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University Health Board



<b>Meeting Date</b>	<b>16<sup>th</sup> August 2018</b>	<b>Agenda Item</b>	<b>2d.</b>
<b>Report Title</b>	<b>Physician Associates (PAs)</b>		
<b>Report Author</b>	Ian Evans, Physician Associate Coordinator		
<b>Report Sponsor</b>	Kay Myatt, Head of Learning and Development		
<b>Presented by</b>	Kay Myatt, Head of Learning and Development		
<b>Freedom of Information</b>	Open		
<b>Purpose of the Report</b>	<p>This report provides an update to the Workforce and OD Committee on:</p> <ul style="list-style-type: none"> <li>-the current status of Physician Associates (PA) working within ABM UHB</li> <li>-the current position of the Swansea University Post Graduate Diploma in Physician Associate Studies course.</li> </ul> <p>It highlights the challenges and opportunities that the PA programme presents to ABM UHB.</p>		
<b>Key Issues</b>	<p>ABM UHB Implemented a PA pilot with Worcester University in 2016. Since this time Swansea University have developed and rolled out a PA programme in PA Studies. Places on this are commissioned Nationally through WEDs funding with 55 having being supported up until starters in September 2018.</p> <p>Key challenges for ABM UHB include:</p> <ul style="list-style-type: none"> <li>-role accountability for PA implementation group</li> <li>-securing funding and placements within SDUs</li> <li>-Timelines for advertising and recruitment.</li> </ul> <p>Key achievements include:</p> <ul style="list-style-type: none"> <li>-High positive satisfaction scores in student survey</li> <li>-High levels of retention and recruitment of PA Students</li> <li>-Roll out to wider South Wales</li> </ul>		
<b>Specific Action Required</b> <i>(please ✓ one only)</i>	<b>Information</b>	<b>Discussion</b>	<b>Assurance</b>
	✓		
<b>Recommendations</b>	<p>Members are asked to:</p> <ul style="list-style-type: none"> <li>- Note the contents of this paper,</li> <li>- Receive an update following decisions from the 14<sup>th</sup> August PA Implementation Group Meeting into timescales that the Health Board must meet.</li> </ul>		

# Physician Associates

## 1. INTRODUCTION

This report provides an update to the Workforce and OD Committee on:

- the current status of Physician Associates working within ABM UHB
- the current position of the Swansea University Post Graduate Diploma in Physician Associate Studies course.

It highlights the challenges and opportunities that the PA programme presents to ABM UHB.

## 2. BACKGROUND

### 2.1 Implementation of PA posts in ABM UHB: Worcester PA Interns

A time line is provided in Appendix A to highlight the background of the development of PA posts within ABM UHB dating back to April 2016.

In October 2017 three students (from the original 7 Worcester Students) accepted twelve-month internship posts. There was a total of 5 internships posts on offer for these students however only 4 PAs wanted to remain in ABM UHB. Unfortunately due to time scales and exam results one of the four students was unable to take up offer of the internship.

Currently two of these interns are working in Singleton Hospital rotating through three, four month placements in Unscheduled Care, Respiratory Medicine, Gastroenterology and one is working in Morriston Hospital rotating through two, six-month placements Acute Medicine and General Surgery. Feedback over the course of the last 10 months has been extremely positive and all colleagues have embraced the experience.

Two of the PAs have secured further employment within the health board – one within Primary Care and one at Morriston rotating through two, six-month placements in ENT and Emergency Medicine (A&E) One is seeking and hoping to secure further employment within General Surgery.

The Worcester graduates have been true advocates to the role of Physician Associates – helping to raise awareness of the profession – breaking down barriers relating to staff apprehensions, lack of knowledge and understanding of the role.

Key successes to note:-

- Assisting in delivering talks with the Swansea PA Programme Director during Clinical Governance Meetings (Grand Rounds) across South Wales HBs.
- Delivering course lectures to Swansea PA students.
- Facilitate and deliver information sessions to Work Experience/observation students
- Accommodate Swansea PA students whilst on Clinical Placements.

## 2.2 Swansea University Physician Associate Studies

A time line is provided in Appendix B to highlight the background of the development of Swansea University PA course and the implementation of posts within ABM UHB dating back to September 2016.

As of August 2018 the First cohort from 2016 of 13 students are about to graduate from the 2 year course. The students are due to sit the National Certification Exams run by the Faculty of PAs, Royal College of Physicians in August/September. Upon successful passing of the exams, twelve of the thirteen students have secured employment (one student going into Graduate Entry Medicine).

