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| **1. JOB IDENTIFICATION** | |
| Job Title: **Respiratory** **Physician Associate**  Responsible to: **Consultant**  Department(s): **Respiratory and General Medicine SJH**  Directorate: **MEDAS SJH**  Operating Division: **Acute**  Job Reference: 160497  No of Job Holders: Variable  Last Update: | |
| **2. JOB PURPOSE** | |
| The function of the Physician Associate (PA) is to provide high quality, safe and effective, clinical and emergency patient care in conjunction with other members of the clinical team.  The post will be based in secondary care and the post holder will be part of a wider clinical team available to meet the needs of the service.  Working under the indirect supervision of a named physician, as part of a multi-disciplinary team, PAs will undertake physical assessments and history taking, provide immediate care and initiate treatment as per clinical pathways/protocols, creating treatment plans as required.  This post will be primarily within the Respiratory department. The post holder will contribute to inpatient reviews of respiratory patients and play a key role in delivery of thoracic USS and inpatient pleural procedures. In addition, the post holder will contribute to the general medical department through shifts in the same day emergency assessment area. | |
| **3. DIMENSIONS** | |
| This post will be based within the respiratory department with general medical responsibilities to the front door. The PA will be expected to develop extensive clinical knowledge of Respiratory Medicine as well as generic skills which will be transferable across clinical areas depending on the needs of the service and clinical priorities.  Staffing Responsibility:  The PA will be involved in training of PA students, medical students, junior doctors and other clinical colleagues as appropriate e.g. nursing/AHPs/other professionals.  Financial Responsibility:  Whilst not independent prescribers PAs will contribute to recommending medicines and therefore impact on medicines management budgets.  The post holder is employed within NHS Lothian and there may be a requirement to work flexibly across Lothian to meet service demands. | |
| **4. ORGANISATIONAL POSITION** | |
| **Supervising Consultant**  Medical Students  **Physician**  **Associates**  **(this post)**  Clinical Fellows  Junior  Doctors  Specialty Doctors | |
| **5. ROLE OF DEPARTMENT** | |
| This post will be based within the Respiratory and General Medical departments at St John’s Hospital. The respiratory department at SJH have well developed services in asthma, COPD, community management of respiratory conditions, respiratory palliative care, thoracic cancer, pleural disease (including advanced pleural procedures), pulmonary fibrosis, bronchiectasis and complex respiratory infections.  The department aims to offer holistic care to patients with respiratory disease. To achieve this, we have developed a multidisciplinary team of consultants, respiratory nurse practitioners, specialist physiotherapists and occupational therapists, physician associates and advanced nurse practitioners. General respiratory new patient clinics are run weekly with respiratory in-reach to MAU run daily.  The General Medical department holds responsibility for the inpatient and community care of acutely unwell medical patients in West Lothian. It compromises inpatient care, a same day emergency assessment area and hospital at home. | |
| **6. KEY RESULT AREAS** | |
| 1. To support NHS Lothian’s values of quality, teamwork, care and compassion, dignity and respect, and openness, honesty and responsibility through the application of appropriate behaviours and attitudes. 2. From patient history, physical examination, appropriate investigations and discussions with supervising consultant/GP, if required, develop patient care pathways. Such patient care pathways will include treatment and management plans plus discharge as appropriate. 3. Maintain patient records in accordance with guidelines and standards. Fully document all aspects of patient care, including clinical observations and test results. Complete required paperwork for legal and administrative purposes. 4. In conjunction with clinical colleagues, identify areas of the service to develop and improve. Evaluate improvements to clinical practice in conjunction with other members of the clinical team. Adhere to local clinical, risk management, health and safety and other policies. 5. Undertake audits of the service and prepare reports to disseminate findings to supervising Consultant. 6. To perform a variety of research and analysis tasks associated with improvement of clinical care, medical diagnosis and treatment. 7. Whilst not independent prescribers PAs will contribute to recommending medicines and therefore impact on medicines management budgets. 8. Support the training of PAs and Medical Students, Junior Doctors and other clinical colleagues as appropriate within scope of practice, including nurses, AHPs, other professions. 9. It is also an expectation that the post holder will undertake further education and study relevant to the post for personal development purposes. 10. To contribute to the development of the PA profession in NHS Lothian. | |
