

Information to be released – ATISN 21993

1. Covering Email

From: HEIW Planning & Performance (HEIW)

Sent: 27 June 2024 15:35

To: [REDACTED]@wales.nhs.uk, [REDACTED]@gov.wales

Subject: HEIW Education and Training Plan 2025/26 – Draft Recommendations Engagement Session

Dear All,

Many thanks for joining us for today's meeting.

I have attached a copy of the presentation that was made. If you do have any specific considerations you feel should be considered to inform the final priorities, please submit them to [REDACTED]@wales.nhs.uk by the **5 July 2024**.

Best wishes

[REDACTED]@wales.nhs.uk

[REDACTED]

[REDACTED]

Addysg a Gwella Iechyd Cymru (AaGIC) | Health Education and Improvement Wales (HEIW)

Ffôn | Phone: [REDACTED]

E-bost | Email: [REDACTED]@wales.nhs.uk

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www.aagic.gig.cymru | www.heiw.nhs.wales

[Have you seen our new Programme Management Hub HEIW Planning, Performance and Programme Management - Home \(sharepoint.com\)](#)

1a. Attachment

Health Education and Improvement Wales

**Cynllun Addysg ag Hyfforddiant Education and Training Plan 2025-26
Mehefin/June 2024**

Agenda

Forming Recommendations and Planning Assumptions

High level recommendations for the 2025-26 ETP

Discussion and Feedback

Purpose

Share the proposed recommendations for the 2025-26 Education and Training plan for consideration and discussion

2025-26 Penawdau Allweddol ETP/ 2025-26 ETP Key Headlines

Overall Increases in Commissioning Request

Area	Recommendation	Summary Overview	Detail on slide
Physician Associates	-10	Commissioning to minimum contract numbers until regulations are in place	25

Proposed Recommendations for 2025-26 – DRAFT

Area	Fill Rate 2023-24	2024-25	2025-26	Trend
Medical Associate Professions (MAPS)				
Physician Associates (PAs)	52	52	42	-10

2. Covering Email

From: [REDACTED] (HEIW) <[REDACTED]@wales.nhs.uk>

Sent: 06 September 2024 15:15

To: [REDACTED] (HSCEY - NHS Workforce & Operations - Workforce & Corp. Business Directorate); [REDACTED] (HEIW); [REDACTED] (HSCEY - NHS Workforce & Operations - Workforce & Corp. Business Directorate) [REDACTED]@gov.wales

Subject: RE: Request for information - physician associates

Importance: High

Hi [REDACTED]

Please see below the response for the additional information that you requested.

We don't yet have the full detail of the posts being made available in terms of speciality and contract type as PA streamlining is not yet live. However, we have liaised with NWSSP and can confirm that all of the posts that have been uploaded to Trac so far are for permanent posts and there are 2 posts advertised as primary care posts.

There are 10 posts that are aligned to mental health. HEIW has supported additional funding to prime the mental health posts until the next financial year and employing organisations are required to commit to continuing those posts to fulfil bursary requirements.

Please let me know if you require any further information.

Kind regards

█

█

█

A ddysg a Gwella Iechyd Cymru (AaGIC) - Health Education and Improvement Wales (HEIW)

e-bost:/email█@wales.nhs.uk

aagic.gig.cymru / heiw.nhs.wales

From: █@gov.wales <█@gov.wales>

Sent: 05 September 2024 07:11

To: █ (HEIW) <█@wales.nhs.uk>; █ (HSS - NHS Workforce & Operations) █@gov.wales

Cc: █ (HEIW) <█@wales.nhs.uk>

Subject: Re: Request for information - physician associates

Thanks █,

This is good news. Do you have any further information on where the posts have been confirmed i.e. in primary care/secondary care, are they fixed term or permanent? Would be good to know if they satisfy the bursary conditions.

It would also be helpful to understand a bit more about the work that is being undertaken to mitigate this risk in future years.

Many thanks, █

From: █ (HEIW) █@wales.nhs.uk

Sent: Wednesday, September 4, 2024 9:59:30 PM

To: █ (HSCEY - NHS Workforce & Operations - Workforce & Corp. Business Directorate) <█@gov.wales>

Cc: █ (HEIW) <█@wales.nhs.uk>; █ (HSCEY - NHS Workforce & Operations - Workforce & Corp. Business Directorate)

<█@gov.wales>

Subject: RE: Request for information - physician associates

Dear [REDACTED]

I detail below our response to your query, dated 4 September, in respect of Physician Associates.

Please note that the position has considerably improved through a collaborative approach between HEIW and UHBs.

We currently have 37 confirmed posts and anticipate 43 graduates for 2024. We also have some indication that 2-3 more posts are likely to be established in the next week or so.

The risk for 2024 has therefore been significantly mitigated.

