

Physician Assistant
Role: 00EFPA - Physician Assistant

A Day in the Life:

The essential functions of this role are as follows:

- Perform work under the direction of the medical director. Work is reviewed through consultations with and chart review by the collaborative physician(s) and/or medical director. Clinical work will be completed under the supervision of the hospital's medical physicians and, as per PA practice regulations, will be limited to the scope of the collaborating physician(s).
- Autonomously provide medical services as appropriate for the practice setting. Services may include, but are not limited to, obtaining comprehensive patient health histories; performing physical examinations; diagnosing acute and chronic medical conditions; ordering and interpreting diagnostic and laboratory studies; performing routine procedures and assisting in surgeries; and referring patients to specialists or other health care providers when indicated.
- Prescribe medication and treatment within practice guidelines and possess the necessary DEA and Controlled Substance Registration (CSR) specific to the State of Indiana.
- Provide initial emergency care, such as CPR, and alert appropriate emergency personnel when necessary.
- Provide consultation through collaboration with a variety of health care professionals and interdisciplinary team members regarding aspects of patient's diagnoses and medical care.
- Design and implement new practice methods to improve clinical outcomes and delivery of health care for patients.
- Direct or participate in the oversight and application of research and quality assurance projects.
- Develop treatment and educational programs for individual patients and patient groups appropriate to health problems, level of functioning, emotional needs, and patient characteristics.
- Organize and coordinate specialty clinics or services offered to consumers in the facility (i.e., seizure management, hypertension, diabetes, TMS, ECT, etc.) in conjunction with medical staff.
- Provide clinical direction to nursing and direct care staff in the same manner that a physician would.
- Obtain informed consent from patients (or guardians) for treatment and provide education about treatment recommendations and alternatives.
- Maintain accurate and thorough records to reflect clinical reasoning for care decisions and ongoing partnership with collaborating physician(s).

The job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee, especially given that PA's are trained to work in any area of medicine. Other duties, responsibilities and activities may change or be assigned at any time.

What You'll Need for Success:

Working Requirements:

- The ideal candidate in this role should minimally have
- Status as a nationally certified physician assistant (PA-C) through the National Commission on Certification of Physician Assistants (NCCPA).
- Current licensure or eligibility for licensure to practice as a PA-C in Indiana

- Graduated with a Master's level degree from a PA program approved by the Physician Assistant Education Association (PAEA).
- The ideal candidate should also:
- Possess an ability to maintain professionalism and sound clinical judgment in acutely stressful and/or emergent situations.
- Feel comfortable and confident during communication with patients, outside agencies, and patient support systems regarding diagnoses, treatment plans, and prognoses.
- Have a working knowledge of State Board of Health laws and regulations pertaining to institutional care of patients.
- Enjoy working with a team of various disciplines and be able to lead patient care while fostering an inclusive and respectful atmosphere in the workplace.
- Prioritize building rapport and therapeutic alliances with patients for better outcomes.

ISPHN candidate should also:

- Have a Certificate of Added Qualifications in Psychiatry (CAQ-Psych) through NCCPA OR comparable psychiatric experience (preferably with highly complex and acute psychiatric patients in a hospital setting).
- Possess specialized knowledge of and ability to utilize the full range of medical and psychiatric principles and practices within inpatient care.
- Have a working knowledge of psychology relative to handling and caring for emotionally disturbed patients and those with abnormal mental and behavioral patterns.
- Be comfortable with following a trauma-informed care approach to treatment.
- Understand milieu management and the use of seclusion/restraints to maintain a safe environment for patients.
- Have an ability to maintain composure and assertiveness in situations that may involve legal testimony or disagreement with medical treatment decisions from outside agencies involved with patient care.
- Demonstrate critical thinking and diligence in thoroughly understanding circumstances which require clinical judgments and decisions directly affecting the safety of both patients and staff.

