

Henna Janghir

From:
Sent: 28 November 2024 08:03
To: Leng.review@dhsc.gov.uk
Subject: FW: Congratulations and welcome!

Dear Review Team,

I thought I'd follow up from Charlie and Gill's email exchange below.

Please do contact me when you are ready, and I can help with finding a slot in the diary.

Kind regards,

Executive Assistant to Charlie Massey Chief Executive and Registrar
Office of the Chair and Chief Executive
General Medical Council
[350 Euston Road](#)
[London NW1 3JN](#)

Email:

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From: Gillian Leng
Sent: Thursday, November 21, 2024 5:55 PM
To: Charlie Massey
Cc: Carrie MacEwen
; OCCE Team
Subject: Re: Congratulations and welcome!

Una Lane

Leng.review@dhsc.gov.uk

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Charlie

Thanks so much for getting in touch and for your offer of support.

I've had a number of emails and requests, as you rightly predicted, so I'm copying this response to the Leng.review email box so the team can pick up your comments.

With very best wishes,

Gill

On 19 Nov 2024, at 18:10, Charlie Massey

wrote:

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Hi Gill, and I hope this finds you well.

I know the formal announcement is being made tomorrow, but wanted to say that I was very pleased that you have been asked to chair the PA/AA Review. And I want to make sure that we are doing all that we can to support you in undertaking the work.

As you'll know, we will begin regulation of PAs and AAs from 13 December. We are firmly on track to do that, and believe that regulation will play an important role in strengthening patient safety and building public trust in these roles – through regulation we will be able to ensure that PAs have the right level of education and training, meet the standards we set, and will be able to be held to account if serious concerns are raised.

You will, I know, be aware of the views and concerns that have been raised about these roles, and I very much hope that your review will help to address these – particularly in relation to issues arising around the deployment and supervision of PAs and AAs, and debates about their scope of practice. I also think that your review should play a crucial role in informing the next iteration of the workforce plan, and the plans for expansion of PA/AA numbers. And I very much hope that the review will help to reset the narrative given how toxic some of the debates have become, particularly in social media.

You may also be aware that there are a number of legal challenges about our plans for regulating these roles – both from the BMA (in relation to good medical practice) and from Anaesthetists United (in relation to scope). We'd be very happy to talk you and your team through the detail of those, and of course let you know the outcome of those challenges

I know you will be in enormous demand, but it would be good to have an early conversation with you on all of the above and to talk about how we can support the review more generally. Do let me know what email is best to use to organise a time – at our end and (emails above) look after Carrie's and my diary and I know we will be as flexible as we can be to fit around your availability.

Look forward to speaking soon. All the best

Charlie

Charlie Massey

Chief Executive and Registrar

General Medical Council

350 Euston Road

London NW1 3JN

Tel:

Email:

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Henna Janghir

From:
Sent: 03 December 2024 09:13
To: The Leng Review
Subject: RE: Invite: Leng Review Roundtable

Very many thanks for the invitation. Charlie Massey will be pleased to attend the roundtable.

I'll await venue details in due course.

Kind regards,

Executive Assistant to Charlie Massey Chief Executive and Registrar
Office of the Chair and Chief Executive
General Medical Council
350 Euston Road
London NW1 3JN

Email:

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From: The Leng Review <Leng.Review@dhsc.gov.uk>
Sent: Monday, December 2, 2024 4:15 PM
To: The Leng Review <Leng.Review@dhsc.gov.uk>
Subject: Invite: Leng Review Roundtable

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OFFICIAL-SENSITIVE

Good afternoon,

As you will know, the Government has commissioned Professor Gillian Leng to lead an independent review into the Physician and Anaesthesia Associate professions. This will consider the safety, cost-effectiveness, and efficiency of roles alongside the lessons that can be learned from how they have been deployed in the NHS.

As part of this review, you have been identified as a key stakeholder, and we would value your insight. As such we are extending an invitation for an in-person initial roundtable discussion the morning of **Friday 13 December from 10am to 12noon**. Tea and coffee will be provided from 9:45am. This meeting will be chaired by Professor Gillian Leng.

If you wish to be involved in this discussion, please can you respond to this email with the named representative who will attend, along with their role within your organisation. Due to capacity, we ask that you please limit attendees to one per organisation.

Please can you also send details of any access or dietary requirements, you would like us to be aware of.

Thank you in advance for your participation. Further information on the roundtable will follow.

Kind regards,

The Leng Review team

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Henna Janghir

From:
Sent: 03 December 2024 14:21
To: Gillian Leng
Cc: The Leng Review;
Subject: RE: 13 December - Stakeholder Roundtable

That's great . Thanks for letting me know.

Executive Assistant to Charlie Massey Chief Executive and Registrar
Office of the Chair and Chief Executive
General Medical Council
350 Euston Road
London NW1 3JN
Email:

Join us on Twitter (twitter.com/gmcuk), Facebook (on.fb.me/gmc_uk) and LinkedIn (linkd.in/gmcuk)

From: Gillian Leng
Sent: Tuesday, December 3, 2024 12:58 PM
To: @gmc-uk.org>
Cc: @dhsc.gov.uk>; @dhsc.gov.uk>; The Leng Review
<Leng.Review@dhsc.gov.uk>; @dhsc.gov.uk>
Subject: Re: 13 December - Stakeholder Roundtable

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Hi

Another meeting has changed, so very happy to stick with 2pm and I can now do an hour!

Kind regards,

Gill

On 3 Dec 2024, at 09:23, [@gmc-uk.org](mailto:)> wrote:

Charlie can be flexible on timings. He has a 3.30 meeting which can't be moved, and then we have our Council seminar after that, but I can easily move anything in the diary before 3.30 tomorrow.

Executive Assistant to Charlie Massey Chief Executive and Registrar
Office of the Chair and Chief Executive
General Medical Council
350 Euston Road
London NW1 3JN

Email:

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LinkedIn (linkd.in/gmcuk)

On 2 Dec 2024, at 13:44,

[@dhsc.gov.uk](mailto:)> wrote:

Hi

Gill will be available for an in-person meeting on Wednesday, 4th December, from 14:00 to 14:45. One of my DHSC colleagues, , will be joining in. Could you kindly let me know if the meeting could be held at GMC and ensure provisions for to dial in?

Upon your confirmation, I will send out the invite.

Best regards,

<image001.png>

Department of Health and Social Care
39 Victoria Street, London, SW1H 0EU
E:
Follow us on X [@DHSCgovuk](https://twitter.com/DHSCgovuk)

<image002.png>

From: [@gmc-uk.org](mailto:)>
Sent: Monday, December 2, 2024 8:55 AM
To: [@dhsc.gov.uk](mailto:)>

Cc: @dhsc.gov.uk>; The Leng Review
<Leng.Review@dhsc.gov.uk>; dhsc.gov.uk>;
@dhsc.gov.uk>
Subject: RE: 13 December - Stakeholder Roundtable
Importance: High

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Good morning

I hope you had a good weekend.

I'll need to do some diary juggling to accommodate the meeting this week, so I'd be grateful if you could let me know which date/time works best. Again, Charlie would prefer a face to face meeting if we could make that happen please.

I look forward to hearing from you.

Kind regards,

Executive Assistant to Charlie Massey Chief Executive and Registrar
Office of the Chair and Chief Executive
General Medical Council
[350 Euston Road](#)
[London NW1 3JN](#)
Email:
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[LinkedIn \(linkd.in/gmcuk\)](#)

From:
Sent: Friday, November 29, 2024 4:58 PM
To: @dhsc.gov.uk>
Cc: @dhsc.gov.uk>; The Leng Review
<Leng.Review@dhsc.gov.uk>
Subject: RE: 13 December - Stakeholder Roundtable

Hi

Charlie would prefer the meeting to be face to face if possible please. I can make either date work, but will Gill be in London on either of those dates?

Kind regards,

Executive Assistant to Charlie Massey Chief Executive and Registrar
Office of the Chair and Chief Executive
General Medical Council
350 Euston Road
London NW1 3JN

Email:

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From: [@dhsc.gov.uk](mailto:dhsc.gov.uk)
Sent: Friday, November 29, 2024 4:55 PM
To: [@gmc-uk.org](mailto:gmc-uk.org)
Cc: [@dhsc.gov.uk](mailto:dhsc.gov.uk); The Leng Review
<Leng.Review@dhsc.gov.uk>
Subject: RE: 13 December - Stakeholder Roundtable

Hi

Thank you for getting back so quickly - how about 2pm on Wednesday, the 4th of Dec or any time on Friday, the 6th of Dec after 10am?

Best regards,

<image001.png>

Department of Health and Social Care
39 Victoria Street, London, SW1H 0EU
E:
Follow us on X [@DHSCgovuk](https://twitter.com/DHSCgovuk)

<image002.png>

From: [@gmc-uk.org](mailto:gmc-uk.org)
Sent: Friday, November 29, 2024 10:37 AM
To: The Leng Review <Leng.Review@dhsc.gov.uk>
Cc: [@dhsc.gov.uk](mailto:dhsc.gov.uk);
[@dhsc.gov.uk](mailto:dhsc.gov.uk)
Subject: RE: 13 December - Stakeholder Roundtable

Hi ,

Yes of course. That's fine, thanks.

, could you let me have some options please and I'll see what I can do to juggle the diary.

Many thanks,

Executive Assistant to Charlie Massey Chief Executive and Registrar
Office of the Chair and Chief Executive
General Medical Council
350 Euston Road
London NW1 3JN

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From: The Leng Review
Sent: Friday, November 29, 2024 10:00 AM
To: @gmc-uk.org; The Leng Review
Cc: @dhsc.gov.uk;
@dhsc.gov.uk
Subject: RE: 13 December - Stakeholder Roundtable

Gillian would like to speak with Charlie in advance of the proposed roundtable meeting. Would you be able to work with [redacted] to confirm the best time for this to take place?

