# We've only just begun.....

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## Pioneers....





# **PA History**

"If you do not know where you come from, then you don't know where you are, and if you don't know where you are, then you don't know where you're going. And if you don't know where you're going, you're probably going wrong."

Terry Pratchett

## PA Development (2003-2007)

- Employment of the First US PAs in the UK (03), (04)
- Medical Care Practitioner PA Pilot Sites (04)
- Development of the CCF (05) published (06)
- Establishment of UKAPA (05)
- Establishment of the HEI Board (05)
- Scottish Pilot (06-08)
- First sit of the PA National Exam (07)
- Establishment of the UKIUBPAE (08)

# Tricky Times (2008-2011)

- First PA Programmes (07/08)
- Programmes opening and closing (11/12)
- Establishment of the PA Managed Voluntary Register (Nov 10)



# Progress (2012-2017)

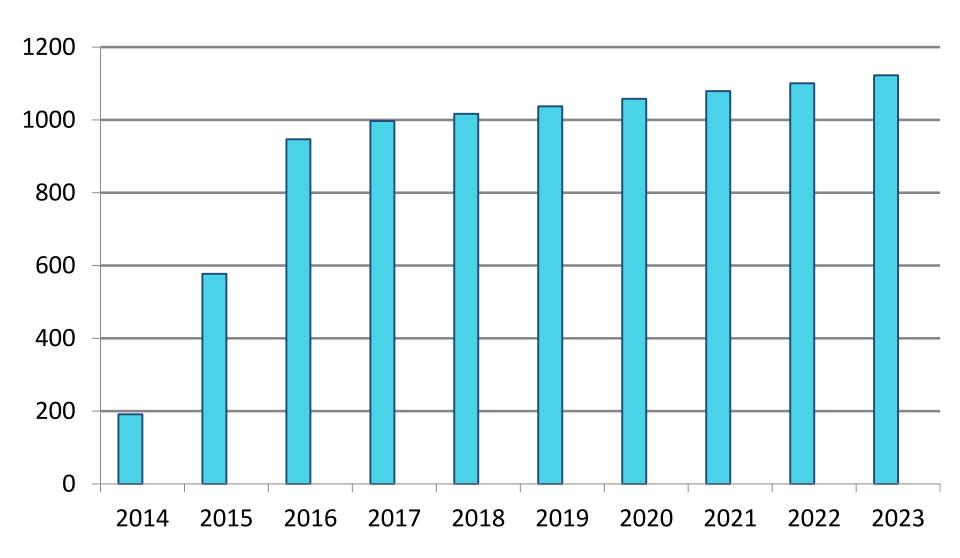
- Assistant to Associate (2013)
- First sit of the UK National Re-cert Exam (March 2014)
- Faculty of PAs Established (July 2015)
- HEE working group established for Medical Associate Professionals (MAP) 2016
- Consultation on Regulation (2017)



# 2018 and Beyond

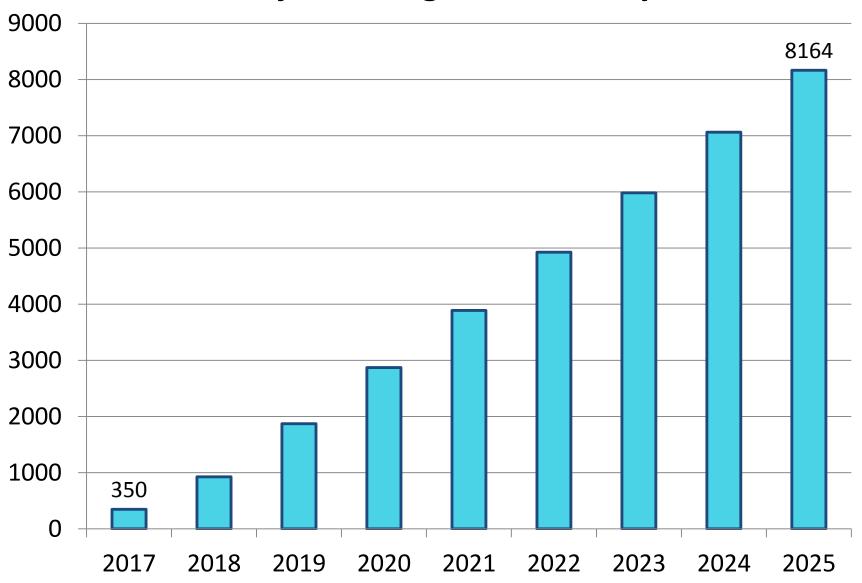
- Response on Government Consultation re: Regulation
- Prescribing rights for PAs
- Accreditation of University Programmes
- Apprenticeship Standard
- National JD & Career Development