ABMU x 3 (2 Primary Care, 1 Secondary Care in Morriston)  
Hywel Dda x 3 (All in Secondary Care)  
Cwm Taff x 2 (All in Secondary Care)  
Aneurin Bevan x 4 (All in Secondary Care)

The key successes to note:-

- 12 PA students have secured employment in internship posts remaining in NHS Wales (1 PA student will enter GEM in St Georges London).
- ABM UHB have created posts in Primary and Community Care which was a key driver for PA recruitment in Wales.
- One panel approach to recruitment into posts with ABM UHB.
- The recent postgraduate student survey for the Swansea Physician Associate course has shown extremely positive results. In summary they are excellent with 100% overall satisfaction with the course and scores of 90 -98% for teaching, learning opportunities, skills and dissertation, academic support, learning resources, learning community and student voice.
- Placements have grown from just being in ABM UHB and Hywel Dda Health Board to being offered across South Wales.

The key challenges to note:-

- Sourcing and securing funding within the Service Delivery Units (SDUs). This was a difficult and drawn out process which had inconsistencies in approach and support across the health board and within SDUs.
- Communication and clarity of roles within the PA Implementation Group. This included who was leading on certain functions (recruitment, funding sourcing) and wider reaching into teams within units.
- Barriers leading from no agreed central approach and funding being agreed at separate stages and in different SDUs.
- Delay in recruitment due to internal processes has led to advertising later than other Health Boards and potentially losing candidates who would have been interested in ABMU. This has meant that 5 secondary care PA Internship Posts are unfilled and there is a need to return to advert.
- The PA Co-ordinator within ABMU has seen an increase in work load due to working with other health boards to place students. This was not originally considered as part of the role.
- Workforce planning to identify where internships and permanent roles are needed within structures. This must offer development and career pathways to retain Pas for the future.

The second cohort (2017) of 20 Swansea University PA students are coming to end of first year of studies. The PA Co-ordinator has received compliments around the placements that they have completed

### **2.3 Future of Swansea University Physician Associate Studies**

The all Wales PA Implementation group continues to run offering a strategic focus to the PA programme across Wales. A new cohort (2018) of 20 students is due to start studies in September 2018 however it is noted that the numbers of applicants and number of candidates who had the potential to secure University PA Student places shows a demand (over 150 applications, 64 interviews offered, 40 candidates meeting minimum standards, 20 appointed). Due to this discussions will take place on a national level to increase the size of cohort (2019) to 30.

In order to plan for future recruitment the PA Implementation Group which is meeting on the 14<sup>th</sup> August will consider feedback from those involved in the 2018 process to inform future governance, group TOR, timelines and processes. Feedback received included:

- From students; had jobs been advertised sooner, students would have been more likely to apply locally.
- Delays with ABM UHB posts being approved and advertised was noted by the PA Implementation Group.

It is important that the Health Board meet a robust timescale for the recruitment process of future graduates/ cohorts of the Swansea PA Course. A proposed draft timescale includes:-

- November 2018 Meeting – SDUs to establish and confirm posts for October 2019 (Cohort 2 recruitment)
- December 2018– Funding, HR, job adverts to be approved/confirmed
- January 2019 – Present posts to PA students during PA Careers Fair
- February 2019 – Posts advertised
- March 2019 – Interview and appoint successful candidates.

### **3. GOVERNANCE AND RISK ISSUES**

The PA Implementation Group has been established since the beginning of the PA Pilot with Worcester University and has met since March 2016. This group has developed an ABM UHB Governance Framework that sits alongside the All Wales Governance and Circular Framework. The framework is a concise document which highlights accountability by role, levels of supervisory need and regulating professional development guidance.

The role of PAs is not a regulated role. It is imperative that the PA supervisors and the PA Coordinator ensure that the guidance from the Faculty of PAs is adhered to. Currently this is not monitored centrally however it is discussed with individual PA

interns. As the numbers of PAs and PA Interns grows there will need to be a decision as to how this is monitored and recorded. This will be raised at the PA Implementation Group.

Risks which need to be addressed by the PA Implementation Group which is scheduled for the 14<sup>th</sup> August 2018 include:

- Role accountability and set tasks for individuals clearly defined, including but not limited to PA Coordinator, Medical Lead, HR
- Aligned processes for agreement of funding and identification of suitable posts within an agreed timeframe
- Timely recruitment to avoid losing potential candidates
- Processes for allowing protected CPD time – this is required to ensure development, safe practice, supervision and job planning (and is a requirement in the Generic PA Internship Job Description)

#### **4. FINANCIAL IMPLICATIONS**

##### **4.1 National**

- WEDS have supported and continue to support the Swansea course. WEDS have funded all 55 student places to date.
- WEDS agreed to fund Swansea students National Certification Exam fees.

