



St George's School of Health and Medical Sciences

City St George's, University of London

Clinical Practice Educator (CPE)

Ref: 487-24-R

JOB DESCRIPTION

Post Title	Clinical Practice Educator (CPE)
Grade	Up to Agenda for Change Band 8a Entry Level
Contract type	Fixed term, 12-month secondment (0.2 FTE)
Responsible to	Clinical Practice Educator Project Lead
Accountable to	Physician Associate Applied Clinical Knowledge and Skills (PAACKS) Module Lead
Responsible for	Educational opportunities for PA students on secondary care clinical placement at the employing NHS Trust
Liases with	Clinical Practice Educator Project Lead MPAS Physician Associate Studies Course Director

Overall purpose of job

The Physician Associate (PA) programme at City St George's, University of London is the longest- running PA programme in the UK. The two-year postgraduate course has an intake of 75-80 students per year and equips students with the relevant skills and knowledge required to support the diagnosis and management of patients. Graduates are trained to deliver safe and competent holistic healthcare under a senior doctor's supervision, as part of a medical team. They work with patients of all ages to increase capacity and access to high quality care.

We are seeking to create a team of dedicated Clinical Practice Educators (CPE) with a focus on delivering high-quality bedside teaching for student physician associates. The Clinical Practice Educator will play a crucial role in shaping the clinical skills and professional development of students through practical, hands-on learning experiences in secondary care environments.



We are looking to recruit experienced qualified physician associates to work 0.2 FTE for an initial 12-month fixed term secondment. The individual must be employed within a secondary care acute NHS Trust, which offers acute and/or general medical/surgical specialities, in which students from the MPAS Physician Associate Studies at City St George's, University of London undertake clinical placements.

This role is being introduced as part of the Physician Associate Applied Clinical Knowledge and Skills (PAACKS) module to provide students with educational support during their secondary care placements, ensuring that students have the necessary knowledge and skills to perform their duties effectively and safely.

Applicants must have written agreement from their employer prior to applying and must provide this as part of their application. Please email this agreement to Farhana Begum (fbegum@sgul.ac.uk).

Main Duties and Responsibilities

You will apply your expert clinical knowledge as an experienced qualified physician associate in secondary care to become a Clinical Practice Educator (CPE), being responsible for the education and practical training of student PAs whilst they are on their secondary care clinical placements as part of the MPAS Physician Associate Studies at City St George's, University of London.

In your role as a Clinical Practice Educator (CPE), key duties you will undertake include:

1. Structured bedside teaching and clinical observation
 - a. Conduct structured bedside teaching sessions to student PAs.
 - b. Facilitate students PAs in history taking, physical examinations, and diagnostic reasoning at the bedside.
 - c. Provide one-on-one and small group clinical observation during patient encounters.
 - d. Identify and consent appropriate patients for student PAs to undertake directly observed practical procedural skills (*where indicated and appropriate*), in line with the General Medical Council's core diagnostic, therapeutic and procedural skills expected for the newly qualified PA.
2. Curriculum implementation
 - a. Implement the physician associate curriculum in real-world clinical settings.
 - b. Enable PA students to apply theoretical knowledge to real-world clinical settings, serving as a bridge between academic learning and applied practice to guide students in the transition from student to competent healthcare professional.
 - c. Ensure alignment of bedside teaching activities with learning objectives and expected competencies.
 - d. Foster an environment conducive to active learning and critical thinking.
3. Assessment and feedback
 - a. Assess student PAs clinical skills and competence through direct observation.
 - b. Provide constructive feedback to student PAs to enhance their learning and professional growth.
 - c. Collaborate with academic faculty to integrate feedback into students PAs' development plans.



4. Professional development
 - a. Stay up to date with advancements in clinical practice and educational methodologies.
 - b. Demonstrate commitment to the development of professional and clinical practice of student PAs, with a focus on evidence-based, patient-centered care.
 - c. Instill professional ethics and ensure student PAs adhere to local and national guidelines and protocols.
 - d. Foster a sense of empathy and understanding towards patients, carers and patient care.

5. Collaboration and communication
 - a. Collaborate with a range of healthcare professionals to facilitate student PA learning, assessment, and feedback.
 - b. Communicate effectively and in a timely, responsive manner with student PAs, clinical healthcare staff and academic faculty regarding student PA progress and performance.
 - c. Treat colleagues with respect.
 - d. Create an environment that is compassionate, supportive, and fair.
 - e. Work with CPE project lead in assessing the impact of the CPE role.
 - f. Support the delivery of the NHS Long Term Workforce Plan.

