



# **PHYSICIAN ASSOCIATES IN MENTAL HEALTH**

## **EAST LONDON FOUNDATION TRUST RECRUITMENT PACK**

Physician Associate in Mental Health, East London Foundation Trust  
Pay scale code: Band 7 Agenda for change



## WELCOME

Thank you for your interest in this post. We are really excited to be advertising for Physician Associate posts in Psychiatry at East London Foundation Trust. These roles provide an opportunity for enthusiastic Physician Associates to play a key role in the management of patients and to support the effective functioning of the multidisciplinary inpatient and community teams and contribute to wider service developments. The post holder will be accountable for ensuring that high quality patient care is delivered at all times. The Physician Associate will be supervised by a designated supervisor with regular meetings and training opportunities to support on-going development within the role.

East London Foundation Trust (ELFT) believe that the role of the Physician Associate is a crucial part of many of our teams moving forwards. We currently employ a Lead Physician Associate for the trust and are now looking to expand the workforce by recruiting a cohort of 8 Physician Associates to join ELFT in newly developed posts across multiple directorates in East London, Luton and Bedfordshire. Each of these roles will be advertised separately so please ensure you read through the job adverts and apply to the post or posts that you wish to be considered for.

Posts will be available in the following areas:

- Inpatient Mental Health
- Community Child Development Services
- Child and Adolescent Mental Health Services
- Eating Disorder Services
- Learning Disability Services
- Forensic Services

This is a unique opportunity to join the trust as part of the initial cohort of Physician Associates and we look forward to welcoming the successful candidates to ELFT. Although you may be working in different services, as a part of this cohort you will have the opportunity to meet regularly with the other Physician Associates in the trust, for peer support and teaching opportunities.

## ABOUT EAST LONDON FOUNDATION TRUST

### Working for our organisation

ELFT has long been recognised as a centre of excellence for mental and health care, innovation and improvement. So, it is a very exciting time for you to come and work for us. Our mission is to make a positive difference to people's lives by improving quality of life for all we serve. Our values are: We Care, We Respect, We are Inclusive – so we are looking for people who live and breathe these qualities when supporting service users and carers, and in their relationships with colleagues in the Trust and our partner organisations.

### Making Things Better

Quality Improvement is a key part of our work to improve our services and refine how we do things. We have a global reputation for our quality improvement work and we don't stand still! We offer a fantastic opportunity for our staff to learn, lead and contribute towards improving our services. We launched our Five Year Strategy in April 2018, which identified four main strategic outcomes to improve: population health outcomes, experience of care, staff experience and improve value. This complements the NHS Long Term Strategy and sets out our direction of travel.

## Our Community

We provide a wide range of community health and mental health inpatient services to children, young people, adults of working age and older adults in The City of London, Hackney, Newham, Tower Hamlets, Bedfordshire and Luton. We also provide psychological therapy services to the London Borough of Richmond and provide Forensic services to the whole of North East London. We provide services in urban and rural settings, sometimes in our inpatient units, but mostly in the community close to where people live. Integrated care is key in making the best use of resources and providing effective care.

## Aiming High

We were rated 'Outstanding' by the CQC in 2016, were proud to be rated 'Outstanding' again in 2018 and continue to be rated 'Outstanding' in 2021. We were named in the HSJ's Top 10 best places to work in healthcare and were voted Provider Trust of the Year in 2018.

## Staff and Service Users United

We strive to ensure that staff feel valued by the Trust and as they are truly pivotal in delivering better outcomes for our patients and service users. Our aspiration is to help to make ELFT the best place to work. This Trust is clinician-led and provides the highest possible level of clinical expertise throughout its services. We pride ourselves on our service user involvement. A service user will be on your assessment centre and interview panel if you are invited to meet us.

We are working towards growing a workforce that is reflective of our diverse communities. We especially welcome people with lived experience of health difficulties, with insight and understanding of different backgrounds, cultures and lifestyles in our population as we believe that this will equip staff to deliver a high standard of care to our service users and patients.

## What Next?

If you like the sound of ELFT, don't waste a moment. We sometimes close adverts early if there is a high response, so apply now!

Find us online at [www.elft.nhs.uk](http://www.elft.nhs.uk) | Find us on Facebook | Follow us on @NHS\_ELFT

## ➤ STAFF BENEFITS

There are plenty of benefits that come with joining a progressive, award-winning Trust such as ELFT.

### Flexible working

As a flexible working friendly organisation, we want to be sure that you can work in a way that is best for us and our patients, and for you. Speak to us about how we might be able to accommodate a flexible working arrangement whether that's job share, part time or another flexible pattern. As part of the relocation scheme we presently have, the Trust could support you with offering up to £10,000 for removal and associated expenses. This is subject to change and terms and conditions apply.

