

New Models of Care: *Physician Associates*



September 2018

A Physician Associate is:

“...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.”

(The Competence and Curriculum Framework for the Physician Assistant, Dept. of Health, 2012 revision)

September 2018:

- Training programme capacity and recruitment are set to rise in line with government expectations and increased workforce demand.
- **Emergency Medicine** is still the most popular specialty area for PAs – 30% of all PA graduates are believed to enter the specialty across the UK (Faculty of PA).
- The proportion of PAs recruited into the **primary care** workforce is estimated at **15%**.
- *Five Year Forward View* Requirement to develop 1,000 primary care-based Physician Associates by 2020, to support GPs in their work.
- Recruitment of PAs into primary care needs to increase to **30%** to meet government targets.
- **National investment plan** and primary care incentivisation plan launched from Jan 2018.
- Innovative pilot work led by HEE includes *Primary Care Preceptorship* and *PA Ambassador* programme – informing national programme development...

PA Investment

The HEE national PA investment model was implemented from January 2018 and includes:

- A **training grant** of £5,000 per student, per programme (all student PAs)
- An **uplift** of the training grant to £10,000 (so £5k + additional £5k), for those students demonstrating recruitment into primary care roles – the £5k should be used to provide year 1 graduate PAs with a structured **Primary Care Preceptorship** programme....
- An increase in **primary care placement time** of 330 hours to a **total of 510 hours** (per course), to allow for increased exposure of 1) the student to primary care and 2) primary care to PAs. This will take place for all students on programme and will require a proportional uplift of placement costs. With current costs for the 180 hours' placement at an average of (£2,300 + MFF) £2,540, uplift for additional hours will bring total placement cost to a maximum of (£6,516 + MFF) £7,168pp.
- Maintaining the **secondary care clinical placement** cost, aligned to non-medical placement tariff @ £3,112 + MFF = £3,550 pro rata

So... why choose General Practice?

- ...Varied work
- ...Fascinating changing landscape
 - ...New ways of working
 - ...Career opportunities
- ...Learning and development

...Patients will love you!

A growing need...

Driving the change:

- Population increase
- Ageing
- New models of care

- Declining GP numbers: almost 5000 less GP partners in a decade, FT GP numbers down by 523 in Q1 this year

- Changing career aspirations of GPs: recent Kings Fund report 'Through the eyes of GP trainees'; only 21.7% f/t working 1 year post qualification, 5.4% after 10 years

It's your opportunity!

PA Preceptorships



Health Education England

Support for new graduates entering the workforce enhances confidence and competence, providing a bridge between the supervision of the pre-registration learner and the mature clinician.

To attract the additional £5000 support funding, **preceptorship criteria:**

- Minimum of 1 year (Whole time equivalent)
- Open to PAs commencing a programme in the year after gaining registration on the national register
- Normally wholly in primary care, but min 50% / 6 months' in any rotation in primary care
- 1 dedicated weekly session for education with educationally approved clinical supervisor
- Mentor from an appropriate education organiser
- Induction period, and mid / end of programme review with supervisor
- Maintain records of the preceptor's progress,
- Access to employer's annual appraisal system
- Access to a professional development programme from a local HEI or equivalent
- Involvement in multi-professional learning activities
- Expectation to complete and maintain requirements of the UK PA managed voluntary register
- Ideally the preceptorship programme will set out expected outcomes for the preceptor

How is this working in practice?

Case Study:

Staffordshire PA Preceptorship Pilot

12 month, full time (10 session week) programme:

Rotational Placements in Primary & Secondary care settings:

- 3 days (6 sessions) in primary care settings
- 2 days (4 sessions) in acute hospital trust placements (acute medicine, A&E, outpatients and general surgery settings).
- **GP tutor** oversees the cohort of PAs
- Named **clinical supervisor** for each PA is provided.

Half day protected session for **teaching**, tutored by a GP. Syllabus covers key clinical areas to support development of primary care skills.

PAs are expected to maintain a **portfolio of learning**, to provide evidence for annual appraisals and assist in preparing them for the six-yearly revalidation.

Evaluation underway – Keele University.



Next Steps?

- [Case studies](#) and primary research are really valuable – speaks to the need to show employers the art of the possible. The GPFV requirement is for “primary care” but the generalist nature of the PA means that they work in over 35 primary and secondary care settings... need to ensure a balance between primary and secondary care recruitment and placement provision.
- A [media campaign](#) for primary care was commenced in April 2018. Hard copies of an A5 booklet called ***‘Physician Associates – a working solution in primary care’*** was sent to every practice manager in England.
- Raise the profile of each [Medical Associate Professions](#) (MAP) role in partnership with members of MAP Oversight Board. Working with NHS Employers to deliver targeted comms. Regional seminars in early Autumn to look at showcasing best practice in MAP deployment in NHS Trusts
- Work with **NHS England** on exploring [medicines mechanism](#) for each role, subject to outcome of DHSC consultation

Resources

There is a dedicated general practice page under the employers section of the [Faculty of Physician Associates website](http://www.fparcp.co.uk)

<http://www.fparcp.co.uk/employers/pas-in-general-practice> This covers answers to specific FAQs including preceptorship

There are plans to develop a similar 'working in primary care' section on the student page

PA <http://www.fparcp.co.uk/pa-students> to help raise awareness of the benefits of working in general practice

<http://www.nhsemployers.org/your-workforce/plan/education-and-training/preceptorships-for-newly-qualified-staff>

Medical Associate Professions (MAPs) <https://hee.nhs.uk/our-work/medical-associate-professions>

Thank you for your time... Questions?



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