

National profiles for Physician Associates

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Version history and amendments

Action	Date	Notes
	Nov 2023	Profile suite has been transferred onto new template. No changes to wording, scores or levels.

National profiles for Physician Associates

Profile Suite and Label	Physician associate entry level
Job Statement	<ol style="list-style-type: none"> 1. Obtains accurate medical history and performs appropriate physical examination 2. Requests, undertakes and interprets diagnostic tests where necessary, and acts upon and develops a differential diagnosis 3. Develops treatment and management plan; where appropriate and/or referral to other professionals and consultants 4. Gives advice to patients, relatives and carers, on the treatment management plan

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	Provide and receive complex, sensitive or contentious information; barriers to understanding Communicates to patients, carers, clinicians, nature of illness, possible complications and rationale for treatment using empathetic and reassurance skill.	4(a)	32
2.	Knowledge, Training & Experience	Specialist theoretical across the range of work procedures and practices, underpinned by theoretical knowledge or relevant practical experience. Graduate level from health or science degree plus Professional knowledge of anatomy, pathophysiology, diagnostics etc. achieved through recognised post-graduate program for Physician Associate studies plus Certification via National Physician Associate examination.	6	156
3.	Analytical & Judgemental Skills	Complex facts or situations, requiring analysis, interpretation and comparison of a range of options. Assess the risk in relation to case complexity. Clinical reasoning, Analysis of condition and differential diagnosis of symptoms.	4	42
4.	Planning & Organisational Skills	Plan and organise activities, some ongoing Planning and organising activities for staff , patients or clients.	2	15
5.	Physical Skills	Highly developed skills, where a high degree of precision and coordination are required Dexterity and accuracy required for e.g. ABG's, venepuncture, suturing.	4	42
6.	Patient/Client Care	Develop programmes of care, care packages; provide specialised advice concerning care Assesses and develops patient and management plans for patients; Provides detailed advice on clinical and health promotion to patients relatives and carers.	5 (a)(c)	30
7.	Policy/Service Development	Follow policies, may comment on policies, procedures or possible developments Follows policies and procedures for own area of work: may be asked to comment on proposed changes.	1	5
8.	Financial & Physical Resources	Careful use of equipment and resources Responsible for safe use of diagnostic equipment.	1	5



9.	Human Resources	May demonstrate own duties to less experienced staff May demonstrate aspects of own work to others in work area e.g. new staff to area.	1	5
10.	Information Resources	Record personally generated information Maintains patient/client records, records test results.	1	4
11.	Research & Development	Occasionally undertake R&D, clinical trials, equipment testing May be involved in R&D, clinical trials, equipment testing being undertaken in own work area; participate in clinical audits.	1	5
12.	Freedom to Act	Is guided by clear occupational guidelines; work is managed rather than supervised Works within national and local protocols and guidelines. Clinical practice is directed by a named consultant or GP.	3	21
13.	Physical Effort	Occasional/frequent moderate physical effort for several short periods Moves, manoeuvres patients.	2 (d)- 3(c)	7-12
14.	Mental Effort	Frequent requirement for concentration, work pattern predictable/Frequent requirement for concentration, work pattern unpredictable; occasional requirement for prolonged concentration Concentration for history taking, physical examination, diagnosis; assessing complex diagnosis; prolonged concentration for patient assessment clinic.	2 (a) – 3ab	7– 12
15.	Emotional Effort	Frequent distressing or emotional circumstances; occasional highly distressing or emotional circumstances Works with terminally ill patients/ imparts unwelcome news to staff, patients, carers.	3 (a) (b)	18
16.	Working Conditions	Occasional/frequent exposure to highly unpleasant conditions Body fluids, faeces, vomit, smells and foul linen	3 (b)- 4(b)	12-18
JE Score 406-422			Band 6	



Profile Suite and Label	PHYSICIAN ASSOCIATE
Job Statement	<ol style="list-style-type: none"> 1. Obtains accurate medical history and performs appropriate physical examination for patients with complex conditions e.g. multi morbidity frailty or higher acuity 2. Requests undertakes interprets and where necessary acts upon tests, develops a differential diagnosis. 3. Develops, implements treatment and management plan of care, where appropriate and/or referral to other professionals and consultants 4. Gives advice to patients, relatives and carers, on the treatment and management plan.

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	Providing and receiving highly complex, sensitive or contentious information; barriers to understanding Communicates very sensitive, complex condition related information to patients, relatives, empathy and reassurance is required e.g. End of life discussions with patients and carers.	5a	45
2.	Knowledge, Training & Experience	Highly developed specialist knowledge, underpinned by theory and experience Graduate level from health or science degree plus Professional knowledge of anatomy, pathophysiology, diagnostics etc. through recognised post-graduate program for Physician Associate studies and Certification plus Physician Associate National examination plus further demonstration of additional competence, e.g. portfolio, examinations, additional courses.	6	156
3.	Analytical & Judgemental Skills	Complex facts or situations, requiring analysis, interpretation, comparison of a range of options. Skills for assessing and interpreting complex needs for patients and clients and taking appropriate action.	4	42
4.	Planning & Organisational Skills	Plan and organise activities, some ongoing/planning and organisation of a number of complex activities or programmes, which require the formulation and adjustment of plans Plans patient care programmes/Organising and Coordinating of case conferences and multidisciplinary teams or activities.	2/3	15-27
5.	Physical Skills	Highly developed physical skills, where a high degree of precision are essential Dexterity and accuracy required for surgical interventions e.g. ABG's, venepuncture, suturing.	4	42
6.	Patient/Client Care	Develop specialised programmes of care; provide highly specialised advice in relation to care Develops and implements specialist programmes of care; gives highly specialised advice in their specific clinical area e.g. Respiratory medicine, Urology.	6(a) (c)	39
7.	Policy/Service Development	Implements policies for own work area and proposes policy or service changes which impact beyond own area of activity Develops protocols for specialist area, impact on other disciplines.	3	21



8.	Financial & Physical Resources	Careful use of equipment Responsible for safe use of equipment.	1	5
9.	Human Resources	Responsible for day to day management of a group of staff; responsible for the allocation or placement and subsequent supervision of qualified staff or students Responsible for the management of newly qualified PA's; responsible for allocation of student PA's placements and contributes to development of Physicians Assistant role and education.	3ab	21
10.	Information Resources	Record personally generated information Maintains patient/client records, records test results.	1	4
11.	Research & Development	Occasionally undertake R&D, clinical trials, equipment testing/ regularly undertake R&D, lead clinical audits May be involved in R&D, clinical trials, equipment testing being undertaken in own work area; participate in clinical audits/ regularly participates in research, lead clinical audit in own area.	1 -2	5 -12
12.	Freedom to Act	Guided by principles and Broad occupational policies or regulations. Accountable for own professional actions in a specialist team or area'	4	32
13.	Physical Effort	Occasional/frequent moderate physical effort for several short periods Moves, manoeuvres patients.	2 (d)- 3(c)	7-12
14.	Mental Effort	Frequent requirement for concentration, work pattern unpredictable; occasional requirement for prolonged concentration Concentration for history taking, physical examination, diagnosis; assessing complex diagnosis; prolonged concentration for patient assessment clinic.	3 (ab)	12
15.	Emotional Effort	Frequent distressing or emotional circumstances; occasional highly distressing or emotional circumstances Works with terminally ill patients/ imparts unwelcome news to staff, patients.	3 (a) (b)	18
16.	Working Conditions	Occasional/frequent exposure to highly unpleasant conditions Body fluids, faeces, vomit, smells and foul linen.	3 (b)- 4(b)	12-18
JE Score 476-506			Band 7	