### Generous annual leave allowance

Length of service	Annual leave and public holidays
On appointment	27 days + 8 days
After 5 years' service	29 days + 8 days
After 10 years' service	33 days + 8 days

#### Other benefits include

- Generous pension scheme
- Numerous training and development opportunities
- Annual season ticket loans
- Tax-Free Childcare Scheme
- Cycle to Work Scheme
- Health and well-being sessions/workshops such as massage sessions, Pilates courses, etc.
- Welcome Back Packs for maternity/paternity returnees
- Range of discount schemes from leading high street retailers, financial, legal and travel providers

## ➤ EDUCATION AND TRAINING

ELFT are committed to the training and development of their workforce. Alongside the trusts mandatory and statutory staff training. The Physician Associates will have access to the following:

- Library of e-learning materials
- Local training provided
- Study Budget
- Study Leave Allowance
- Physician Associate forum for peer support and CPD teaching opportunities
- Regular reviews with dedicated PA Supervisor and annual appraisal

## ➤ JOB DESCRIPTION

East London Foundation Trust (ELFT) are seeking enthusiastic Physician Associates to play a key role in the management of patients and to support the effective functioning of the multidisciplinary inpatient and community teams and contribute to wider service developments. The post holders will be accountable for ensuring that high quality patient care is delivered at all times. The Physician Associate will be supervised by a designated supervisor with regular meetings and training opportunities to support on-going development within the role.

The successful applicants will be based at one of the participating services with newly developed posts available across multiple directorates within ELFT, including child and adolescent services, forensic services, learning disability services and inpatient services. Each role will be advertised separately so please ensure you apply for the post or posts that you wish to be considered for.

The Physician Associates will be working as part of a multi-disciplinary team and will be a source of continuity for service users by monitoring physical as well as mental health requirements, ensuring that high quality patient care is delivered at all times.

As a Physician Associate you will be acting within your professional boundaries, providing care for patients from initial history taking, clinical assessment, diagnosis, treatment and evaluation of their care under the supervision of a Consultant. You will demonstrate safe, clinical decision-making and expert care for patients, in consultation with the supervising Consultant. You will work with the multi-disciplinary team to support the delivery of policy and procedures and meet the needs of patients.

Regular supervision (both clinical and professional) will be provided from a designated Consultant, with regular meetings to support on-going development within the role. Successful candidates will be supported to undertake mandatory training and access regular continued professional development (CPD) opportunities. They will undergo an annual appraisal following the recommendations set out by the Faculty of Physician Associates (FPA).

The Physician Associates will be encouraged to support and lead quality and service improvement projects, develop teaching skills, and gain experience of working in mental health outside of a ward setting, depending on their area of interest.

All Physician Associates are expected to register with the Physician Associate Managed Voluntary Register (PAMVR) held by the Faculty of Physician Associates (FPA) and are expected to keep up to date with necessary professional development and comply with Fitness to Practice and Code of Conduct standards.

This is a unique opportunity to join the trust as part of the initial cohort of Physician Associates and we look forward to welcoming the successful candidates to ELFT. Although you may be working in different services, as a part of this cohort you will have the opportunity to meet regularly with the other Physician Associates in the trust, for peer support and teaching opportunities, facilitated by the Lead Physician Associate at the trust.

## ➤ PRINCIPLE DUTIES

The Physician Associate roles include, but are not limited to the following:

- Provide direct clinical care to patients using established clinical guidelines, involving consulting with and referring patients to medical specialists and other health professionals as indicated
- Conduct psychiatric and physical assessments, taking medical and psychiatric histories from service users, performing physical examinations, establishing differential diagnoses and making appropriate treatment plans under supervision of a consultant psychiatrist
- Respond in a timely way to requests to assess or review patient's physical and / or mental health and provide advice to staff on further management/ investigations/ interventions
- Participate in ward rounds, handovers and relevant multidisciplinary team meetings
- Assist the Consultant by writing letters, chasing referrals/treatments, preparing medical notes and summarising patient notes to contribute towards discharge summaries and reports
- Work collaboratively with the multidisciplinary team e.g: Psychiatrists, Junior Doctors, Senior Nurses, Nursing Staff, Support Workers, Occupational Therapists and Psychologists to ensure good working relationships
- Liaise with external (community teams, primary care and relevant secondary health care providers) and internal teams/departments relating to a patients care or treatment needs
- Undertake assessment and assistance to ward staff in the event of medical emergencies
- Support proactive screening and interventions with regard to the physical health of patients
- Provide health promotion and disease prevention advice to service users, including those relating to smoking, drugs and alcohol