Work is underway to mitigate future risks through collaborative work with stakeholders to address concerns

Kind regards

[REDACTED]

[REDACTED]

Addysg a Gwella Iechyd Cymru/Health Education and Improvement Wales

Ffôn/Tel: [REDACTED]

Symudol/Mobile: [REDACTED]

ebost | email: [REDACTED]@wales.nhs.uk

From: [REDACTED]@gov.wales <[REDACTED]@gov.wales>

Sent: 04 September 2024 08:27

To: [REDACTED] (HEIW) <[REDACTED]@wales.nhs.uk>; [REDACTED] (HEIW) <[REDACTED]@wales.nhs.uk>

Cc: [REDACTED] (HSS - NHS Workforce & Operations) <[REDACTED]@gov.wales>

Subject: Request for information - physician associates

Hello – myself and [REDACTED] met with [REDACTED] and [REDACTED] in July to discuss the current position with physician associates (PAs). At the time [REDACTED] said there were 37 PA graduates this year currently without jobs in NHS Wales, and that work was ongoing with employers to support these individuals into roles.

We are meeting with the Cabinet Secretary tomorrow morning to discuss a number of issues. Ahead of the meeting it would be helpful to receive an update on the 37 graduates, in particular, has the position improved over the summer?

Grateful for an update before 10am tomorrow – many thanks.

██████████

Grŵp Iechyd, Gofal Cymdeithasol a'r Blynyddoedd Cynnar / Health, Social Care and Early Years

Llywodraeth Cymru / Welsh Government

██████████

3. Covering Email

From: ██████████ <██████████@gov.wales>

Sent: 16 July 2024 10:14

To: ██████████ (HSCEY - Population Health - Directorate of Health Policy)

<██████████@gov.wales>

Subject: FW: Emerging Issue

From: ██████████ (HEIW) <██████████@wales.nhs.uk>

Sent: Thursday, May 23, 2024 9:21 PM

To: ██████████ (HSS - Chief Medical Officer) <██████████@gov.wales>

Cc: ██████████ (HSS - Health Protection) <██████████@gov.wales>;

██████████ <██████████@gov.wales>; ██████████ (HEIW)

<██████████@wales.nhs.uk>; ██████████ (HEIW)

<██████████@wales.nhs.uk>

Subject: Emerging Issue

Hi ██████████

I need to let you know about an emerging issue regarding Physician Associates (PAs) in Wales, while I am still MD in HEIW. There is an immediate problem and a longer-term issue too.

Attached is a draft briefing note that I shared with our Chair, Independent Members and Exec Colleagues today.

We will have 52 PAs graduating this year. This was based upon IMTP requests 2 year ago by the Health Boards.

Each year we need new posts to be created by the Health Boards for these graduates.

Unfortunately, only 8 posts have been created this year and that obviously means that 40 or so will not have employment in Wales. Furthermore, we will have another 50 graduating next year where we envisage a similar scenario. Bear in mind these students receive a Bursary in Wales and are supposed to be tied in to our services in Wales for a minimum of 18 months

This year's IMTP requests so far from the Health Boards have only requested 5 posts for next year's Education and Training plan and this number does not make the PA Schools' courses viable. There is a risk that we may need to decommission these courses and we would not then be training them in Wales.

As both PA Schools sit alongside the Schools of Medicine and use the same resources (Teachers/Lecturers/Simulation equipment), the Medical Schools could also be undermined.

I know that the BMA have written to the Cab Sec on this matter and the GMC will have also discussed it with her.

Attached above is the briefing note. Also attached by way of background are: BMA letter to the Cab Sec; letter from MDs supporting PAs (which the CMO group asked for sight of); and a DRAFT response to the BMA from me after they wrote to me.

Cofion Caredig

[REDACTED]

3a. Attachment - Briefing on PAs for Board

Introduction

The role of the PA has been the focus of considerable adverse press in recent months which has largely been driven by the British Medical Association and fuelled by discontent amongst the Medical Profession associated with industrial action. The press content has been unbalanced, and at times vitriolic. This has resulted in the Royal College of Physicians (RCP) to state that recruitment to all PA posts should be

suspended. Additionally, the Faculty of PAs which was hosted within the RCP has decided to leave the RCP and become an independent body in the next 12 months.

There have been calls from the Academy of Medical Royal Colleges and NHSE for PAs to be treated respectfully within the multidisciplinary team. The discussion in the House of Lords referenced this undeserved press attention. A letter from the All Wales Medical Director PEER group has been agreed and is shortly to be sent to NHS Chief Executives in support of PAs in Wales

Physician associates (PAs) have been working in Wales since 2015 and now there are approximately 220 practising PAs work across primary and secondary care.

We are of the view that our PA colleagues are a valued component of multidisciplinary teams across NHS Wales, but their utilisation needs to be underpinned by good workforce planning, appropriate governance and they must have appropriate supervision to maximise their impact and ensure safe and effective care is delivered to patients.