Thank you

From: @gmc-uk.org
Sent: Thursday, November 28, 2024 11:23 AM
To: The Leng Review <Leng.Review@dhsc.gov.uk>
Cc: @dhsc.gov.uk
Subject: RE: 13 December - Stakeholder Roundtable

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Very many thanks

Could you send directly to Charlie:
me:

and also to

Kind regards,

Executive Assistant to Charlie Massey Chief Executive and Registrar
Office of the Chair and Chief Executive
General Medical Council

350 Euston Road

London NW1 3JN

Email:

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From: The Leng Review <Leng.Review@dhsc.gov.uk>

Sent: Thursday, November 28, 2024 11:15 AM

To: @gmc-uk.org

Cc: dhsc.gov.uk

Subject: RE: 13 December - Stakeholder Roundtable

Hi

Thanks for getting in touch. We will be sending invites out in the next day or so will make sure you are copied in.

From: @gmc-uk.org

Sent: Thursday, November 28, 2024 9:55 AM

To: The Leng Review <Leng.Review@dhsc.gov.uk>

Subject: 13 December - Stakeholder Roundtable

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Dear Review Team,

Following on from my email this morning, I believe there is an initial stakeholder roundtable on 13 December, in person in London. I'd be grateful to have the details of that for Charlie in due course please.

Very many thanks,

Executive Assistant to Charlie Massey Chief Executive and Registrar

Office of the Chair and Chief Executive

General Medical Council

350 Euston Road

London NW1 3JN

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Henna Janghir

From: Gillian Leng
Sent: 08 December 2024 19:30
To: Charlie Massey
Cc: Leng.review@dhsc.gov.uk
Subject: Re: Follow-up to our meeting and sharing our consultation analysis report

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Thanks Charlie

It was a really helpful meeting and great to have the full report.

We'll be in touch and I'll see you on Friday!

Kind regards,

Gill

On 5 Dec 2024, at 15:46, Charlie Massey

wrote:

Dear Gill

It was great to meet up with you yesterday. I really enjoyed our conversation and I'm looking forward to working together closely as your review of the PA and AA professions picks up speed.

At our meeting, I promised to send you a copy of our report on the outcome of the public consultation we ran earlier this year on the proposed rules, standards and guidance that will support our regulation of PAs and AAs from 13 December. [You can access the full report on our website.](#)

The report outlines how feedback, along with insights from research we've conducted with patients and members of the public, has shaped our final approach to regulation, ensuring it's fair, clear and proportionate. It also details how the views we've heard have informed changes to the principles that shape the content of fitness to practise decision-making guidance, which will apply to doctors as well as to PAs and AAs.

Some respondents used the consultation to share their opinions on topics outside the draft rules, standards and guidance and, in some cases, outside our regulatory remit. These included issues relating to the roles and deployment of PAs and AAs, as well as matters that have already been settled in law by the UK and Scottish Parliaments such as the choice of regulator, and the PA and AA titles.

Some of these issues are obviously relevant to your review of PA and AA roles, so I hope that having sight of this feedback and our response to it will be helpful to you and your team as the review takes shape.

Our governing council will now take the final steps required for regulation to begin. Although PAs and AAs aren't legally required to register with us until December 2026, we're encouraging those who are currently practising in the UK to apply as soon as possible.

As I said yesterday, we think that regulation can make an important contribution to patient safety and to public confidence in PAs and AAs. It should help provide assurance to patients, employers and colleagues that PAs and AAs have the right level of education and training to meet our registration requirements, meet the standards that we expect of the professions we regulate, and can be held to account if serious concerns are raised.

Separately, I have asked Una to follow up with [redacted] and [redacted] and provide some suggestions on locations you might visit to see how PAs and AAs are deployed and working in practice. She will also send them a link to the research she referenced on PAs and their practice in the US.

Thanks again for taking the time to meet with me and Una. I look forward to seeing you again at the stakeholder roundtable on 13 December but feel free to get in touch at any stage if there's anything further we can do to support your review.

All the best

Charlie

Executive Assistant to Charlie Massey Chief Executive and Registrar

Office of the Chair and Chief Executive

General Medical Council

350 Euston Road

London NW1 3JN

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You are welcome to contact us in Welsh. We will respond in Welsh, without this causing additional delay.

Cyngor Meddygol Cyffredinol

Rydym yn gweithio gyda meddygon, cleifion a rhanddeiliaid eraill i gynorthwyo gofal da a diogel i gleifion ar draws y DU. Rydym yn gosod y safonau y bydd angen i feddygon a'r rhai sy'n eu hyfforddi eu bodloni, ac yn eu helpu i'w cyflawni. Os bydd pryderon efallai na fydd y safonau hyn yn cael eu cyflawni neu y gallai hyder y cyhoedd mewn meddygon fod mewn perygl, gallwn ymchwilio, a gweithredu os oes angen.

Henna Janghir

From: The Leng Review <Leng.Review@dhsc.gov.uk>
Sent: 12 December 2024 10:11
To: The Leng Review; Charlie Massey;

Subject: The Leng Review: Review of PAs and AAs - Roundtable Agenda 13th December 10:00-12:00
Attachments: Review of PAs and AAs - Roundtable Agenda 13th Dec.docx; Invite: Leng Review Roundtable

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Dear all,

Please see attached agenda for tomorrow's roundtable on the review of PAs and AAs chaired by Professor Gillian Leng CBE which is taking place at 39 Victoria Street, London SW1H 0EU. Tea and coffee will be available from 9:45am.

Please ask for _____ (pronounced _____) at reception.

Organisations attending this initial meeting are:

- General Medical Council (GMC)
- NHS England
- United Medical Associate Professionals (UMAPs)
- College of Medical Associate Professionals (CMAPs)
- British Medical Association (BMA)
- Academy of Medical Royal Colleges (AoMRC)
- Royal College of Physicians (RCP)
- Royal College of GPs (RCGP)
- Royal College of Anaesthetists (RCoA)
- NHS Employers
- Patient's Association
- Patient Safety Commissioner
- Association of Anaesthesia Associates (AAA)
- Faculty of Physician Associates (FPA)
- Healthwatch
- Care Quality Commission (CQC)
- Physician Associate Schools Council (PASC)

- National Voices (unable to attend)

Thank you.

The Leng Review Team

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Agenda

The Leng Review: Review of PA and AA professions roundtable
Friday 13th December 2024, 10:00 – 12:00
39 Victoria Street, London SW1H 0EU

No.	Agenda item
1	Welcome and introductions
2	Background and aims of the meeting <ul style="list-style-type: none">▪ Participant check-in▪ Underpinning principles
3	Detailed approach to the review for discussion <ul style="list-style-type: none">• Scope of the review• Sources of evidence• Engagement
4	Overview of the review process
5	Next steps

Henna Janghir

From: Gillian Leng
Sent: 08 January 2025 11:20
To: Thomas Jones
Cc: The Leng Review
Subject: Re: Independent review of PAs and AAs

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Tom

Thanks for getting in touch and for confirming that you will be the main point of contact.

With kind regards,

Gill

On 8 Jan 2025, at 09:16, Thomas Jones

wrote:

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Dear Professor Leng

Further to Charlie's email to you in November, I'm just getting in touch to say that both myself, and my colleague Richard Marchant (copied in), will be your main point of contact at the GMC for any matters relating to your review.

We'd be happy to assist with any information you may require from us, or indeed to answer any questions you might have relating to our role, function and approach to the regulation of Physician Associates and Anaesthesia Associates.

If there are any specific issues that you'd find it helpful for us to address at this stage in particular, then please do let us know.

I look forward to hearing from you.

Kind regards

Tom Jones
Head of Regulation Policy

General Medical Council

We work with doctors, physician associates (PAs), anaesthesia associates (AAs), those they care for and other stakeholders to support good, safe patient care across the UK. We set the standards doctors, PAs, AAs and their

From: @dhsc.gov.uk>
Sent: Friday, January 10, 2025 10:56:15 AM
To: @dhsc.gov.uk>; Charlie Massey
Cc: @dhsc.gov.uk>
Subject: RE: Leng review and potential KF support

Thanks And for reaching out.

Your email seems to nail the very predicament we find ourselves in. Do you have some time for a quick chat – even today works. Then I can discuss with Gill about how we might move forward.

Thanks

| T:

From: @dhsc.gov.uk>
Sent: Friday, January 10, 2025 10:52:41 AM
To: Charlie Massey

Cc: @dhsc.gov.uk>

Subject: RE: Leng review and potential support

Thanks Charlie,

Happy New Year to you and to

Many for thanks for this.

I'm copying to [redacted] who is leading the team supporting Gill. Grateful if she could liaise with Gill on this offer.



Department of Health and Social Care, 39 Victoria Street,
London, SW1H 0EU

E: [redacted] T: [redacted]

M: [redacted]

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From: Charlie Massey
Sent: Thursday, January 9, 2025 5:08 PM
To: @dhsc.gov.uk>
Cc:
Subject: Leng review and potential support

Hi [redacted] and happy New Year to you – hope you managed to get some sort of break.

I just wanted to drop you a line as I met [redacted] today

[redacted] One of the things we were talking about was how tricky it is to build an evidence-base on PAs in a way that doesn't simply reflect prevailing sentiment, which I do think is going to be a real challenge for Gill and her team over the weeks and months instead. But I did wonder out loud whether something done by [redacted] (or another [redacted]) might be useful for Gill in producing some sort of material which was demonstrably objective and independent – eg in looking at examples of good and poor clinical governance for PAs and extracting “so whats” from that.

As the gateway to Gill, and given that it's your folk providing the secretariat, I wondered if you thought there was anything in that, and (if so) how you might advise [redacted] to pick that up with Gill herself?

