

INCORPORATING PAs INTO OFFICE PRACTICE



BRITTON SPRULES, MHPE, CCPA

SEPTEMBER 7, 2022

NO CONFLICTS OF INTEREST TO DISCLOSE

HOWEVER, I AM THE CLINICAL COURSE DIRECTOR FOR THE PA PROGRAM



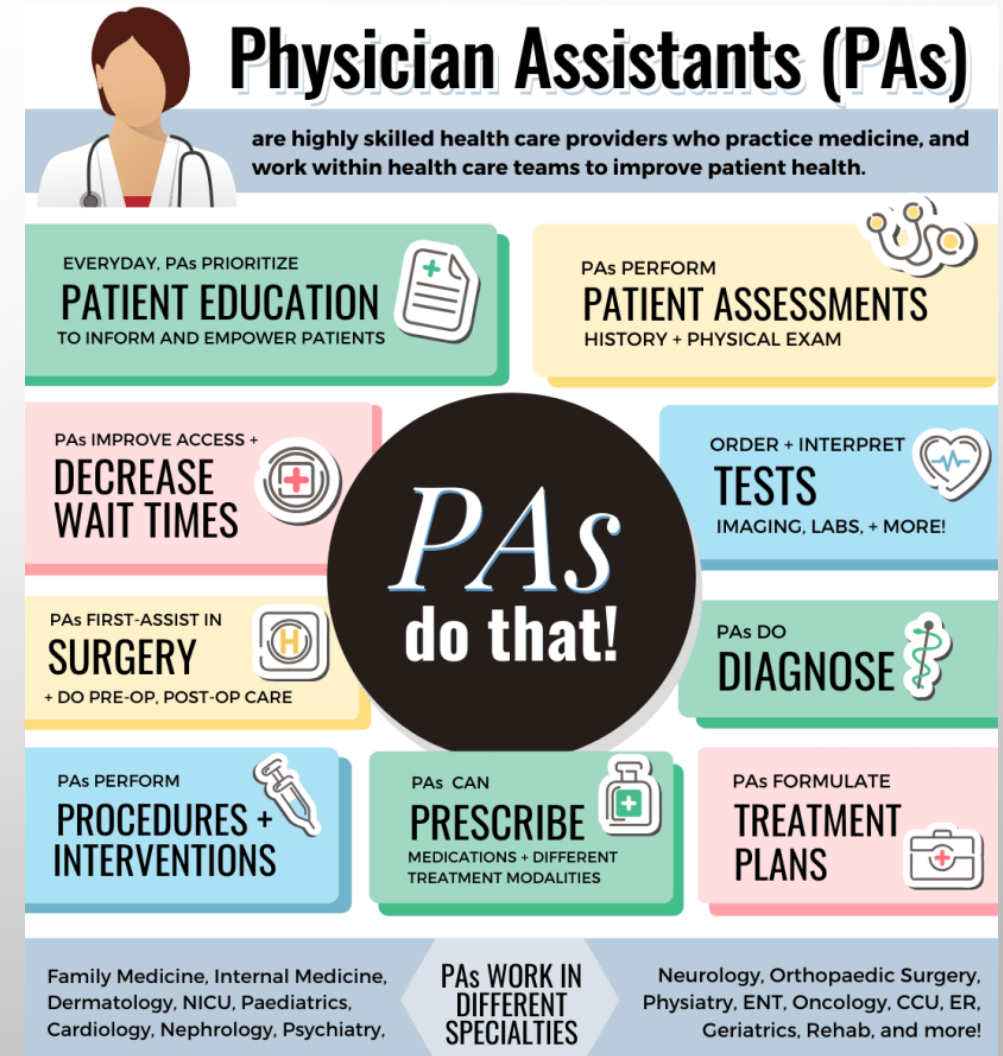
LEARNING OBJECTIVES



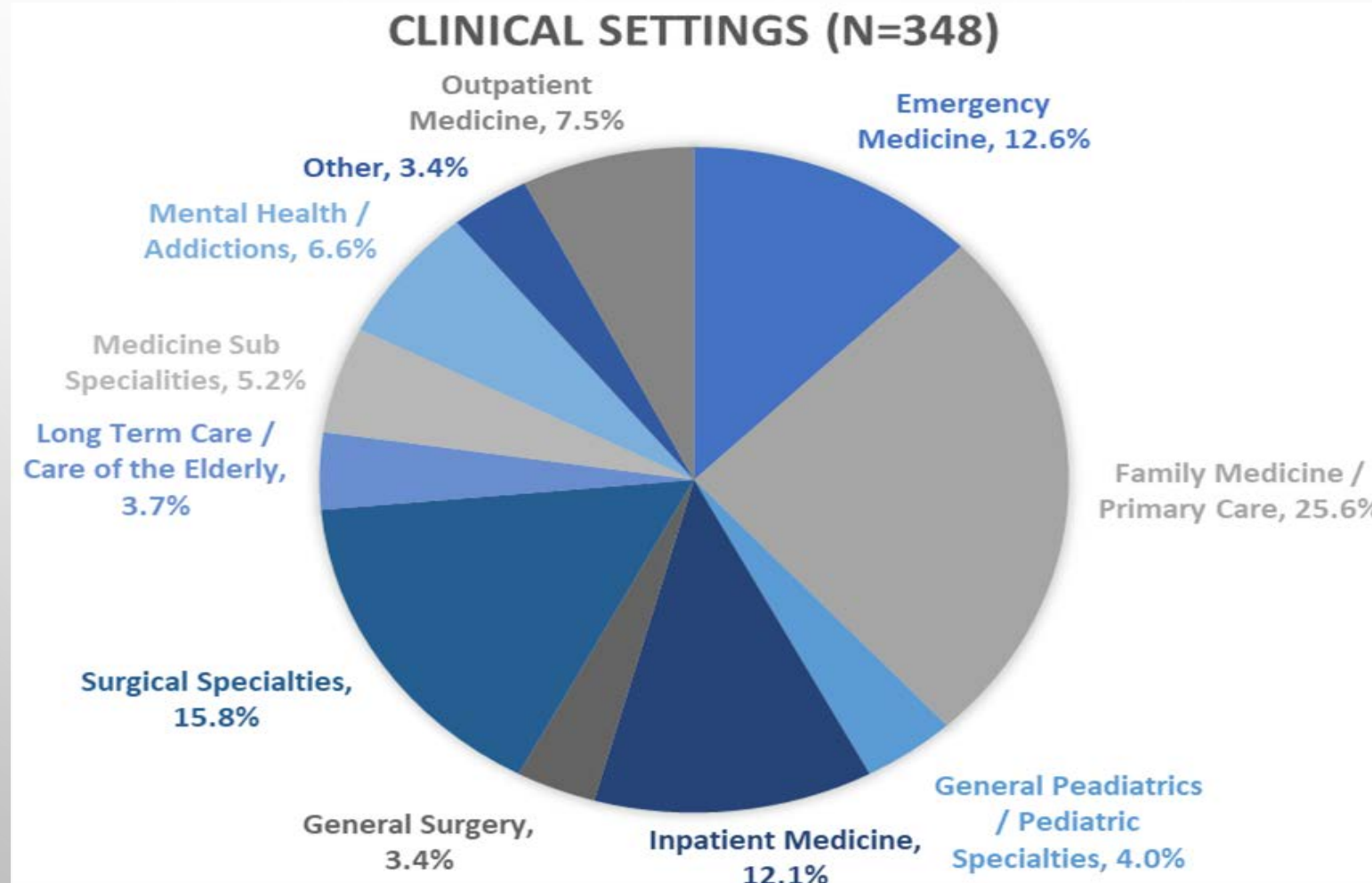
- AT THE END OF THIS PRESENTATION, PARTICIPANTS WILL BE ABLE TO:
 1. DESCRIBE THE PA TRAINING PROGRAM, SCOPE OF PRACTICE, AND THE LEGAL ASPECTS OF WORKING WITH A PA (BRITTON)
 2. EXPLAIN HOW A PA CAN HELP WITH PRACTICE EFFICIENCY AND QUALITY (DR. MICHAEL)
 3. DESCRIBE HOW A PA CAN BE INCORPORATED INTO AN OFFICE ENVIRONMENT (DR. MICHAEL AND BRITTON)

WHAT IS A PHYSICIAN ASSISTANT (PA)?

- SIMPLY PUT, PAS ARE PHYSICIAN EXTENDERS
- PRACTICE MEDICINE UNDER THE SUPERVISION OF A LICENSED MD
- RANGE OF HEALTHCARE SETTINGS: FAMILY MEDICINE, EMERGENCY MEDICINE, AND MANY SPECIALTIES
- ~ 800 CERTIFIED PAS IN CANADA
 - MORE THAN 500 IN ONTARIO



WHAT IS A PHYSICIAN ASSISTANT (PA)?



WHAT IS A PHYSICIAN ASSISTANT (PA)?