Supervisory Responsibilities/Direct Reports:

This role may serve as a team lead for an assigned work group.

Difficulty of Work:

The PA must possess extensive general medical knowledge (pathophysiology, pharmacology, necessary work-up, and treatment options), specialty training when applicable, and an up-to-date knowledge of medical standards of care practice guidelines. The employee should be familiar with agency policies, procedures, program objectives, consumer needs, federal and state requirements, and all related initiatives essential for the management, development, and implementation of processes to ensure patient care integrity. The employee must be innovative, persuasive, and understand the importance of checks and balances to provide accountability in patient care matters. The PA must carefully consider the totality of circumstances in highly complex patient populations when conceptualizing and developing patient care plans. The employee must have the ability to identify complex problems or situations and recommend resolutions consistent with agency goals and expectations of the facility.

Responsibility:

The PA works autonomously under the parameters as set forth in the signed collaborating agreement(s) within the scope of the identified collaborating physician(s). The employee must ensure that medical care provided is within the State Board of Health Laws and Joint Commission of Accreditation of Healthcare Organizations regulations and guidelines. The employee is administratively supervised by the Medical Director or Superintendent.

Work is broad in scope involving application of advanced medical training and utilization of professional expertise in collecting, evaluating, and acting on subjective and objective medical information. Decisions are sometimes complicated by the psychological condition of the patient (the patient's ability to comprehend and communicate their medical information to the clinician).

Personal Work Relationships:

The employee is responsible for developing a rapport with patients and their families to provide exceptional patient care. The employee must also work with other staff members for the purpose of sharing and gathering information and to function successfully as part of the interdisciplinary team. The employee also serves in a training capacity for exemplary patient care for other staff. The employee provides clinical direction to nursing staff and others involved in direct care of patients. The employee may refer patients to outside medical providers and confer with medical colleagues regarding diagnoses and potential treatment considerations.

Personal Work Relationships:

A high level of judgement and effective communication is required during times of contact with residents or incarcerated individuals.

Partnership with relevant public agencies, federal, state & local governments and/or community leaders may be required.

Residents or incarcerated individuals may have family, friends, community partners and/or other interested parties come to the facility requesting information or to visit with the person according to policies and procedures.

This individual will be expected to partner with agency personnel and related stakeholders working towards completion of assigned functions. Exceptional customer service is provided to agency partners and/or the general public.

This position will communicate directly with children and families on a regular basis.

Physical Effort:

This role performs work in an environment where sitting for extended periods of time could be expected.

Depending on the duties performed or environment setting, frequent walking, standing, climbing stairs or ladders, bending, stooping, pushing, pulling and/or similar movements may be involved.

This role requires above average strength when restraining one or more patients or incarcerated individuals as per departmental policy and procedure.

This role requires keen observational and hearing skills to stay alert for possible dangerous situations.

This role requires the ability to lift patients and push wheelchairs in some cases.

This role requires the ability to lift, carry, protect or care for children in tense, uncomfortable situations.

This role requires the ability to run short distances to provide immediate care, protection, or attention to patients or incarcerated individuals.

Working Conditions:

This role performs work in a standard office environment.

This role requires a high level of attention and safety due to work activities having risk of injury or loss of life.

This role performs work in a cell house, dormitory or other residential environment.

This role performs work in a state operated hospital facility.

There is potential for exposure to infectious diseases in this role.

This role performs work in extreme (hot or cold) temperatures, small/tight spaces or other uncomfortable situations.

Operations may require this role to be available after hours (on-call) and/or work rotating shifts, evenings and weekends, or irregular hours.

This role requires the appropriate use of Personal Protective Equipment (PPE) when necessary.

This role may experience periods of high stress and/or pressure.

Competencies

- Communicating Effectively
- Critical Thinking
- Displaying Technical Expertise
- Showing Care and Understanding

Last Updated (By and Date)

Rewrite Complete K.Arnes 6.14.23

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