

Physician Associate Pilot Programme – January 2016



Developing people
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healthcare

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Background

The appetite for introducing **Physician Associate** roles is growing steadily; primarily in response to the shortage of doctors in a number of specialities.

The **Physician Associate** role provides a new way of working that complements roles already developed in primary and secondary care and strengthens the multi-disciplinary team.

A **Physician Associate**, whilst not a doctor, works to the medical model with the attitudes, skills and knowledge base to deliver holistic care under defined levels of supervision.

A qualified **Physician Associate** can:

- formulate and document a detailed differential diagnosis, having taken a history and completed a physical examination;
- work with patients and, where appropriate, carers to agree a comprehensive management plan in line with the patients' needs;
- maintain and deliver clinical management in collaboration with patients and on behalf of the supervising physician whilst the patient travels through a complete episode of care;
- perform diagnostic and therapeutic procedures;
- interpret diagnostic studies and undertake patient education, counselling and health promotion.

As part of the Workforce Transformation programme Health Education England's North West team (NW) is supporting a pilot programme of 160 student **Physician Associates**, starting in January 2016 across Cheshire, Merseyside, Greater Manchester, Cumbria and Lancashire.

Work to date has ensured that:

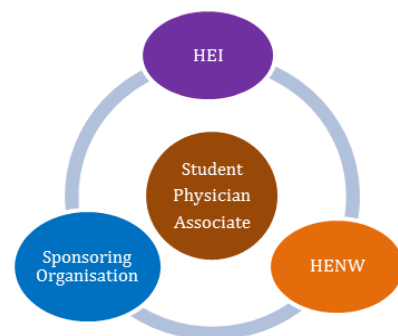
- we have a funding model in place for the pilot programme;
- we have an employment model which:

- minimises the workload for sponsoring organisations;
- enables robust evaluation and
- supports any issues relating to indemnity.

- We have an academic model that is 'standardised', in relation to outcomes, across the region and meets the national framework for **Physician Associates**.

Our intent being to determine a funding and delivery model which is:

- attractive to students;
- supports the sector/sponsoring organisations;
- recognises the commitment of all partners;
- delivers high quality learning.



Academic Partners

Manchester Medical School



Liverpool University

Faculty of Health and Life Sciences



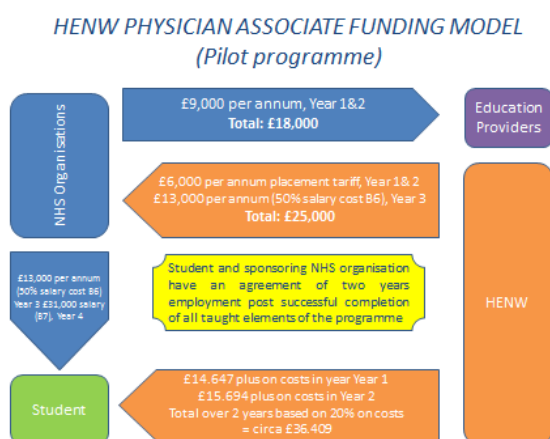
University of Central Lancashire (UCLan) Medical School



Funding Model

The funding model in place for the pilot programme has been developed to support us in:

- acting quickly given escalating demand;
- attracting, supporting and retaining candidates;
- maximising fitness for purpose/practice on completion of training.



Above equates to:

Health Education England's North West team (NW) will pay the student **Physician Associates** salary for the first 2 years plus 50% of their salary, band 6, in the 3rd year.

Health Education England (NW) will pay the sponsoring organisation/s £6k placement tariff per year per student for the first 2 years = £12k.

Sponsoring organisations will pay £9k per annum to the universities to cover the students' academic fees = £18k per student **Physician Associate**.

Sponsoring organisations will advertise, at the end of the 2nd year of the programme, a 12 month internship, contributing 50% of band 6 salary costs. **NB** the **Physician Associate** is qualified at this stage.

At the end of the 3rd year, sponsoring organisations will recruit a band 7 **Physician Associate** on a minimum 12 month Fixed Term Contract.

Health Education England (NW) retains the right to change the funding model for any subsequent **Physician Associate** programmes in line with national and regional guidance/developments, workforce need and evaluation.

Delivery Model

In the North West **Physician Associates** will complete a two year Postgraduate Diploma in **Physicians Associate** Studies.

In order to get onto the course applicants had to:

- hold a first degree, minimum 2:2, in life sciences or health plus at interview;
- demonstrate the values and behaviours required by the sector.

The **Physician Associates** programme, as determined by the national framework, is split 50% academic learning and 50% clinical learning (placement time) with both elements covering:

- Primary/Community Medicine and General Practice;
- Emergency Care;
- Mental Health;
- Medicine;
- Surgery;
- Obstetrics & Gynaecology;
- Paediatrics.

Professional behaviour, the acquisition of clinical skills and fitness to practice is monitored throughout the 2 year programme.

Academic achievement is measured by institutional assessment across the 2 years and national assessment at the end of the programme.

Recruitment

Whilst in training phase, the **Physician Associate** students will be employed, on a 2 year fixed term contract, by St Helens and Knowsley NHS Trust as one of the region's Lead Employers.

All pre-employment and occupation health checks plus induction, pay etc. being supported under this arrangement; uniforms will be

provided at nil cost to the sponsoring organisation.

