

Our Ref: 525/2023
September 2023

Re: Your request made under the Freedom of Information Act 2000

I would be grateful if you could respond to the following queries under the freedom of information act with respect to anaesthetic associates (AA's) being trained and employed by the trust. I wonder if these queries are better handled at payroll, executive, and HR level than at clinician level?

1. Can you confirm the number of:
 - a. Currently employed AA's at DBHFT - **0**
 - b. Trainee AA's at DBHFT - **2**
2. What plans exist to expand numbers of AA's at DBHFT and over what time period. **We will review the workforce plans following the qualifying of our 2 trainee AA's prior to any expansion.**
3. What is the source of funding for AA's as a group, specifically the funding per trainee AA and qualified AA ie Health Education England or Royal College of Anaesthetists, or the Integrated Care Board/System. **HEE**
 - a. What amount has DBHFT received to train AA's from the organisation(s) above - **We have received £25,098 from HEE for our trainee AA's.**
 - b. Does this budget supplant money for trainee anaesthetists or is it in addition to? **Addition to.**
4. Please send an indicative or illustrative job plan/work schedule for an AA's typical working week

		Mon	Tues	Wed	Thurs	Fri	Sat	Sun
Anaesthetic Associate	AM	Bariatric / GSurg Theatre 6	Urology Theatre 3	Blocked	ENT Theatre 7	Breast Gynae 4		
Mobile:	PM	Bariatric / GSurg Theatre 6	Urology Theatre 3	Blocked	ENT Theatre 7	Breast Gynae 4		
Eve								
Night		Blocked	Blocked	Blocked	Blocked	Blocked		Blocked

5. The roles and responsibilities for trainee and graduate AA's as defined locally by DBHFT.

Clinical

To deliver and participate in the clinical care of patients attending the clinical area.

Provide a level of advanced and comprehensive health assessment based on a specialist body of knowledge under supervision.

To appropriately assess, examine, investigate, diagnose and treat patients, resulting in the safe management and appropriate referral or discharge of patients with undifferentiated and undiagnosed presentations within the boundaries of the role as a trainee.

To learn to recognise patients with changing health status and to take appropriate actions.

Administer medications as prescribed by others in accordance with the Doncaster and Bassetlaw Teaching Hospitals policies.

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Communicate highly complex and highly sensitive information with patients and families and within the healthcare team.

Planning and organising under supervision complex activities for patients, including liaison with other hospital services, and detailed planning for patient management, referral and discharge.

Responsible for the safe use of highly complex patient monitoring and support equipment within the work area.

To learn to undertake advanced clinical skills according to agreed protocols and to service need.

To learn interpretation of laboratory and radiological results and initiate appropriate patient management.

Maintain own clinical development by keeping abreast of new treatments and technologies within emergency and unscheduled care.

To improve the quality of the patient experience by identifying and meeting the individual clinical needs of patients.

To rigorously review with a supervisor all aspects of the patient's plan of care and identify and address issues that may result in a sub-standard service.

Contribute to the review and development of integrated care pathways and clinical guidelines to ensure a standardised approach to care.

Under supervision practice with confidence and competence within Professional Guidelines.

To ensure that accurate documentation and records of patient care are kept.

To assist in the development of patient management systems, processes and tools within the work area and adjacent clinical/assessment areas.

Ability to adapt specialist clinical knowledge and skills to different clinical settings and influence service delivery and patient care.

Actively implement effective systems and processes for infection control management and relevant audit within their clinical area.

Act in such a way that safeguards the health and wellbeing of children and vulnerable adults at all times. Is familiar with and adheres to the DBTH safeguarding policies.

Management and Leadership

To develop own leadership skills within the Theatre and Anaesthesia Teams.

Contribute in the development of a specialist service and act as a change agent and facilitate the change process whilst encouraging others to be innovative and adaptable in the approach to change.

To help implement evidence based policies and procedures specifically required by the team.

To help implement clinical competencies for junior staff working within the team.

To develop and maintain effective communication with the multidisciplinary team to ensure high standards of care.

To work collaboratively with representatives of other clinical areas, disciplines and services to provide a seamless pathway of care.

To be conversant with all Trust policies and procedures and ensure they are correctly implemented.

Raise concerns with regards to risk, danger, malpractice or wrong doing by following the DBTH Whistle Blowing policy and supporting practices

Education and Training

Undertake the acquisition and development of new skills, knowledge and experience based on curriculum framework for the training of anaesthesia practitioners (DoH, 2005).

To help identify, plan and assist in the implementation of goals for clinical development of staff working within the service.

To develop and maintain a positive learning environment for the clinical team by providing support, ensuring developmental requirements of junior staff are addressed.

To assist in the provision of clinical supervision and provide the opportunity to reflect and discuss areas of practice.

Responsible for the teaching and delivery of core training on a range of subjects within the clinical field for multi-professional groups.

Audit and Research

Regularly undertake clinical audit as part of the training programme and contribute/assist in the development of multidisciplinary research in the service area, implementing effective and evidence based practice.

Develop research skills and provide support and appropriate implementation strategies for changes in clinical practice.

Participate and contribute to any ongoing regional and national research to evaluate the effectiveness of care strategies related to the patient experience.

To share best practice through publications and attendance/presentation opportunities at conference level.

Resource Management

To learn how to apply sound financial evaluation to proposed service developments.

Maintain accurate records in relation to equipment used and maintained by the clinical team.

Risk Management

To ensure that systems are in place to manage, reduce and prevent clinical risk to self and others within the service area.

To monitor incidents highlighted by members of the clinical team and communicate to appropriate areas to address risk issues.

Promote best practice in health & safety, utilising unit and Trust policies.

Health and Safety/Risk Management

All staff are responsible for working with their colleagues to maintain and improve the quality of services provided to our patients and other service users. This includes complying at all times with the Doncaster and Bassetlaw Teaching Hospitals NHS Trust Policies, including Health and Safety policies, in particular by following agreed safe working procedures, and reporting incidents using the Trust Incident Reporting system.

Infection Prevention and Control

The jobholder must comply at all times with the Doncaster and Bassetlaw Teaching Hospitals NHS Trust Infection Control policies, in particular by practising Universal Infection Control Precautions. Hand hygiene must be performed before and after contact with patients and their environment.

Equality and Diversity

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The jobholder must comply with all policies and procedures designed to ensure equality of employment and that services are delivered in ways that meet the individual needs of patients and their families. No person whether they are staff, patient or visitor should receive less favourable treatment because of their disability, gender reassignment, religion or belief, race, sex, sexual orientation, pregnancy or breast feeding, or age.

Patient and Public Involvement

The Trust has a statutory duty to involve patients and public in evaluating and planning services. All staff have a responsibility to listen to the views of patients and to contribute to service improvements based on patient feedback.

Training and Personal Development – Continuous Professional Development

The jobholder must take responsibility, in agreement with his/her line manager, for his/her own personal development by ensuring that Continuous Professional Development remains a priority. The job holder will undertake all mandatory training required for the role.

Respect for Patient Confidentiality

The job holder should respect patient confidentiality at all times and not divulge patient information unless sanctioned by the requirements of the role.