- PROFESSION BEGAN IN THE US – MID 1960'S
- HIGHLY SKILLED MILITARY MEDICS HAD NO EQUIVALENT MEDICAL ROLE IN CIVILIAN LIFE
- 1984 – CAF ADOPTS PA ROLE FOR SENIOR MEDICS
- 2004 - FIRST MILITARY CLASS OF PAS GRADUATED FROM THE CANADIAN FORCES MEDICAL SERVICES SCHOOL IN BORDEN, ON
- 2010 – FIRST CIVILIAN GRADUATING CLASSES FROM MCMASTER AND MANITOBA PA PROGRAMS
- 2011 – FIRST GRADUATING CLASS FROM U OF T (JOINT WITH NOSM U)



PA TRAINING PROGRAMS IN CANADA

- ONTARIO

- UNIVERSITY OF TORONTO'S CONSORTIUM OF PA EDUCATION
 - JOINT WITH THE NORTHERN ONTARIO SCHOOL OF MEDICINE UNIVERSITY AND MICHENER INSTITUTE OF EDUCATION AT UHN
- MCMASTER UNIVERSITY'S PHYSICIAN ASSISTANT PROGRAM
- *CANADIAN FORCES MEDICAL SERVICES SCHOOL IN BORDEN*
 - *JUST GRADUATED THEIR FINAL CLASS IN 2022 – STUDENTS NOW GO THROUGH ONTARIO PROGRAMS*



- MANITOBA

- UNIVERSITY OF MANITOBA'S MASTER OF PHYSICIAN ASSISTANT STUDIES



PA TRAINING PROGRAMS IN CANADA

- 2 YEARS IN DURATION
 - YEAR 1 – ACADEMIC/DIDACTIC TRAINING
 - YEAR 2 – CLINICAL ROTATIONS (X44-48 WEEKS)
- ENCOMPASSES $\frac{3}{4}$ OF THE TRAINING DELIVERED TO NEW PHYSICIAN GRADUATES
- TRAINED AS GENERALISTS WITH A FOCUS ON PRIMARY CARE
 - CAN DEVELOP SPECIALIZED KNOWLEDGE AND SKILLS THROUGH ONGOING PROFESSIONAL DEVELOPMENT AND ON THE JOB TRAINING



CANADIAN ASSOCIATION OF PHYSICIAN ASSISTANTS (CAPA)

- NATIONAL PROFESSIONAL ORGANIZATION THAT ADVOCATES FOR AND REPRESENTS ITS MEMBERS ACROSS CANADA
- COMMITTED TO FOSTERING DEVELOPMENT OF MD/PA MODEL TO ASSURE QUALITY OF CARE FOR CANADIANS (NATIONAL STANDARD OF PRACTICE)
- DEVELOPED SCOPE OF PRACTICE AND NATIONAL COMPETENCY PROFILE AND MOST RECENTLY THE EPA-PA COMPETENCY FRAMEWORK



CANADIAN ASSOCIATION OF PHYSICIAN ASSISTANTS (CAPA)

- TO BECOME A CCPA (CANADIAN CERTIFIED PHYSICIAN ASSISTANT):
 - MUST GRADUATE FROM AN ACCREDITED PROGRAM (ALL 3 ARE ACCREDITED)
 - SUCCESSFULLY COMPLETE AN ENTRY TO PRACTICE CERTIFICATION EXAMINATION
 - REMAIN IN GOOD STANDING WITH CAPA (MEMBERSHIP AND ONGOING CPD)
 - COMPLETE 400 CPD CREDITS IN EACH 5-YEAR CYCLE THROUGH THE ROYAL COLLEGE OF PHYSICIANS AND SURGEONS OF CANADA





- GRADUATE WITH THE SKILLS AND ATTITUDES TO:
 - CONDUCTING PATIENT INTERVIEWS
 - TAKE HISTORIES
 - DO PHYSICAL EXAMINATIONS
 - PERFORM SELECTED DIAGNOSTIC AND THERAPEUTIC INTERVENTIONS
 - COUNSEL ON PREVENTATIVE HEALTH CARE
- WHILE IN PRACTICE:
 - SCOPE OF PRACTICE IS THAT OF THEIR SUPERVISING MD
 - EXAMPLE: PRIMARY CARE VS. PLASTIC SURGERY
 - HIGHLY DEPENDENT ON THE MD/PA RELATIONSHIP
 - BASED ON THE PAS COMPETENCIES AND MD COMFORT LEVEL

LEGAL ASPECTS OF WORKING WITH A PA

- ENSURE A PA CANDIDATE IS CERTIFIED (CCPA)
 - CAN SEARCH ON THE CAPA WEBSITE
- ENSURE THEY HAVE PROFESSIONAL LIABILITY INSURANCE
- PAS WORK VIA:
 - DIRECT OR INDIRECT SUPERVISION
 - SUPERVISION SHOULD REDUCE OVER TIME
 - VERBAL OR WRITTEN MEDICAL DIRECTIVES
 - RXS - MEDICAL DIRECTIVES OR WITH MD CO-SIGNATURES



NOT SURE ABOUT HIRING A PA?