Induction will cover:

- Fire Safety;
- Equality, Diversity and Human Rights;
- Health, Safety and Welfare;
- Infection - Prevention and Control;
- Information Governance;
- Moving and Handling;
- Safeguarding Adults, Children, Mental Capacity, Disability;
- Medicines Management;
- Health Records;
- Resuscitation.

Under their contract of employment all students will work a 37.5 hour week and placement with start and finish time being locally negotiated, within Agenda for Change defined social hours these being 7am to 8pm, in order to:

- ensure supervision can be assured at the level required;
- service provision can be met and supported;
- learning opportunities maximised.

In November this year the opportunity was advertised on NHS Jobs, in regional media, through the universities alumni and via sponsoring organisations' intranets etc.:

- 433 applications were received with the opportunity being closed 2 days earlier than anticipated;
- 77 were rejected at long listing – didn't meet the required academic standard;
- 1 withdrew;
- 355 progressed to shortlisting – of these 37% have previously been or are currently employed in the NHS;
- 282 invited to interview – 260 accepted the invitation.

1st Degrees of those progressed to shortlisting

Bio Medical Science	37.3%
Pharmacology/Pharmacy/Pharmacy Science	10.6%
Healthcare Science/ Healthcare Studies/ Nursing/Midwifery/Public Health	10.3%
Biology/Biological Science/Human Biology/Marine Biology/Molecular Microbiology/Tropical Diseases	7.5%
General Medicine/Medicine/Medicine Science/MBBS/Medicine/Human Science & Medicine	4.5%
Sports and Exercise Science/Sport Rehabilitation/Sports Science/Sports Therapy	4.5%
Life Science/Neuroscience	3.3%
Bio Chemistry	3.3%
Exercise Physiology/Physiology	3.0%
Psychology/Psychology & Criminology/ Applied Physiology	2.4%
Diagnostic Radiology/ Radiotherapy	2.1%
Forensic Science/Natural Science/Science	1.8%
Clinical Science/Embryology/Respiratory/Cardiac Physiology	1.5%
Physiotherapy	1.5%
Veterinary Science/Zoology	1.5%
Nutrition/Nutrition and Dietetics	0.9%
Operating Department Assistant/Paramedic	0.9%
Podiatry	0.9%
Genetics/Medical Genetics	0.6%
Audiology	0.3%
Dental Medicine	0.3%
Orthoptics	0.3%
Parasitology	0.3%
Animal Behaviour	0.3%

Interviews took place on the 24/25/26th of November with candidates undertaking three 10 minute stations –

Station 1

Commitment to and understanding of the programme

Station 2

Communication and Empathy

Station 3

Confidentiality and Escalating Risk

Interview panels were made up of 1 academic and 1 sector representative.

- 25 failed to attend for interview on the day;
- 235 were interviewed;
- 30 were considered un-appointable on the day;
- Leaving 205 candidates for consideration of an offer;
- Offers were made based on interview scores with those scoring 50% or above of the overall score being considered.

160 offers, across the 3 universities, have now been confirmed and the programme will start on the **28th January 2016** with **2 days NHS Induction**.

University start date being the **1st February 2016**.

First Placements commence the **6th June 2016**

Next Steps

As we move into the next phase of the programmes development attention will focus on placement preparation.

To date I have visited all sponsoring organisations that have requested a visit.

If you would like me to come out to see you or if you would like further information on the programme my contact details are as below.

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Physician Associate Programme

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Programme Calendar – 1st Year

January 2016 to January 2017

28th and 29th January (2 days)
NHS Induction

1st February to 20th March (7 weeks)
University Based

21 March to 3rd April (2 weeks)
Holidays (includes Easter 2 Bank Holidays)

4th April to 5th June (9 weeks)
University Based (includes 1 Bank Holiday)

6th June to 31st July (8 weeks)
1st Placement

1st August to 14th August (2 weeks)
University Based

15th August to 29th August (2 weeks)
Holidays (includes 1 bank holiday)

30th August to 23rd October (8 weeks)
2nd Placement

24th October to 6th November (2 weeks)
University Based

7th November to 18th December (6 weeks)
3rd Placement

19th December to 2nd January (2 weeks)
Holidays (includes 3 bank holiday's)

3rd January to 15th January (2 weeks)
Continuation of 3rd Placement

16th January to 29th January (2 weeks)
University Based

Programme Calendar – 2nd Year

January 2017 to January 2018

30th January to 10th March (6 weeks)
University Based

13th March to 2nd April (3 weeks)
4th Placement

3rd April to 17th April (2 weeks)
Holidays (includes Easter 2 Bank Holidays)

18th April 7th May (3 weeks)
Continuation of 4th Placement
(includes 1 Bank Holiday)

8th May to 18th June (6 weeks)
University Based

19th June to 30th July (6 weeks)
5th Placement

31st July 13th August (2 weeks)
Holiday

14th August to 28th August (2 weeks)
University Based (includes 1 Bank Holiday)

29th August to 8th October (6 weeks)
6th Placement

9th October to 22nd October (2 weeks)
University Based

23rd October to 3rd December (6 weeks)
7th Placement

4th December to 26th December (3 weeks)
University Based (includes 2 Bank
Holidays)

27th December to 7th January (2 weeks)
Holiday (includes 1 Bank Holiday)

8th January to 26th January (3 weeks)
University Based – National Exams
(Employment Contracts End)

