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**Lancashire and South  
Cumbria**

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26<sup>th</sup> May 2021

To Sir/Madam

## Advisory Guidance

### **RE: Band 5 - Physician Associate Assistant Practitioner**

#### **Position:**

Band 5 Physician Associate Assistant Practitioner (2 month fixed term contract)



L&SC B5 Assistant  
Practitioner Job Descr

#### **What is the need for this role:**

The role has been developed as a response to the current impact that the global pandemic is having on our students and graduates. The aim is to bridge the gap for individuals who are awaiting to sit their national exams and will receive the results in November 2021.

The creation of the roles will support the focus on increasing capacity within primary care and showcasing Primary Care as an area to work within.

#### **What is the expectation for Applicants:**

Successful applicants will be able to undertake this role until confirmation of passing both components of the FPA national examination, which will be taken at the first available opportunity. Upon passing your exams and becoming fully registered there is an expectation that there will be an offer for you to be recruited to a position within the practice or Primary Care Network (PCN) you are working within as a qualified Physician Associate at a higher banding level

## **What is the expectations of the Practice/PCN?**

To embed the employee within their practice/PCN. This is an opportunity for the surgery and the individual to become fully prepared to take on their role as a registered physician associate through a process of onboarding, CPD and mentorship.

The practice or PCN must support the employee within the Band 5 role they are employed within and use this time to develop the person within the fundamental infrastructure and processes of the practice. The main areas to consider would be:

- Practice induction
  - o Orientation to practice or practices within PCN that they will be working in
  - o Policies/Procedures
  - o Introduction to staff members
- To support the Physician Associate Assistant Practitioner to attend all education sessions provided.
- To provide a GP supervisor who will complete bi-weekly supervision to ensure the individual is comfortable within the role.
- To provide opportunity to spend time with each member of the MDT to encourage full MDT role awareness.
- To complete pre- and post-evaluation forms

## **Entry Requirements:**

To have completed and passed their post graduate diploma or master's degree in Physician Associate Studies and are awaiting their final National Certification exams.

## **Main Physician Associate Assistant Practitioner Role Description:**

- Join the New to Practice for Physician Associates programme, which is a unique opportunity to become embedded into the primary care team, gain additional primary care experience and enhance an individuals' portfolio, as well as perfecting clinical and communication skills in anticipation of the Faculty's National examinations.
- As an Physician Associate Assistant Practitioner, act within their professional boundaries and competencies; becoming involved in history taking, clinical examination, diagnostics and suggesting a treatment regime.
- Supervision and support will be provided by doctors and the wider medical/ nursing team.
- Clinical supervision will be delivered by the supervising GP
- Mentorship and an education programme will be delivered through the Training Hub's bespoke New to Practice model in conjunction with the North West Physician Associate Ambassadors.
- There will be an expectation to support the multi-disciplinary team in the management of acute presentations and long-term chronic disease exacerbations, under direct supervision

## **Onboarding into Primary Care**

### **New to Practice Model:**

The New to Practice (NTP) model is currently in development by the Lancashire and South Cumbria Training Hub. Upon appointment all appointees will need to complete a registration form for the NTP programme <https://www.lscthub.co.uk/wp-content/uploads/2021/02/Mentor-Application-GPNs-V1.docx>

Once the New to Practice for physician associates is launched, the model will allow access to the information and supportive documentation provided by the overarching NTP model as well as bespoke mentorship, opportunities to develop in leadership and clinical education activities.

### **Educational Development:**

Virtual weekly session will be provided. There will be a programme which will be condition specific aimed towards the employee based on their personal development plan. This will be aimed at a Physician Associate level in readiness for their forthcoming qualification. An updated version of the programme will be provided upon appointment.

### **Supervision/Mentorship:**

#### ***Internal Supervision:***

The practice will provide a GP supervisor who can provide clinical support on a daily basis. The frequency will be determined on an individual basis as agreed by the individual and supervisor. There is a minimum expectation of bi-weekly supervision for this role within the first 2 months.

#### ***External Mentorship:***

Upon appointment the employee will be provided with a contact for an external supervisor and mentor. The practice will be made aware of who this person is. The role of this person will be to provide professional, impartial support and mentorship on a monthly basis. It is hoped this will be an experienced physician associate to offer peer-to-peer mentorship. Both the employee and the practice will be able to contact this person if there are any professional queries and expectations.

### **Finance:**

The PAs will be employed by the GP practice or PCN. Any practice or PCN taking on the Band 5 Physician Associate Assistant Practitioner will be asked to invoice HEE for the sum of £5,200 upon appointment. This funding is classed as a 'Training Grant' to support the salary payment for the length of the contract. The practice will not be expected to invoice for any educational support as part of this position. This will be provided and organised externally.

In the event that the Physician Associate Assistant Practitioner fails to pass both components of the Faculty of Physician Associates national exams, and is unable to be directly employed through the practice or ARRS scheme as a qualified Physician Associate please contact Claire Ainsworth – [Claire.ainsworth@hee.nhs.uk](mailto:Claire.ainsworth@hee.nhs.uk) for guidance in regards to options for additional support to enable the individual to continue to be support within their Band 5 position whilst retaking their exams.

