



**Yorkshire  
& Humber  
AHSN**

**Transforming Lives  
Through Innovation**



# **MoU: Health Education England & Yorkshire & Humber AHSN**

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Classification in confidence  
Owner Shirley-Anne Paul, Programme  
Manager

## Memorandum of Understanding

This memorandum of understanding is made on 02.08.2022

Between

**Yorkshire & Humber Academic Health Science Network (Yorkshire & Humber AHSN)**

and

**Health Education England (HEE)**

This Memorandum of Understanding (MoU) sets the terms and understanding between Yorkshire & Humber AHSN and Health Education England to successfully deliver the **PA (Physician Associate) and AA (Anaesthesia Associate) Impact Programme**.

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## **Programme Background**

NHSE (NHS England)/HEE are currently developing the NHS Workforce Strategy and would like to identify where workforce roles are providing an impact upon workforce challenges within primary and secondary care. Physician Associates (PAs) and Anaesthesia Associates (AAs) are relatively new roles within the NHS workforce and soft intelligence suggests that they are creating beneficial impact, however there is no evidence to support this. HEE have appointed Yorkshire & Humber AHSN as a delivery partner to evaluate the impact of PA and AA roles.

## **Programme Objective**

The programme objective is to deliver a qualitative research exercise aimed at understanding how PA and AA roles are utilised within their organisation, and to identify what impacts these roles are having on PA and AA employees, the wider organisation, and patient journeys. Interviews will be held with key stakeholders (PAs, AAs, their colleagues, and patients) to obtain a deeper understanding of the value of PA and AA roles and gather all relevant information that may inform the NHS Workforce Strategy in October 2022.

Following the intelligence gathering Yorkshire & Humber AHSN will produce 3-5 high quality case studies that will showcase the impacts of PA and AA roles from various perspectives across both primary and secondary care.

## **Programme Duration and Deliverables**

Programme delivery will commence on 02.08.2022 and end on 04.10.2022.

Yorkshire & Humber AHSN will provide programme management expertise to review the workforce transformational development of Physician Associates (PA) and Anaesthesia Associate (AA) roles within the NHS Workforce. This includes the research and evaluation of their impact to inform the NHS Workforce Strategy in October 2022. The AHSN deliverables of this project are:

- Provide programme resource for the programme duration with an immediate start; August – October 2022.
- Develop in conjunction with HEE a communication plan to engage with key stakeholders across primary and secondary care settings who work in organisations that employ PAs and AAs. These organisations will comprise a mix of those who are known to HEE and those who are not, to ensure equity within the research.
- Conduct an unbiased evaluation by interviewing primary and secondary care NHS staff (PAs, AAs, their colleagues, and patients) to gather qualitative data to inform case studies.



- Produce 3 – 5 case studies (no more than 3 A4 pages in length) which will cover both PA and AA roles and include perspectives of PAs, AAs, their colleagues, and if appropriate, patients' perspectives.
- Host a virtual meeting to present and discuss programme findings to relevant teams within HEE.

Please note that the Yorkshire & Humber AHSN reserves the right to withdraw its services should there be a significant delay, either because of the actions or inaction from the partner organisation. Should there be risks around implementation then Yorkshire & Humber AHSN would seek to first escalate, discuss, and resolve issues with HEE before considering withdrawal of support.

## Programme Scope

Below demonstrates the deliverables of Yorkshire & Humber AHSN within the scope of the HEE PA and AA Impact programme.

- Undertake research interviews with PAs, AAs, their colleagues, and patients.
- Conduct an unbiased evaluation of the impact of PA and AA roles within the NHS, on the PA and AA employees themselves, and on patients.
- Develop high-quality case studies.

*Out of scope:* Collecting qualitative data only from sources where PA and AA roles are well established and have produced positive impacts. Any other work that HEE partners lead on.

## Estimated Programme Impact

The PA and AA Impact programme will address the specific deliverables outlined above, and will seek to address the following broader opportunities within HEE:

- Enable the development of the NHS Workforce Strategy through collection of the qualitative data and development of case studies.

## Programme Team

Yorkshire & Humber AHSN will utilise a blended team model to deliver programme management expertise throughout the duration of the programme period. The programme team will comprise xxxxxxxx



## **Partnership Purpose**

This MoU defines the relationship between Health Education England and Yorkshire & Humber AHSN in relation to the PA and AA Impact programme, to identify the impact of the PA and AA roles within the NHS.

## **Partnership Responsibilities: Yorkshire & Humber AHSN**

Yorkshire & Humber AHSN's partnership responsibilities will be to:

- Provide overall responsibility for all aspects of delivery, coordination, and management of the programme.
- Identify and resolve programme risks and issues.
- Work in partnership with HEE throughout the programme, particularly with regards to data and the facilitation of stakeholder introductions.
- Steer the programme and provide programme governance.

## **Partnership Responsibilities: HEE**

The responsibilities of HEE with regards to programme delivery are:

- Work in partnership with the Yorkshire & Humber AHSN Programme Manager to co-design the research approach and research questions.
- Lead timely introductions between the Yorkshire & Humber AHSN programme team to the relevant existing and new partners involved in PA and AA roles (including partners within primary and secondary care settings where the PA/AA impact is currently unknown), to facilitate AHSN information collection within the given timeframes.
- Supply Yorkshire & Humber AHSN programme team with relevant PA and AA data surrounding roles and usage across the NHS workforce.

## **Governance and Reporting**

The Yorkshire & Humber AHSN will produce a monthly highlight report and share this with HEE. The report will include a summary of the current programme status and stakeholder engagement activity, as well as programme accomplishments and milestones achieved during the respective reporting period. It will also include a summary of programme risks/issues and mitigating actions, and the milestones to be achieved during the next reporting period.

## **Yorkshire & Humber AHSN Resource Support**

The Yorkshire & Humber AHSN will provide a blended team model of programme management expertise and resource to deliver the HEE PA and AA Impact programme.

## **HEE Financial Contributions**

HEE have agreed to pay Yorkshire & Humber AHSN £70,000 plus VAT at standard rate (£84,000 in total) for the work outlined in this document.



This will be invoiced on commencement and payment will be made by HEE within 30 days of invoice date.

## Public Statements and Branding

The parties acknowledge the merits of positive publicity, but they recognise that neither party should make any press announcements or public statement about the proposals in this MoU which have not been agreed in advance by all relevant parties.

## MoU Duration and Termination

1. This MoU shall become effective on the date that it is signed by the authorised officials on behalf of the parties and shall be valid for a period of 6 months from this date.
2. Any changes to this MoU shall be subject to the written consent of the parties' authorised officials.
3. Nothing in the above MoU shall be construed as legally binding.

## MoU Contact Information & Agreement

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<b>Date:</b> 03.08.22	<b>Date:</b> 02.08.2022







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