

Physician Associate

Job Description & Person Specification

A summary of the role responsibilities and person specification

Why Our Trust?

Terms and conditions

Post – Physician Associate

Division – Division of Medicine

Department – 4 posts (Acute Medicine/Respiratory/Older Person's Assessment Unit/Parkinson's & Geriatrics)

Band – Band 7 (AfC)

Hours – 37.5 hours per week

Salary - £40,057 - £45,839

Location – Bristol Royal Infirmary

Contract length: Permanent

Annual leave – Up to 33 days depending on NHS Service

Job Purpose

We are looking for four enthusiastic Physician Associates to join our rapidly developing Physician Associate (PA) programme within the Division of Medicine at Bristol Royal Infirmary.

The post holders will join our existing team of seven PAs to provide exemplary care to the population that we serve. One post is available in each of the following departments; Acute Medicine, Respiratory, Older Persons Assessment Unit, and Parkinson's/Geriatrics.

The post holder will be required to work 37.5 hours per week with the expectation that successful candidates will join our existing PAs on an inclusive rota of medical take shifts (average of one shift per fortnight). All applicants must hold a valid qualification in Physician Associate Studies and be listed on the Physician Associate Managed Voluntary Register to be considered for this post.

Informal discussions about the posts and expressions of interest are encouraged; please contact Nellie Redman (Lead Physician Associate) by email via nell.redman@uhbw.nhs.uk.

About us

Our mission is to improve the health of the people we serve by delivering exceptional care, teaching, and research every day.

What you'll love about working here

We are outstanding! The CQC rated the organisation as Outstanding for services being caring and well-led. The Trust was the first in the country to go from Requires Improvement to Outstanding in 2017, and is now the first to do this and then retain this rating. The Trust is currently one of only seven in the country to have been rated Outstanding twice, and one of only three general acute Trusts to achieve this.

A digital exemplar- Being appointed as a Global Digital Exemplar means we can realise this vision by implementing digital technologies that will help us to transform the way we work and how we relate to our colleagues, patients, and partner organizations.

Sustainable healthcare - We have joined the international movement to declare a climate emergency, recognising the impact climate change is having on the world. Climate change is labelled as the greatest threat to health in the 21st century, with a range of conditions related to heat, cold, extreme weather, and air pollution predicted to rise. To lead the way in healthcare the Trust has set ambitious goals to become carbon neutral by 2030.

Access to further opportunities with the Trust - Apprenticeships are a great way to learn and earn on the job. UH Bristol and Weston provides a range of apprenticeships to support a huge number of career opportunities in clinical and non-clinical support services with apprenticeships starting at level 2 through to level 7. As an organisation, we encourage further development of all employees to progress upward within their chosen field.

Diversity & Inclusion

A core principle of the Trust is to ensure that patients and staff are treated with dignity and respect. Promoting equality, diversity, and human rights and challenging any form of inequality, discrimination, harassment or abuse is central to the Trust's Values.

'Committed to inclusion in everything we do' is the ambition set out in the Trust's Workforce Diversity & Inclusion Strategy.

The Trust will not tolerate discrimination, harassment, or bullying under any circumstances and particularly because of a characteristic protected by the Equality Act 2010.

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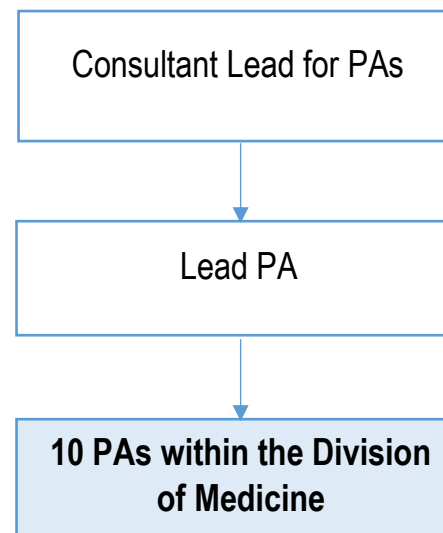
Main Duties and Responsibilities

The post holder will work under the clinical supervision of the medical consultant on their base ward as part of the medical workforce to deliver high-quality care to patients.