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## **Assessment of the Role:**

### **Before Employment:**

Both the Practice/PCN lead and the individual will be asked to completed a pre appointment evaluation form:

GP link: <https://forms.office.com/r/4GPHJMRae4>

PA link: <https://forms.office.com/r/d8cun7Lyt4>

### **Post Band 5 role:**

Both the Practice/ PCN lead and the individual will be asked to completed a post appointment evaluation form:

GP Link: <https://forms.office.com/r/tVTepWuBkq>

PA Link: <https://forms.office.com/r/4s3CL8KKHf>

The information gained from the evaluations will be use to shape the development of the PA offer within Primary care.

If you require any further information in relation to this post or the role of the PA in general practice please contact either myself Claire Ainsworth [Claire.ainsworth@hee.nhs.uk](mailto:Claire.ainsworth@hee.nhs.uk) or Kate Catterall [kate.catterall@hee.nhs.uk](mailto:kate.catterall@hee.nhs.uk)

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## **Further References:**

Health Education England: "[What is a Physician Associate in Primary Care?](#)"

NHS England: [The physician associate will see you now – new role to assist patients in primary care](#)

Faculty of Physician Associates: [Physician Associate Basic Quick Guide](#)

Faculty of Physician Associates employers' guidance and supervision guidance: [Physician associates in primary care](#)

Faculty of Physician Associates: [Primary care FAQs](#)

Faculty of Physician Associates: "Physician associates working in general practice, Samira's story" [video](#)

Our PATH: Physician Associate [Supervision Support Programme For GPs](#)

### Appendix 1: Example of Timetable:

	Monday	Tuesday	Wednesday	Thursday	Friday
<b>Week 1</b>	Practice induction, meet the team. Familiarise with policy & procedures	Shadow GP consultations	Short clinic – acute on the day (30 min app)	Short clinic – acute on the day (30 min app)	Short clinic – acute on the day (30 min app)
		Shadow nursing team	Virtual learning/ CBD	Meet PA ambassador/mentors	Shadow supervisor. End of week review.
In addition: attend PCN meetings, MDTs and experience with the wider community team					
<b>Week 2</b>	Short clinic – acute on the day (30 min app)	Experience with the wider community team (where possible)	Short clinic – acute on the day (30 min app)	Short clinic – acute on the day (30 min app)	Short clinic – acute on the day (30 min app)
	Shadow pharmacy team		Virtual learning/ CBD	Short clinic – acute on the day (30 min app)	Administration time or QI project
Partake in New to Practice module					
<b>Week 3</b>	Short clinic – acute on the day (30 min app)	Short clinic – acute on the day (30 min app)	Short clinic – acute on the day (30 min app)	Short clinic – acute on the day (30 min app)	Short clinic – acute on the day (30 min app)
	Short clinic – acute on the day (30 min app)	Short clinic – acute on the day (30 min app)	Virtual learning/ CBD	Short clinic – acute on the day (30 min app)	Administration time or QI project
<b>Week 4</b>	Short clinic – acute on the day (30 min app)	Short clinic – acute on the day (30 min app)	Short clinic – acute on the day (30 min app)	Short clinic – acute on the day (30 min app)	Short clinic – acute on the day (30 min app)
	Short clinic – acute on the day (30 min app)	Short clinic – acute on the day (30 min app)	Virtual learning/ CBD	Short clinic – acute on the day (30 min app)	Meet with supervisor 4 week review

## Appendix 2:

### Information re: Physician Associate Role - ARRS in GP

#### Overview of the role

- Indicative Salary AfC B7 (PA Preceptorship AfC mid-point B6)
- Max reimbursable amount over 12 months (with on cost) – £53,724

Physician Associates (PAs) are healthcare professionals with a generalist medical education who work alongside doctors providing medical care as an integral part of the multidisciplinary team. Physician Associates are dependent practitioners who work under the supervision of a fully trained and experienced doctor. They bring new talent and add to the skill mix within teams, providing a stable, generalist section of the workforce which can help ease the workforce pressures that the NHS currently faces.

#### Funding

From April 2020, this role will be reimbursed at 100% of actual salary plus defined on costs, up to the maximum reimbursable amount of £53724 over 12 months via Primary Care Networks.

#### Training/Development

Physician Associate students already have an undergraduate degree in a life science and/or a significant background in healthcare. To become a Physician Associate, students take a 2-year, full-time, intensive postgraduate course at Diploma or Masters level in Physician Associate studies. A list of courses can be found here: <https://www.fparcp.co.uk/becoming-a-pa>.

It includes over 1,400 hours of clinical placement experience in both acute and community settings. A new route via a 4-year Undergraduate Masters programme will run subject to approval. Once qualified, physician associates must maintain 50 hours of CPD per year and sit a recertification examination every 6 years.

#### Further Information:

Select here to find out more about the role, including job descriptions, case studies and more: [Physician Associate](#)