Charlie Massey
Chief Executive and Registrar
General Medical Council
[350 Euston Road](https://www.gmc-uk.org/350-euston-road)
[London NW1 3JN](https://www.gmc-uk.org/london-nw1-3jn)
Tel: [redacted]
Email: [redacted]

Henna Janghir

From: @dhsc.gov.uk>
Sent: 28 January 2025 12:16
To: The Leng Review
Cc:
Subject: RE: The Leng Review: Roundtable 2

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Hi

Thanks for flagging

One of the Review team will come back to you re: the forthcoming roundtable

Best wishes



Department of Health and Social Care
Quarry House, Quarry Hill, Leeds LS2 7UE
E:
T:
M:
Follow us on X @DHSCgovuk

From: @gmc-uk.org>
Sent: 28 January 2025 12:05
To: The Leng Review <Leng.Review@dhsc.gov.uk>; @dhsc.gov.uk>
Cc: @gmc-uk.org>
Subject: RE: The Leng Review: Roundtable 2

Hi

I hope all is well with you.

Charlie has asked Shaun Gallagher to represent him at the Leng Review meetings from now on. I have forwarded the invitation, but please could you remove Charlie and add Shaun:

Could you let me know if there is an agenda yet please and if so, I'd be grateful if you could also send it to (cc'd) who is Shaun's EA.

Very many thanks,

Executive Assistant to Charlie Massey Chief Executive and Registrar
Office of the Chair and Chief Executive
General Medical Council
350 Euston Road
London NW1 3JN

Email:

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-----Original Appointment-----

From: The Leng Review <Leng.Review@dhsc.gov.uk>

Sent: 23 January 2025 09:34

To:

Subject: The Leng Review: Roundtable 2

When: 05 February 2025 15:00-17:00 (UTC+00:00) Dublin, Edinburgh, Lisbon, London.

Where: Department of Health and Social Care, 39 Victoria Street, Conference Room 1 / 2 / 3

Tea and coffee will be provided from 2:45pm. This meeting will be chaired by Professor Gillian Leng.

Further information on the roundtable will follow.

Kind regards,

The Leng Review team

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Henna Janghir

From: Thomas Jones
Sent: 03 February 2025 09:16
To: ~~X@XX~~
Subject: Roundtable meeting

Dear Sir/Madam

My colleague, Shaun Gallagher, will be attending the roundtable meeting on Wednesday on behalf of the GMC.

I just wanted to check if there is an agenda for the meeting, or any papers that we will need to review in advance?

Kind regards
Tom

Tom Jones
Head of Regulation Policy

Henna Janghir

From: Charlie Massey
Sent: 03 February 2025 11:38
To: The Leng Review
Cc: Shaun Gallagher; OCCE Team
Subject: RE: The Leng Review: Roundtable 2

Many thanks. I think Shaun Gallagher will be coming to represent the GMC.

All the best

Charlie

From: The Leng Review <Leng.Review@dhsc.gov.uk>
Sent: 03 February 2025 10:11
To: The Leng Review <Leng.Review@dhsc.gov.uk>; Charlie Massey
@gmc-uk.org;

Gillian Leng

@dhsc.gov.uk;

Cc: r@dhsc.gov.uk;
@dhsc.gov.uk;
@dhsc.gov.uk;
Shaun Gallagher

dhsc.gov.uk>
@dhsc.gov.uk;
@dhsc.gov.uk;
 ,

dhsc.gov.uk>
Subject: RE: The Leng Review: Roundtable 2

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Report Suspicious

All,

Looking forward to seeing you all again on Wednesday, if not already, please could you confirm your attendance, or that of your deputy if you are unable to attend. Agenda and papers to follow shortly.

Thanks

|

| T:

-----Original Appointment-----

From: On Behalf Of The Leng Review

Sent: 23 January 2025 09:34

To: The Leng Review; ' @gmc-uk.org';

Gillian Leng; ,

Cc:

Shaun Gallagher;

Subject: The Leng Review: Roundtable 2

When: 05 February 2025 15:00-17:00 (UTC+00:00) Dublin, Edinburgh, Lisbon, London.

Where: Microsoft Teams Meeting / DHSC, 39 Victoria Street [Room 63]

Tea and coffee will be provided from 2:45pm. This meeting will be chaired by Professor Gillian Leng.

Further information on the roundtable will follow.

Kind regards,

The Leng Review team

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**The Leng Review: an independent review into physician associate and anaesthesia
associate professions**

Stakeholder Roundtable 2nd Session
3:00pm – 5:00pm, Wednesday 5th February 2025
Department of Health and Social Care, 39 Victoria St, SW1H 0EU
Tea, coffee and, l

Attendees

Shaun Gallagher, General Medical Council (GMC)
NHS England
DHSC
United Medical Associate Professionals (UMAPs)
College of Medical Associate Professionals (CMAPs)
British Medical Association (BMA)
Academy of Medical Royal Colleges (AoMRC)
Royal College of Physicians (RCP)
Royal College of GPs (RCGP)
Royal College of Anaesthetists (RCoA)
NHS Employers
Patient's Association
Patient Safety Commissioner
Association of Anaesthesia Associates (AAA)
Faculty of Physician Associates (FPA)
Healthwatch
Care Quality Commission (CQC)
National Voices
Physician Associate Schools Council

Leng Review Team

Gillian Leng

Agenda

5. Welcome and aims of the meeting
6. Progress and evidence-gathering
 - a. Survey on safety and effectiveness
 - b. Call for evidence
7. Wider communication and engagement
 - a. Current perspectives

- b. Proactive engagement
 - c. Informing recommendations
- 8. Close

Henna Janghir

From:
Sent: 03 February 2025 17:28
To: The Leng Review
Subject: RE: The Leng Review: Roundtable 2

Thanks very much Please remove Charlie Massey and me from your circulation list as Shaun Gallagher will be representing the GMC.

Kind regards,

Executive Assistant to Charlie Massey Chief Executive and Registrar
Office of the Chair and Chief Executive
General Medical Council
350 Euston Road
London NW1 3JN
Email:

Join us on Twitter (twitter.com/gmcuk), Facebook (on.fb.me/gmc_uk) and LinkedIn (linkd.in/gmcuk)

Please note:

From: The Leng Review <Leng.Review@dhsc.gov.uk>
Sent: 03 February 2025 17:23
To: Charlie Massey @gmc-uk.org>

Gillian Leng ; @dhsc.gov.uk>

Cc: @dhsc.gov.uk>
@dhsc.gov.uk>
@dhsc.gov.uk>
Shaun Gallagher
dhsc.gov.uk>
@dhsc.gov.uk>
@dhsc.gov.uk>

Subject: The Leng Review: Roundtable 2

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All,

Ahead of Wednesday's second stakeholder roundtable, please find attached a proposed agenda.

Thanks

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Henna Janghir

From: The Leng Review <Leng.Review@dhsc.gov.uk>
Sent: 07 February 2025 17:10
Subject: Weekly update: The Leng Review
Attachments: Leng Review weekly update 07022025.pdf

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Report Suspicious

Good afternoon,

As part of our commitment to proactive engagement as part of the independent review into physician and anaesthesia associate professions, the Leng Review Team will be providing a newsletter.

Please find the first of these attached, where we give an update on progress as well as a forward look and answers to some Frequently Asked Questions. We will circulate these on a regular basis to keep you up to speed on progress on the Review and how you can get involved.

Please forward to colleagues as is useful to you, and feel free to get in touch with us at Leng.Review@dhsc.gov.uk if you are not on our mailing list but would like to receive this newsletter directly.

Best wishes,
The Leng Review Team

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The Leng Review

7th February 2025

A regular update to stakeholders

Welcome

—

Evidence Gathering

An overview of our
planned approach to
gathering evidence

—

The week in focus

An overview of key
milestones

—

Frequently Asked Questions

Answers to key
questions regarding
the review

“When I was asked to lead this review, I considered it too important an issue not to accept. For the sake of patient care, and for effective, collaborative team working, we need to find a way forward—whatever that turns out to be.” – Gill Leng, BMJ

Background

As you may be aware, the Secretary of State for Health and Social Care has established an independent review of the physician associate and anaesthesia associate professions, to agree recommendations for the future. It will consider the safety of the roles and their contribution to multidisciplinary healthcare teams. The conclusions of the review will inform the workforce plan to deliver the 10 Year Health Plan as well as future government policy in this space. Professor Gillian Leng CBE has been appointed to lead the review.

There are no preconceived ideas about the outcome of the review, but it will be based on a fair, open process, with recommendations based on the best and broadest forms of available evidence and data, and research literature.

In a commitment to the open and transparent approach taken throughout the review we will share a series of regular updates to key stakeholders to keep abreast of activities, key milestones, and emerging thoughts. This is the first of those updates, which you are very welcome to share with colleagues.

Gathering evidence

The Leng Review is taking an open and transparent approach to gathering the best available evidence from a range of sources. This includes an independent literature review undertaken by the Policy Research Unit in King's College London, international comparisons and a comprehensive analysis of available quantitative data.

We will also shortly be launching two requests for further evidence:

- An open *Call for Evidence* that will include requests for locally based analyses and unpublished research.
- A survey directed to Physician Associates, Anaesthesia Associates and healthcare professionals working alongside them in multi-disciplinary roles.

Please do respond to these requests if you can. We commit to reading and considering all information shared with us.

Unfortunately, due to volume of work, it will not be possible to respond in detail to all submissions received.

These two requests for evidence are deliberately focused and targeted. Therefore, alongside this approach we will also be planning a series of engagement events where Professor Leng will have an opportunity to hear from key groups and individuals. More information on this will follow.

For further detail on any of the above please do contact Leng.Review@dhsc.gov.uk. Additional information on the review process is available [here](#).

