

FOI 047/2026 Response

Dear FOI team,

I am writing to request information under the Freedom of Information Act 2000 regarding the employment, deployment, and governance of physician associates (PAs) working across your trust. Our request covers all clinical settings in which PAs are deployed.

Please note, if your trust **only has PAs working in emergency departments**, I have already obtained responses to questions 1-4 through a prior FOI - please therefore exclude these questions from the request. However, if your trust has PAs working in departments other than emergency departments, please collate all relevant information for all the below questions.

1. Pre-Leng PA deployment

- a. How many physician associates (PA) posts (FTE) were employed by your trust as of June 2025? Please provide a breakdown by department, specialty, or clinical setting.

- 1.4 wte in Urgent Care Psychiatry
- 3.0 wte in Secure Care Forensic Psychiatry.

- b. For each department or setting in which PAs were working, please describe the clinical activities and responsibilities they undertook.

Supporting the physical health needs of patients to include:

- Performing ECGs
- Cannulation
- Phlebotomy
- Completing physical examinations
- Ordering investigations
- Undertaking clinical and psychiatric histories.

2. Post-Leng PA deployment

- a. How many PA posts (FTE) are currently employed by your trust? Please provide a breakdown by department, specialty, or clinical setting.

- 1.4 wte in Urgent Care Psychiatry
- 3.0 wte in Secure Care Forensic Psychiatry.

- b. For any PAs previously working in a clinical setting who are no longer in those roles since July 2025, please provide:

N/A

- c. The number redeployed to other departments or settings.

Nil

- d. The number of posts made redundant, not renewed, or subject to a material change in contract since July 2025.

Nil (0).

- e. Whether a formal organisational change or redundancy consultation process was followed, and if so its outcome.

N/A.

- f. Were PAs consulted before any changes to their roles, contracts, or working arrangements were implemented? If yes, please describe the nature and format of that consultation.

N/A.

3. Changes to PA deployment

- a. For each department or clinical setting in which PAs work, please describe what changes, if any, have been made to their clinical activities, responsibilities, or scope of practice since July 2025.

Nil (0).

- b. What restrictions or modifications have been placed on PA practice in each setting since July 2025?

Nil (0).

- c. Please provide copies of any internal policies, directives or guidance documents regarding PA deployment or scope of practice issued to clinical staff or PA staff since July 2025.

N/A.

4. Impact assessment and consultation

- a. Prior to making any changes to PA deployment or scope of practice following the Leng Review, did your trust conduct a formal impact assessment? If yes, please provide a copy or summary of findings. If no, please explain why not.

N/A.

- b. Following implementation of any changes, has your trust conducted any retrospective review of the impact of those changes on clinical operations, patient care, or workforce? If yes, please provide a copy or summary of findings.

N/A.

- c. Prior to or following any changes, did your trust consult with or refer to documentation from any of the following organisations?
- General Medical Council (GMC)
 - Care Quality Commission (CQC)
 - United Medical Associate Professionals (UMAPs)
 - College of Medical Associate Professionals (CMAPs)
 - Relevant medical royal colleges, including but not limited to the Royal College of Emergency Medicine, Royal College of Physicians, and Royal College of Surgeons
 - NHS England or the DHSC

N/A.

- d. Were PAs employed by your trust invited to contribute to any internal review, working group, or governance process relating to their deployment or scope of practice since July 2025?

N/A.

5. Incidents and reports

- a. How many serious incidents, never events, or patient safety incidents in which a PA was the primary clinician were recorded by your trust in each of the following periods:
- October 2024 to June 2025
 - August 2025 to April 2026

We are unable to report on incidents specifically pertaining to physician associates on the Trust's local risk management system.

- b. How many formal patient complaints relating to PA practice were received by your trust in each of those periods?

There have been NIL (0) complaints received about Physician Associates.

6. Workforce costs

- a. What was the total expenditure on locum and bank medical staff in departments where PAs are deployed in the periods October 2024 to June 2025 and August 2025 to April 2026 respectively?

A total of £3,950.94 has been spent on locum/bank medical staffing for the noted period.

- b. If your trust has identified any direct costs arising specifically from changes to PA deployment, please provide details.

The Trust does not have the requested information.