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### Commentaries on health service research

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DOI:

[10.1097/01.JAA.0000524723.78708.32](https://doi.org/10.1097/01.JAA.0000524723.78708.32)

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*Document Version*

Peer reviewed version

*Citation for published version (Harvard):*

Sidhu, M 2017, 'Commentaries on health service research: PA employment in UK hospitals commentary', *JAAPA : official journal of the American Academy of Physician Assistants*, vol. 30, no. 10, pp. 2-3.  
<https://doi.org/10.1097/01.JAA.0000524723.78708.32>

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Checked for eligibility: 24/07/2019

This is not the Final Published Version.

Commentaries on health services research

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Journal of the American Academy of PAs: October 2017 - Volume 30 - Issue 10 - p 1–3

doi: 10.1097/01.JAA.0000524723.78708.32

[https://journals.lww.com/jaapa/fulltext/2017/10000/Commentaries\\_on\\_health\\_services\\_research.16.aspx#pdf-link](https://journals.lww.com/jaapa/fulltext/2017/10000/Commentaries_on_health_services_research.16.aspx#pdf-link)

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Commentary for JAAPA

*Commentary by Manbinder S Sidhu.*

*The recruitment and employment of PAs in the United Kingdom is expanding amidst a wave of challenging attitudes toward the role and assumptions that PAs will seamlessly transition, adapt, and strengthen existing medical teams in acute and primary settings.<sup>1,2</sup> Using novel survey methods to capture the views of medical directors, the study explored supporting and inhibiting factors for PA recruitment. Although not explicitly addressed, the concept of embeddedness is central to the paper: How can the role be developed so that PAs can move between specialties and within various NHS organizations while retaining their internationally recognized identity? The authors' findings are consistent with the wider literature; yet, more in-depth studies are required to understand how PAs can readily adapt to different organizational cultures, the ever-changing employment context, and UK health policy.<sup>3</sup>*

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