- TRY PRECEPTING A PA LEARNER FIRST
- ADVANTAGES OF TAKING PA LEARNERS:
 - DEMAND FOR A PA OUTWEIGHS SUPPLY
 - PA PLACEMENT ENABLES PA RECRUITMENT
 - PA TRAINEES CONTRIBUTE TO IMPROVED WORKLOAD AND QUALITY PATIENT CARE
 - PA TRAINEES EQUIVALENT TO FINAL YEAR MEDICAL STUDENT WITH SAME STIPEND
 - PLACEMENTS
 - PRIMARY CARE (6 WEEKS)
 - \$1,500 STIPEND PLUS NOAMA ENHANCEMENT
 - SPECIALTIES AND ELECTIVES (4 WEEKS)
 - \$1,000 STIPEND PLUS NOAMA ENHANCEMENT



The image features a light gray gradient background. In the top-left and bottom-right corners, there are clusters of realistic water droplets of various sizes, rendered with soft shadows and highlights to give them a three-dimensional appearance. The text "OVER TO DR. MICHAEL..." is centered in the middle of the frame.

OVER TO DR. MICHAEL...

INCORPORATING A PA INTO CLINICAL PRACTICE

- BRITTON'S ROLE AS A PA -

- BOOK FULL DAYS WITH PATIENTS (DO ENCOUNTERS FROM START TO FINISH)
- COVER PAPERWORK (LABS, MESSAGES, PRESCRIPTIONS – NO NARCOTICS)
- COVER A PRACTICE DURING HOLIDAYS AND MATERNITY LEAVES = CONTINUITY OF CARE
- HELP MDS WHILE IN OFFICE = REDUCED WORKLOAD AND PHYSICIAN BURNOUT
- OFFER SAME DAY ACCESS APT TO REDUCE WIC AND ER LOADS
- COVER WALK IN CLINIC WHEN NEEDED TO PREVENT CLOSURES
- HOW AM I PAID? (FHO)
 - INCREASED ROSTER SIZE = INCREASED INCOME TO COMPENSATE PA SALARY
 - FEWER OUTSIDE USE DEDUCTIONS = INCREASED MD INCOME



Physician Assistant: How to Incorporate PAs into Office Practices



Disclosure Slide

Slide 1

- **Speakers: Dr. Rose Michael & Helene Alegre PA**

Affiliations: We have no relationships with for-profit or not-for-profit organizations.

We both work for NOSM teaching clinical skills.

Session Evaluation and Outcome Assessment

These short forms serve important functions!

- For **speakers**: Your responses help them understand their strengths and weaknesses, participant learning needs, and teaching outcomes
- For **the CEPD office**:
 - To plan future programs
 - For quality assurance and improvement
 - To demonstrate compliance with national accreditation requirements
- For **YOU**: Reflecting on what you've learned and how you plan to apply it can help you enact change as you return to your professional duties

Please take 3-5 minutes to fill the evaluation form out. Thank you!

Learning Objectives

At the end of this presentation, participants will be able to:

1. Learn how a PA can help with practice efficiency and quality.
2. Learn how a PA can be incorporated into an office environment.

A little about me...

- NOSM family medicine in 2018
- First year of practice
 - Locum
 - WIK medicine
- Second year of practice
 - Took over two practices
 - Practice size
 - CCC
 - Retirement home
 - Teaching

The obvious...

- Doubled the number of available appointments
- Increased the appointment time to 20 minutes/patient
- Doubled the availability of same-day patient spots
- Reviews labs and faxes, Rx refills
- Assists in addressing practice needs and offers to help
- Shared teaching
- Lumps and bumps clinic
- Opportunity to diversify clinical opportunities in my family practice

The not so obvious...

- Teamwork/collaborative approach
- Trust from patients
 - Increase in patient satisfaction
 - Able to address more issues/visit
 - Patient perception of care is improved
 - Patient satisfaction improves
- Improved care & outcome
- Reduced stress
- Increased quality of life

Helene Alegre PA

- Introduction
 - Addiction medicine
 - Walk-in clinic medicine
- Impact of addition of PA to efficiency and outcomes
 - Addiction medicine
 - Delegation of routine tasks
 - Routine follow-ups
 - Processing new intakes, and allowing more same-day access for services
 - Spend time addressing non-addiction related issues
 - More 1:1 time in the session
 - Assisted with site visits, reducing care time for supervising physician

- Walk-in clinic

- Reduce wait times by improving access to physician/PA
- Increased number of patients/day, improved use of walk-in because PA and physician are both seeing patients
- Allowing for timely procedures or encounters such as pap tests, joint injections, I&D, mental health, or physicals without sacrificing wait times
- Increased complexity of care without impacting wait times
- Delegation of more timely visit such as mental health or physicals
- Helping with non-patient interactions (insurance forms, reviewing labs, ODSP forms, EAP forms, etc)
- Helping to extend office hours to extend office care - particularly important for individuals who cannot access health care during regular business hours
- Assisting with clinical teaching opportunities

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Questions?