### 1st YEAR UK PA STUDENT NUMBERS



2014-2017 Data from Health Education England: Physician Associate Training Providers - Course and Incoming Student Data Survey with 2% annual growth projected 2018-2023

### **Total Projected Registered PAs by Year**





# A Physician Associate's tale......

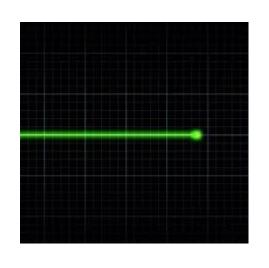
Pre-PA



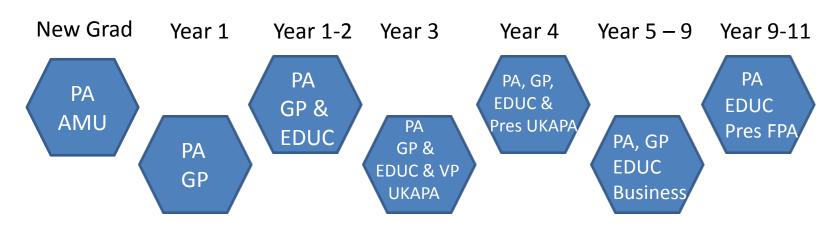
Physician Associate



# PA Career Progression









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## Career Structure and Development Guidance for General Practice

1 year +

#### 0-12 months

- **Close supervision**
- **Trust Building**
- **Confidence Building**
- **Extended appointments** (30mins)
- Same support required as GP registrar

- 15 minute appointments
- Undertakes advanced training such as minor surgery
- Own case load
- Long term conditions
- **Case management**
- **Care planning**

### 3 years +

### **Undertakes responsibility**

- QOF
- **Medicine Reviews**
- **Audits**

### 5 years +

- Seniority and experience
- Multiple specialities
- Area of special interest
- **Managerial level**
- Considered for partnership
- **Undertakes leadership roles for** clinical teams (non-GP)
- **Developing professional portfolio**
- **Preparation for PA National Recertification Examination**

#### **Salary Range**

#### £32k

#### **Level of GP Support & Supervision**

- · Needs analysis of PA knowledge and skills
- Develop plan to upskill in GP
- Regular scheduled education sessions
- Dates for 3,6,9 month review and for 1st year appraisal
- Initial daily supervision and a review of surgeries after each surgery for a period of time and decrease once trust gained in PA's abilities as they develop as a PA
- Regular review of notes

#### Level of GP Support and Supervision

- Some regular supervision review of patients, notes/records on an ad hoc basis
- GP available for consults as and when needed
- Weekly ½ hour supervision session or discussion of learning needs or complex patients
- 6 monthly reviews and a yearly appraisal
- GP and practice support for 50 hours of CPD per year - 25 hours type 1 and 25 hours type 2 to maintain PA registration