The week in focus

Visit to the Queen Elizabeth Hospital Birmingham

- This week the Leng Review team visited the Queen Elizabeth Hospital Birmingham. QEHB was selected because of its long experience of employing and training both PAs and AAs. We are very grateful to the trust for organising such a

The Leng Review – a regular update to stakeholders

comprehensive opportunity to engage with their staff and students.

- Professor Gillian Leng shared information about the review, her role and intended next steps. She answered questions from a range of around 50 different healthcare professionals and students in attendance.
- The Review team visited selected wards, where they conducted random spot interviews with staff including PAs, AAs and those that work with them. They also conducted scheduled one to one and small group interviews with healthcare professionals and students who had expressed an interest in sharing their experiences.
- This is the first of several further visits to acute and primary care sites planned as part of the evidence-gathering process.

Stakeholder meeting

- This week, representatives of key stakeholders came together for a second meeting to discuss progress with the review and next steps. We are grateful for their time and input in shaping the evidence-gathering phase of the review.

Frequently asked questions

What will the review cover?

- The review's primary question will be: are the roles of physician and anaesthesia associate safe and effective as members of a multidisciplinary team, across all tasks, roles and settings? Please find further information [here](#)

Who is leading the review?

- The review will be independently led by Professor Gillian Leng CBE. Gillian is a British health administrator, academic and the former Chief Executive of the National Institute for Health and Care Excellence (NICE), where she was responsible for several programmes and guidelines including the guidelines on COVID-19. In 2024 she became president of the Royal Society of Medicine (RSM).

When will the review report?

The Leng Review – a regular update to stakeholders

- The review will report in late Spring 2025. Terms of Reference for the review have been published on GOV.UK: [Leng review: independent review of physician associate and anaesthesia associate professions terms of reference - GOV.UK](#)

Henna Janghir

From: The Leng Review <Leng.Review@dhsc.gov.uk>
Sent: 13 February 2025 14:00
To: The Leng Review; Charlie Massey;

'Gillian Leng';

Cc: Shaun Gallagher;

Subject: RE: The Leng Review: Roundtable 2
Attachments: Summary note of meeting 050225 GL_LD GL.pdf

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Apologies all – we've helpfully shared a draft version and provided you all with insights into our editing process.

Please use the clean version attached.

Thanks

| | T:

From: The Leng Review
Sent: 13 February 2025 13:47
To: The Leng Review <Leng.Review@dhsc.gov.uk>; @gmc-uk.org' @gmc-uk.org);
@gmc-uk.org' @gmc-uk.org);

@dhsc.gov.

Gillian Leng @dhsc.gov.uk>;

Cc: @dhsc.gov.uk>; @dhsc.gov.uk>; @dhsc.gov.uk>
@dhsc.gov.uk>; @dhsc.gov.uk>; @dhsc.gov.uk>
@dhsc.gov.uk>; @dhsc.gov.uk>
Shaun Gallagher

Subject: The Leng Review: Roundtable 2

Hello All,

Thanks again for your attendance and contribution to the Roundtable discussion on Wednesday 5th February.

Please find attached a summary note from the meeting.

We have chosen not to share the slide deck used in the meeting, to ensure the discussion is open and transparent and allows us to share emerging thoughts. But we are happy to pull together a 'for info deck' if helpful.

Kind Regards,

Department of Health and Social Care
39 Victoria St, London, SW1H 0EU
E:
[Follow us on Twitter @DHSCgovuk](#)

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The Leng Review: an independent review into physician associate and anaesthesia associate professions

Stakeholder Roundtable – meeting 2

5th February 2025 3:00-5:00pm

Department of Health and Social Care, 39 Victoria Street, SW1H 0EU

Attendees

- General Medical Council (GMC)
- NHS England
- United Medical Associate Professionals
- College of Medical Associate Professionals
- British Medical Association
- Academy of Medical Royal Colleges
- Royal College of Physicians
- Royal College of GPs
- Royal College of Anaesthetists (RCOA)
- NHS Employers
- Patient's Association
- Patient Safety Commissioner
- Association of Anaesthesia Associates (AAA)
- Faculty of Physician Associates (FPA)
- Healthwatch
- Care Quality Commission (CQC)
- Physician Associate Schools Council
- National Voices (unable to attend)

Agenda

- Welcome and aims of the meeting
- Progress and evidence-gathering
 - Survey on safety and effectiveness
 - Call for evidence
- Wider communication and engagement
 - Current perspectives
 - Proactive engagement
 - Informing recommendations
- Close

Summary of meeting.

Item 1: Welcome and aims of the meeting

- Professor Gillian Leng welcomed the group and informed them of key updates, including a recent visit to an acute trust.

Item 2: Progress and evidence-gathering

- Professor Gillian Leng set out the Review's proposed approach to evidence gathering, which the group then discussed. This included surveys on the roles of PAs and AAs, and an open call for evidence to enable the submission of any relevant data.
- Discussion on the survey focused on its distribution and ensuring a balance between targeted responses and inclusivity as well as the need to prioritise anonymity.
- There was agreement that senior sign-off, either via a medical director or equivalent, was appropriate to ensure high-quality evidence submissions.
- The group also discussed the gaps in the existing evidence, including challenges in determining cost effectiveness. The group raised several considerations including the impact of PAs on wider medical training, efficiency, and workforce planning. There was recognition that gaining a true comparative benchmark would be challenging.
- Participants raised the importance of collecting patient perspectives, emphasising the need for systematic data collection, and considering third-party validation for credibility. There were offers of support to gather bespoke feedback from patients.

Item 3: Wider communication and engagement

- The group discussed the importance of ensuring PAs and AAs were treated separately throughout the process, including within the evidence gathering phase.
- The group agreed on the importance of engagement throughout this process. This should include regional engagement, stakeholder involvement and structured listening sessions to ensure a comprehensive and balanced review.
- There was a discussion about holding a series of webinars to enable wider engagement across the profession, and this idea was well-received.
- The meeting highlighted significant levels of uncertainty within the associate professional group as the review progresses. The group acknowledged that redundancies and adverse mental health impact are being seen amongst PAs, and that immediate support was required.

Item 4: Close

- **The chair thanked the meeting for their constructive comments.**

Henna Janghir

From: Shaun Gallagher
Sent: 14 February 2025 13:02
To: The Leng Review
Cc: Charlie Massey; Una Lane; Colin Melville; Thomas Jones; Richard Marchant
Subject: RE: The Leng Review: Roundtable 2
Attachments: Letter to Gillian Leng February 2025.docx

Follow Up Flag: Follow up
Flag Status: Completed

I'm attaching a letter to go to Gill to follow up what I briefly mentioned to after the roundtable, to ensure that you have the details about how the regulatory framework operates and what it does, and does not, cover on key questions you are considering.

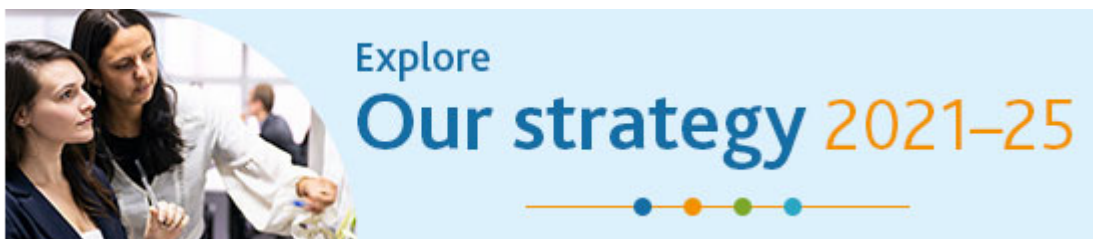
The letter also suggests a meeting between Charlie Massey and Gill, which we would very much like to have, in advance of finalising how you plan to explore the issue of scope of practice, including the next roundtable. You may be aware that there is a live judicial review (which likely won't have been settled by the time of the review's report) which turns specifically on the GMC's duties to define a scope of practice for PAs and AAs, and it would be helpful to have an opportunity to feed into how the review defines its questions and potential recommendations in this area.

Many thanks,

Shaun

Shaun Gallagher
Director of Strategy and Policy
General Medical Council
350 Euston Road
London NW1 3JN
Executive Assistant:

General
Medical
Council



From: The Leng Review <Leng.Review@dhsc.gov.uk>
Sent: 13 February 2025 12:53
To: Shaun Gallagher

Cc: @dhsc.gov.uk>; The Leng Review <Leng.Review@dhsc.gov.uk>
Subject: RE: The Leng Review: Roundtable 2

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Report Suspicious

Hello Shaun,

Thank you again for attending the Roundtable.

Unfortunately, we will not be sharing the slides but will circulate a summary note shortly.

We would be really interested in seeing whatever you can share that would be beneficial for the review.

Kind Regards,

Department of Health and Social Care
39 Victoria St, London, SW1H 0EU

E:

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From: Shaun Gallagher
Sent: 05 February 2025 18:52
To: The Leng Review <Leng.Review@dhsc.gov.uk>
Subject: Re: The Leng Review: Roundtable 2

Thanks very much for this. Would there be any chance you could share the slides you used? No problem if not.

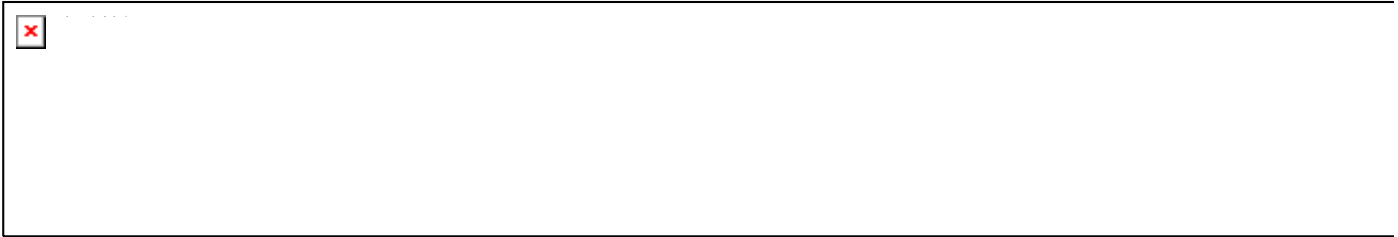
As I mentioned, I think we will want to send a few things to you to make sure we've set out the framework as it already stands, on things like education standards and scope, so as to help define the questions of what further the review wants to explore - especially if a discussion on scope is to be the main focus of the next meeting.