Note: This job description is not exhaustive and intended to convey information essential to understanding the scope of the position. Duties may be modified based on organisational needs and the qualifications of selected candidates.

Although this is a clinical teaching-focused position, maintenance of research activity is encouraged and supported.

It is expected that staff working with St George's School of Health and Medical Sciences, will be involved in our mentoring and tutoring activities, as appropriate, as well as supporting admissions, student recruitment and access and widening participation activities (MMI interviews, Open Days, school visits, clearing etc) where applicable.

You are also expected to undertake other activities appropriate to your grade as directed by your manager. This job description reflects the present requirements of the post. As duties and responsibilities change, the job description will be reviewed and amended in consultation with the post holder from time to time. City St George's, University of London aims to provide opportunities for all its employees to develop the skills required to be successful in their role and to further develop their careers.

St George's School of Health & Medical Sciences, University of London, is committed to the San Francisco Declaration on Research Assessment (DORA) principles.

Special Factors

Individuals must be employed within a secondary care acute NHS Trust (with acute and/or general medical/surgical specialities) in which students from the MPAS Physician Associate Studies at City St George's, University of London undertake clinical placements.

Applicants must have written agreement from their employer prior to applying and provide this as part of their application. Please email this agreement to Farhana Begum (fbegum@sgul.ac.uk).



Person Specification

Criteria	Description	Essential/ Desirable	How it is to be tested
Qualifications	<i>Undergraduate degree in science or healthcare</i>	E	AF
	<i>Recognised postgraduate degree (level 7) in Physician Associate or Physician Assistant Studies</i>	E	AF
	<i>Registration with the Faculty of Physician Associates Managed Voluntary Register (PAMVR) OR Registration as a physician associate with the General Medical Council (GMC) (when in effect)</i>	E	AF
	<i>Postgraduate certificate or above in clinical or medical education</i>	D	AF
Experience	<i>At least 3-years post qualification clinical experience as a physician associate in secondary care</i>	E	AF, INT
	<i>Employed on a substantive contract within an acute secondary care hospital at a site where SGUL MPAS PA students rotate</i>	E	AF
	<i>Experience delivering workplace-based PA / clinical education</i>	E	SS1 , INT
	<i>Experience in supervising student healthcare professionals on clinical placement</i>	E	SS2 , INT
	<i>Experience in supervising student PAs on clinical placement</i>	D	INT
	<i>Experience in delivering classroom-based PA / clinical education</i>	D	INT
Knowledge/ Skills	<i>Aware of the skills, knowledge and attitudes necessary for a newly qualified PA</i>	E	SS3 , INT



	<i>Understands and can describe the generic and shared professional capabilities and outcomes for a newly qualified PA</i>	E	SS4, INT
	<i>Theory underpinning PA practice</i>	E	SS5, INT
	<i>Excellent communication and interpersonal skills</i>	E	SS6, INT
	<i>Competent use of Microsoft Office tools, specifically Excel and Word</i>	E	INT
Personal Attributes	<i>Flexible</i>	E	INT
	<i>Empathetic</i>	E	INT
	<i>Enthusiastic, team-player</i>	E	INT
	<i>Committed to embedding practices which embrace diversity and promote equality of opportunity</i>	E	INT
	<i>Committed to continuing professional development</i>	E	INT

Key:

PQ=Prerequisite Qualification, AF=Application Form, CV=Curriculum Vitae, SS=Selection/Supporting Statements, ST=Selection Test/Presentation, INT=Interview

Note: Elements marked SS (Supporting Statements) in the Person Specification will be highlighted in Step 6 (Supporting Statements) on the online application form. Applicants' answers to Step 6 are an essential part of the selection process. Applicants should write individual supporting statements to demonstrate how their qualifications, experience, skills and training fit each of the elements highlighted in this section.

*Applicants should address other elements of the Person Specification in Step 7 (Additional Information). Shortlisting will be based on applicants' responses to Step 6 **and** Step 7. Therefore applicants should complete both sections as fully as possible on the online application form.*

Updated August 2024



About us

St George's School of Health and Medical Sciences is dedicated to medical, biomedical and allied health education, training and research. Sharing a clinical environment with a major London teaching hospital in southwest London, our innovative approach to education results in well-rounded and highly skilled clinicians, scientists, and health and social care professionals.