| **7a. EQUIPMENT AND MACHINERY** | |
| **The following are examples of equipment which may be used when undertaking the role:**  Airway adjuncts – LMA, guedel airway, naso-pharyngeal airway, bag valve mask, ET tubes, Oro-pharyngeal and tracheal suction equipment  Tracheostomy tubes and associated equipment, Oxygen equipment – Flow meters, masks, cannulae, nebulisers, humidification circuits, NIV, CPAP,  Monitoring equipment; cardiac, blood pressure, temperature, oxygen saturation monitors – all types used in the hospital, Portable 12 lead ECG machine, Medisense monitor, Resuscitation equipment including automated defibrillator,  Invasive monitoring and venous access devices; central lines, arterial lines, Hickman lines, implanted vascular access devices, PICC lines, Various infusion devices; infusion pumps, blood warmers, PCA pumps, syringe drivers  Intravenous lines, venflons, butterfly devices, syringes, needles. Arterial blood gas needle and syringe, Arterial blood gas analyser, Ophthalmoscope, Nasogastric tubes. PEG Feeding (Percutaneous Endoscopic Gastronomy).  Drains – chest, various suction devices, abdominal paracentesis. Bladder scanning equipment. Urinary Catheters – suprapubic, urethral. Various hoists, slings and patient movement equipment.    Utilise technical clinical equipment, calibrating when required, checking for faults and ensuring regular maintenance.  Use electric beds and various pressure relieving mattresses as required.  Use computers and software; word, excel, power point, results reporting system, internet, intranet including e-mail, printer, and photocopier.  **Note:** New equipment may be introduced as the organisation and technology develops, however training will be provided. | |
| **7b. SYSTEMS** | |
| The following are examples of systems which will be used when undertaking the role:  PC  TRAK  PACS  SSTS  TURAS  EMPOWER  **Note:** New systems may be introduced as the organisation and technology develops, however training will be provided. | |
| **8. ASSIGNMENT AND REVIEW OF WORK** | |
| Works under the indirect supervision of a named Physician (Consultant). Workload will be generated and prioritised by the post holder through the triaging of patients to determine the correct course of treatment and ongoing referral to other medical professionals as required.  Initial patient assessments including taking medical histories and performing physical examinations will determine the formulation of appropriate investigations as per guidelines.  Management/treatment plans will be developed which will be kept under review as further clinical information is forthcoming.  Follows locally agreed policies, protocols and procedures. | |
| **9. DECISIONS AND JUDGEMENTS** | |
| Take a history from patients and perform appropriate physical examinations, order and interpret appropriate diagnostic tests within relevant applicable guidelines and make an appropriate assessment and diagnosis.  Assimilate clinical information from various sources, including patient history, physical examination, diagnostic tests and present findings.  Work under the supervision of a named Consultant, using clinical skills to deliver patient care including weekends and out of hours. Patients will present in different guises via different situations requiring analysis and judgement of the possibilities.  Scenarios will have to be considered during assessment, discussions with supervising consultant, if required, and during treatment/management plans for patients.  During treatment/management plans, continual analysis required of clinical information and judgement required to ensure treatment/management plan still applicable.  Under supervision, utilising own professional judgement and/or in discussion with supervising consultant decide when patients require referral to another speciality.  Record and present findings in a manner consistent with local policies and procedures, using judgement to ensure facts are reported correctly.  Request appropriate investigations such as laboratory investigations and interpret their findings, in view of other clinical information, as per guidelines and explain these to patients where there may be barriers to understanding.  Assist medical and nursing staff in clinical emergencies to provide care / resuscitation as required. | |
| **10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB** | |
