

Transferable Role Template

Career Framework – Cross Cutting

Physician's Associate

Published : 12-03-2014

Developers

Skills for Health

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Definition of Cross Cutting Roles

Cross cutting roles are those which occur at multiple points on the career framework and/or which appear in a number of clinical pathways. They are usually but not exclusively a sub set of an existing role or job. They may be very specific in nature e.g. delivering a specific test or intervention.

Basic Information:

Named Role	Physician's Associate
Area of work	Community NHS Or Local Authority Or Independent, Hospital NHS Or Independent
Role Family	AHPs, Medical, Nursing
Experience required	Degree in health or life sciences , previous health role e.g. nursing, pharmacy, occupational therapy or physiotherapy, or equivalent
Career Framework Level	N/A

Summary of Role

Physician associates are broadly based healthcare professionals who may work in primary and secondary care. They can work in all specialties and deal with the whole range of clinical presentations and problems.

Scope of the Role

Physician associates are broadly based healthcare professionals who may work in primary and secondary care. They can work in all specialties and deal with the whole range of clinical presentations and problems.

In the USA, PAs work in every clinical area and deal with everything from first presentations, e.g. in primary care and ED (both majors and minors, to high risk areas, such as cardio-thoracic surgery, to mental health care, always working closely with physicians as physician-extenders. However this is not the current situation in the UK but could be a potential use in the future.

They work to address the need of the population as well as individuals in terms of contributing to local population health outcomes and as such can have a role in public health demographics.

Defined as:

a new healthcare professional who, while not a doctor, works to the medical model, with the attitudes, skills and knowledge base to deliver holistic care and treatment within the general medical and/or general practice team under defined levels of supervision. (DH 2006)

The curriculum framework document (2006) outlines their scope of practice in the following terms:

A physician associate can:

Formulate and document a detailed differential diagnosis, having taken a history and completed a physical examination;

Develop a comprehensive patient management plan in light of the individual characteristics, background and circumstances of the patient;

Maintain and deliver the clinical management of the patient on behalf of the supervising physician while the patient travels through a complete episode of care;

Perform diagnostic and therapeutic procedures and prescribe medications (subject to the necessary legislation); and request and interpret diagnostic studies and undertake patient education, counselling and health promotion.

They can participate in pre and post operative care of patients and handle routine cases in primary care all under the supervision of a senior qualified medical practitioner. The medical consultant or general practitioner will retain ultimate responsibility for the clinical management of the patient. In any given setting the detail of the role will be defined by the supervising doctor taking into account current legislation. The supervising doctor may not always be present but will be readily available for consultation.

The physician associate will always act within a predetermined level of supervision and within agreed national guidelines.

The following matrix specification of core clinical conditions for the physician associate by category of level of competence

http://www.dh.gov.uk/prod_consum_dh/groups/dh_digitalassets/@dh/@en/documents/digitalasset/dh_4139320.pdf

Should be read in conjunction with the Competence and Curriculum Framework for the Physician Associate document:

http://www.dh.gov.uk/prod_consum_dh/groups/dh_digitalassets/@dh/@en/documents/digitalasset/dh_4139319.pdf

Cross Cutting Core Competences / National Occupational Standards:

Underpinning Principle	Reference Function		Competence
1. COMMUNICATION	1.2	Communicate effectively	GEN97 Communicate effectively in a healthcare environment http://tools.skillsforhealth.org.uk/competence/show/html/id/3001
2. PERSONAL & PEOPLE DEVELOPMENT	2.1.1	Develop your own practice	SCDHSC0023 Develop your own knowledge and practice http://tools.skillsforhealth.org.uk/competence/show/html/id/3517
	2.1.2	Reflect on your own practice	GEN23 Monitor your own work practices http://tools.skillsforhealth.org.uk/competence/show/html/id/2051
3. HEALTH SAFETY & SECURITY	3.5.1	Ensure your own actions reduce risks to health and safety	IPC2.2012 Perform hand hygiene to prevent the spread of infection http://tools.skillsforhealth.org.uk/competence/show/html/id/3309
			PROHSS1 Make sure your own actions reduce risks to health and safety http://tools.skillsforhealth.org.uk/competence/show/html/id/3327
			PMWRV1 Make sure your actions contribute to a positive and safe working culture http://tools.skillsforhealth.org.uk/competence/show/html/id/4027
	3.5.2	Protect individuals from abuse	SCDHSC0024 Support the safeguarding of individuals http://tools.skillsforhealth.org.uk/competence/show/html/id/3518
5. QUALITY	5.1.1	Act within the limits of your competence and authority	GEN63 Act within the limits of your competence and authority http://tools.skillsforhealth.org.uk/competence/show/html/id/85
6. EQUALITY & DIVERSITY	6.1	Ensure your own actions support equality of opportunity and diversity	SCDHSC0234 Uphold the rights of individuals http://tools.skillsforhealth.org.uk/competence/show/html/id/3506
B. HEALTH INTERVENTION	B2.1	Obtain information from individuals about their health status and needs	CHS169 Comply with legal requirements for maintaining confidentiality in healthcare http://tools.skillsforhealth.org.uk/competence/show/html/id/2820
D. INFORMATION MANAGEMENT / INFORMATION AND COMMUNICATION TECHNOLOGY	D2.4	Maintain information / record systems	CFA_BAD332 Store and retrieve information using a filing system http://tools.skillsforhealth.org.uk/competence/show/html/id/4104

