

JOB IDENTIFICATION

Job Title:	Physician Associate
Department(s):	Aberdeenshire Health and Social Care Partnership: General Medical Practice
Location:	Across Aberdeenshire 2C Practices Base to be agreed
Hours:	37.5 hours per week
Grade:	Band 8A
Salary:	£50,965 - £55,016
Contract:	Permanent
Job Reference:	NR142310

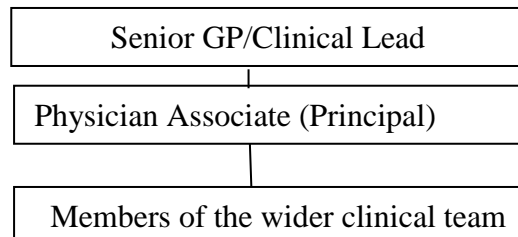
Job Purpose

The role will involve performing a range of highly specialist clinical activities and providing expert clinical advice and opinions

The post-holder will work autonomously with an identified GP/Clinical educational supervisor for career development. At present the role is designed around normal working hours, but if required the PA will provide clinical care as directed including weekends and out of hours. There is an expectation that the PA will work autonomously seeking advice as and when required.

The PA will be expected to maintain a generalist medical knowledge, work within with a medical model while also developing expert clinical knowledge of the breadth and depth of General Practice.

Organisational Chart



Practice under the guidance of a named GP

1	<p>Communication and relationship skills</p> <p>Providing and receive highly complex information</p> <p>Undertake detailed patient assessments and examinations on potential or known General Practice patients. Perform appropriate general medicine physical examinations on acutely unwell and/or chronic ill patients.</p> <p>Undertake a detailed patient history in order to formulate an appropriate differential diagnosis. Often there will be a requirement to obtain a history in difficult circumstances and to keep an interview focussed. There will be an appreciation required of various verbal and non-verbal cues that occur during presentations and complaints.</p> <p>Order and interpret appropriate medical diagnostic tests including where relevant specialised tests. Ensure that these are undertaken within applicable guidelines.</p> <p>Assimilate a broad range of clinical information from various sources: including patient history, physical examination, interpret diagnostic tests, initiate findings/treatment plan and progress long-term management where indicated.</p> <p>Understand and be aware of the importance of patients' clinical, psychological, religious and social factors.</p> <p>Ability to formulate sophisticated interactive, communication and relationship skills with patients and to understand normal and abnormal findings to aid the recognition of serious, emotional or mental issues with patients.</p> <p>Often the clinical information available will be non-specific with a broad differential diagnosis and will require insight into appropriate management.</p> <p>Once management/treatment plans are determined. There will be a requirement to inform and counsel patients and relatives/carers regarding explanation of procedures, diagnosis, treatment and management of acute and chronic illness. Sometimes this information will be complex and evolving and therefore will require careful explanation.</p> <p>Often for medical conditions, there is a requirement for long term patient management. The treatment/management information for patients has to be presented with empathy and reassurance in this situation.</p> <p>In a number of circumstances, there will be a requirement to ensure patient adherence to treatment plans. Persuasion and motivational skills will be required during communication with patients.</p> <p>Effective communication by promptly referring to secondary care via a clinical letter (paper or electronically). This will indicate patient findings and ask for a specialist opinion in secondary care.</p> <p>There will often be a requirement to discuss the care of patients with primary and hospital services. This may include social services, community nursing teams, Allied Health professionals, Advanced Nurse Practitioners, Pharmacists and GPs.</p> <p>There will be a requirement to liaise with, and refer to, (where appropriate) other community teams. There will be a requirement to follow up patients whilst under the care of other community teams within the system.</p> <p>The post-holder will be required to work with, refer to and take referrals from other healthcare professionals such as GPs, nursing staff and Allied Health Professionals.</p> <p>Effective negotiation with patients to manage conflict and de-escalate potentially violent or aggressive situations when required. Acutely unwell patients will require clear communication</p>

