

Physician Assistant

DESCRIPTION OF WORK: Positions in this class provide patient evaluation and care in area of assignment. Duties include but are not limited to development and presentation of educational programs, assessment, diagnosis, medical records documentation, formulating and implementing therapeutic plans, prescribing and dispensing medications, educating patients on lifestyle issues, arranging for referrals, and making changes to treatment plans. May supervise, teach and evaluate students and other medical staff. May provide patient care in accordance with research protocols. Employees in these positions are practicing with physicians who are ultimately responsible for the employees' medical practice. Supervision from the physician includes a set of mutually agreed to patient care protocols and/or medical guidelines with the attending physician by telephone or physically, if needed, for consultation.

EXAMPLES OF COMPETENCIES: CONTRIBUTING:

- **Knowledge-Professional:** Demonstrates basic knowledge of the principles and practices of general medicine and/or area of specialty. Basic knowledge of clinical aspects in general medicine, specialty area or research trial. Demonstrates basic knowledge and techniques of patient interviewing and medical history review, and therapeutic procedures related to general medicine. Demonstrates knowledge to develop patient care plans based on assessment.
- **Patient Care:** Applies basic knowledge of patient care protocols, medical guidelines and clinical procedures in general medicine and/or area of specialty. Interacts with patients in an effective manner to address basic and/or immediate needs. Performs routine patient care in general medicine and/or one specialty area. Obtains patient histories, performs physical examinations, provides medical diagnoses, develops health care plans, performs diagnostic and therapeutic procedures, and counsels patients. Accurately records/charts information according to guidelines. Adjusts health care plans in conjunction with attending physician. Informs attending of other referrals needed by professional medical staff.
- **Clinical Research:** Screens patients for entry into research trial including the taking of patient history, review of medical record, assessment of medical history and status of patient by strictly following research protocol. Provides patient care and follow-up under the direction of an attending as prescribed by the research protocol.
- **Instruction:** Provides training and instruction for students and other medical staff. May provide instruction on research trial(s).
- **Communication:** Communicates basic medical information to patients/clients/families at all levels of understanding using layman's terms. Explains steps to patient/client/families prior to and during the performance of a procedure. Communicates effectively with supervising physician and peers.

JOURNEY

- **Knowledge-Professional:** Demonstrates full knowledge of the principles and practices of general medicine and/or area of specialty. Knowledge in clinical aspects in general medicine or specialty area or research trial. Demonstrates full knowledge of techniques of patient interviewing and medical history review, health appraisal tools, interpretation of laboratory test results, and therapeutic procedures related to area of general medicine and/or specialty. Demonstrates knowledge to develop patient care plans based on assessment and findings.
- **Patient Care:** Applies full knowledge of patient care protocols, medical guidelines and clinical procedures in general medicine and/or area of specialty. Interacts with patients, patient's family members, students, researchers and other medical staff to coordinate medical needs and services in an effective manner. Performs routine and non-routine patient care requiring in depth knowledge of specialty area with patient(s) with broader and
- **Clinical Research:** Screens patients for entry into research trial including the taking of patient history, review of medical record, assessment of medical history and status of patient. Recommends modifications to research protocol. Makes minor adjustments in patient care to ensure proper compliance with research protocol.
- **Instruction:** Provides training and/or consultation to paraprofessional and professional staff, students, agencies, and groups. May provide instruction on research trial(s) to include criteria for entry.
- **Communication:** Communicates complex information to patients, families and staff in a concise and descriptive manner, verbally, in writing, or by demonstration. Uses interview techniques that assist the patient/client in describing his/her symptoms and assists in discerning the situation, using a systems approach. Documents subjective and objective data, action taken and plan of care. Uses communication skills to refine processes within assigned work area.

more complex needs. Obtains patient histories, performs physical examinations, provides medical diagnoses, orders therapy, prescribes medications, develops health care plans, performs diagnostic and therapeutic procedures, and counsels patients. Independently adjusts acute episodic care plans. Serves as a liaison between physicians, clinical nurses, other allied health care professionals, and administrators in providing patient care and services.

- **Leadership:** Coordinates and facilitates work teams; determines skills and ability of work team, monitors progress, and ensures objectives are accomplished. Leads work teams in problem solving and quality improvement efforts.

ADVANCED

- **Knowledge-Professional:** Demonstrates comprehensive knowledge of the theories, concepts, practices and techniques of general medicine and/or area of specialty. Comprehensive knowledge in clinical aspects in general medicine and/or area of specialty. Demonstrates comprehensive knowledge of techniques of patient interviewing and medical history review to include life style, multiple health appraisal tools, interpretation of laboratory test results, and therapeutic procedures related to area of general medicine and/or specialty. Demonstrates comprehensive knowledge to develop patient care plans for complex, multi-symptomatic cases based on assessment and findings.
- **Patient Care:** Applies comprehensive knowledge of patient care protocols, medical guidelines and clinical procedures in general medicine and/or area of specialty. Interacts with patients, patient's family members, students, other researchers, and other medical staff. Trains other medical staff in treatment techniques and identifying patients for other health care services or research trials. Performs patient care for patients with acute, multi-systematic symptoms such as in emergency medicine (cases), surgery, and specialties such as oncology. Obtains patient histories, performs physical examinations, provides medical diagnoses, orders therapy, prescribes medications, develops health care plans, performs diagnostic and therapeutic procedures, and counsels patients and their families. Independently adjusts both acute episodic and chronic health care plans.
- **Clinical Research:** Educates and screens potential patients for entry into research trial including the taking of patient history, review of medical record, assessment of medical history and functional status of the patient. Recommends modifications to research protocol. Provides patient care and follow-up as prescribed by the research protocol. Includes liaison and technical expert for other professional medical staff and administrators in providing patient care and services. May analyze data and treatment outcomes. . Makes adjustments in patient care as needed to ensure proper treatment and compliance with research study protocols. May author and/or co-author research papers.
- **Instruction:** Provides formal instruction, training, and/or consultation to students, medical staff, and general public. May provide instruction on research trial(s) to include screening patient entry and education.
- **Communication:** Communicates more in-depth information such as difficult news to patients and to counsel patients on long term treatments (i.e. HIV, cancer, etc.). Demonstrates skill in dealing with acutely psychotic, suicidal and self-injurious person. Participates in the conducting of group therapies, such as encouraging the patient/client to talk by asking open-ended questions. Develops and communicates changes in processes, protocols, SOPs, etc. that help to benefit the area of work.
- **Leadership:** Serves as coach or mentor within the work unit; assists administration in resolving service delivery or work unit issues. Leads work teams assigned to implement new programs, technology, and/or processes.

MINIMUM TRAINING AND EXPERIENCE: Necessary special qualification – Graduation and or completion of an educational program for Physician Assistants accredited by the Commission on Accreditation of Allied Health Education Programs and an active Physician Assistant License issued by the North Carolina Board of Medical Examiners.

Special Note: This is a generalized representation of positions in this class and is not intended to reflect essential functions per ADA. Examples of competencies are typical of the majority of positions, but may not be applicable to all positions.