

Trust Headquarters
Russell's Hall Hospital
Dudley
West Midlands
DY1 2HQ

**Please contact FOI should you require a copy of
the attachments**

Ref: FOI-000462

Date: 14th December 2023

Address / Email:

1. Number of Physician Associates (PAs) Employed:

- Please provide the total number of Physician Associates employed in your trust for the stated time period. - [See attached](#)

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. - [See attached](#)

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. - [See Attached](#)

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.

[To perform the initial assessment and examination of the patient across the two specialties, initiate diagnostic process and interpret investigations and recommend initial treatment.](#)

[· To exercise a high degree of personal autonomy when assessing and planning care, for a caseload of patients with a range of presenting complaints across the two specialties.](#)

[· To develop core knowledge and experience in the two specialties, acting as a resource to the clinical team and allied health professionals.](#)

[· To contribute to achieving and maintaining any targets mandated by the departments.](#)

[· To support work related to national audits](#)

- To take medical histories, undertake physical examinations, diagnose and explain conditions during consultations.
- To competently perform traditional clinical skills such as phlebotomy and cannulation, as well as be enthusiastic in learning advanced and specialised procedural skills within the PA scope of practice
- To communicate with GPs and other health professionals that may have had contact with the patient.
- To contribute to the development of efficient pathways of care in accordance with current best practice and national guidelines.
- To work with the multi-disciplinary team in an appropriate management plan for the patient e.g. Social Services and Clinical Nurse Specialists.
- To instruct and counsel patients regarding mental and physical health, including:
 - Diet and advice
 - Disease and disease prevention
 - Treatment
 - Normal development
- To refer and converse with appropriate specialists with regard to patient management.

Initiation of Basic/Advanced Life Support in all patients and in all settings.

Administration of medications

Other interventions or procedures as directed by the supervising Physician

· To perform other tasks, not prohibited by law in which the Physician Associate has been trained and is proficient to perform.

· To work collaboratively with all members of the multidisciplinary team. This will include working with other PAs, doctors, nurses, advanced clinical practitioners, physiotherapists, occupational therapists, mental health workers, social services, etc. to encourage and ensure good working relationships.

· To maintain knowledge and proficiency in medical practices through continuing education, staff meetings and workshops, and demonstrating completion of at least 50 CPD credits annually (as per FPA)

· To assist in the development and mentoring of UK Physician Associates as the profession progresses, e.g. supervision of a student.

· To work towards prescribing as appropriate to ensure timely discharge of patients subject to the necessary legislation.

· To work towards taking responsibility for actively discharging patients.

· To work with the teams to develop/improve and implement new models of working to ensuring efficiency within the area of work.

· To support the clinical team in the timeliness of discharge information to General Practitioners.

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.

PAs have a named consultant supervisor. If this supervisor is not working, the PA can continue to work and will have access to a consultant from within the Speciality.

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.

We don't specifically use them to cover gaps on a rota.

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.

Band 6 £21.80

Band 7 £25.60

Band 8a £29.33

Band 8b £35.04

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.

Not centrally funded, no trust plans or business cases that we are aware of.

If you are dissatisfied with our response, you have the right to appeal in line with guidance from the Information Commissioner. In the first instance you may contact the Information Governance Manager of the Trust.

Information Governance Manager
Trust Headquarters
Russell's Hall Hospital
Dudley
West Midlands
DY1 2HQ
Email: dgft.dpo@nhs.net

Should you disagree with the contents of our response to your appeal, you have the right to appeal to the Information Commissioners Office at.

Information Commissioners Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Tel: 0303 123 1113
www.ico.org.uk

If you require further clarification, please do not hesitate to contact us.

Yours sincerely

**Freedom of Information Team
The Dudley Group NHS Foundation Trust**