This checklist is designed to help support employers looking to recruit and develop medical associate professions (MAPs) within their organisation.

For further information on MAPs, our <u>web page</u> contains several other helpful resources.

✔ Planning

- Consider whether MAPs roles could be integrated into the multi-disciplinary team (MDT) to manage workloads.

- Hold sessions with relevant staff groups to discuss how these roles could be introduced.

- Consider the MAPs Core Capabilities Framework in regards to the tasks MAPs may be able to perform and the support needed from the employer.

Further information on the scope of practice for each role can be found with the relevant Royal College:

- Royal College of Physicians
- Royal College of Anaesthetists
- Royal College of Surgeons

✔ Engagement

- Seek buy in from relevant key stakeholders, including:
  - medical directors
  - directors of medical education and medical education managers
  - clinical directors
  - service managers
  - NHS England Workforce Training and Education
  - staff groups from across the MDT
  - local patient groups.

- Engage with existing staff groups to respond to any potential questions and build support for the recruitment and integration of MAPs roles.

- It is important to ensure genuine concerns around the introduction of MAPs are listened to and addressed; ensure reputable resources are used to inform discussions.

✔ Things to consider

Prepare a business case that includes the following elements:

- MAPs are not doctors and cannot and must not replace doctors. They must not be considered as 'equivalent to' certain grades of doctor.

- MAPs have their own important role to play within the MDT to provide high-quality patient care.

- MAPs roles are relatively new in the wider NHS and employers may wish to ensure that information is made available to patients to raise awareness of MAPs and the role they play in patient care.

- It is important that MAPs take all reasonable steps to inform patients and staff of their role and to avoid confusion of roles. Employers may wish to include this into local policy, for example making it clear at the start of patient interaction and taking sufficient time to explain the scope of the role.

- Consider the availability of supervision and the impact on the education and training of other roles, such as postgraduate doctors in training.

☑ Recruiting

- Contact your local higher education institute (HEI) or MAPs course provider for information on potential placements and graduation dates of current students.

- Work with local stakeholders to develop job descriptions and job plans which reflect the range of duties MAPs might undertake between clinical areas.

- Consider the clinical and pastoral support for MAPs who have joined your organisation:

  - Plan for MAPs to start in cohorts where possible; this will help establish peer networks and reduce any feelings of isolation.

  - Ensure MAPs receive a robust induction, including to local policy and guidelines.

  - Allocate a clinical supervisor who can provide regular feedback on their performance and provide them with support in their day-to-day work.

Things to consider:

- Review and update existing policy and other documentation across the i intranet.

- It is important to consider potential changes to MAPs roles in the future and ensure these are considered in workforce planning; for instance the regulation of AAs and PAs by the GMC may require a review of recruitment processes.

☑ Evaluating

Seek buy in from relevant key stakeholders, which may include:

- Ensure there are clear measurables to assess the impact of MAPs roles.

- Review national data to establish a baseline where appropriate, for example Care Quality Commission reports or General Medical Council's National Training Survey.

- Organise listening events with MAPs and other stakeholders to seek feedback on the local utilisation of MAPs roles.

- Liaise directly with clinical directors and managers to understand the benefits and challenges specific to their areas.

- Speak with colleagues to understand the impact, both positive and negative, on other job roles in the organisations.

- Recognise success and share examples of good practice in the development, support and utilisation of MAPs at a local, regional and national level.

Further information

For further information on the medical associate professions,
visit **www.nhsemployers.org/MAPs**