

Ref: FOI/GS/ID 8641

Please reply to:
FOI Administrator
Trust Management
Maidstone Hospital
Hermitage Lane
Maidstone, Kent
ME16 9QQ
Email: mtw-tr.foiadmin@nhs.net
www.mtw.nhs.uk

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Freedom of Information Act 2000

I am writing in response to your request for information made under the Freedom of Information Act 2000 in relation to Physician Associates.

You asked: All questions are shown as received by the Trust.

- 1. Number of Physician Associates (PAs) Employed:
- Please provide the total number of Physician Associates employed in your trust for the stated time period.*
- 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.*
- 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.*
- 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.*
- 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.*
- 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.*
- 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.*

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.

Trust response:

1. 13 Physician Associates
2. AFC Band 7
3. Average weekly hours is 37.5. Out of hours would form approximately 8 hours.
4. PAs are expected to work as part of the extended MDT in the department in which they are employed by. Responsibilities would include clerking, performing physician examinations, formulating differential diagnoses, ordering investigations such as bloods, USS (working within their scope of practice PAs are not allowed to order ionising investigations until regulation in 2024), interpreting investigation results. Managing a range of patients with chronic and acute presentations. Recognising when to call for help. Ensuring they maintain accurate and timely documentation. Performing skills such as cannulation, catheterisation, suturing and wound management. Additional skills may be learnt with appropriate senior supervision and documentation to support learning as per Trust Governance. PAs work in a number of settings - ward base, outpatient, theatre, pre and post op, emergency care.
5. All PAs are supervised by a consultant. PAs are able to attend work if their supervisor is not present. PAs are supported by the wider team in which they work and are aware to raise any concerns / discuss patients with a senior clinician. They are expected to work with their supervisors regularly and are encouraged to meet with their supervisors on a regular basis. It is their responsibility to organise this.
6. PAs are not on the doctor rotas. PAs do undertake additional bank shifts where staffing levels are low. The shifts would typically be ward cover or for a role in which they are used to performing and not beyond their scope of practice.
7. There is no standardised Bank Rate for PAs in the Trust. Typically, the rates reflect the experience of the PA.
8. 11 to 14.