

**PHYSICIAN ASSISTANT
COMPETENCY PROFILE**

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.

ROLE DESCRIPTIONS BY COMPETENCY LEVEL		
Contributing	Journey	Advanced
<p>Positions at this level obtain patient histories, perform physical examinations, provide medical diagnoses, order therapy, prescribe medications and counsel patients with attending physician sign-off. Positions in this class perform diagnostic and therapeutic procedures, records and present information to the attending physician, develop and maintain health care and therapeutic plans under the general guidance of an attending physician. Positions may serve in routine general medicine treatment assessments or research trials. Variations in treatment plans or protocols are consulted prior to implementation with attending physician.</p>	<p>Positions at this level obtain patient histories, perform physical examinations, provide medical diagnoses, order therapy, prescribe medications and counsel patients. Positions in this class perform diagnostic and therapeutic procedures, record and present information to the attending physician, and develop and maintain health care and therapeutic plans. The position may function as the primary or secondary assistant to a surgeon in routine, non-complex surgical operations as a regular function of the position. Positions in this class may serve as primary physician in research trials. May make minor variations in treatment plans or protocols prior to notification to attending physician. May educate medical students and residents.</p>	<p>Positions at this level obtain patient histories, perform physical examinations, provide medical diagnoses, order therapy, prescribe medications and counsel patients and families. Positions in this class independently perform diagnostic and therapeutic procedures in general medicine, specialty areas, or in complex, multi-symptomatic medical cases, records and present information only on an as need basis to attending physician, and develops, maintains and adjusts health care and therapeutic plans. Positions may function as the primary or lead assistant to a surgeon in surgical operations. May serve as primary physician in research trials. May perform human resources functions such as recruitment, training, and supervision. May train residents and fellows in specialized and/or invasive procedures.</p>

Note: Competency statements are progressive and not all competencies apply to every position/employee. Evaluate only those that apply. For positions with some supervision consider the highest level of professional work performed.

**PHYSICIAN ASSISTANT
COMPETENCY PROFILE**

Competency	Definition
Knowledge - Professional	Possession of a designated level of professional skill and/or knowledge in specific area(s) and to keep current with developments and trends in area(s) of expertise, usually acquired through post-secondary education.
Patient Care	Ability to assess, prevent, and treat patients in a clinical or medical setting. Ability to manage the physical and mental well being through on going education.
Clinical Research	Ability to assess patients for entry into research studies. Collects, maintains, and analyzes patient data according to research protocols.
Instruction	Ability to instruct and train employees, students, faculty and/or other clients.
Communication	Ability to establish and maintain effective communications and work relationships with physicians, health care personnel, patients and families, agencies directing review programs, and others. Ability to convey information clearly and concisely either verbally or in writing regarding the disease process, level of care and services being rendered to ensure that the intended audience understands the information and the message. Ability to listen and respond appropriately to others. Ability to concisely communicate research study objectives, protocols, data analysis procedures, and conclusions.
Leadership	Ability to coordinate and facilitate a collaborative approach to the completion of tasks or assignments.

**PHYSICIAN ASSISTANT
COMPETENCY PROFILE**

Knowledge - Professional

Possession of a designated level of professional skill and/or knowledge and ability to keep current with developments and trends in area(s) of expertise, usually acquired through post-secondary education.

Contributing	Journey	Advanced
1. Demonstrates basic knowledge of the principles and practices of general medicine and/or area of specialty.	1. Demonstrates full knowledge of the principles and practices of general medicine and/or area of specialty.	1. Demonstrates comprehensive knowledge of the theories, concepts, practices and techniques of general medicine and/or area of specialty.
2. Basic knowledge of clinical aspects in general medicine, specialty area or research trial.	2. Knowledge in clinical aspects in general medicine or specialty area or research trial.	2. Comprehensive knowledge in clinical aspects in general medicine and/or area of specialty.
3. Demonstrates basic knowledge and techniques of patient interviewing and medical history review, and therapeutic procedures related to general medicine.	3. 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.	3. 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.
4. Demonstrates knowledge to develop patient care plans based on assessment.	4. Demonstrates knowledge to develop patient care plans based on assessment and findings.	4. Demonstrates comprehensive knowledge to develop patient care plans for complex, multi-symptomatic cases based on assessment and findings.
5. Ability to understand research protocols and research data requirements.	5. Ability to understand research protocols and research data requirements and adapt as necessary.	5. Ability to understand and adapt research protocols and research data requirements based on varying complex multi-symptomatic cases.

**PHYSICIAN ASSISTANT
COMPETENCY PROFILE**

Patient Care

Ability to assess, prevent, and treat patients in a clinical or medical setting. Ability to manage the physical and mental well being through on going education.