The post holder will be required to:

- Clinically assess and examine a broad caseload of medical patients with a high degree of clinical skill and knowledge
- Establish differential diagnoses based on history and physical examination, propose appropriate treatment plans and initiate emergency treatment where necessary
- Competently interpret diagnostic tests and imaging and appropriately act upon the result, including timely escalation to senior clinicians
- Conduct daily ward rounds with the medical team
- Develop extensive specialist knowledge and experience of the subspecialty in which they are working
- Perform diagnostic and therapeutic procedures under appropriate supervision
- Fully integrate within the multidisciplinary team, communicating with other healthcare professionals
- Make complex referrals to appropriate specialists and enact their advice promptly
- Provide health and wellbeing counselling to patients and their relatives
- Contribute to the development of efficient care pathways following current best practices and national guidelines
- Accurately document all aspects of patient care
- Support and contribute to timely discharge planning including the completion of discharge summaries

Organisational Structure



Key Relationships

Managerial accountability: Lead Physician Associate

Professional/clinical accountability: Specialty Consultant Supervisor and Consultant Lead for Physician Associates

Version Issued: November 2020

Clinical quality and safety:

- Uphold accountability for the care they give and comply with Fitness to Practice and Code of Conduct standards as set out by the UK PA Managed Voluntary Register
- Develop standards, procedures, and systems to ensure the provision of high quality and efficient patient care from the point of entry to discharge
- Contribute to achieving and maintaining good clinical governance
- Observe and maintain strict confidentiality of personal information relating to staff and patients
- Identify and undertake quality improvement projects /audit
- Report all actual and potential clinical incidents using the DATIX reporting system
- Ensure excellent adherence to infection control policies and practice

Research and education:

- Contribute to and partake in departmental teaching
- Maintain knowledge and proficiency of medical practice via continuing professional development and mandatory training
- Participate in annual appraisal where objectives will be agreed upon, performance monitored and personal development needs reviewed
- Facilitate an effective learning environment for PA/medical students placed within the clinical environment
- Support recruitment into clinical research being undertaken within the department

Hours of work:

- Full-time posts will initially be Monday – Friday from 0900-1700 or a total of 37.5 hours per week, as agreed with the department. Evening and weekend shifts are not required at present but may be introduced in the future to meet service needs

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University Hospitals
Bristol and Weston
NHS Foundation Trust

Personal Profile - (E) = Essential (D) = Desirable

Knowledge and Experience

- Experience in working as a fully qualified Physician Associate (E)
- Excellent knowledge of medical science and its application to clinical scenarios (E)
- Able to demonstrate sound clinical judgement (E)
- Experience working cohesively within a multidisciplinary team (E)
- Experience of working in secondary care (D)
- Experience in working in the advertised specialty (i.e. Acute Medicine, Respiratory, Older Persons Assessment Unit, Parkinson's/Geriatrics) (D)
- Experience in clinical audit (D)
- Experience mentoring and training PA students (D)
- Awareness of current developments and initiatives in the specialty area (D)

Skills and Abilities

- Ability to interpret and implement guidelines, policies, and procedures (E)
- Ability to safely and effectively prioritise workload (E)
- Experience in working with and contributing to a multidisciplinary team (E)
- Understanding of various healthcare roles and respect for the value of all members of the multidisciplinary team (E)
- Excellent organisational skills (E)
- Ability to exercise sound judgement when presented with conflicting work pressures (E)
- Ability to effectively communicate highly complex and sensitive information (verbal and written) to colleagues, patients, and relatives (E)
- Safe and competent performance of procedural skills (i.e. venepuncture, cannulation, catheterisation, etc.) (E)
- Competence in extended clinical skills (i.e. lumbar puncture, paracentesis, etc.) (D)

Aptitudes

- Caring and empathic attitude towards patients and their relatives (E)
- Enthusiasm to learn (E)
- Flexibility and resilience to change (E)
- Honesty and reliability (E)
- Awareness of self-development needs and motivation to seek development opportunities (E)
- Ability to work within limits of competency and seek help when appropriate (E)