##### **4.2 Local**

- It was agreed that funding for PA posts within ABM UHB would be sourced by each SDU. This has caused delays due to discrepancies in process within the SDUs and also in regards to departments within SDUs who have available funding / can part fund posts.
- Currently there are 3 funded posts in the Primary Care internship scheme, 3 secondary care Internship posts.
- Currently there are 5 unfilled posts out to advert.

#### **5. RECOMMENDATION**

It is recommended that the Workforce and OD committee:

- note the contents of this paper,
- receive an update following decisions from the 14<sup>th</sup> August PA Implementation Group Meeting into timescales that the Health Board must meet.

<b>Governance and Assurance</b>							
<b>Link to corporate objectives</b> <i>(please ✓)</i>	Promoting and enabling healthier communities		Delivering excellent patient outcomes, experience and access	Demonstrating value and sustainability	Securing a fully engaged skilled workforce	Embedding effective governance and partnerships	
			✓		✓		
<b>Link to Health and Care Standards</b> <i>(please ✓)</i>	Staying Healthy	Safe Care	Effective Care	Dignified Care	Timely Care	Individual Care	Staff and Resources
			✓				✓
<b>Quality, Safety and Patient Experience</b>							
<p>PAs are healthcare professionals with a generalist medical education who work alongside doctors, physicians, GPs and surgeons to provide medical care as an integral part of the multidisciplinary team. The PA role is in no way a replacement for any other member of the medical or general practice team, but works in conjunction with – and complementary to – the existing team. They are not plugging or filling medical workforce gaps, but rather helping with redistribution of the medical workload.</p>							
<b>Financial Implications</b>							
<p><b>National</b></p> <ul style="list-style-type: none"> <li>- WEDS have supported and continue to support the Swansea course. WEDS have funded all 55 student places to date.</li> <li>- WEDS agreed to fund Swansea students National Certification Exam fees.</li> </ul> <p><b>Local</b></p> <ul style="list-style-type: none"> <li>- It was agreed that funding for PA posts within ABM UHB would be sourced by each SDU. This has caused delays due to discrepancies in process within the SDUs and also in regards to departments within SDUs who have available funding / can part fund posts.</li> <li>- Currently there are 3 funded posts in the Primary Care internship scheme, 3 secondary care Internship posts.</li> <li>- Currently there are 5 unfilled posts out to advert.</li> </ul>							
<b>Legal Implications (including equality and diversity assessment)</b>							
<p>There are no legal implications.</p> <p>All PAs are monitored in line with the Equality Act 2010 (Wales Public Sector Equality Duties) on recruitment.</p>							
<b>Staffing Implications</b>							
<p>The role of PA is part of Workforce planning and is supporting staffing in ABM UHB.</p>							
<b>Long Term Implications (including the impact of the Well-being of Future Generations (Wales) Act 2015 - <a href="https://futuregenerations.wales/about-us/future-generations-act/">https://futuregenerations.wales/about-us/future-generations-act/</a>)</b>							
<p>Our PA Programme emphasises the importance and impact of joined-up approaches to working, long-term decision making, engaging and building</p>							

relationships to ensure effective working with people, communities and each other, all of which will help ABM UHB fulfil its responsibilities as laid out in the Well-Being of Future Generations (Wales) Act 2015.

**Long-term** because the PAs have had the opportunity to influence their programme of learning and find out about the areas in which they would most like to work the Health Board's through clinical placements as students and work rotations as qualified PAs. Investment in their development will be rewarded by their loyal service in the forthcoming years.

**Collaboration** – the collaborative nature of working in partnership with Swansea University has strengthened the developments from the programme.

**Prevention** - Primary and Community Care Intern posts will put a focus on prevention as well as treatment.

<b>Report History</b>	
<b>Appendices</b>	Appendix A: Timeline for Background of PA implementation Appendix B: Timeline for Swansea University Physicians Associate Studies

## **Appendix A: Timeline for Background of PA implementation**

**Pre April 2016** – Collaboration between Worcester University and ABM UHB begins with a plan to host Worcester University MSc Physician Associate students as a pilot with the knowledge that Swansea University will be offering a 2-year Post Graduate Diploma in Physician Associate Studies from September 2016.

**Post April 2016** - Clinical engagement slightly varied in terms of vision and concept of the profession. Some apprehensions mainly down to lack of knowledge and understanding of the role but overall clinical engagement very positive.

