

Physicians Associate local preceptorship scheme 21/22 in Humber, Coast and Vale

1. What is a PA

Physician Associates (PA's) are healthcare professionals with a broadly based, integrated medical education, who work alongside hospital doctors, GPs and surgeons providing medical care as part of the multidisciplinary team. PA's work within a defined scope of practice and limits of competence. They:

- > take medical histories from patients
- > carry out physical examinations
- > see patients with undifferentiated diagnoses
- > see patients with long-term chronic conditions
- > formulate differential diagnoses and management plans
- > perform diagnostic and therapeutic procedures
- > develop and deliver appropriate treatment and management plans
- > request and interpret diagnostic studies
- > provide health promotion and disease prevention advice for patients.

Currently, PA's are not able to prescribe or request ionising radiation ie, chest xray or CT scan with national decisions delayed due to Covid. This is expected to change very soon.

For more information please refer to the 'PA employers guide', Royal College of Physicians,
<https://www.rcplondon.ac.uk/news/fpa-launches-employers-guide-physician-associates>

2. Local context

There is an ongoing need to develop new roles across all services in Humber, Coast and Vale to compliment the existing workforce and address gaps that exist across the healthcare system created by workforce shortages. PAs are new clinicians entering our workforce and as such are crucial in growing and further developing the workforce of the future. Hull York Medical School have approximately 18 trainees expected to complete their training August 2021 and sit the National Licencing Examination in September 2021. This is their licence to practice and will enable them to join the Managed Voluntary register of qualified and approved PA's, held by the Faculty of Physician Associates

<http://www.fparcp.co.uk/employers/pamvr>

It is expected that with professional regulation, registration will become compulsory and will be held by the appointed regulatory body eg, General Medical Council (GMC) or Health and Care Professionals Council (HCPC).

To enable the PA's to transition into employment within the workplace effectively, whilst offering an attractive proposition for employers and newly qualified PA, colleagues from across HCV have considered and agreed this preceptorship scheme that includes a local preceptorship grant, to ensure one system wide offer from HCV, supported through locally prioritised spending. In summary the 21/22 preceptorship scheme is made up of:

1. A work-place based education and professional development programme for newly qualified Physician Associates working in Humber Coast and Vale
2. A financial contribution to the employer in the form a Local Preceptorship Grant
3. A one-year programme

3. Preceptorship programme

- The scheme is open to PAs employed by those organisations that have registered their intentions to recruit in 2021 with the HCV Faculty of Advancing Practice.
- The preceptorship programme in HCV will be undertaken for one year (Whole time equivalent).
- The employer will provide a named Educational Supervisor who will give continuity throughout the programme, with 3-monthly review meetings and annual appraisal
- The programme will align to the guiding principles and standards developed by employers, new registrants and education providers to ensure consistency in quality of learning and experience.
- The Programme will enable the PA transition into practice, consolidating learning and ensuring safe practice as a member of the team. There will be an initial induction period that will include health and safety policies and procedures, time with the assigned supervisor and ongoing monitoring of progress to enable ongoing development. Following the preceptorship year, it is expected that there will then be a greater focus on personal and professional development enabling the PA to deliver high quality mentorship skills to support other learners and become an effective preceptor for future generations of PAs, as well as opportunities to develop as educators.
- The weekly timetable will include at least one dedicated session for education. This will be a mixture of self directed learning and arranged education sessions.
- Access to professional development programme from a local HEI or equivalent should be available which will include alumni activity. The post-holder should usually receive funding for an appropriate educational course(s) from their employer. This could be up to the cost of a postgraduate certificate qualification if appropriate for the preceptor and the service context; this funding should be used flexibly to meet the needs of the preceptor and employing organisation
- The preceptorship programme should enable the post-holder to engage in multi-professional learning activities
- PA's will demonstrate their engagement in self-directed learning and continued professional education in their personal portfolio, recording and reflecting on their education and clinical practice, through an e-portfolio for instance.
- There will be opportunities for PAs to gain peer support whilst in clinical practice and abilities to maintain links between PA students and qualified PAs through the PA society at HYMS and emerging academy of primary care
- Some organisations may collaborate and offer rotational preceptorships with time spent in both primary and secondary care. Where this is not the case, rotation between organisations may possible and should be a discussion between employer and preceptee , at an early stage. Self directed learning time may also be considered to enable the preceptee to access other areas.

4. Funding for the preceptorship scheme

A Local Preceptorship Grant will be available to the employing organisation for each PA registered on the preceptorship programme. Funding for the Local Preceptorship Grant has been secured from NHSE/I working across HCV. The HCV Faculty of Advancing practice sought employer intentions to recruit PAs in 21/22 prior to obtaining sufficient funding to support identified employer needs. In May 2021 employers were notified of the funding to support the programme. Employers are responsible for recruitment, placing adverts on NHS jobs and registering the PA onto the scheme. Once recruited with a start date employers must notify training@haxbygroup.co.uk

General Practices / PCNs will be supported with a £5000 payment direct from HEE as part of a national drive to support growth as in previous years. In addition to this, a £5000 grant from the HCV Faculty, making a total of £10k per PA, is available. Funding has also been secured to enable the HCV primary care workforce hub to provide support, guidance and coordination through the PA ready scheme in support of General Practice and PCNs. Where the preceptorship programme is rotational and not wholly in primary care, a minimum of 50% in any rotation of placements must be in primary care. Preceptees must have an educationally approved primary care clinical supervisor available.

All other organisations will receive £10k from the HCV Faculty.

5. Criteria for applying to be part of the scheme

- Prepared to offer the preceptor salary depicted
- Evidence of induction/education / development support
- Commitment to supporting the PA entry on the national Voluntary Register
- Prepared to offer continued employment following preceptorship period, demonstrated through a declaration of intent
- Agreement to take part in any evaluation or research project.

6. Salary for PA preceptee

The salary for a PA undertaking the preceptorship programme will be funded by the employer at the equivalent of Agenda for change, band 7. Employers registering on the scheme must agree to pay this salary to enable system wide consistency.

7. To confirm your inclusion in the Humber, Coast and Vale PA preceptorship scheme

In completing the information below and being in receipt of the preceptorship grant, as an employer, you are agreeing to the terms set out above. Please complete the following table and submit to training@haxbygroup.co.uk

Organisation	
Main contact: Name Telephone number Email address –	
Number of PAs to be recruited	
Anticipated start date / month	
Recruitment method: NHS jobs Local advertising Organisation website Other (please state)	