

Freedom of Information Request

Ref: 23-856

8 December 2023

By Email

Dear Sir/Madam

Thank you for your request for information under the Freedom of Information Act 2000. The Trust's response is as follows:

- We can confirm that we do hold the information you are requesting

For the period August 2022 - August 2023 regarding the employment and related details of Physician Associates (PAs) within your trust. I believe this information is essential for public interest, transparency, and to better understand the role of PAs within the healthcare system. Please provide the information in digital media, specifically PDF, Excel, or Word documents.

To facilitate the processing of my request, please provide the following details:

1. Number of Physician Associates (PAs) Employed:

- Please provide the total number of Physician Associates employed in your trust for the stated time period.

1st August 2022 – 11

31st August 2023 - 15

2. Average Annual Salary of PAs:

- Please disclose the average annual salary, or salary range, for Physician Associates employed in your trust for the stated time period, and a breakdown of how many PAs are on each Agenda for Change pay band.

1st August 2022 – average salary – 40677.15, 10 x band 7, 1 x band 8a

31st August 2023 – average salary – 44649.39, 14 x band 7, 1 x band 8a

3. Average Weekly Working Hours:

- Specify the average number of hours worked per week by Physician Associates employed at your trust for the stated time period, and the average number of hours worked outside of the 9am-5pm time range.

1st August 2022 – average contract hours – 35.45 per employee

31st August 2023 – average contract hours – 35.75 per employee

4. Job Duties and Responsibilities:

- Provide a detailed description of the job duties and responsibilities of Physician Associates within your trust for the stated time period.

Please see the attached job description.

5. Supervision and Accessibility:

- Clarify what profession and grade are supervising Physician Associates and whether PAs at your trust are able to attend work if their supervising clinician is not immediately contactable by them.

All PAs within the Trust are supervised by a named consultant within the clinical specialty in which they are employed to work. If their named clinical supervisor is not on site, they are clinically supervised by the on-site consultant within their specialty. PAs do not work if there is not an identified consultant contactable.

6. Role in Filling Rota Gaps:

- Indicate whether Physician Associates at your trust are permitted to fill rota gaps left by GMC Registered Medical Doctors. If so, specify the grade of doctors they are authorised to cover for.

PAs in the Trust are authorised to fill F1 clerking shifts only - and these shifts are only requested of PAs if the shift would be otherwise unfilled after all reasonable efforts have been made to fill the rota gap with a GMC registered medical doctor. PAs are only requested to fill an F1 clerking gap if on site consultant supervision is guaranteed.

7. Hourly Rates for Bank Shifts:

- Please provide the hourly rate range paid to Physician Associates working bank shifts at your trust for the stated time period. Break down this range according to years of service if applicable.

Bank shifts are paid per the agreed Agenda for Change rates for bank shifts according to the PA's banding at the time a shift is undertaken.

8. Prospective Employment:

- Please disclose the number of Physician Associates your trust plans to employ in the next 5 years, or business cases out for employing PAs in the next 5 years.

The Trust plans to employ 5-10 PAs.

This concludes our response. We trust that you find this helpful, but please do not hesitate to contact us directly if we can be of any further assistance.

If, after that, you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to:

Data Protection Officer
University Hospitals Bristol and Weston NHS Foundation Trust
Trust Headquarters
Marlborough Street

Bristol
BS1 3NU

Please remember to quote the reference number above in any future communications.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF

Publication

Please note that this letter and the information included/attached will be published on our website as part of the Trust's Freedom of Information Publication Log. This is because information disclosed in accordance with the Freedom of Information Act is disclosed to the public, not just to the individual making the request. We will remove any personal information (such as your name, email and so on) from any information we make public to protect your personal information.

To view the Freedom of Information Act in full please click [here](#).

Yours sincerely

**Freedom of Information Team
University Hospitals Bristol and Weston NHS Foundation Trust**