#### **Level of GP Support and Supervision**

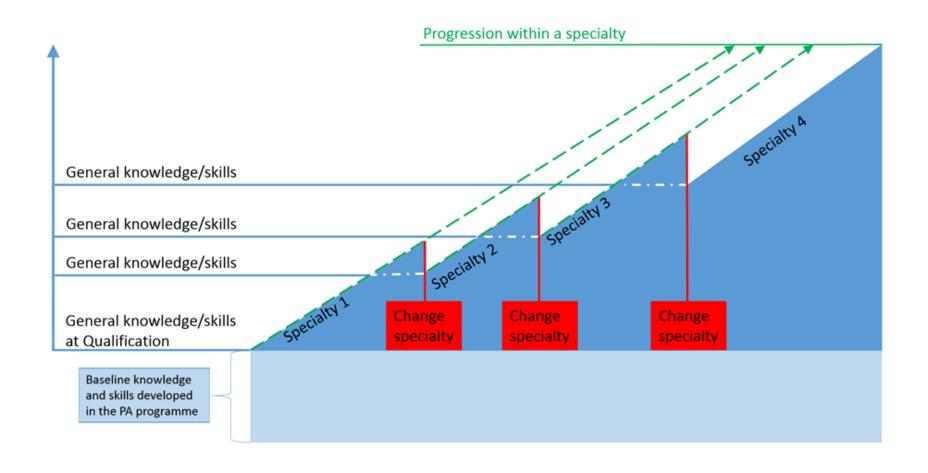
- Support as and when needed on the day and some patient reviews of complex cases
- Ad hoc review of patient notes/records
- Yearly Appraisal

# Career Structure & Development

Guidance on Career Development and Support for the Physician Associate in Secondary Care

5 years + 3 years +Complex patients 1year + Complex skills Teaching students/staff 0-12months More complex skills/procedures Managing students More complex patients Managing new staff Developed areas of special interest . Seeing more complex patients Teaching students and staff Clinics Trust induction Developing areas of special interests S Research and presentations Job plan Clinics k Knowledge and skills assessment On call (appropriate support) Developed areas of special On call (appropriate support) Development plan to address Research and presentations knowledge & skills gap Teaching/supporting others On call (appropriate support) Portfolio to demonstrate Portfolio to demonstrate Portfolio to demonstrate progression s Portfolio to demonstrate progression competencies and capabilities competencies and capabilities competencies and competencies and capabilities Including reflections, procedural capabilities Including reflections, procedural skills & Preparation for Recertification Salary Range examination С Band 6/7 AFC Band 7 AFC Band 8a AFC 0 m Level of Level of Level of Level of р Supervision/Support Supervision/Support Supervision/Support Supervision/Support e Allocated daily Daily medical Daily medical Daily medical t supervision (medical) supervision available supervision available supervision available e Initial daily review of Regular review of Review of patients and Review of patients n patients and notes patients and notes notes as required and notes as required С Building trust/team Weekly teaching Monthly teaching Teaching sessions as working session sessions required У Regular review 6 Weekly teaching Annual appraisal Annual appraisal session monthly Regular review 3 Annual appraisal monthly Annual appraisal

# **Changing Specialty Career Support**



## National Update Re: PAs in the UK

- √ 31 programmes across the 4 countries
- ✓ No of students: 852(register)
- ✓ No of qualified PAs: 571 (register)
- ✓ Regulation
- ✓ Accreditation
- ✓ Apprenticeship Standard
- ✓ Career Development Framework







## Purpose of the FPA

- Set standards for the profession quality patient care
- Provide professional support to PAs across the UK
- Raise the profile of the profession
- Lobby Government, partake in national debates, work with key stakeholders



### Faculty of Physician Associates (FPA)

### **Faculty of Physician Associates (FPA)**

### Work streams

- Professional Standards
- Examinations
- Education
- Research and Development

## Top tips for students

It's your journey

Be clear about what you need to achieve

Get stuck in

Use every opportunity

Have a plan

Speak to other students and PAs

Be gritty



## The Future & Opportunities for You

Looking bright.....

Regulation, prescribing authority and ionising radiation

Increase in PA numbers and programmes

Clinical

Education

Research

Primary, secondary care and private sector



# SOME PEOPLE WANT IT TO HAPPEN, SOME WISH IT WOULD HAPPEN, OTHERS E IT HAPPEN.

### Questions

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