- Provide psycho-educational support to patients and their carers / families
- Liaise with pharmacy regarding issues relating to medication
- Communicate very sensitive, complex condition related information to patients, carers and their family members, using a high degree of empathy and advanced communication skills.
- Carry out procedures which will include (but are not be limited to):
  - ECG
  - Venepuncture
  - IV cannulation
  - Interpretation of blood results
  - Mental state examination
  - Cognitive assessment

## ➤ SERVICE DEVELOPMENT

ELFT is committed to constantly reviewing and developing the way it delivers services in order to best serve the service users that require them and the staff that work within them. Physician associates will be encouraged to contribute to this by:

- Participating in research/audit/quality improvement opportunities
- Disseminating new or updated clinical practices
- Supporting the placements of nursing, medical and physician associate students
- Participating in undergraduate teaching
- Participating in the induction process of new staff in the team
- Supporting junior doctors on placement
- Supporting the development of skills in the wider team and the organisation
- Assisting with the development and implementation of local and trust wide policies, procedures, guidance and protocol

## ➤ PERSONAL SPECIFICATION

Your values are as important as the skills and experiences that you bring with you and will learn.

CRITERIA	ESSENTIAL/ DESIRABLE
<b>Qualifications &amp; Training</b> <ul style="list-style-type: none"> <li>• Undergraduate degree in a health or life science prior to undertaking the Physician Associate programme</li> <li>• Postgraduate Diploma or Masters in Physician Associate studies from an accredited UK training programme</li> <li>• Evidence of having successfully passed the UK National Physician Associates exam (evidence of six-year recertification exam pass where necessary)</li> <li>• Registration on the Faculty of Physician Associates Managed Voluntary Register- post qualification</li> <li>• Training in Basic Life Support, Immediate Life Support or Advanced Life Support from the Resuscitation Council</li> </ul>	<ul style="list-style-type: none"> <li>• E</li> <li>• E</li> <li>• E</li> <li>• E</li> <li>• D</li> </ul>

<p><b>Experience</b></p> <ul style="list-style-type: none"> <li>• Experience of working as a Physician Associate in General Practice and/or Secondary Care</li> <li>• Experience of working within a mental health environment</li> <li>• Evidence of understanding of the needs of the healthcare sector and the patients'/service users</li> <li>• Demonstrable knowledge of evidence informed practice</li> <li>• Knowledge of national and local guidance for the role of a Physician Associate</li> <li>• Demonstrable patient assessment skills</li> </ul>	<ul style="list-style-type: none"> <li>• D</li> <li>• D</li> <li>• E</li> <li>• E</li> <li>• E</li> <li>• E</li> </ul>
<p><b>Knowledge and Skills</b></p> <ul style="list-style-type: none"> <li>• Ability to use own initiative to organise and prioritise workload effectively to meet deadlines</li> <li>• Ability to exercise sound judgment when faced with conflicting pressures</li> <li>• Able to build rapport and communicate effectively with service users, colleagues, relatives and other professionals and agencies</li> <li>• Ability to work autonomously and as part of a multidisciplinary team</li> <li>• Aware of own limitations, knowing when to ask for help from senior colleagues</li> <li>• Knowledge of maintaining confidentiality and implementing data protection legislation requirements including information governance</li> <li>• Knowledge of psychiatric intervention and terminology</li> <li>• Strong skills in ECG, venepuncture, cannulation and interpretation of blood investigations</li> <li>• Ability to manage a dedicated caseload of patients</li> <li>• Ability to liaise with external agencies and internal teams/departments relating to a service users care or treatment needs</li> <li>• Excellent written and verbal communication skills</li> <li>• IT literate with experience of using NHS IT systems to enter patient information</li> <li>• Experience of conducting clinical audit</li> <li>• Demonstrable understanding of research, including awareness of ethical issues</li> <li>• Ability to implement and interpret policies and procedures</li> <li>• Experience of assisting in the development of the role of Physician Associates in the UK and/or the educational development of Physician Associate students through student shadowing/teaching</li> </ul>	<ul style="list-style-type: none"> <li>• E</li> <li>• E</li> <li>• E</li> <li>• E</li> <li>• E</li> <li>• E</li> <li>• E</li> <li>• E</li> <li>• E</li> <li>• E</li> <li>• E</li> <li>• D</li> <li>• D</li> <li>• D</li> <li>• D</li> <li>• D</li> </ul>
<p><b>Other</b></p> <ul style="list-style-type: none"> <li>• Commitment to continuing professional development</li> <li>• Enthusiasm and 'can do' attitude</li> <li>• Ability to listen to needs of others</li> <li>• Ability to motivate and develop the multi-disciplinary team</li> <li>• High expectations for quality</li> </ul>	<ul style="list-style-type: none"> <li>• E</li> <li>• E</li> <li>• E</li> <li>• E</li> <li>• E</li> </ul>