We are confident that PAs in Wales are working within an appropriate scope of practice based on their specialty.

HEIW currently commissions about 52 University places annually. These numbers have been reached following previous IMTP requests from Health Boards.

HEIW has also conducted a streamlining process for PAs which has been successful in past years. There is a considerable risk that the current cohort who are due to qualify will not have posts in Wales to apply for.

Impact on doctors in Training

It is important for us to understand the impact of these roles on doctors in training and Health Education & Improvement Wales (HEIW) will continue to monitor the various sources of information they use to ensure quality management of training and will keep this under review.

Several quality visits conducted over the past few years have highlighted the positive impact that PAs have on learning environments that also train doctors such as freeing up time for training.

Our trainee think tank is also embarking on reaching out to doctors in training to develop further insights into the multiprofessional training environment and how this impacts doctors in training.

The BMA has expressed concerns in this area, and we have invited them and their junior doctor representatives to inform the Medical Director of HEIW of instances where doctors in training have had their training adversely affected by PAs. So far, no cases have been reported.

Risks

Current employment Cycle

We are currently commissioning undergraduate PA places for students who may not have work opportunities in Wales due to the current Financial situation in NHS Wales.

We have 50 Physician Associate students expecting to graduate in 2024 from both the Swansea and Bangor University programmes. All of these students are funded through the NHS Bursary process and are required to work in Wales for 18 months to comply with the terms of the policy.

All posts need to be uploaded to TRAC by 31st May – so far only 8 posts have been confirmed across Wales.

Our HEIW CEO has escalated this with Health Board CEOs who are hopefully taking action to address the issues for the current second year students.

Future employment Cycles

Of further concern is the initial indications for the current Education and Training plan where initial indications have been requests for only 5 PAs for 2026 Graduation year. While these are very worrying figures it is possible that impending GMC regulation (with the opportunities it will provide e.g. prescribing, ordering radiological investigation, and all the work described in this paper and across the UK related to scope, governance etc), might mean these figures may be an underestimate of what HBs might actually want to employ in 2026. The development of various workforce plans that have been developed for mental health, primary care and others may lead to an increased need for PAs in these areas too.

Commissioning Risk

Currently between the Swansea University and Bangor University programmes we have contracts for a minimum number of 52 at the lower end of the range in the contract.

Within the contract there is a clause where we can reduce the number to 20% below the lower end of the range so the minimum number we could commission in 2025-26 and still hold onto the contracts would be 42.

This is a concern when the service is only anticipating recruiting 5 graduates as things stand.

We are at risk of having to give notice on the contract (though we do not yet know what that period of notice is). If we lose the contracts and wanted to reinstate them it's likely that this would take up to 2 years to progress through a procurement process and allow time for implementation of the contract.

If we terminate the contracts, there is a risk of destabilising the Departments of Medicine in both Universities which both currently run the PA courses alongside the Medical courses

Financial Risk

If we do not recruit to this years output of PAs then they will be free of the 18 month tie in, and the financial investment of commissioning these posts would have been lost.

If we do not have posts for future cohorts of PAs, we face repetition of this years risks, plus we face the risk of having to decommission the PA courses. We are committed to honouring contracts for up to 40 PAs as a variance on the normal contract, and we may still not be able to find posts for them.

3b. Attachment – Letter from BMA Welsh Council Deputy Chair to Health Secretary – medical associate professionals

Sensitivity: Unrestricted

Y Gymdeithas Feddygol Brydeinig/ British Medical Association
Pumed Llawr/ Fifth Floor
2 Pentir Caspian/ 2 Caspian Point
Ffordd Caspian /Caspian Way
Bae Caerdydd /Cardiff Bay
Caerdydd/ Cardiff
CF10 4DQ/ CF10 4D

BMA Cymru Wales

Cabinet Secretary for Health & Social Care
Welsh Government
Sent via email only.

Our ref: LW

29 April 2024

Annwyl Cabinet Secretary

I am writing to you on the subject of Physician Associates (PAs) and Anaesthesia Associates (AAs) under the umbrella of medical associate professionals (MAPs) within NHS Wales – something which has become a growing concern for BMA Cymru Wales members as they become an increasing part of the NHS Wales workforce.

Whilst the BMA has always supported multidisciplinary team working and recognises the crucial roles that different staff perform in the NHS, we are increasingly

concerned that medical 'associate' roles unhelpfully blur the distinction between doctors and non-medically qualified professionals(i).

Our members are keen for me to outline to you our concerns regarding the proposed expansion of MAPs within the medical workforce, and to share with you our new national scope of practice document for these professionals.

In 2023 the BMA called for a halt to recruitment and the planned expansion of MAPs, alongside similar calls from stakeholders including the Royal College of Anaesthetists(ii), the Royal College of Physicians(iii) and most recently Royal College of Physicians of Edinburgh(iv).

