**This template is for guidance and may be adapted as required**

**PERSON SPECIFICATION**

**Title:** Physician Associate in General Practice

**Salary:** To be arranged.

**Hours of work:** 37.5 hours / week (full time)

**Term:**

**Location**:

**Accountability:** To the Lead General Practitioner (GP)

**Supervision:** General supervision is received from the supervising GP(s)

**Required or desirable qualities**

* Dynamic/able to use own initiative
* IT literate and proficient use of practice systems
* Good communicator
* Ability to teach others
* Good presentation skills
* Good problem solving and decision making skills
* Ability to manage work load effectively
* A high standard of clinical skills and experience with the ability to adapt to different situations
* Willingness to work in the best interest of the patient
* Team player with the ability to liaise effectively with colleagues and other members of the multi-disciplinary team
* Ability to liaise effectively with hospitals and other outside agencies
* **Must** **be a** **Member of the Faculty of Physician Associates at the RCP, which includes registration on the UK Physician Associate Register (the PA Managed Voluntary Register)** until such time that statutory regulation of PAs is achieved
* Current and valid certification or re-certification by the UK Physician Associate National Examination
* Maintains CPD requirements of 50 hours per year (25 Type 1 and 25 Type 2)
* DBS check
* Previous experience in UK general practice

**Person specification interview checklist**

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| --- | --- | --- | --- | --- |
|  | **Essential** | **Essential/**  **Desirable** | **Application** | **Interview** |
| **Qualifications** | * Postgraduate Diploma/Master in Physician Associate from an accredited UK University * Bachelor Degree in Life Science/Biomedical/Nursing or Allied Health Science * Member of Faculty of Physician Associate Managed Voluntary Register (PAMVR) * Valid national certification and recertification every six years stipulated by PAMVR * For USA trained candidates: Current and valid certification with the National Commission on Certification for Physician Assistants (NCCPA) * Basic or advanced Life Support * Equal Opportunity training in the last three years | E  E  E  E  E  D  D | ✓  ✓  ✓  ✓ |  |
| **Experience/**  **Achievements** | * Experience of general practice and/or secondary care * Demonstrable patient assessment skills * Any desirable/additional specialty specific requirements * Demonstrates an in depth knowledge of related medical conditions, treatments and pharmacology * Experience of supporting doctors in clinical decision making * Ability to work autonomously within the scope of supervised practice * Detailed knowledge of maintaining confidentiality and implementing data protection legislation requirements including information governance | D  E  D  E  E  E  E | ✓  ✓  ✓  ✓  ✓  ✓  ✓ | ✓  ✓  ✓  ✓  ✓  ✓  ✓ |
| **Aptitudes Teaching and training** | * Ability to organise and prioritise workload effectively * Ability to exercise sound judgement when faced with conflicting pressures * Excellent written and verbal communication skills * IT literate * Experience and enthusiasm for clinical teaching of multi-disciplinary students and qualified staff when appropriate | E  E  E  E  D | ✓  ✓  ✓  ✓  ✓ | ✓  ✓  ✓  ✓  ✓ |
| **Audit and Research** | * Critical appraisal skills * Knowledge of Audit principles and evidence of participation in audit / Quality Improvement projects * Experience of applying evidence to clinical practice * Evidence of knowledge of research methodology | D  E  E  D | ✓  ✓  ✓ | ✓  ✓  ✓ |
| **Attitude/**  **Commitment** | * Good communication and empathy skills with patients * Evidence of willingness to participate in a multi-disciplinary team environment to provide and integrated service for patients * Ability to work as a member of a team, both through communication and sharing workload * Ability to manage high pressure situations eg clinical crisis * Willingness to work flexibly to deliver clinically effective and cost effective healthcare | E  E  E  E  E | ✓  ✓  ✓  ✓  ✓  ✓  ✓ | ✓  ✓  ✓  ✓  ✓  ✓  ✓ |
| **Practical and personal qualities** | * Evidence of continual learning and development * Understands self (strengths/weaknesses) and impact of behaviour on others * Evidence of innovation | E  D  D | ✓ | ✓  ✓  ✓ |

**Other requirements –** no history of or pending medical legal cases. Appropriate immigration status residence within a reasonable distance of work location