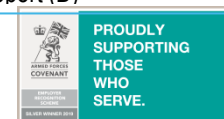
Qualifications and Training

- Minimum of a BSc/BA undergraduate degree prior to undertaking PA training (E)
- MSc/PgDip in Physician Associate Studies from a recognised PA training programme (E)
- Current and valid certification or re-certification by the Physician Associate National Exam (E)
- Registered with the UK Physician Associate Managed Voluntary Register (PAMVR) (E)
- Member of the Faculty of Physician Associates (E)
- Evidence of post-qualification learning and development (E)
- Basic Life Support (E)
- Intermediate Life Support (D)
- Advanced Life Support (D)

Version Issued: November 2020

Inspected and rated

Outstanding ☆



Respecting everyone
Embracing change
Recognising success
Working together
Our hospitals.

Transforming Care

Delivering sustainable healthcare services to our patients, which are effective, efficient, and driven by excellence, is at the heart of our organisation. Transforming Care is the Trust's overarching programme of transformational change. It enables staff to use a structured approach to continuously improve and innovate their services, strengthen our capability, and deliver our Trust's mission to improve the health of the people we serve by delivering exceptional care, teaching, and research, every day.

Our Quality Improvement Academy is open to all staff and leaders across the Trust and provides training to lead or take part in improvement and transformation activities in their departments and across the Trust. We will support staff to develop the skills and tools to improve services to deliver the best care to our patients and the public.

Information Governance

It is the responsibility of all staff to respect the confidentiality of patients and staff, as specified in the Caldicott Principles, Data Protection Act 2018, and the Human Rights Act. It is the duty of every employee to:

- Only access person identifiable information as required in the execution of their duties.
- Disclose information appropriately, in line with the Data Protection Act 2018.
- To ensure good quality data by recording, promptly and accurately, clinical and non-clinical information within agreed timescales to PAS, the health record, or the appropriate clinical or non-clinical information system
- Always trace patient notes on the Patient Administration System

Maintain the confidentiality of their passwords/username and if in possession of a 'Smartcard' abide by the terms and conditions of its use.

Workplace health and wellbeing

The Trust Workplace Health and Wellbeing Framework applies to all employees, students, and volunteers who are encouraged to take responsibility for their individual health and wellbeing and to promote the wellbeing of colleagues. Line managers must recognise the importance of health and wellbeing and take it into account when planning tasks and designing jobs.

Safeguarding Children and Vulnerable Adults

The Trust is committed to safeguarding and promoting the welfare of all children, young people, and vulnerable adults, and as such expects all staff and volunteers to share this commitment.

Quality and Clinical Governance

Quality in the NHS has three core dimensions: Patient Safety, Patient Experience, and Clinical Effectiveness. Clinical Governance is about the systems, processes, and behaviours to ensure that high-quality services are provided to patients. Every member of staff has a role to play in striving for excellence: it is important that everyone is aware of and follows policies and procedures that govern their work; and if something goes wrong, everyone must report it so lessons can be learned from mistakes, incidents, and complaints. If any member of staff has concerns on any clinical governance matters, they should raise them with their line manager, professional adviser, or a more senior member of management. Reference should be made to the Trust's guidance on Raising Concerns about the provision of patient care.

Health and Safety

Under the provisions contained in the Health and Safety at Work Act 1974, it is the duty of every employee to:

- Take reasonable care of themselves and others at work
- To co-operate with the Trust as far as is necessary to enable them to carry out their legal duty
- Not to intentionally or recklessly interfere with anything provided including personal protective equipment for Health and Safety or welfare at work.

Everyone has a responsibility for contributing to the reduction of infections.

Senior Management is responsible for the implementation throughout the Trust of suitable arrangements to ensure the health, safety, and welfare of all employees at work and the health and safety of other persons who may be affected by their activities. Where health and safety matters cannot be resolved at the Senior Management level the appropriate Executive Director must be notified.

Line Managers are responsible for the health and safety management of all activities, areas, and staff under their control. This includes responsibility for ensuring risk assessments are completed and implementation of suitable and sufficient control measures put in place. Health and safety issues are dealt with at the lowest level of management practicable. Where health and safety matters cannot be resolved at a particular management level the appropriate Senior Manager must be notified.