Results of a BMA-led UK-wide survey(v) in December last year reported the views of over 900 doctors working in the NHS in Wales. Extrapolating the results of this survey for just members in Wales shows that:

- 80% of respondents said they believe the way PAs and AAs currently work in the NHS is always, or sometimes, a risk to patient safety.
- 83% reported that they felt patients were not aware of the difference between these roles and those of doctors, showing the immense scope for patient confusion about the level of care they are receiving.
- 73% of those surveyed disapproved of Welsh Government's plans to expand PA and AA roles in the Welsh NHS workforce.

I recently wrote to HEIW to request an update on their proposed plans for a Working Group to understand and address the concerns of the profession in relation to Physician Associates (PAs) and Anaesthesia Associates (AA) across NHS Wales, as this was promised to us in November last year by HEIW's Medical Director but has not been taken forward to date.

My understanding from the latest HEIW figures is that the number of physician associates in Wales grew to 171 in 2023-24 and, as you will be aware, HEIW's education and training plan agreed with Welsh Government includes provision to commission 52 posts a year going forward.

I note the NHS England position statement published in February(vi) in relation to MAPs, in which there was commitment to safeguarding patients and establishing a clear difference between the role of a doctor and that of a PA. We would urge you to ensure a similar statement is issued here in Wales.

Just last week, members of the Senedd heard a concerning response regarding Physician Associates from the Trefnydd where she stated Welsh Government and NHS Wales are: "...working closely in terms of ensuring that there's a gradual increase in the NHS Wales physician associate workforce".

I am acutely aware of the strength of feeling within our membership and the wider medical profession on this matter and the experiences so many are reporting in

training and in their places of work across the country. This cannot continue to be disregarded and is only likely to get worse.

Therefore, I ask on behalf of the BMA Cymru Wales and its members that you take steps to pause the current planned expansion of MAP roles into NHS Wales while serious patient safety concerns persist.

We trust you are able to carefully consider our specific concerns and request above. In the meantime, we remain open to meeting with yourself and stakeholders to discuss these matters further, in order to reach a solution that puts patient safety above all.

Yours sincerely

[REDACTED]

[REDACTED]

i BMA Welsh Council position statement on MAPs – December 2023 Welsh council position statement on MAPs (bma.org.uk)

ii Royal College of Anaesthetists position statement on Anaesthesia Associates – June 2023 <https://rcoa.ac.uk/news/rcoa-position-statement-anaesthesia-associates>

iii Royal College of Physicians London response to NHS England position on physician associates – February 2024 <https://www.rcplondon.ac.uk/news/rcp-responds-nhs-england-s-position-physician-associates>

iv Royal College of Physicians Edinburgh new statement on medical associate professionals – April 2024 <https://www.rcpe.ac.uk/college/college-publishes-new-statement-medical-associate-professions>

v BMA Medical Associate Professions (MAPs) survey – February 2024 <https://www.bma.org.uk/media/py5h43hp/bma-maps-survey-1.pdf>

vi NHS England's position on physician associates, letter to Royal College of Physicians – February 2024 <https://www.england.nhs.uk/long-read/nhs-englands-position-on-physician-associates-7-february2024/#:~:text=PAs%20are%20not%20a%20substitute,be%20supervised%20appropriately%20by%20doctors>

3c. **Attachment – Final MAPs letter MDs**

May 2024

Dear Colleague,

MEDICAL ASSOCIATE PROFESSIONS

I am writing on behalf of the All-Wales Medical Directors Peer Group to express our continued support for the integral role played by Medical Associate Professions (MAPs) including Physician Associates (PAs), Anaesthesia Associates (AAs) and Surgical Care Practitioners (SCPs), within the healthcare system in Wales.

We are committed to continue to implement and develop these roles to help support the future multi-professional team. As the demands on the Welsh NHS are likely to increase in the future, we believe MAPs roles can contribute to successfully delivering on our healthcare priorities. We are therefore writing to stakeholders to address some of the concerns raised and outline several future MAPs developments.

We understand that recent concerns cited by several bodies regarding scope of practice and wider governance have prompted a closer examination of the contributions of MAPs, particularly PAs and AAs. These concerns have been raised by several surveys including those conducted by the British Medical Association (BMA) and the Association of Surgeons in Training (ASiT). There have also been concerns raised that expansion of MAPs roles are occurring at the expense of increasing training places.

Our group acknowledges the concerns raised, and we believe in fostering an environment of collaboration and transparency to address these issues. It is crucial to emphasize that MAPs are an essential component of the healthcare workforce, providing valuable support to doctors in delivering high-quality patient care. MAPs are already members of our multi-disciplinary teams and as such deserve the same respect and consideration as all other staff. We therefore do not condone the nature of some of the narrative against MAPs that has been conducted via social media and believe this is potentially harmful to teams and therefore patients and that discussion moving forwards should be conducted giving consideration to the wellbeing of all stakeholders.