| Being part of a new clinical profession being introduced to Lothian and working with clinical and operational colleagues to deliver safe, effective and appropriate clinical care within the PA scope of practice, working around current restrictions until UK regulation of PAs is in place.  Working in a fast paced clinical service environment with constantly changing priorities based on the needs of presenting patients.  Continually developing clinical and interpersonal skills to expand individual abilities to the full scope of PA delivery within the MDT service. | |
| **11. COMMUNICATIONS AND RELATIONSHIPS** | |
| Inform and counsel patients and relatives/carers regarding explanation of procedures, diagnosis, treatment and management of conditions, once management/treatment plans have been determined. This will include long term management consistent with life circumstances.  Treatment/management information will have to be presented with empathy and reassurance. In some circumstances to ensure adherence with treatment plans, persuasion and motivational skills will be required during communication with patients where there may also be barriers to understanding.  Effective communication with the referring doctor and patients’ General Practitioner/Consultant by promptly issuing a clinical letter (paper or electronically) indicating patient findings and treatment/management plan with conditions for review either by the Consultant, General Practitioner, member of clinical team, PA or Nurse Practitioner.  Conduct telephone consultations which may involve discussing the result and implications of laboratory investigations.  There will be a requirement to liaise with, and refer to, (where appropriate) other clinical specialities. There will also be a requirement to follow up patients whilst under the care of other specialities within the system.  The PA will be required to work with, refer to and take referrals from other healthcare professionals such as nursing staff and Allied Health Professionals.  Effective negotiation with patients to manage conflict and de-escalate potentially violent or aggressive situations when required.  Consider, discuss and learn from complaints about aspects of care / service delivery.  Fully document all aspects of patient care and complete required paperwork for legal and administrative purposes. | |
| **12. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB** | |
| **Physical (example list which will vary/specialty):**  Maintain patient airway in emergency situations.  Give correct prescribed oxygen concentration.  Give respiratory therapy.  Measure and observe patients condition and act appropriately on changes in condition.  Record a 12 lead ECG, interpret results and act accordingly.  Monitor patients’ blood sugar and act appropriately on any changes in condition.  Resuscitate and administer shock following cardiac arrest.  Examination of eyes as required.  Assess residual contents of bladder and need for urinary catheterisation or change in catheter.  Safe movement and comfort of patients.  Undertake advanced clinical and surgical techniques as required. These could potentially include suturing.  The post-holder must be able to manoeuvre patients into position for treatment or assessment.  **Mental:**  Concentration required when taking medical histories, performing physical examinations and reaching a differentiated diagnosis, as well as accurately assessing when to escalate patient care discussions to clinical colleagues and supervising physicians.  **Emotional:**  Exposure to severely ill patients and patient deaths, potentially of all ages, across the lifespan.  Dealing with distressed patients and carers, delivering potentially bad news and addressing feedback in complaints as required.  **Environmental:**  Exposure to bodily fluids and the potential of violence & aggression - both verbal and physical. | |
| **13. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB** | |
| Undergraduate degree in a relevant field to healthcare allowing entry to postgraduate studies.  Educated to SCQF level 11 i.e. postgraduate qualification from an approved institution e.g.  PG Diploma/MSc PA Studies which comply with the Faculty of Physician Associates standard.  Registration on the UK wide PAMVR (and following statutory regulation with the GMC).  Evidence of ongoing CPD in order to maintain voluntary registration until regulation.  Advanced clinical decision making acquired through post graduate studies with application in practice during clinical rotations across core medical specialities.  Excellent communication skills both written and verbal.  IT skills and knowledge of patient systems. | |
| **14. JOB DESCRIPTION AGREEMENT** | |
| A separate job description will need to be signed off by each job holder to whom the job description applies.  Job Holder’s Signature:  Head of Department Signature: | Date:  Date: |