I'll see if we can send something fairly soon, and not wait for the formal call for evidence (which we may respond to too). Do you know when you expect that to go out?

Thanks

Shaun

Shaun Gallagher
Director of Strategy and Policy
General Medical Council
350 Euston Road
London NW1 3JN
Executive Assistant:



From: The Leng Review
Sent: Wednesday, February 5, 2025 5:55:38 PM
To: The Leng Review <Leng.Review@dhsc.gov.uk>; Charlie Massey
@gmc-uk.org;

Gillian Leng

@dhsc.gov.uk;

Cc: @dhsc.gov.uk;
@dhsc.gov.uk;
@dhsc.gov.uk;
Shaun Gallagher
dhsc.gov.uk;
dhsc.gov.uk;

Subject: RE: The Leng Review: Roundtable 2

All,

Thanks again for your attendance and contribution today – it is very much appreciated.

I am sharing the link Gill referenced in today’s meeting for info: [Leng review: further detail on the areas to be covered by the review of physician associate and anaesthesia associate professions - GOV.UK](#)

Please don’t hesitate to contact me if you have any further questions.

Thanks

| T:

-----Original Appointment-----

From: On Behalf Of The Leng Review

Sent: 23 January 2025 09:34

To: The Leng Review; ' @gmc-uk.org'; 'i @gmc-uk.org';

Gillian Leng;

Cc:

Shaun Gallagher;

Subject: The Leng Review: Roundtable 2

When: 05 February 2025 15:00-17:00 (UTC+00:00) Dublin, Edinburgh, Lisbon, London.

Where: Department of Health and Social Care, 39 Victoria Street, Conference Room 1 / 2 / 3

Tea and coffee will be provided from 2:45pm. This meeting will be chaired by Professor Gillian Leng.

Further information on the roundtable will follow.

Kind regards,

The Leng Review team

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General Medical Council

We work with doctors, physician associates (PAs), anaesthesia associates (AAs), those they care for and other stakeholders to support good, safe patient care across the UK. We set the standards doctors, PAs, AAs and their educators need to meet, and help them achieve them. If there are concerns these standards may not be met or that public confidence in doctors, PAs or AAs may be at risk, we can investigate, and take action if needed.

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If you are not the addressee or have received this email in error, please do not read, print, re-transmit, store or act in reliance on it or any attachments. Please email the sender and then immediately

14 February 2025

Professor Gillian Leng CBE
The Independent Review of Physician and Anaesthesia Associates
Department of Health and Social Care
39 Victoria St, London, SW1H 0EU
Sent by email only to: leng.review@dhsc.gov.uk

Regent's Place
350 Euston Road
London NW1 3JN

Email: gmc@gmc-uk.org
Telephone: 0161 923 6602
gmc-uk.org

Dear Gill,

Review of PAs and AAs

Following last week's very helpful roundtable, I mentioned to you that we would send something to you to touch on the areas you're expecting to focus on, and to make sure that we've shared with you the way in which we see the regulatory framework covering these.

In particular:

- On education & training, clarifying the duties now in legislation (including the GMC's duty to produce educational standards and approve curricula), and the standards documents we have produced.
- On revalidation, confirming what the legal framework for PAs and AAs requires, and how we expect to flesh that out before the end of the 2-year transition period
- And on the important issue of scope, setting out what the regulatory position is at point of registration, and what the ongoing professional responsibilities are post-registration, with a view to clarifying what the review's work in this area might best focus on. I am particularly anxious that in this area (where, among other things, there is a live judicial review as to the GMC's duties) there is clarity on how professional and organisational duties and accountabilities normally operate, and what options might best support safe and effective practice.

Given the importance of this last area, and the intention to focus the next roundtable on it, we would very much like to meet with you again in advance of the plans for that being finalised. I know you met Charlie Massey near the start of your review, but a further meeting with Charlie now could help in developing and framing the questions to explore on scope and how safe and effective practice is governed.

I hope this is helpful. We would be happy to provide further information on any of these topics, and we will follow up to arrange a further meeting which I hope will be possible.

Yours sincerely,
Shaun Gallagher
Director of Strategy and Policy
Email:

Annex A

PA and AA education

One of our main duties as a regulator is to ensure that education prepares PAs and AAs to deliver good, safe patient care across the UK. The powers conferred to us by the Anaesthesia Associates and Physician Associated Order (2024) provide the foundation for our approach in regulating the education that PAs and AAs receive. The Order requires us to set standards for the education and training of associates that will give them the clinical knowledge and skills they need to demonstrate before they can register with us. It also gives us powers to approve curricula, courses and assessments that meet our standards and ensure they continue to do so through regular monitoring and quality assurance.

Curricula standards

Each UK-wide curriculum (one for PAs, and one for AAs) provides detailed requirements on what should be taught to PAs and AAs. Our expectations for each curriculum are set out in our [Standards for PA and AA curricula](#), which must be met for each curriculum to be approved. Each curriculum incorporates our [PA and AA generic and shared learning outcomes](#) as well as profession-specific outcomes.

The PA curriculum is maintained by the PA Schools Council (PASC) and the AA curriculum is maintained by the Royal College of Anaesthetists (RCoA). Draft curricula were published in September 2022 and UK PA/AA courses have been teaching to these curricula from September 2023.

Now that regulation has commenced, we have the power to approve PA and AA curricula. We are expecting curricula submissions from the PASC and the RCoA by March 2025. As curriculum holders, PASC and RCoA must submit an application that evidences how our standards and requirements have been addressed in the design and development of the curricula. All PA and AA courses will implement the relevant curricula so that learners are able to achieve the outcomes required to graduate.

Course approval, monitoring and quality assurance

Providers who wish to continue delivering PA or AA pre-qualification education, or who wish to establish a new course, must apply for approval of their course. Each provider must ensure that the courses they develop meet our *Standards for the delivery of PA and AA pre-qualification education*.

Once courses are approved, they enter our rolling cycle of quality assurance to ensure that they maintain our standards.

As part of this, we take both proactive and reactive quality assurance action, which allow us to check that courses are meeting our standards. These replicate the activities we currently undertake to quality assure programmes of education and training for medical schools and postgraduate training programmes for doctors.

Registration assessments

To be eligible for registration, all newly qualified PAs and AAs are required to complete the Physician Associates National Exam (PANE) or, as it will be known from September 2025, the PA Registration Assessment (PARA). All newly qualified AAs who began their course after September 2023 must pass the equivalent assessment for AAs, the new Anaesthesia Associate Registration Assessment (AARA). Both of these assessments are two-part tests of clinical knowledge and skills.

The assessments help us ensure that eligible PAs and AAs have the right clinical knowledge and skills to demonstrate their readiness to practise in the UK, and set a common threshold for safe practice that is appropriate at their point of entry to the register.

We've set out our requirements for the design and content of the assessments in published content [maps](#). The content maps reflect the agreed curricula for PAs and AAs and the outcomes we expect them to achieve on qualification. A PA or AA's scope of practice at the beginning of their careers will therefore be based on the clinical knowledge and skills they have learned during their training and that they have demonstrated objectively by passing our two-part assessment.

Professional development beyond registration

As with all healthcare professionals, we expect that PAs and AAs, once registered, will wish to further develop their skills and competence over time. For example, they may move into a different or more specialised area of practice. As they do so, they will need to ensure that they continue to work within their competence, that their professional knowledge and skills remain up to date, and that they remain fit to practise. This is a requirement of the professional standards set out in [Good Medical Practice](#) which states that doctors, PAs and AAs must:

- keep their professional knowledge and skills up to date and to take steps to monitor, maintain, develop, and improve their performance and the quality of their work
- regularly take part in training and/or continuing professional development
- regularly reflect on the standards of care they provide.

Revalidation

The AAPA Order require us to periodically assess PAs and AAs throughout their career, and we will do so through the process of revalidation.

Revalidation was introduced for doctors in 2012 to provide assurance that doctors remain up to date and fit to practise across their whole scope of practice. We are developing a similar model for PAs and AAs. Although revalidation will not be introduced until the end of the two year transition window (the period within which PAs and AAs must register with us to continuing practising as a PA or AA), PAs and AAs are already expected to have an annual appraisal with their employer and collect supporting information from the time they join the register, in line with our updated [Guidance on supporting information for revalidation](#).

Revalidation for doctors is based on what doctors currently do in practice and not what they might have been competent to do at the point that they registered with us. We intend to take a similar approach to PAs and AAs. This means that PAs and AAs will need to demonstrate, by way of evidence that they bring to appraisal on an annual basis, that they remain competent to undertake their role, that they have the necessary training and skills to undertake that role and that they are up to date and fit to practise in that role.

Medical royal colleges and specialist societies have an important role in the revalidation of doctors at present. They provide advice and guidance on how doctors in their specialties can meet our requirements. In particular, they advise doctors and, in turn, their appraisers, clinical directors, medical directors, GP partners and supervisors of the evidence that their doctors should be able to bring to appraisal to demonstrates that they remain up to date and fit to practise. It may be that they will want to undertake a similar role in terms of the appraisal and revalidation of PAs and AAs.

