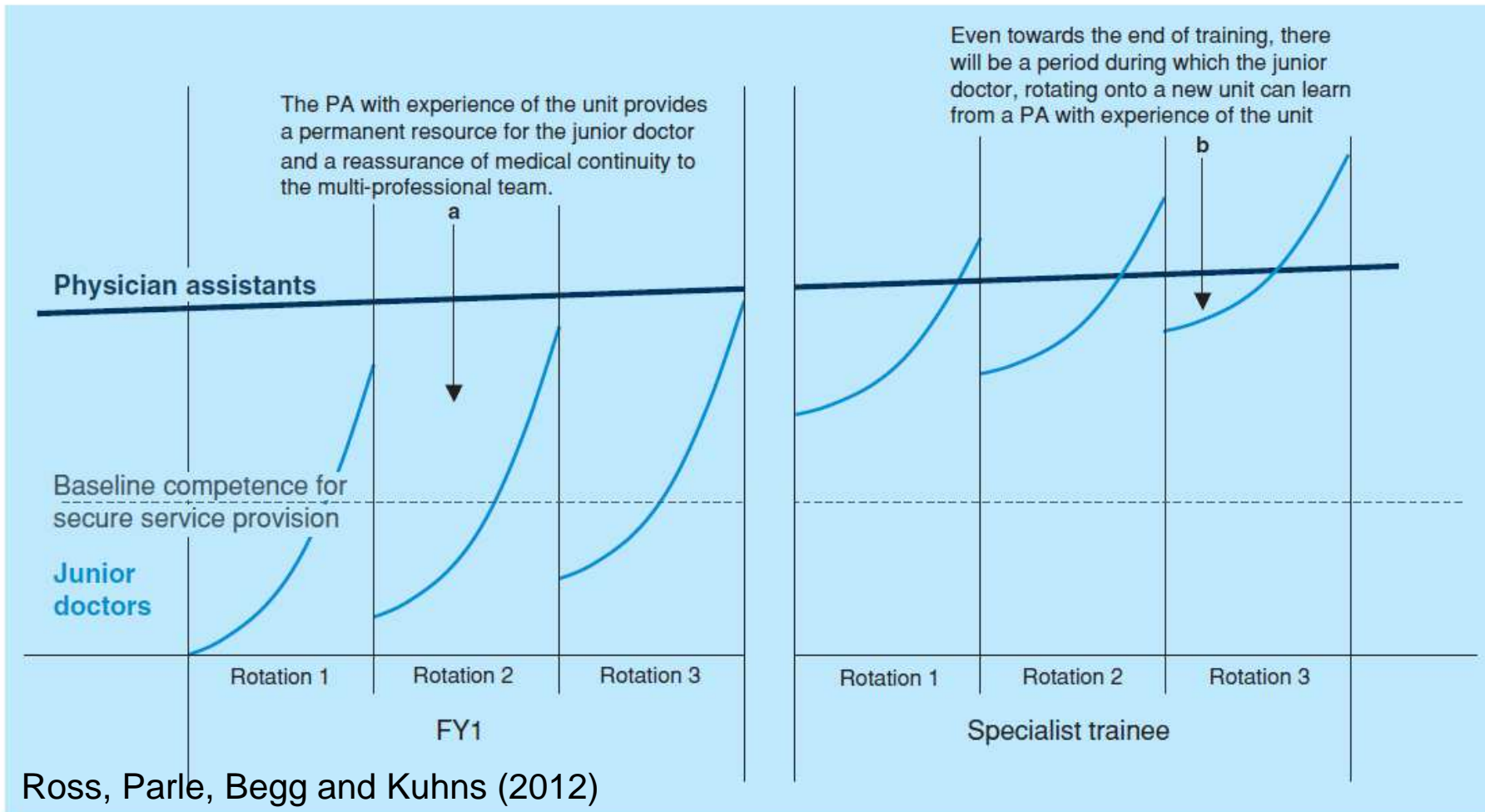
- Not statutory
- ~85% of PAs NOT currently statutorily regulated
- ~66% of PAs ARE on Managed Voluntary Register (at FPARCP)
- HCPC willing to regulate
- GMC:
  - *‘we do believe that physician associates should be subject to statutory regulation’*
  - *‘We would give the matter serious consideration if the four governments of the UK and the profession felt we should take on this role’*



**Improving the experience of patients and trainees through the development of a broad-based permanent non-consultant medical team.**

Parle J and Ross N, University of Birmingham, September 2012 .

# Supportive role of PAs





# The PA student

- Have we enjoyed our training so far?
- Aims of placement:
  - Gain competence at communication (patient, Drs, nurses)
  - Clinical skills
  - Symptom → diagnosis: What's common
- A typical day:
  - Ward round
  - Shadow (FY1/2)
  - Varied
- A new role = new challenges (as student and as qualified)
  - Earn our place
- Importance of defining the role
  - Knowing our limits

# Conclusion

The cavalry is coming  
It's the PAs (~3,500 by 2020)  
They are here to help  
Questions?

# Contact details

[www.hyms.ac.uk/physicianassociate](http://www.hyms.ac.uk/physicianassociate)  
[matthew.kempson@hyms.ac.uk](mailto:matthew.kempson@hyms.ac.uk)

[www.fparcp.co.uk](http://www.fparcp.co.uk)