Contributing	Journey	Advanced
1. Applies basic knowledge of patient care protocols, medical guidelines and clinical procedures in general medicine and/or area of specialty.	1. Applies full knowledge of patient care protocols, medical guidelines and clinical procedures in general medicine and/or area of specialty.	1. Applies comprehensive knowledge of patient care protocols, medical guidelines and clinical procedures in general medicine and/or area of specialty.
2. Interacts with patients in an effective manner to address basic and/or immediate needs.	2. Interacts with patients, patient's family members, students, researchers and other medical staff to coordinate medical needs and services in an effective manner. May recommend for appropriate research trials.	2. 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.
3. 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.	3. Performs routine and non-routine patient care requiring in depth knowledge of specialty area with patient(s) with broader and 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.	3. 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.
4. Accurately records/charts information according to guidelines.	4. <i>See Contributing level.</i>	4. <i>See Contributing level.</i>

**PHYSICIAN ASSISTANT
COMPETENCY PROFILE**

5. Adjusts health care plans in conjunction with attending physician.	5. Independently adjusts acute episodic care plans.	5. Independently adjusts both acute episodic and chronic health care plans.
6. Makes accurate decisions/diagnosis on routine patient care issues. Consults attending on non-routine issues.	6. Makes quick, accurate decisions/diagnosis regarding patient care within their scope of practice and informs attending physicians of more complex issues.	6. Makes quick, accurate and independent decisions/diagnosis regarding patient care within their scope of practice.
7. Informs attending of other referrals needed by professional medical staff.	7. Serves as a liaison between physicians, clinical nurses, other allied health care professionals, and administrators in providing patient care and services.	7. Serves as liaison and technical expert for other professional medical staff and administrators in providing patient care and services.
8. NA	8. May serve as the primary or secondary assistant to a surgeon in routine surgical operations.	8. May serve as the primary assistant to a surgeon in complex, non-routine surgical operations.

Note: The role of the Physician Assistant is to provide care under the advising Physician within their scope of practice.

**PHYSICIAN ASSISTANT
COMPETENCY PROFILE**

Clinical Research

Ability to assess patients for entry into research studies. Collects, maintains, and analyzes patient data according to research protocols.

Contributing	Journey	Advanced
1. 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.	1. 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.	1. 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.
2. Provides patient care and follow-up under the direction of an attending as prescribed by the research protocol.	2. Makes minor adjustments in patient care to ensure proper compliance with research protocol.	2. 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.
3. NA	3. NA	3. 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.

**PHYSICIAN ASSISTANT
COMPETENCY PROFILE**

Instruction

Ability to instruct and train employees, students, faculty and/or other clients.

Contributing	Journey	Advanced
1. Provides training and instruction for students and other medical staff.	1. Provides training and/or consultation to paraprofessional and professional staff, students, agencies, and groups.	1. Provides formal instruction, training, and/or consultation to students, medical staff, and general public.
2. May provide instruction on research trial(s).	2. May provide instruction on research trial(s) to include criteria for entry.	2. May provide instruction on research trial(s) to include screening patient entry and education.

**PHYSICIAN ASSISTANT
COMPETENCY PROFILE**

Communication

Ability to establish and maintain effective communications and work relationships with Physicians, health care personnel, patients and families, agencies directing review programs, and others. Ability to convey information clearly and concisely either verbally or in writing regarding the disease process, level of care and services being rendered to ensure that the intended audience understands the information and the message. Ability to listen and respond appropriately to others. Ability to concisely communicate research study objectives, protocols, data analysis procedures, and conclusions.

Contributing	Journey	Advanced
1. 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.	1. 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.	1. 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.
2. Communicates effectively with supervising physician and peers.	2. Documents subjective and objective data, action taken and plan of care.	2. <i>see Journey level</i>
3. NA	3. Uses communication skills to refine processes within assigned work area.	3. Develops and communicates changes in processes, protocols, SOPs, etc. that help to benefit the area of work.

**PHYSICIAN ASSISTANT
COMPETENCY PROFILE**

Leadership

Ability to coordinate and facilitate a collaborative approach to the completion of tasks or assignments.

Contributing	Journey	Advanced
1. NA	1. Coordinates and facilitates work teams; determines skills and ability of work team, monitors progress, and ensures objectives are accomplished.	1. Serves as coach or mentor within the work unit; assists administration in resolving service delivery or work unit issues.
2. NA	2. Leads work teams in problem solving and quality improvement efforts.	2. Leads work teams assigned to implement new programs, technology, and/or processes.

Recommended Minimum Training Guideline:

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 identify essential work functions per ADA. Examples of competencies are primarily those of the majority of positions in this class, but may not be applicable to all positions.