



November 2023

**Re: Supporting Physician Associates in Primary Care**

Dear Physician Associates,

We acknowledge the sensitive nature of recent developments affecting Physician Associates, and we, the North Central London Training Hub, wish to extend our support and understanding to all of our Physician Associates in North Central London.

At this stage, we wish to reaffirm our commitment to Physician Associates and recognise the invaluable contributions that you make to patient care on a daily basis. Our dedication extends to supporting the expansion of the Physician Associate workforce and fostering your professional development and training.

We are also aware of the challenges that Physician Associates may be facing on social media, where unwarranted scrutiny and criticism can occur. To address this concern, we strongly advise all Physician Associates to consult the General Medical Council's [guidance on the use of social media](#), particularly the [GMP use of social media guidance](#).

In cases where you encounter offensive or inappropriate posts, we encourage you to refrain from engaging with inflammatory or offensive content. If you find yourself the target of such posts, please do not hesitate to reach out to your line managers for guidance and support in navigating these issues.

Your well-being is of utmost importance to us, and we want to emphasise that you are not alone in facing these challenges. Please do reach out to our Physician Associate Ambassador Chaima Hale to support with any concerns or issues you may have.

Furthermore, we are pleased to inform you that NHS England has recently published the [NHSE Long Term Workforce Plan](#), which underscores their ambitious commitment to Physician Associates, highlighting the significance of this profession.

We would like to take this opportunity to showcase below expressions of support from senior GPs in North Central London.

**Dr Sarah Morgan, GP Partner at Hampstead Group Practice,**

“We have had a fantastic experience with Physicians Associates who now form a valuable part of our primary care workforce team - helping out with the duty workload including e-consults, looking after care homes, supporting our long-term condition work amongst many other areas. It took some investment which has paid off in terms of supervision and training - we also continue a weekly joint training session with the other PAs in our PCN rotating between the practices. With the GP shortage likely to worsen - I think PAs are a vital component to help mitigate that pressure. “

**Dr Rachit Singhal, GP and Education Lead Enfield Unity PCN:**

“We have had a PA at our practice for a couple years. She was a welcome addition to the clinical team, and provided much needed extra workforce capacity. Over time as she settled in, she took on various roles and responsibilities, and we were able to use the PA to meet the needs of the practice. She would triage our eConsults every day, and have slots to see patients face-to-face, as well as patient follow ups, and review her

**north central london TRAINING HUB**

Haringey GP Federation  
48 Station Rd  
London N22 7TY

[nclccg.nclth@nhs.net](mailto:nclccg.nclth@nhs.net) @NCLTrainingHub





own blood test results. Our PA ran a weekly TeleDermatology clinic, to take Dermoscopy photos of suspicious moles and refer these to TeleDerm service at the hospital, having one person do this ensured quality of the images taken, and she was then familiar with how to attach photos and send the referrals, which can be quite a time-consuming process. She also started to get involved with doing asthma annual reviews and learning disability reviews.”

**Dr Tim Green, GP Partner Medicus Health Partners, Enfield**

“We have hosted PA’s for last 3-4 years. We have slowly built the workforce to 4 full time PA’s. They have become an integral part of our clinical team. The PAs develop at different rates but this time and supervision is a real investment and shows a great return. They are highly motivated, quick and eager to develop. We have encouraged this development focussing on their own interests. They hold clinics covering LTC’s, Learning Disability, smear clinics, mental health as well as acute and chronic diseases. They are now fundamental part of our team.”

**Dr Mark Steinburg, GP Partner in Haringey:**

"Six Physician Associates are providing vital and valued care to our patient population. We are very lucky to have such skilled practitioner on our clinical team. The PA team see the whole range of patient population from new-borns to frail elderly and are able to independently manage mental health issues, acute medical problems, target and routine referrals, musculoskeletal injury, gynaecology problems and much else. They are skilled in utilising A&G and Consultant Connect. Their management is rooted in NICE CKS guidance and decisions are always evidence based. We have 2 x hour long tutorials each week (led by GP Partner) where the whole PA team come out of clinic and all bring Case Based Discussions, this is a valuable learning opportunity for the whole team."

We are committed to ensuring your well-being and the continued growth of the Physician Associate profession.

Yours sincerely

Sarah Morgan  
Chief People Officer NCL ICB

Michael Fox  
Executive Lead

Chaima Hale  
PA Ambassador