

# 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



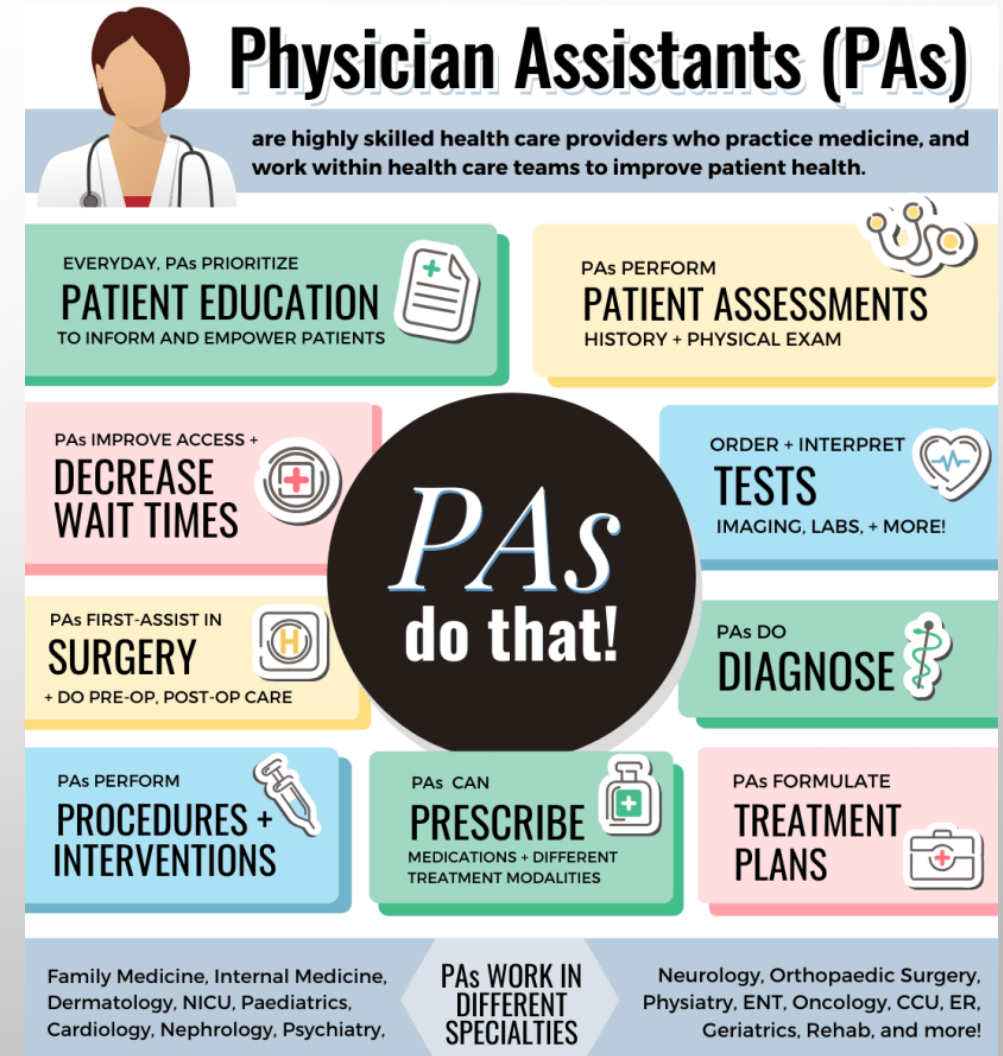
# LEARNING OBJECTIVES



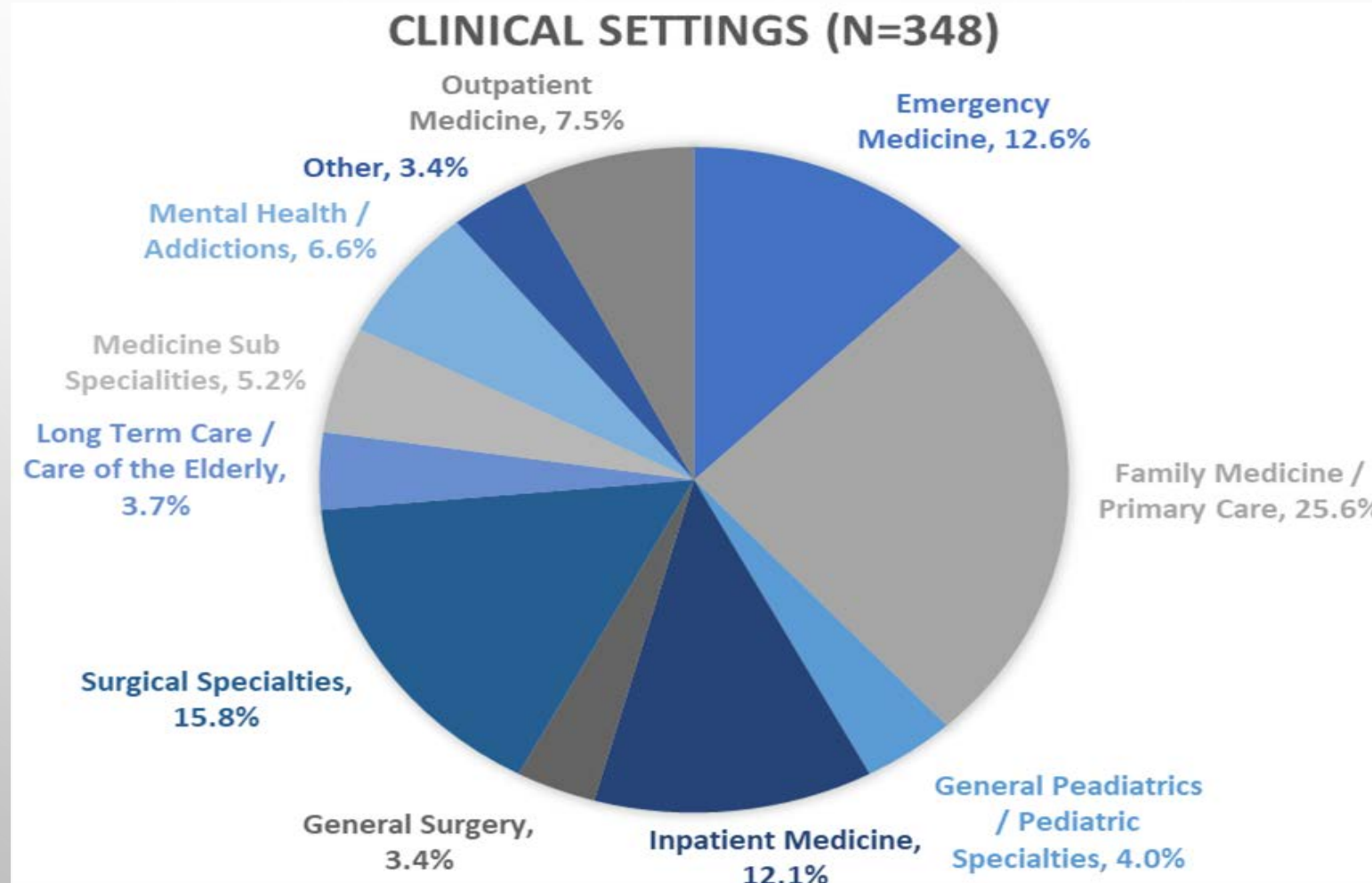
- AT THE END OF THIS PRESENTATION, PARTICIPANTS WILL BE ABLE TO:
  1. DESCRIBE THE PA TRAINING PROGRAM, SCOPE OF PRACTICE, AND THE LEGAL ASPECTS OF WORKING WITH A PA (BRITTON)
  2. EXPLAIN HOW A PA CAN HELP WITH PRACTICE EFFICIENCY AND QUALITY (DR. MICHAEL)
  3. DESCRIBE HOW A PA CAN BE INCORPORATED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