It is important for us to understand any impact of these new roles on doctors in training and Health Education & Improvement Wales (HEIW) will continue to collate the sources of information they use to ensure that there is not a negative impact on doctors in training and that the positive impacts seen in Wales to date, continue.

We recognise the need for clear delineation of roles and responsibilities to ensure effective teamwork and patient safety. MAPs are not doctors nor are they substitutes for doctors but are trained to supplement and support the multi-disciplinary team. As with all members of the multi-disciplinary team, patients must receive clear and accurate information about who is treating them. We are committed to working collaboratively with all stakeholders, including doctors in training, to establish robust governance structures that promote accountability and uphold the highest standards of care.

NHS Wales is committed to strengthening the governance and support for MAPs roles moving forward. Part of the work we will focus on this year is developing transparent guidance to further strengthen the educational governance supporting PAs and AAs in the workplace. HEIW also plan to embark on an engagement exercise to better inform healthcare colleagues and patients about MAPs roles and the positive impact regulation will have on PAs and AAs.

We welcome the PA/AA regulation order that has been passed by the Scottish parliament and has progressed through the UK parliament. We expect regulation by the

GMC to be in place in the latter part of 2024 and believe that it will enhance governance arrangements already in place in the future.

HEIW is about to appoint an Associate Dean for the Medical Associate Professions. This is the first UK role of its kind, and we expect the postholder will lead the several MAPs workstreams, to develop collaborative relationships with stakeholders and work across Wales to profile the roles and how they can support the MDT.

The All Wales Medical Directors Group is dedicated to fostering an inclusive and supportive healthcare environment. We believe that by addressing concerns constructively, we can enhance the understanding and collaboration between different healthcare professionals, including doctors in training and MAPs.

Our commitment to the ongoing development of healthcare professionals is unwavering, and we are open to ongoing dialogue and collaboration to address concerns and strengthen the medical workforce in Wales. During these very challenging times it is important that we continue to treat each other with compassion, respect and understanding.

Thank you for your attention to this matter. We look forward to working together to ensure the continued success and effectiveness of healthcare delivery and the successful development of all healthcare roles in Wales.

Yours Sincerely,

[Redacted signature block containing multiple lines of blacked-out text]

3d. Attachment – Letter to HEIW Medical Director

Y Gymdeithas Feddygol Brydeinig
Pumed Llawr
2 Pentir Caspian
Ffordd Caspian
Bae Caerdydd
Caerdydd
CF10 4DQ

British Medical Association
Fifth Floor
2 Caspian Point
Caspian Way
Cardiff Bay
Cardiff
CF10 4DQ

Ffôn/Tel [REDACTED]
Ebost/Email [REDACTED]@bma.org.uk

[REDACTED]
Medical Director
HEIW

(Via email)

18 April 2024

Dear [REDACTED],

Physician Associates and Anaesthesia Associates Working Group

I am writing to further follow up on your proposal made in our meeting in November 2023 and reiterated in subsequent meetings, namely to establish a working group that can look at the way in which the concerns of the profession can be understood and addressed in relation to Physician Associates (PAs) and Anaesthesia Associates (AA) across NHS Wales.

I am only too aware of the strength of feeling amongst my colleagues on this matter and the experiences so many are reporting in training and in their places of work across the country. This cannot continue to be disregarded and is only likely to get worse. Our understanding from HEIW figures is that the number of physician associates in Wales grew to 171 in 2023-24 and, as you will be aware, HEIW's education and training plan agreed with Welsh Government includes provision to commission 52 posts a year going forward.

I would therefore be grateful if you could advise me by return of a timeframe by which you could have the working group in place.

We have shared the BMA's recent survey and the scope of practice document with you – and do wish to work constructively with HEIW on this matter, as well as with the wider NHS Wales and Welsh Government.

We are hopeful therefore that the working group could provide a useful opportunity to undertake joint working on directly gathering views and case studies that all parties can have confidence in, and which the group could then go on to consider jointly.

I look forward to hearing back from you soon regarding how and when this joint work might now be progressed.

Yours sincerely

[REDACTED]

3e. Attachment – MAPSBMA HEIW Response May 2024 v4

Dear [REDACTED]

Thank you for your recent communications with me, and I note that you have also written to the Cabinet Secretary and the CEOs of the UHBs and Trusts in Wales on behalf of the BMA, outlining your survey results, BMA scope of practice document and concerns about the current and future role of MAPs (particularly PAs) in NHS Wales. You have also referenced an agreement for us to be working together on these issues that followed a meeting in November 2023.

I am also sure that you are aware that the Medical Directors of Wales have written to the Senior Leadership in Wales supporting PAs (copy attached) and Swansea Bay have responded to your letter to them.