H. MANAGEMENT & ADMINISTRATION	H1.3.1	Contribute to the effectiveness of teams	SCDHSC0241 Contribute to the effectiveness of teams http://tools.skillsforhealth.org.uk/competence/show/html/id/3509
	H2.6	Receive and pass on messages and information	ESKITU020 Use digital communications http://tools.skillsforhealth.org.uk/competence/show/html/id/4150

Role Specific Competences / National Occupational Standards:

Underpinning Principle	Reference Function		Competence
1. COMMUNICATION	1.2	Communicate effectively	GEN62 Collate and communicate health information to individuals http://tools.skillsforhealth.org.uk/competence/show/html/id/2317
2. PERSONAL & PEOPLE DEVELOPMENT	2.1.1	Develop your own practice	GEN13 Synthesise new knowledge into the development of your own practice http://tools.skillsforhealth.org.uk/competence/show/html/id/376
	2.1.2	Reflect on your own practice	SCDHSC0033 Develop your practice through reflection and learning http://tools.skillsforhealth.org.uk/competence/show/html/id/3415
	2.1.3	Make use of supervision	GEN36 Make use of supervision http://tools.skillsforhealth.org.uk/competence/show/html/id/2296
	2.2.1	Support the development of the knowledge and practice of individuals	GEN35 Provide supervision to other individuals http://tools.skillsforhealth.org.uk/competence/show/html/id/2295
			SCDHSC0043 Take responsibility for the continuing professional development of yourself and others http://tools.skillsforhealth.org.uk/competence/show/html/id/3481
		CFAM&LDC2 Support individuals' learning and development http://tools.skillsforhealth.org.uk/competence/show/html/id/3793	
6. EQUALITY & DIVERSITY	6.2	Promote equality of opportunity and diversity	SCDHSC3111 Promote the rights and diversity of individuals http://tools.skillsforhealth.org.uk/competence/show/html/id/3540
A. ASSESSMENT	A2.3	Assess an individual with a suspected health condition	CHS40 Establish a diagnosis of an individual's health condition http://tools.skillsforhealth.org.uk/competence/show/html/id/220
			CM A1 Obtain information to inform the assessment of an individual http://tools.skillsforhealth.org.uk/competence/show/html/id/1816
	A2.6	Identify individuals at risk of developing health needs	CHS42 Identify individuals with or at risk of developing long term conditions or related ill health http://tools.skillsforhealth.org.uk/competence/show/html/id/222

	A2.7	Undertake a risk assessment in relation to a defined health need	CHS230 Assess the need for intervention and present assessments of individuals' needs and related risks http://tools.skillsforhealth.org.uk/competence/show/html/id/3857
B. HEALTH INTERVENTION	B3.1.1	Plan activities, interventions or treatments to achieve specified health goals	CHS41 Determine a treatment plan for an individual http://tools.skillsforhealth.org.uk/competence/show/html/id/219
			CHS119 Select assessment and investigative techniques/procedures to meet individuals' needs http://tools.skillsforhealth.org.uk/competence/show/html/id/433
	B3.3.6	Support others in providing health care actions	GEN8 Assist the practitioner to implement healthcare activities http://tools.skillsforhealth.org.uk/competence/show/html/id/389
	B3.6.2	Monitor an individual's progress in managing health conditions	CHS55 Facilitate the individual's management of their condition and treatment plan http://tools.skillsforhealth.org.uk/competence/show/html/id/2817
	B7	Interpret and report on findings from investigations	CHS220 Provide clinical interpretation from investigations http://tools.skillsforhealth.org.uk/competence/show/html/id/2845
	B10.4	Manage emergency situations	CHS163 Manage Emergency Situations http://tools.skillsforhealth.org.uk/competence/show/html/id/2792
	B15.1	Prescribe medication and treatments for individuals	CHD HK1 Prepare prescriptions for prescription-only medicines http://tools.skillsforhealth.org.uk/competence/show/html/id/699
F. EDUCATION LEARNING & RESEARCH	F6.1	Conduct investigations in a research and development topic	R&D8 Conduct investigations in selected research and development topics http://tools.skillsforhealth.org.uk/competence/show/html/id/2448
			R&D8a Assist in the research work http://tools.skillsforhealth.org.uk/competence/show/html/id/2451
	F6.2	Interpret results of research and development activities	R&D10 Interpret results of research and development activities http://tools.skillsforhealth.org.uk/competence/show/html/id/2453
	F6.3	Act on research and development findings	R&D14 Translate research and development findings into practice http://tools.skillsforhealth.org.uk/competence/show/html/id/2459
H. MANAGEMENT & ADMINISTRATION	H1.3.1	Contribute to the effectiveness of teams	CM C5 Build a partnership between the team, patients and carers http://tools.skillsforhealth.org.uk/competence/show/html/id/1836

	H1.3.1	(Contd.) Contribute to the effectiveness of teams	CFAM&LDB2 Allocate work to team members http://tools.skillsforhealth.org.uk/competence/show/html/id/3791
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Facets of Role (National Occupational Standards):

Underpinning Principle	Reference Function		Competence
		None Assigned	

Locality Specific Competences / National Occupational Standards:

Underpinning Principle	Reference Function		Competence
		None Assigned	

Indicative Learning and Development

Transferable role	Physician's Associate
Formal endorsed learning	
Informal learning	
Summary of learning and development including aims and objectives	
Duration	
National Occupational Standards used	
Credits (including framework used)	
Accreditation	
APEL and progression	
Programme structure	
Continuous Professional Development	N/A
Resources required, e.g. placement learning, preceptors, accredited assessors etc	
Quality Assurance	
Policies included in learning programme documentation	
Funding	
Leading to registration or membership with:	

References & Further Information:

N/A