**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**

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **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
 | EEEEEDD | ✓✓✓✓ |  |
| **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
 | DEDEEEE | ✓✓✓✓✓✓✓ | ✓✓✓✓✓✓✓ |
| **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
 | EEEED | ✓✓✓✓✓ | ✓✓✓✓✓ |
| **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
 | DEED | ✓✓✓ | ✓✓✓ |
| **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
 | EEEEE | ✓✓✓✓✓✓✓ | ✓✓✓✓✓✓✓ |
| **Practical and personal qualities** | * Evidence of continual learning and development
* Understands self (strengths/weaknesses) and impact of behaviour on others
* Evidence of innovation
 | EDD | ✓ | ✓✓✓ |

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