Separately, our professional standards, as set out in *Good Medical Practice*, are clear that PAs and AAs, in exactly the same way as doctors, must always work within their competence:

- ‘You must be competent in all aspects of your work including, where applicable, formal leadership or management roles, research and teaching.’
- ‘You must recognise and work within the limits of your competence.’

Post registration – the role of employers

Employers have a clinical governance responsibility to ensure that all their employees are appropriately trained and competent to do the activities they are tasked with. It’s an employer’s responsibility, with the involvement of clinical leaders and supervisors, to determine which activities or specific tasks an individual can carry out and what level of supervision is required.

We would expect employers to be aware of – and have regard to – relevant guidance produced by the royal colleges and other professional bodies when they are making decisions about deployment.

To support employers, we've issued our updated guidance [“Effective clinical governance to support revalidation”](#). This emphasises that PAs and AAs must be supervised. It also recommends that organisations identify an individual at Board level who is responsible for PAs and AAs, and that local processes are established to govern how these professionals are deployed and supervised.

Post registration – the role of medical royal colleges and other professional bodies

Medical royal colleges and other specialist professional bodies have the level of clinical expertise required to provide more detailed guidance on PA and AA scope of practice within their specialty areas. A number of medical royal colleges have undertaken work in developing such guidance - the [Royal College of General Practitioners](#), the [Royal College of Physicians](#), and the [Royal College of Anaesthetists](#).

Henna Janghir

From: The Leng Review <Leng.Review@dhsc.gov.uk>
Sent: 14 February 2025 16:34
Subject: Regular update: The Leng review
Attachments: Leng review regular update 140225.pdf

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Report Suspicious

Good afternoon,

As you may be aware, as part of our commitment to proactive engagement through the independent review into physician associate and anaesthesia associate professions, the Leng review team is providing a regular newsletter.

Welcome to the second newsletter of this series, which is attached. Here the team gives an update on recent visits as well as answers to some frequently asked questions.

Please forward to colleagues as is useful to you, and feel free to get in touch with us at Leng.Review@dhsc.gov.uk if you are not currently on our mailing list but would like to receive this newsletter directly.

Best wishes,

The Leng review team

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The Leng Review

14th February 2025

A regular update to stakeholders

Welcome

“There are no preconceived ideas about the outcome of the review, but it will be based on a fair, open process, with recommendations based on the best and broadest forms of available evidence and data, and research literature.” – Gill Leng

The week in focus

Visit to Primary
Care Settings

Welcome

In a commitment to the open and transparent approach taken throughout the review we are sharing this series of regular updates to keep key stakeholders abreast of activities, key milestones, and emerging thoughts.

Planned activities

This is the second edition of our regular update to stakeholders, which seeks to provide updates on the Leng Review as it proceeds. Please do feel free to share with colleagues as you see fit.

Frequently Asked Questions

The week in focus

Visit to Primary Care Settings.

- This week the Leng Review team made its first visit to primary care settings currently employing PAs.
- Professor Leng and her team met with a number of practice employees, including management staff, General Practitioners, GP Partners and physician associates.
- The team discussed the models of care deployed locally, as well as local scopes of practice, models of supervision, and patient perception.
- Practice employees also offered their views on PA regulation, employment and training, career progression and patient perceptions of the role.

Planned activities

The conclusions of the Leng review will be published in spring 2025 and, as discussed last week, will help to inform the refreshed workforce plan that the government has committed to publish in summer 2025 as well as wider government policy.

We have a number of planned activities over the next couple of weeks, to gather data and refine recommendations, including:

- Go live date for a call for evidence, primarily targeted at organisations but also to individuals holding unpublished research
- Commencement of our data analysis phase
- Meetings with selected international experts
- Continued site visits to ensure a broad spread of perspectives
- Webinars for healthcare professionals, including resident doctors and physician and anaesthesia associates.
- Focus groups for patients

Frequently asked questions

What will the review cover?

- The review's primary question will be: are the roles of physician and anaesthesia associates safe and effective as members of a multidisciplinary team, across all tasks, roles and settings? Please find further information [here](#)

Who is leading the review?

- The review will be independently led by Professor Gillian Leng CBE. Gillian is a British health administrator, academic and the former Chief Executive of the National Institute for Health and Care Excellence (NICE), where she was responsible for several programmes and guidelines including the guidelines on COVID-19. In 2024 she became president of the Royal Society of Medicine (RSM).

The Leng Review – a regular update to stakeholders

When will the review report?

- The review will report in late spring 2025. Terms of Reference for the review have been published on GOV.UK: [Leng review: independent review of physician associate and anaesthesia associate professions terms of reference - GOV.UK](#)

How and when can I submit evidence?

We will shortly be launching two requests for evidence and would appreciate your input:

- An open *Call for Evidence* that will include requests for locally based analyses and unpublished research.
- A *Survey* directed to physician associates, anaesthesia associates and healthcare professionals working alongside them in multi-disciplinary roles.

The closing date for submissions will be clearly signposted once these launch.

When is the deadline for submissions?

We will advertise the closing date for submissions once our evidence gathering phase is launched.

Who can submit evidence?

Anyone can submit evidence to the Leng Review mailbox, which the review team commits to reading and considering. More detail on eligibility for the *Call for Evidence* and *Survey* will also be provided when these are published. These have a focus on decisive and quantitative data, aligning with the review's commitment to be led by the best available data.

Henna Janghir

From: The Leng Review <Leng.Review@dhsc.gov.uk>
Sent: 21 February 2025 13:31
To:
Subject: RE: Shaun Gallagher attending roundtables

Follow Up Flag: Follow up
Flag Status: Flagged

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Report Suspicious

Hello

Thank you for informing me.

I have now added Shaun to the next two scheduled roundtables.

Kind Regards,

Department of Health and Social Care
39 Victoria St, London, SW1H 0EU

E:
[Follow us on Twitter @DHSCgovuk](#)

From: @gmc-uk.org>
Sent: 21 February 2025 12:06
To: The Leng Review <Leng.Review@dhsc.gov.uk>
Subject: Shaun Gallagher attending roundtables

You don't often get email from [redacted]. [Learn why this is important](#)

Hello

Shaun is attending the Leng Review roundtable discussions as the GMC representative. Could you please add him to the distribution list and send the invites for the next roundtables, so we can get them into the diary.

Thank you.

Executive Assistant to Shaun Gallagher - Director of Strategy & Policy
General Medical Council
350 Euston Road
London NW1 3JN

Email:
Mobile:

General Medical Council

We work with doctors, physician associates (PAs), anaesthesia associates (AAs), those they care for and other stakeholders to support good, safe patient care across the UK. We set the standards doctors, PAs, AAs and their educators need to meet, and help them achieve them. If there are concerns these standards may not be met or that public confidence in doctors, PAs or AAs may be at risk, we can investigate, and take action if needed.

This email may contain privileged or confidential information which should only be used for the purpose for which it has been sent.

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The General Medical Council is a charity registered in England and Wales (1089278) and in Scotland (SC037750)

You are welcome to contact us in Welsh. We will respond in Welsh, without this causing additional delay.

Y Cyngor Meddygol Cyffredinol

Rydym yn gweithio gyda meddygon, cymdeithion meddygol (PA), cymdeithion anaesthesia (AA), y rhai y maent yn gofalu amdanynt a rhanddeiliaid eraill i gefnogi gofal da a diogel i gleifion ledled y DU.

Rydym yn gosod y safonau y mae angen i feddygon, cymdeithion meddygol, cymdeithion anaesthesia a'u haddysgwyr eu bodloni, ac yn eu helpu i'w cyrraedd. Os oes pryderon na fydd y safonau hyn yn cael eu bodloni o bosibl, neu y gallai hyder y cyhoedd mewn meddygon, cymdeithion meddygol neu gymdeithion anaesthesia fod mewn perygl, gallwn ymchwilio, a chymryd camau os oes angen.

Efallai fod y neges e-bost hon yn cynnwys gwybodaeth freiniol neu gyfrinachol, y dylid ei defnyddio at y diben cafodd ei hanfon ar ei gyfer yn unig.

Os nad chi sydd i fod i'w dderbyn, neu os ydych chi wedi cael yr e-bost hwn mewn camgymeriad, peidiwch â'i ddarllen, ei argraffu, ei ail-drosglwyddo, ei storio na gweithredu gan ddibynnu ar y neges nac unrhyw atodiadau. Anfonwch yr e-bost at yr anfonwr ac yna ei ddileu ar unwaith.

Mae'r Cyngor Meddygol Cyffredinol yn elusen gofrestrdig yng Nghymru a Lloegr (1089278) ac yn yr Alban (SC037750)

Mae croeso i chi gysylltu â ni yn Gymraeg. Byddwn ni'n ymateb yn Gymraeg, heb i hyn achosi oedi ychwanegol.

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Henna Janghir

From: The Leng Review <Leng.Review@dhsc.gov.uk>
Sent: 21 February 2025 15:49
To:

Charlie Massey;

Cc: The Leng Review
Subject: The Leng Review - Regular Update 21st February 2025
Attachments: The Leng Review - Regular Update 21.02.25 .pdf

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Do not click links or open attachments unless you recognise the sender and know the content is safe.

[Report Suspicious](#)

Hello All,

I hope this finds you well.

Please find attached the regular update for The Leng Review from the 21st February 2025.

Kind Regards,

Department of Health and Social Care
39 Victoria St, London, SW1H 0EU

E:

Follow us on Twitter [@DHSCgovuk](#)

This e-mail and any attachments is intended only for the attention of the addressee(s). Its unauthorised use, disclosure, storage or copying is not permitted. If you are not the intended recipient, please destroy all copies and inform the sender by return e-mail. Any views expressed in this message are not necessarily those of the Department of Health and Social Care. Please note: Incoming and outgoing email messages are routinely monitored for compliance with our policy on the use of electronic communications.