PA Roles in Wales

It is important to note how the PA role is being developed in Wales. HEIW commissions Swansea and Bangor Universities to provide the two-year PA course. The numbers have been stable over the last few years at 52-55, and are determined by the projected need of UHBs across Wales as reflected in their integrated medium term plans. There are no centrally driven targets to expand PAs at a particular rate in Wales and any increase within the UHBs follows thorough clinical engagement. Approximately a quarter of PAs in Wales are now working in primary care - particularly in some of the more rural areas. These roles were requested and recruitment driven by the clinical leadership of GPs in those areas. Feedback about the impact has been consistently positive as it has been in the secondary care sectors where the majority of PAs work in Wales. These comments are not intended to downplay the concerns raised by the BMA on behalf of some of your members, the majority of whom will have limited direct knowledge or experience of working with PAs, but we do feel that your stance has polarised this important discussion without providing contextual balance relevant to Wales.

We would like to be clear on the following points

- MAPs are not equivalent to doctors and we do not support commentary that implies this.
- MAPs are accountable to and supervised by the responsible consultant or GP. They support the doctor who provides leadership for the multiprofessional

team and whose role is to manage clinical complexity and uncertainty, ensuring every patient has a diagnosis and appropriate management plan aligned to their individual needs.

- The training experience of doctors in postgraduate medical training programmes must not be adversely impacted by the presence of PAs in the clinical team. There is no evidence to suggest this is the case in Wales - We have confirmed this by analysing data from quality visits or surveys. Furthermore, trainee led engagement events are underway to explore this further. There are in excess of 3000 doctors in training across Wales and given the small numbers of PAs it is not surprising that the majority will have limited experience of the role.
- The term 'physician associate' is now set in legislation so is no longer subject to debate. We expect all healthcare professionals including PAs to be completely transparent with patients about their role and purpose in all interactions and thus avoid confusion.
- We consider MAPs to be an important part of the current and future multiprofessional team in Wales, supporting doctors as part of the multiprofessional team to deliver high quality care for patients. Any increase in the numbers of these roles in Wales will be carefully planned and appropriate to service needs in the various regions of Wales. Our approach is underpinned by the principle that these roles support and do not replace doctors. I can confirm that PAs have not and will not be commissioned as an alternative to doctors.
- As with all NHS services it is essential that roles and responsibilities and reporting structures are clear. We will work collectively to embed a wider understanding of the roles and the governance arrangements.

We are very aware that the current pressures on the NHS workforce are significant and there is considerable frustration. There is much work that needs to be done to improve the working lives of all healthcare staff including doctors. We do not however consider that pausing the recruitment of PAs and other MAPs would contribute to that in a positive way nor do we believe it would be the right step to take for patients. As such we cannot support your request to the NHS in Wales to pause recruitment.

We will continue to monitor the impact of the roles closely in line with our commitment to ensuring no detrimental impact on the working lives or experience of Doctors in postgraduate medical training programmes and Trainers.

The BMA survey in Wales in relation to MAPs attracted 900 responses from the total of approximately 14000 doctors. This is a low response rate and the incomplete information provided by many respondents is unsurprising given that at the time of the survey there were only 170 physician associates working across NHS Wales.

Notwithstanding this, the limited information highlights that there is some uncertainty about the nature of the roles and a need for greater clarity for doctors, other healthcare professionals and patients. We are happy to work collectively to ensure that is provided.

While we have been disappointed by the approach the BMA have chosen to take on this issue, we hope that a more collaborative approach to true partnership working can take place in the future.

Since we agreed to work together on the PA issue back in November 2023, there have been a number of actions by the BMA that have hindered the progression of this agreement/meeting and have threatened the chance of true partnership working.

- Publication of the BMA Scope of practice document
- BMA Survey on PAs
- Social Media activity from BMA Council Members that we consider inappropriate
- FOI requests by BMA Council member about correspondence between us and the RCP
- The silence of the BMA on the vitriolic targeting of PAs on social media

Having said that, we are very willing to work together to implement the PA role in Wales but we all need to agree a constructive and common set of goals to do so. As you know, I will be leaving HEIW in the near future and Professor [REDACTED] will be replacing me on an interim basis.

He will arrange to meet with you to agree how we are going to take this issue forward in a constructive manner outside our normal meetings if necessary.