St George's has a long and illustrious history of training healthcare professionals, dating back more than 270 years. We are well known for our innovative approach to medical education, being the first UK institution to launch a Graduate Entry Medicine Programme, a four-year fast-track medical degree course open to graduates in any discipline. Now part of City St George's, University of London, St George's was the number one university in the UK for Graduate Prospects (on track), according to the Complete University Guide 2024 and second for Graduate Prospects in the 2024 Times UK University Rankings.

Our internationally recognised research delivers cutting-edge scientific discovery through four specialist Research Institutes, directly helping patients through our close links to the clinical frontline and London's diverse community. St George's was ranked joint 8th in the UK by the Times Higher Education in their Research Excellence Framework (REF) 2021 Impact Scores. 36% of St George's research was assessed as 'world-leading' and 100% of our impact cases were judged to be either 'world-leading' or 'internationally excellent.' Our Institutes focus on biomedical and scientific discovery, advancing the prevention and treatment of disease in the fields of population health, neuroscience, heart disease and infection - four of the greatest challenges to global health in the 21st century. Our values keep St George's striving to deliver its mission and demonstrate how we aspire to CARE for ourselves and others:

- Collaboration - We work as a community and engage external partners to deliver our mission.
- Ambition - We strive to achieve the best for ourselves and others, responding dynamically to new challenges.
- Respect - We are open-minded, listening to others and valuing different perspectives.
- Equity - We are inclusive, tackling inequity in all its forms.

The diversity of the people within our community at St George's is one of our strengths. We benefit hugely from the range of perspectives that come from the different backgrounds, opinions and beliefs of our staff and students and, in recognising that, we want to put our approach to diversity and inclusion firmly at our core.

More information about St George's School of Health and Medical Sciences can be found at www.sgul.ac.uk.

City, University of London and St George's, University of London completed a merger on 1 August 2024, creating a powerful multi-faculty, multi-site, institution. The combined university will become one of the largest suppliers of the health workforce in the capital, as well as one of the largest higher education destinations for London students. If you have any questions, you can email hrhelp@sgul.ac.uk with enquiries.



St George's School of Health and Medical Sciences currently offers a range of employee benefits:

Salary: Secondment - dependant on grade of appointed candidate.

Band 7 or Band 8a on Agenda for Change pay scale. To be paid to the applicant's employing NHS Trust.

The salary range for **Band 7** on the **Agenda for Change** pay scale is **£51,119 – £57,433** including High Cost Area Allowance (pro-rated for part time staff), but appointment is usually made at the minimum point.

The salary range for **Band 8a** on the **Agenda for Change** pay scale is **£58,329 – £64,726** including High Cost Area Allowance (pro-rated for part time staff), but appointment is usually made at the minimum point.

Hours: 7.5 hours per week (0.2 FTE) which can be done flexibly in various ways or part time/job share can also be considered. Staff are expected to work the hours necessary to meet the requirements of the role and this will be dependent on the service area.

Annual leave: As per employing NHS Trust.

Pension: As per employing NHS Trust.

Flexible working Flexible working, including part-time or reduced hours of work, opportunities to work from home for many posts, compressed hours and local flexibility in agreeing start and finish times of work.

Travel City St George's, University of London offers an interest free season ticket loan and participates in the [Cycle to Work Scheme](#).

Gift Aid If you would like to make a tax-free donation to a charity of your choice, this can be arranged through our Payroll.

Sports and Leisure Facilities Rob Lowe Sports Centre, situated on the St George's Healthcare NHS Trust site offers exercise facilities that can be utilised by City St George's, University of London staff.

Within walking distance from St George's is Tooting Leisure Centre. Facilities include a swimming pool, gym and various exercise classes. The Centre offers staff an all-inclusive corporate membership. For more information please contact [Tooting Leisure Centre](#).

Shops and facilities There are a number of shops and facilities situated on site including ATMs, student bar and shop, Pret a Manger, M&S Simply Food store, library and multi-faith room.



Informal enquiries

Informal enquiries may be made via email to: clinicalpracticeeducators@sgul.ac.uk

Making an application

All applicants are encouraged to apply on line at <http://jobs.sgul.ac.uk> as our system is user friendly and the online application form is simple to complete. Please note that CVs only will not be accepted.

For any accessibility issues please contact hrhelp@sgul.ac.uk

Closing date: **04 September 2024**

Interview date will be on 11 or 12 September 2024. As shortlisted candidates will be notified by email, it is imperative that you provide an email address that is accessed frequently.

Please quote reference **487-24-R**

We are delighted that you are interested in working at St George's School of Health and Medical Sciences. You will be notified of the outcome of your application by email. We aim to respond to all candidates within 5 weeks of the closing date of the vacancy.