	<p>and compassion in order to alleviate their concerns.</p> <p>Consider, discuss and learn from complaints about aspects of care / service delivery.</p>
<p>2</p>	<p>Knowledge, training and experience</p> <p>Advanced theoretical and practical knowledge and experience</p> <p>Five years' experience of working as a Physician Associate and developing a wide knowledge of acute and chronic illness, both in terms of breadth and depth.</p> <p>Completion of a Post Graduate Diploma in Physician Assistant/Associate Studies from a UK university which is interlinked with the UK national physician assistant/associate exam.</p> <p>Extensive knowledge and experience of General Practice including relevant diagnoses, diagnostic tests, treatment plans and rehabilitation/management both within the community and secondary care.</p> <p>Understanding decision and risk management processes to ensure patients are appropriately managed within the community or referred to secondary care. This knowledge gained through experiential learning equates to masters level.</p> <p>Development of expertise in managing uncertainty in the patients' diagnosis. Practical knowledge and experience of focussed clinical examinations of all anatomical and physiological systems.</p> <p>Knowledge of the wide range of complaints and presentations that occur in major injuries and illness with clinical expertise on the management of these.</p> <p>Understanding the diversity of acute and chronic illness and that it ranges from investigation, diagnosis, therapy, follow-up, rehabilitation, management and palliative care.</p> <p>Ability to understand outpatient diagnostic procedures and investigations such as X-rays and blood tests and oversee their application in terms of the patient journey.</p> <p>Practical knowledge and experience of the range of management and rehabilitation possibilities such as medication, rehabilitation and further investigation.</p> <p>Applying both the theoretical and practical knowledge and experience of medical pathology in the community setting.</p> <p>Completion of an undergraduate degree which has enabled admission to a UK University Post-graduate diploma course.</p> <p>Current and valid certification (or recertification) by the physician associate national examination board or if American trained current and valid certification with the national commission on certification for physician assistants.</p> <p>Registration with the UK Managed Voluntary Register for Physician Assistants/Associates and the Royal College of Physicians faculty.</p> <p>Basic life support provider with the expectation of gaining accreditation in immediate life support (ILS).</p>

	<p>Ensure specialist knowledge is maintained by a commitment to lifelong learning and personal development.</p> <p>Utilise formal and informal opportunities for learning/teaching other members of the multi-disciplinary team and where appropriate discuss case presentations with the GP supervisor.</p> <p>Undertake 50 hours of continuing professional development annually to maintain certification with the national Physician Associates Managed Voluntary Register.</p> <p>Maintain own clinical skills to a high standard to ensure safe delivery of care.</p> <p>Reflect on current theoretical knowledge base or relevant practical experience.</p> <p>Discuss with GP educational supervisor during PDP process. Identify relevant mandatory and statutory clinical updates that are required and areas of knowledge or expertise required for personal development.</p>
<p>3</p>	<p>Analytical and judgemental skills</p> <p>Judgements involving highly complex facts or situations, requiring analysis, interpretation, comparison of a range of options</p> <p>Difficult and challenging clinical scenarios will be presented to the post-holder in General Practice with undifferentiated pathology; this will necessitate a comprehensive range of clinical, analytical and decision making skills.</p> <p>Various possibilities will have to be considered during the assessment of the patient and discussed with the multi-disciplinary team. This will include differential diagnosis of possible different clinical conditions including acutely unwell and chronic conditions and assessment of which diagnostic tests will yield further analysis.</p> <p>During the treatment of patients' continual analysis will be required of the clinical information and judgement required as to the merits and relative benefits of the treatments and management possibilities. Regular clinical review of patients will be required and the clinical management plan amended accordingly, with flexibility of thinking being essential. This will include information from secondary care.</p> <p>Determine appropriate management and treatment plan including considering active surveillance, referral to a community nursing team/AHP or for further investigation.</p> <p>Utilising own professional judgement and occasionally in discussion with the GP decide when patients require referral to secondary care.</p> <p>Ensure the recording and presentation of medical findings are in a manner consistent with local General Practice policies and procedures, using judgement to ensure facts are reported correctly. The possibilities of different clinical information will be included during recording and presentation.</p> <p>Ensure that the requesting of appropriate investigations and interpret their findings in view of other clinical information as per guidelines within the community setting.</p> <p>Assist medical and nursing staff in all clinical emergencies.</p> <p>Inform and counsel patients and relatives/carers regarding explanation of procedures, diagnosis, therapy, treatment and management of acutely unwell and/or chronically ill patients. This will include long term management consistent with life circumstances.</p>