Yours sincerely

4. Covering Email

From: [REDACTED] (HEIW) <[REDACTED]@wales.nhs.uk>

Sent: Thursday, July 18, 2024 8:25 AM

To: [REDACTED] (HEIW) <[REDACTED]@wales.nhs.uk>; [REDACTED] (HSCEY - Quality & Nursing - Nursing Directorate) <[REDACTED]@gov.wales>

Subject: RE: Physician Associates

Agree [REDACTED] - that statement should be flipped round to state that all healthcare professionals should have access to appropriate support and training without detriment to the opportunities of others

[REDACTED]

[REDACTED]

[REDACTED]

Addysg a Gwella Iechyd Cymru (AaGIC) - Health Education and Improvement Wales (HEIW)

E-bost/E-mail – [REDACTED]@wales.nhs.uk

aagic.gig.cymru / heiw.nhs.wales

From: [REDACTED] (HEIW) <[REDACTED]@wales.nhs.uk>

Sent: Wednesday, July 17, 2024 10:08 PM

To: [REDACTED] (HEIW) <[REDACTED]@wales.nhs.uk>;

[REDACTED]@gov.wales

Subject: RE: Physician Associates

Hi both

Yes I would agree with you [REDACTED]. Agree re commissioning.

Many of the statements are reasonable and what should be happening now.

There needs to be further discussion on any statement related to scope as tricky area and local governance etc. Are the BMA open to reform of their scope document as its too restrictive and takes no account of experience (I guess we will see, first meeting of working group is next Tuesday)

The statement about education of PAs shouldn't be to the detriment of doctors could apply to all HPs.

Best wishes

[REDACTED]

[REDACTED]

[REDACTED]

Addysg a Gwella Iechyd Cymru (AaGIC)/Health Education and Improvement Wales (HEIW)

Ebost /Email [REDACTED]@wales.nhs.uk

aagic.gig.cymru / heiw.nhs.wales

@AaGIC_GIG @HEIW_NHS

From: [REDACTED] (HEIW) <[REDACTED]@wales.nhs.uk>

Sent: Wednesday, July 17, 2024 5:58 PM

To: [REDACTED]@gov.wales
Cc: [REDACTED] (HEIW) <[REDACTED]@wales.nhs.uk>

Subject: RE: Physician Associates

Most of the statements are reasonable and we could support. Its not for a joint statement from BA to determine what numbers should be commissioned though- their last point.

Also some of the statements would be informed from collaborative working eg around scope and local governance on this

[REDACTED]- thoughts?

[REDACTED]

[REDACTED]

[REDACTED]

Addysg a Gwella Iechyd Cymru (AaGIC) - Health Education and Improvement Wales (HEIW)

E-bost/E-mail – [REDACTED]@wales.nhs.uk
aagic.gig.cymru / heiw.nhs.wales

From: [REDACTED]@gov.wales <[REDACTED]@gov.wales>
Sent: Wednesday, July 17, 2024 12:52 PM
To: [REDACTED] (HEIW) [REDACTED]@wales.nhs.uk
Subject: FW: Physician Associates

Hi [REDACTED],

Had this last week from the BMA.

Would welcome your and possibly [REDACTED] thoughts.

I think we will be working towards a joint statement on areas of agreement and areas that we need to work on.

[REDACTED]

5. Covering Email

From: [REDACTED] (HSCEY - NHS Workforce & Operations - Workforce & Corp. Business Directorate) <[REDACTED]@gov.wales>
Sent: Wednesday, September 4, 2024 5:18 PM
To: HEIW RSURvQA [REDACTED]@wales.nhs.uk
Cc: [REDACTED] (HSCEY - Communities & Tackling Poverty - Early Years, Childcare & Play) [REDACTED]@gov.wales

Subject: RE: Welcome to the All-Wales PA/AA Appraisal & Revalidation: Task & Finish Group

Thanks for this [REDACTED] either myself or [REDACTED] will attend.

Please note the [REDACTED] for Welsh Government, [REDACTED] would normally attend these meetings but [REDACTED] is on leave for this particular meeting.

Please can I ask for the meeting invite to be forwarded to myself and [REDACTED]

Best Wishes

[REDACTED]

[REDACTED]

[REDACTED] / [REDACTED]

Workforce and Organisational Development / Gweithlu a Datblygiad Sefydliadol
Health, Social Care and Early Years / Grŵp Iechyd, Gofal Cymdeithasol a'r
Blynyddoedd Cynnar

Welsh Government / Llywodraeth Cymru

Tel / Ffon: [REDACTED]

Email / Ebost: [REDACTED]@gov.wales

From: HEIW RSURvQA <[REDACTED]@wales.nhs.uk>

Sent: Wednesday, September 4, 2024 7:33 AM

To: [REDACTED] (HSCEY - Communities & Tackling Poverty - Early Years,
Childcare & Play) <[REDACTED]@gov.wales>; [REDACTED] (HSCEY -
NHS Workforce & Operations - Workforce & Corp. Business Directorate)
<[REDACTED]@gov.wales>

Subject: Welcome to the All-Wales PA/AA Appraisal & Revalidation: Task & Finish Group

Bore da/ Good morning,

We hope this email finds you well.

Thank you for volunteering to be a part of the All-Wales Physician Associate / Anaesthesia Associate Appraisal and Revalidation: Task and Finish Group. We are delighted to have you on board.