ABM UHB PA Implementation Group established and scheduled to meet monthly with Unit Directors, Clinical Directors, HR Managers, Finance staff, Swansea University PA Programme Director and the PA students all invited. Deputy Medical Director, Push Mangat, to chair the group. Extremely positive clinical engagement within the group.

**April 18<sup>th</sup> 2016** – ABMU make offer to Worcester University.

**June 2<sup>nd</sup> 2016** – ABMU make revised offer to Worcester University.

**September 5<sup>th</sup> 2016** – ABMU welcomed seven Worcester University Physician Associate students. The Health Board agreed to host and provide the entire second year of clinical placements. The seven students undertook and met the required number of hours on clinical placements within Primary and Secondary Care.

**August 2017** – As per original agreement with Worcester University, the Health Board would endeavour to offer Worcester PA students a 12-month fixed term contract upon successful graduation from their university course and successful passing of the National Certification Exams (NCE), run by the Faculty of Physician Associates, Royal College of Physicians (FPARCP).

A Generic Band 6 PA Internship Job Description was developed and approved. The All Wales Job Evaluation Consistency Checking panel were impressed with the Job Description and identified it as one to share throughout Wales. Slow progress with posts and rotations across both Morriston and Singleton Hospitals respectively.

A clear message from the Health Board stated that each directorate would have to source funding and deliver the posts themselves. Directorates looking at different approaches to source funding. Overall challenges with regards to sourcing funding for the internship posts.



## **Appendix B: Timeline for Swansea University Physicians Associate Studies**

**September 2016** – First ever Cohort of 15 students commence Swansea University PGDip Physician Associate Studies course. WEDS funding bursaries for all 15 students.

**February and July 2017** – Swansea PA students placed across ABMU and Hywel Dda for first and second clinical placements in medicine.

**September 2017** – Swansea course expanding and already proving to be successful, second cohort of 20 students commence Swansea University PGDip Physician Associate studies. WEDS continue to fund course bursaries for all 20 students this time with an 18-month tie in to work in Wales. Cohort 1 starting their second year specialty placements across ABMU, Hywel Dda and Aneurin Bevan Health Boards.

**September 13<sup>th</sup> 2017** - Inaugural PA Educators Day held at Education Centre, Morriston Hospital. President from the Faculty of PAs speaking at the event. Well attended, positive feedback received. Plans to establish day as annual event.

**January 2018** – Maiden PA Careers Fair held at Swansea University enabling PA students from both Cohorts to engage with future employers. Representation from all Health Boards across South Wales and Primary Care (ABMU).

**February 2018** – Swansea course continues to expand – Cwm Taff UHB offering placements to first year students (Cohort 2). Swansea University Medical School create deadline for second year students (Cohort 1) to provide information on offers of employment by end of March 2018.

**March 2018** – Morriston Clinical Cabinet agree to work towards offering five 12-month internship posts due to start in October 2018. Posts outlined as follows:-

<b>Morriston</b>	1 <sup>st</sup> 6 months	2 <sup>nd</sup> 6 months
Post 1	Medicine (AMAU)	Surgery
Post 2	Medicine (Respiratory)	Surgery
Post 3	Surgery	Medicine (AMAU)
Post 4	Surgery	Medicine (Respiratory)
Post 5	ENT	A&E

Singleton and Primary Care agree three 12-month internship posts as follows:-

<b>Singleton</b>	1 <sup>st</sup> 4 months	2 <sup>nd</sup> 4 months	3 <sup>rd</sup> 4 months
Post 1	GP	Medicine	Oncology
Post 2	Oncology	GP	Medicine
Post 3	Medicine	Oncology	GP

Primary Care (Dr Anjula Mehta – Lead) working on 12 month internship scheme with cluster practices where students will rotate through three 4 month rotations across 3 practices. Proposal of up to five posts.

**April 2018** – Hywel Dda Health Board advertises two PA jobs, closely followed by Aneurin Bevan Health Board advertising three PA jobs and Cwm Taff advertising six PA jobs. Three Swansea PA students offered posts at Withybush Hospital, Haverfordwest.

Delays in getting ABMU posts approved. Challenges surrounding funding for posts. Frustrations within Implementation group surrounding timescale of getting to this point.

**May 2018** – Morryston and Singleton HR departments working with Service Group Managers to get jobs live on NHS jobs.

**July 2018** – Posts advertised. Interview date set for 16<sup>th</sup> July, combined interview panel consisting of representation from Singleton and Morryston. Primary Care interviews held on same day.

Three Swansea PA students appointed into posts – Two x Primary Care Scheme and 1 x Secondary Care post (Medicine/Surgery rotation at Morryston)