The Leng Review

21st February 2025

A regular update to stakeholders

Welcome

“There are no preconceived ideas about the outcome of the review, but it will be based on a fair, open process, with recommendations based on the best and broadest forms of available evidence and data, and research literature.” – Gill Leng

Call for Evidence is now live

Welcome

In a commitment to the open and transparent approach taken throughout the review we are sharing this series of regular updates to keep key stakeholders abreast of activities, key milestones, and emerging thoughts.

The week in focus

Visit to Primary
Care Settings

Launch of review
into postgraduate
medical training

This is the third edition of our regular update to stakeholders, which seeks to provide updates on the Leng Review as it proceeds. Please do feel free to share with colleagues as you see fit.

Call for Evidence is now live

Planned activities

- The Leng review’s Call for Evidence launched today, and is available [here](#) It will be open for four weeks, closing on March 21st.

Frequently Asked Questions

- The Review welcomes contributions from organisations and individuals submitting unpublished research, so **please do circulate** to relevant parties in your networks.
- We ask that you **read the call for evidence criteria** available at the link above before uploading any analysis. This explains the requirements relating to data as well as appropriate signoffs when submitting on behalf of an organisation.
- This approach aligns with our commitment to base the review on the *“best and broadest forms of available evidence and data.”*

The week in focus

Visit to Primary Care Settings.

- This week the Leng review team made its third visit to a primary care setting employing PAs.
- Professor Leng and her team met with practice GP partners, PAs and practice management.
- The team discussed the models of care deployed locally, the rationale for employing PAs, as well as local scopes of practice, models of supervision, and patient perception.

Launch of review into postgraduate medical training.

- The Leng review welcomes the newly announced review into postgraduate training for newly qualified medics.
- The review is being led by National Medical Director Professor Sir Stephen Powis and Chief Medical Officer Professor Sir Chris Whitty. It aims to address concerns raised by resident doctors and aims to publish in summer 2025.
- Any information gathered during the Leng review that might be relevant to medical training will be shared as appropriate, ensuring anonymity is protected throughout.

Planned activities

The conclusions of the Leng review will be published in spring 2025 and will help to inform the refreshed workforce plan that the government has committed to publish in summer 2025 as well as wider government policy.

We have a number of planned activities over the next couple of weeks, to gather data and refine recommendations, including:

- A survey targeted at PAs, AAs and those who work with them
- Meetings with selected international experts
- Continued site visits to ensure a broad spread of perspectives

The Leng Review – a regular update to stakeholders

- Sign-up launch for a number of engagement exercises, including webinars for healthcare professionals, including resident doctors and physician and anaesthesia associates.
- Focus groups for patients

Frequently asked questions

What will the review cover?

The review's primary question will be: are the roles of physician and anaesthesia associate safe and effective as members of a multidisciplinary team, across all tasks, roles and settings? Please find further information [here](#).

Who is leading the review?

The review will be independently led by Professor Gillian Leng CBE. Gillian is a British health administrator, academic and the former Chief Executive of the National Institute for Health and Care Excellence (NICE), where she was responsible for several programmes and guidelines including the guidelines on COVID-19. In 2024 she became president of the Royal Society of Medicine (RSM).

When will the review report?

The review will report in late Spring 2025. Terms of Reference for the review have been published on GOV.UK: [Leng review: independent review of physician associate and anaesthesia associate professions terms of reference - GOV.UK](#)

How and when can I submit analysis to the Call for Evidences?

- Today we launched a [Call for Evidence](#) that provides an opportunity to share locally based analyses from organisations as well as unpublished research.
- The *Call for Evidence* will be open for four weeks and will close on **March 21st**.

How and when can I participate in the Survey?

The Leng Review – a regular update to stakeholders

- We will shortly be releasing a *Survey* for PAs, AAs and healthcare professionals working alongside them in multi-disciplinary roles.
- The closing date for submissions will be clearly signposted once this launches.

How and when can I submit other kinds of data to the review?

- These two forms of data collection have a focus on decisive and quantitative data, aligning with the review's commitment to be led by the best available data.
- Anyone can also submit other evidence to the Leng Review mailbox, which the review team commits to reading and considering in full.
- A closing date for mailbox submissions will be announced in due course. At least two weeks' notice will be provided.

Henna Janghir

From:
Sent: 26 February 2025 11:18
To: The Leng Review
Cc:
Subject: RE: Meeting with Gillian Leng

Hi

Thanks for coming back to me. Yes please to the invite, could you also include Shaun and Colin Melville

Best wishes

Executive Assistant to Shaun Gallagher - Director of Strategy & Policy
Mobile:

From: The Leng Review <Leng.Review@dhsc.gov.uk>
Sent: 26 February 2025 10:49
To: @gmc-uk.org>
Cc: @gmc-uk.org>; @dhsc.gov.uk>
Subject: RE: Meeting with Gillian Leng

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Hello ,

Thank you again for providing Charlie's availability.

I have spoken with Gillian, and she is available to meet with Charlie on **Friday 7th March 4pm.**

Please confirm this timing is still suitable for Charlie and I will send out a meeting invitation.

Thanks again!

Kind Regards,

Department of Health and Social Care
39 Victoria St, London, SW1H 0EU

E:

[Follow us on Twitter @DHSCgovuk](#)

From: [@gmc-uk.org](mailto:Gillian.Leng@gmc-uk.org)>
Sent: 25 February 2025 12:25
To: The Leng Review <Leng.Review@dhsc.gov.uk>; [@gmc-uk.org](mailto:Gillian.Leng@gmc-uk.org)>
Cc: [@gmc-uk.org](mailto:Gillian.Leng@gmc-uk.org)>
Subject: Meeting with Gillian Leng

Some people who received this message don't often get email from [Gillian.Leng@gmc-uk.org](#) [Learn why this is important](#)

Hello

Following my email to [Gillian.Leng@gmc-uk.org](#) on Friday, Charlie is keen to meet with Gillian before he goes on Annual Leave

Available times we can offer:

3 March anytime between 13:00 and 15:00
7 March 16:00
12 March 13:15

Please let me know if you could make any of the above work for Gillian.

Many thanks

Executive Assistant to Shaun Gallagher - Director of Strategy & Policy
General Medical Council
350 Euston Road
London NW1 3JN

Email:
Mobile:

General Medical Council

We work with doctors, physician associates (PAs), anaesthesia associates (AAs), those they care for and other stakeholders to support good, safe patient care across the UK. We set the standards doctors, PAs, AAs and their educators need to meet, and help them achieve them. If there are

concerns these standards may not be met or that public confidence in doctors, PAs or AAs may be at risk, we can investigate, and take action if needed.

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Y Cyngor Meddygol Cyffredinol

Rydym yn gweithio gyda meddygon, cymdeithion meddygol (PA), cymdeithion anesthesia (AA), y rhai y maent yn gofalu amdanynt a rhanddeiliaid eraill i gefnogi gofal da a diogel i gleifion ledled y DU. Rydym yn gosod y safonau y mae angen i feddygon, cymdeithion meddygol, cymdeithion anesthesia a'u haddysgwyr eu bodloni, ac yn eu helpu i'w cyrraedd. Os oes pryderon na fydd y safonau hyn yn cael eu bodloni o bosibl, neu y gallai hyder y cyhoedd mewn meddygon, cymdeithion meddygol neu gymdeithion anesthesia fod mewn perygl, gallwn ymchwilio, a chymryd camau os oes angen.

Efallai fod y neges e-bost hon yn cynnwys gwybodaeth freiniol neu gyfrinachol, y dylid ei defnyddio at y diben cafodd ei hanfon ar ei gyfer yn unig.

Os nad chi sydd i fod i'w dderbyn, neu os ydych chi wedi cael yr e-bost hwn mewn camgymeriad, peidiwch â'i ddarllen, ei argraffu, ei ail-drosglwyddo, ei storio na gweithredu gan ddibynnu ar y neges nac unrhyw atodiadau. Anfonwch yr e-bost at yr anfonwr ac yna ei ddileu ar unwaith.

Mae'r Cyngor Meddygol Cyffredinol yn elusen gofrestredig yng Nghymru a Lloegr (1089278) ac yn yr Alban (SC037750)

Mae croeso i chi gysylltu â ni yn Gymraeg. Byddwn ni'n ymateb yn Gymraeg, heb i hyn achosi oedi ychwanegol.

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Henna Janghir

From:
Sent: 26 February 2025 12:00
To: The Leng Review
Subject: FW: Leng Roundtable 19 March

Hi just noticed I can't forward the invite. Could you please send to

Thanks

Executive Assistant to Shaun Gallagher - Director of Strategy & Policy
Mobile:

From:
Sent: 26 February 2025 11:58
To: The Leng Review <leng.review@dhsc.gov.uk>
Subject: Leng Roundtable 19 March

Hi

Colin Melville will be attending the roundtable on 19 March instead of Shaun. I will forward the invite to him and could you please make a note to include him in any distribution of papers for that meeting. It is most likely Shaun will join the roundtable on 30 April, but I will update you if there is any change to that closer to the date.

Thanks for your help.

Executive Assistant to Shaun Gallagher - Director of Strategy & Policy
General Medical Council
350 Euston Road
London NW1 3JN

Email:
Mobile:

Henna Janghir

From: The Leng Review <Leng.Review@dhsc.gov.uk>
Sent: 28 February 2025 14:15
Subject: The Leng Review: Regular Update 28th February
Attachments: The Leng Review - Regular Update 28.02.25.pdf

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Hello All,

I hope this finds you well.

Please find attached the regular update for The Leng Review from the 28th February 2025.