You will shortly receive the Microsoft Teams invitation. To ensure you are well-prepared for the meeting and that everyone's views are taken into consideration, we have outlined a list of responsibilities attached to this email.

We have also attached the group's terms of reference and the meeting agenda.

Please review the attached documents at your earliest convenience. If you have any questions or need further clarification, do not hesitate to reach out.

We would appreciate you confirming your attendance by Friday, 6th September

Cofion gorau / Kind Regards,

[REDACTED]

[REDACTED]

Addysg a Gwella Iechyd Cymru (AaGIC) / Health Education and Improvement Wales (HEIW)

e-bost/email: [REDACTED]@wales.nhs.uk

<https://aagic.gig.cymru/> / <https://heiw.nhs.wales/>

6. Covering Email

From: [REDACTED] (HEIW) <[REDACTED]@wales.nhs.uk>

Sent: Tuesday, January 2, 2024 1:40 PM

To: [REDACTED] (HSS - NHS Workforce & Operations) [REDACTED]@gov.wales

Subject: RE: AAPA Order has been laid and published

Hi [REDACTED]

Hope you had a good Christmas.

I can do the 21/2 at 3pm if that still works for you.

Best wishes

[REDACTED]

[REDACTED]

[REDACTED]

Addysg a Gwella Iechyd Cymru (AaGIC)/Health Education and Improvement Wales (HEIW)

Ebost /Email [REDACTED]@wales.nhs.uk

aagic.gig.cymru / heiw.nhs.wales

@AaGIC_GIG @HEIW_NHS

From: [REDACTED]@gov.wales <[REDACTED]@gov.wales>

Sent: Friday, December 22, 2023 10:47 AM

To: [REDACTED] (HEIW) [REDACTED]@wales.nhs.uk
Subject: RE: AAPA Order has been laid and published

Sorry, didn't appreciate/notice your HEIW days previously.

Any of these?

13/2, after 1pm

14/2, after 3pm

21/2, after 1pm

[REDACTED]

From: [REDACTED] (HEIW) <[REDACTED]@wales.nhs.uk>

Sent: Wednesday, December 20, 2023 9:51 PM

To: [REDACTED] (HSS - NHS Workforce & Operations) [REDACTED]@gov.wales

Subject: RE: AAPA Order has been laid and published

Really sorry [REDACTED], my HEIW days are Monday pm, Tuesday and Wednesday. It's difficult to fit things in on clinical days. Do you have any dates in Feb on these days?

Best wishes

[REDACTED]

[REDACTED]

[REDACTED]

Addysg a Gwella Iechyd Cymru (AaGIC)/Health Education and Improvement Wales (HEIW)

Ebost /Email [REDACTED]@wales.nhs.uk

aagic.gig.cymru / heiw.nhs.wales

@AaGIC_GIG @HEIW_NHS

From: [REDACTED]@gov.wales <[REDACTED]@gov.wales>

Sent: Wednesday, December 20, 2023 11:56 AM

To: [REDACTED] (HEIW) [REDACTED]@wales.nhs.uk

Subject: RE: AAPA Order has been laid and published

No problem. Further options:

1/2, 10-12 or after 1pm

2/2, 1-2.30

5/2, 9.30-12

[REDACTED]

From: [REDACTED] (HEIW) <[REDACTED]@wales.nhs.uk>
Sent: Tuesday, December 19, 2023 9:45 PM
To: [REDACTED] (HSS - NHS Workforce & Operations) [REDACTED]@gov.wales
Subject: RE: AAPA Order has been laid and published

Would you be able to send me some more options sorry [REDACTED], those dates and times don't currently work for me sorry.

Best wishes

[REDACTED]

[REDACTED]

[REDACTED]

Addysg a Gwella Iechyd Cymru (AaGIC)/Health Education and Improvement Wales (HEIW)

Ebost /Email [REDACTED]@wales.nhs.uk

aagic.gig.cymru / heiw.nhs.wales

@AaGIC_GIG @HEIW_NHS

From: [REDACTED]@gov.wales <[REDACTED]@gov.wales>
Sent: Friday, December 15, 2023 3:37 PM
To: [REDACTED] (HEIW) [REDACTED]@wales.nhs.uk
Subject: RE: AAPA Order has been laid and published

Any of these work for you? [REDACTED] will also attend.

9/1, 1-4

12/1, 1-2.30

22/1, am

23/1, 3-5

26/1, 1-2.30.

B/w

[REDACTED]

From: [REDACTED] (HEIW) <[REDACTED]@wales.nhs.uk>
Sent: Wednesday, December 13, 2023 9:03 PM
To: [REDACTED] (HSS - NHS Workforce & Operations) [REDACTED]@gov.wales
Subject: RE: AAPA Order has been laid and published

Good news thanks [REDACTED]. Let me know some dates in the new year to meet up.

Have a good Christmas.

Best wishes