	<p>For the team to fully document all aspects of patient care and complete required paperwork for legal and administrative purposes.</p> <p>Technical skills as required/directed:</p> <ul style="list-style-type: none"> • Maintain patient airway in emergency situations. • Give correct prescribed oxygen concentration. • Measure and observe patients condition and act appropriately on changes in condition. • Record a 12 lead ECG, interpret results and act accordingly. • Measure and observe patients condition and act appropriately on changes in condition. • Safe movement and comfort of patients.
<p>4</p>	<p>Planning and organisational skills</p> <p>Planning and organisation of a number of complex activities or programmes which require the formulation and adjustment of plans.</p> <p>During patient consultation and examination there will be a requirement to determine next steps and formulate appropriate review, referral or investigation processes.</p> <p>As a patient is reviewed especially patients with chronic illness there will be a requirement to review and modify the treatment plan.</p> <p>For cohorts of patients, with the same specific condition or presentation there will be a requirement to modify and appraise current treatment processes as appropriate or relevant.</p> <p>Clinical information from secondary and tertiary care will be detailed to the General Practice and modification of management and treatment of patients will occur as a consequence.</p> <p>Will effectively manage and organise own workload</p> <p>Will delegate and accept responsibility within limits of own ability</p>
<p>5</p>	<p>Physical Skills</p> <p>The post requires highly developed physical skills where a high degree of precision or speed and high levels of hand, eye and sensory co-ordination are essential.</p> <p>Often this post will require utilisation of different equipment in association with physician examinations.</p> <p>Two example of physician examination include, firstly neurological examination which requires co-ordination between hands and patient responses plus an understanding of the neurological signs that are being tested and interpretation of possible responses. Secondly, cardiovascular medicine examination requires an appreciation of the different sections of the cardio-vascular system and a co-ordination of co-operation from the patient associated with complex examination input. For the cardiovascular system, this can include arterial gases, blood pressure measurement, cardiovascular examination, electrocardiography, intravenous cannulation and peripheral vascular examination.</p>

	<p>Other physical examinations that require input and manipulation of patients include: gastrointestinal medicine; genitourinary medicine; musculoskeletal medicine; obstetrics and gynaecology; paediatric medicine; psychiatry and respiratory medicine.</p> <p>Utilise technical clinical equipment, calibrating when required, checking for faults and ensuring regular maintenance.</p> <p>Use computers and software; word, excel, power point, results reporting system, internet, intranet including e-mail, SSTS, printer.</p> <p>Basic skills to use information technology to operate such systems as e-KSF.</p>
<p>6</p>	<p>Responsibilities for patient/client care</p> <p>Provides highly specialised advice</p> <p>General Practice incorporates diagnostic uncertainty and various therapy modalities for patients and cohorts of patients.</p> <p>Requirement to formulate an appropriate differential diagnosis for the breadth and depth of General Practice.</p> <p>Understands and implements treatment and management plans for undifferentiated acutely unwell and/or chronically ill patients.</p> <p>Requirement to appreciate clinical information from various sources such as community teams and secondary care and therefore to adjust programmes or packages of patient care.</p>
<p>7</p>	<p>Responsibilities for policy and service development implementation</p> <p>Implements policies, proposes change to practices for area</p> <p>Lead on identifying areas of the Primary Care service to develop and improve, this includes proposing changes to practice for the service. Discuss such proposals with GP colleagues and consult with the community teams where applicable.</p> <p>Implement policies across the Primary Care service and ensure that where applicable the community team follow such policies.</p> <p>Develop clinical practice across Primary Care and General Practice via audit and review of SIGN guidelines and best practice. Following such analysis, review and consider relevant policies and implement relevant changes where applicable.</p>
<p>8</p>	<p>Responsibilities for financial and physical resources</p> <p>Safe use of equipment other than that used personally</p> <p>Within the General Practice ensure that all equipment is appropriately maintained and in excellent working order both within consulting areas and general patient environments.</p> <p>This could also entail responsibility for particular designated equipment within the General Practice.</p>

<p>9</p>	<p>Responsibilities for human resources</p> <p>Provide training on a range of subjects</p> <p>Provide training on managing the acutely unwell and critically ill patient to all members of the multi-disciplinary team.</p> <p>Undertake general medicine teaching to members of the multi-professional team and visiting learners, including medical/nursing students or physician associate students as well as participate in education and development programmes.</p> <p>Discuss, explain and teach to students or other members of the multi-disciplinary team how to undertake the risk management and decision making processes for the management of patients.</p> <p>Provide support and guidance to the intern year Physician Associates in the Primary Care team.</p> <p>Practice under the educational supervision of a named GP and within a medical model.</p> <p>Maintain own clinical skills to a high standard to ensure safe delivery of care.</p> <p>Utilise informal opportunities for learning, teaching and education with multi-disciplinary team and GPs.</p> <p>Undertake continuing professional development annually.</p> <p>Attend mandatory and statutory clinical updates as identified during PDP process.</p> <p>Maintain responsibility for own professional development and identify areas for personal development. This is through a personal development review with named GP educational supervisor.</p> <p>Maintain own training records and attendance at study days / courses.</p> <p>Acting at all times with honesty and probity.</p>
<p>10</p>	<p>Responsibilities for information resources</p> <p>Records personally generated information/data entry</p> <p>During General Practice clinics, input relevant patient data to enable the long term management of patients.</p> <p>Maintain patient records in accordance with guidelines and NHS Grampian standards.</p> <p>Fully document all aspects of patient care, including clinical observations and test results.</p> <p>Complete required paperwork for legal and administrative purposes.</p>
<p>11</p>	<p>Responsibilities for research and development</p> <p>Regularly participate in R&D</p> <p>Within an evolution of primary care and the workforce being extended to support, there will be regular research opportunities to evaluate and evidence the contribution of the extended team in General Practice.</p> <p>This will incorporate clinical and efficiency evaluation to ensure appropriate governance.</p>

