



# JOIN OUR TEAM

Candidate  
information  
pack

**Physician  
Associate in  
Emergency  
Medicine/ Acute  
Medicine**



## **Trust Values and Behaviours**

All strategic planning is underpinned by a number of values and behaviours. These were developed in conjunction with staff and are used in their day to day work with patients, colleagues and stakeholders. There are five core values which staff should follow.

### **Person Centred and Safe**

Our focus is on delivering high quality, safe and person focussed care through teamwork and continuous improvement.

### **Professional**

We will be open and honest, efficient and act as role models for our teams and our communities.

### **Responsive**

We will be action oriented, and respond positively to feedback.

### **Friendly**

We will be welcoming to all, treat people with respect and dignity and value others as individuals.

### **Progressive**

We will constantly seek to improve and transform the way we work, to ensure that our services respond to the changing needs of our communities.

All prospective new staff will be assessed against these values to ensure we are recruiting quality candidates.



## **Introduction to Department**

This is an exciting time for our Trust as it is the first time that we are recruiting Physician Associates (PAs) to join our Medical Directorate.

We are looking for 4 highly motivated qualified Physician Associates to work in either the Emergency Department (ED) or the Acute Medical Unit (AMU).

## **THE ROLE OF THE PHYSICIAN ASSOCIATE**

Successful applicants will work with the junior medical team in either the Emergency Department (ED) or on the Acute Medical Unit (AMU).

They will undergo an induction programme and be supported and mentored in the development of their clinical practice. They will be allocated a consultant educational supervisor to support them to develop a professional portfolio and will be offered CPD, study leave support, and teaching time. In addition to working as part of a multi-disciplinary team, they will have the opportunity to become involved in audit/research, teaching and simulation training.

## **DUTIES OF THE POST**

- Conducting ward rounds with the team, assessing and examining patients and facilitating clinical plans under the supervision of doctors
- Clerking of patients to include assessing and examining, as well as ordering appropriate investigations, interpreting investigation results and recommending treatment accordingly.
- To establish differential diagnosis, making appropriate treatment plans
- Record or dictate the history and physical condition and ensure accurate and comprehensive medical records are maintained using appropriate written and electronic documentation according to Trust guidelines.
- Initiation of basic/advanced life support in patients
- To be actively involved in patient care, liaising with staff and other members of the clinical team as required.
- To participate in multi-disciplinary meetings including departmental teaching and governance.
- To treat patients and family members with a high degree of empathy and to use advanced communication skills
- To show excellent communication skills when updating other health professionals
- Ensure that patient care is of a high standard at all times and that standards of care and treatment meet the department's requirements.
- To conduct audits and quality improvement projects.
- To keep up to date with latest developments and engage in an appraisal
- To carry out procedures which will include;  
ECG, venepuncture, IV cannulation, arterial Blood Gas sampling and analysis, urinary catheterisation, suturing, NG tube placement, injections,

lumbar punctures, diagnostic and therapeutic abdominal paracentesis, pleural procedures

## **Training and Educational Supervision**

There will be a PA teaching programme arranged for the entire group of Trust PAs. Each PA will have a dedicated supervisor for the year and take part in continuing professional development to ensure post-holders are up to date with new guidelines. The Trust hosts PA students from Bournemouth University and PAs will be expected to assist with teaching them when on placement throughout the year.

In addition, PAs are expected to:

- attend external and internal meetings where they will be expected to contribute to potential improvements in services.
- To develop local clinical guidelines within their specialist area as required
- Adhere to agreed Trust wide guidelines and care pathways;
- Adhere to the principles of evidence-based practice;
- Be expected to produce timely and correct discharge summary and general correspondence to third parties such as primary care;
- Support and implement patient safety initiatives that are required of the Trust;
- To record all untoward outcomes and complications of treatment;
- To ensure compliance with the Trust's reporting system and incident forms;
- Attend clinical governance half days;
- Apply patient safety systems adopted by the Trust.

## **Preceptorship**

A one year Preceptorship is offered to all newly qualified PAs which is split between ED and AMU (6 months each). A specific Preceptorship can be discussed upon appointment.

## **Person Specification**

### **Education/ Qualifications and Training**

#### **Essential**

- Member of Faculty of Physician Associates which includes registration with the UK Managed Voluntary Registry
- Relevant first BA/BSC degree prior to undertaking PA programme
- Post graduate Diploma in Physician Associate studies from UK training programme or equivalent
- Current certification of Physician Associate National Exam or National Commission on Certification for Physician Assistants (NCCPA)
- Evidence of relevant ongoing personal and professional development

#### **Desirable**

- Additional clinical qualification and registration - Nurse, radiographers etc. that would allow study for Non-Medical Prescribing



- BLS, ILS, ALS, ALERT, APLS
- Communication Skills Training

### **Skills. Knowledge and Attributes**

#### **Essential**

- Experience of working in multi-disciplinary teams
- Experience of managing complex workloads and prioritisation
- Knowledge of clinical procedures and medical terminology
- Knowledge to undertake a structured clinical assessment
- High degree of understanding of confidentiality
- Aware of own limitations, knowing when to ask for help from senior colleagues
- Ability to exercise sound judgements when faced with conflicting pressures

#### **Desirable**

- An understanding of the current NHS environment, particularly in relation to reforms, initiatives, and issues
- Experience of working in a clinical environment prior to undertaking PA training
- Experience of clinical audit
- Teaching and education experience

### **Experience**

#### **Essential**

- Clear written and oral communication skills
- Leadership skills
- Good IT skills - to use Microsoft office and clinical systems including EPR
- Strong and positive role model with the ability to manage and lead teams
- Strong interpersonal skills with the ability to work with a high degree of tact
- Ability to pioneer a new role and resilience to be part of the development of these new roles within the Trust for positive service change
- Commitment to excellence in patient care
- Evidence Based practice
- Evidence of understanding of the needs of the healthcare sector and the patients it serves

#### **Desirable**

- Assist in the development of the role of Physician Associate
- Demonstrate awareness of healthcare research
- Understanding of QIPs and project management
- Other work experience/outside interests

### **Visiting**

**Candidates are encouraged to visit the Department and should contact**  
 Emergency Department - Dr Simon Hunter [simon.hunter8@nhs.net](mailto:simon.hunter8@nhs.net) or Dr Gail Ng [gail.ng@nhs.net](mailto:gail.ng@nhs.net)  
 Acute Medical Unit – Dr Chris Pandya [c.pandya@nhs.net](mailto:c.pandya@nhs.net)