<p>12</p>	<p>Freedom to act</p> <p>Guided by principles and broad occupational policies or regulations</p> <p>Follows NHS Grampian and locally agreed General Practice and Aberdeen City CHP policies, protocols and procedures.</p> <p>Follows principles from expertise and knowledge developed in General Practice to determine clinical assessment and treatment plans.</p> <p>Self directs and manages own workload on a daily basis including out of hours and weekends if required.</p> <p>Ability to work using own initiative to manage own workload. Ability to demonstrate skills and knowledge in areas of risk assessment.</p> <p>Ability to adapt according to changing service needs.</p>
<p>13</p>	<p>Physical effort</p> <p>There is an occasional requirement to exert moderate physical effort for several short periods during a shift</p> <p>The post-holder must be able to manoeuvre patients into position for treatment or assessment. This will be for less than half the shifts worked, although could be for periods of time during a shift.</p> <p>The post holder must be able to respond directly to clinical emergencies, from a standing start and provide care / resuscitation as required and where relevant support controlled restraint of patients with mental health or learning disability conditions.</p>
<p>14</p>	<p>Mental effort</p> <p>There is a frequent requirement for concentration where the work pattern is unpredictable</p> <p>Physical examination and history taking of patients requires concentration for periods of time although not continuously. This will occur on more than half the shifts worked.</p> <p>At the request of a member of the multi-disciplinary team or emergency bleep, there will be a requirement to change work activity.</p>
<p>15</p>	<p>Emotional effort</p> <p>Frequent exposure to distressing or emotional circumstances</p> <p>Communicate with distressed, unwell and anxious patients, relatives / carers. Conveying unwelcome / difficult news and results to patients and carers. Caring for patients after receipt of prognosis.</p> <p>Dealing with situations where family situations or circumstances ensure a difficult emotional</p>

	experience, as to deterioration in patients' condition likely to be on average at least once a week.
16	Working conditions Frequent exposure to highly unpleasant working conditions Exposure to potentially violent or aggressive patients including verbal abuse, likely to occur on average several times a week. Exposure to body fluids i.e. taking bloods, invasive monitoring when assessing patients, likely to occur several times a week with several occurrences on each shift.

PERSON SPECIFICATION

POST/GRADE: Physician Associate
LOCATION: Aberdeenshire HSCP
LOCATION/DEPARTMENT: Various

The Person Specification should meet the demands of the job and comply with current legislation. Setting unnecessary standards may, for example, unfairly discriminate against one sex, the disabled or minority racial groups. Applicants should be assessed in relation to their ability to meet the real requirements of the job as laid down in the job description. With the exceptions relating to displaced and disabled candidates noted in Sections 5.3 and 5.4 of this policy, shortlisted candidates must possess all the essential components as detailed below.

GENERAL REQUIREMENTS

Factor	<u>Essential</u>	<u>Desirable</u>
Qualification & Experience	Completed an accredited Physician Assistant/Physician Associate program in the UK, US or elsewhere.	Member of Faculty of Physician Associate Managed Voluntary Register (PAMVR). For USA trained candidates; Current and valid certification with the National Commission on Certification for Physician Assistants (NCCPA) Previous experience in general practice or other community/acute setting.
Circumstances & flexibility	Excellent knowledge of written and spoken English. Evidence of excellent communication and team working skills. Ongoing commitment to maintaining and improving knowledge and skills.	
Particular requirements of the post	Full registration as a Physician Assistant / Associate. Ability to work flexibly in delivering patient care	Commitment to research/audit.
Level of Disclosure check required	Yes	