Kind Regards,

Department of Health and Social Care
39 Victoria St, London, SW1H 0EU

E:

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The Leng Review

28th February 2025

A regular update to stakeholders

Welcome

” There are no preconceived ideas about the outcome of the review, but it will be based on a fair, open process, with recommendations based on the best and broadest forms of available evidence and data, and research literature.” – Gill Leng

The week in focus

Visit to the Leeds
Teaching Hospitals
NHS Trust

Call for Evidence
remains open for
submissions

Welcome

In a commitment to the open and transparent approach taken throughout the review we are sharing this series of regular updates to keep key stakeholders abreast of activities, key milestones, and emerging thoughts.

This is the fourth edition of our regular update to stakeholders, which seeks to provide updates on the Leng Review as it proceeds. Please do feel free to share with colleagues as you see fit.

Planned activities

The week in focus

Frequently Asked Questions

Visit to the Leeds Teaching Hospitals NHS Trust

- The Leng review team visited the Leeds Teaching Hospitals NHS Trust on Monday 24th February, speaking to staff at both St James University Hospital and Leeds General Infirmary.
- The visit was an opportunity for Professor Gillian Leng CBE to hear from teams across the trust’s sites with physician associates (PAs) and anaesthesia associates (AAs). We heard from groups including resident doctors, consultants, and PAs and AAs themselves.
- The sessions provided valuable insight on how PAs and AAs work within multidisciplinary teams. They also provided an opportunity to hear the views of those in these teams on the potential future direction for these roles.

The Leng Review – a regular update to stakeholders

- The Leng review team extends its thanks to Leeds Teaching Hospitals NHS Trust for arranging the session and to all those who shared their views frankly and openly with Prof. Leng.

Call for Evidence remains open for submissions

- The Leng review's Call for Evidence launched last Friday, available [here](#). It will be open for four weeks total, closing at **23:59 on March 21st**.
- The Review welcomes contributions from both organisations and individuals submitting unpublished research, so **please do circulate** to relevant parties in your networks.
- We ask that you **read the Call for Evidence criteria** available at the link above before uploading any analysis. This explains the requirements relating to data as well as appropriate approvals when submitting on behalf of an organisation.
- This approach aligns with our commitment to base the review on the *“best and broadest forms of available evidence and data.”*

Planned activities

The conclusions of the Leng review will be published in spring 2025 and will help to inform the refreshed workforce plan that the government has committed to publish in summer 2025 as well as wider government policy.

We have a number of planned activities over the next couple of weeks, to gather data and refine recommendations, including:

- Go-live date for a survey targeted at PAs, AAs and those who work with them
- Meetings with selected international experts
- Continued site visits to ensure a broad spread of perspectives
- Sign-up launch for a number of engagement exercises, including webinars for healthcare professionals, including resident doctors and physician and anaesthesia associates.
- Focus groups for patients

Frequently asked questions

What will the review cover?

The review's primary question will be: are the roles of physician and anaesthesia associate safe and effective as members of a multidisciplinary team, across all tasks, roles and settings? Please find further information [here](#).

Who is leading the review?

The review will be independently led by Professor Gillian Leng CBE. Gillian is a British health administrator, academic and the former Chief Executive of the National Institute for Health and Care Excellence (NICE), where she was responsible for several programmes and guidelines including the guidelines on COVID-19. In 2024 she became president of the Royal Society of Medicine (RSM).

When will the review report?

The review will report in late Spring 2025. Terms of Reference for the review have been published on GOV.UK: [Leng review: independent review of physician associate and anaesthesia associate professions terms of reference - GOV.UK](#)

How and when can I submit analysis to the Call for Evidences?

- Last week we launched a [Call for Evidence](#) that provides an opportunity to share locally based analyses from organisations as well as unpublished research.
- The *Call for Evidence* will be open for four weeks total and will close **at 23:59 on March 21st**.

How and when can I participate in the Survey?

- We will shortly be releasing a *Survey* for PAs, AAs and healthcare professionals working alongside them in multi-disciplinary roles.
- The closing date for submissions will be clearly signposted once this launches.

The Leng Review – a regular update to stakeholders

How and when can I submit other kinds of data to the review?

- These two forms of data collection have a focus on decisive and quantitative data, aligning with the review's commitment to be led by the best available data.
- Anyone can also submit other evidence to the Leng Review mailbox until **23:59 on March 21st**. The review team commits to reading and considering this in full.

Henna Janghir

From: The Leng Review <Leng.Review@dhsc.gov.uk>
Sent: 07 March 2025 16:52
To: The Leng Review
Subject: The Leng Review: Regular Update 7th March
Attachments: The Leng Review - Regular Update 7.03.25.pdf

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Hello All,

I hope this finds you well.

Please find attached the regular update for The Leng Review from the 7th March 2025.

Many thanks

The Leng Review team

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The Leng review

7th March 2025

A regular update to stakeholders

Welcome

“There are no preconceived ideas about the outcome of the review, but it will be based on a fair, open process, with recommendations based on the best and broadest forms of available evidence and data, and research literature.” – Gill Leng

The week in focus

Survey launched today

Webinar invitations

Call for Evidence remains open for submissions

Welcome

In a commitment to the open and transparent approach taken throughout the review we are sharing this series of regular updates to keep key stakeholders abreast of activities, key milestones, and emerging thoughts.

This is the fifth edition of our regular update to stakeholders, which seeks to provide updates on the Leng Review as it proceeds. Please do feel free to share with colleagues as you see fit.

Planned activities

The week in focus

Frequently Asked Questions

Survey launched today

- Today we launched our [survey](#) to help us understand the role of physician associates (PAs) and anaesthesia associates (AAs).
- This is targeted primarily at those who work either as a physician or anaesthesia associate, or those who work alongside PAs or AAs as part of a multidisciplinary team.
- The survey will be open for three weeks total and will close **at 23:59 on March 30th**.
- The survey covers a range of areas relating to the role of PAs and AAs, including:
 - training and development
 - day-to-day practice
 - supervision

The Leng Review – a regular update to stakeholders

- continuing professional development
- safety
- **Please do circulate** to relevant parties in your networks.
- Responses will be treated in the strictest confidence.

Webinar invitations

- As trailed, Professor Gillian Leng will host a number of listening exercises as part of the review. These will be targeted separately to PAs, AAs, resident doctors and other healthcare professionals, and provide an opportunity to ask questions, and share reflections. The dates of respective webinars will be advertised shortly.
- **Please do circulate** to relevant parties in your networks.

Call for Evidence remains open for submissions

- The Leng review's Call for Evidence remains live, available [here](#). It will be open for four weeks total, closing at **23:59 on March 21st**.
- The review welcomes contributions from organisations and from individuals submitting unpublished research, so **please do circulate** to relevant parties in your networks.
- We ask that you **read the Call for Evidence criteria** available at the link above before uploading any analysis. This explains the requirements relating to data as well as outlining the approach to appropriate signoff.
- This approach aligns with our commitment to base the review on the *“best and broadest forms of available evidence and data.”*

Systematic review by Professor Trisha Greenhalgh and Professor Martin McKee: *Physician associates and anaesthetic associates in UK*

- A rapid review of the literature has been conducted by Professor Trisha Greenhalgh and Professor Martin McKee and published in the BMJ. We are grateful that the authors have formally submitted this work to the Leng review Call for Evidence.
- The review will consider it in full as part of its comprehensive evidence gathering phase, alongside an independent review

The Leng Review – a regular update to stakeholders

of the evidence commissioned through King's College Policy Research Unit.

- All submissions to the review will be considered in full.

Planned activities

We have a number of planned activities over the next couple of weeks, to gather data and refine recommendations, including:

- Further site visits to ensure a broad spread of front-line perspectives
- Sign-up launch for a number of engagement exercises, including webinars for resident doctors, physician associates, anaesthesia associates, as well as other healthcare professionals
- Focus groups for patients

Frequently asked questions

What will the review cover?

The review's primary question will be: are the roles of physician and anaesthesia associate safe and effective as members of a multidisciplinary team, across all tasks, roles and settings? Please find further information [here](#).

Who is leading the review?

The review will be independently led by Professor Gillian Leng CBE. Gillian is a British health administrator, academic and the former Chief Executive of the National Institute for Health and Care Excellence (NICE), where she was responsible for several programmes and guidelines including the guidelines on COVID-19. In 2024 she became president of the Royal Society of Medicine (RSM).

Who is completing the literature review that has been commissioned?

The Leng review has commissioned an independent review of relevant literature. This is being conducted by the Policy Research

The Leng Review – a regular update to stakeholders

Unit at Kings College London. The Policy Research Unit will publish this work after the Leng review makes its recommendations public.

When will the review report?

The review will report in late Spring 2025. Terms of Reference for the review have been published on GOV.UK: [Leng review: independent review of physician associate and anaesthesia associate professions terms of reference - GOV.UK](#)

How and when can I submit analysis to the Call for Evidence?

- We have launched a live [Call for Evidence](#) that provides an opportunity to share locally based analyses from organisations as well as unpublished research.
- The *Call for Evidence* will be open for four weeks total and will close **at 23:59 on March 21st**.

How and when can I participate in the Survey?

- We have launched a [survey](#) for PAs, AAs and healthcare professionals working alongside them in multi-disciplinary teams.
- The Survey will be open for three weeks total and will close **at 23:59 on March 30th**.

How will the review interact with the Long-term workforce plan refresh?

The conclusions of the Leng review will be published in spring 2025 ahead of the refreshed workforce plan.

How and when can I submit other kinds of data to the review?

- These two forms of data collection have a focus on decisive and quantitative data, aligning with the review's commitment to be led by the best available data.
- Anyone can also submit other evidence to the Leng Review mailbox until **23:59 on March 21st**. The review team commits to reading and considering this in full.

The Leng Review – a regular update to stakeholders

How will the review interact with the review of postgraduate medical training led by Professor Stephen Powis and Professor Sir Chris Whitty?

The Leng review will share all relevant findings with Professor Sir Chris Whitty and Professor Stephen Powis to help inform their recently launched review of medical training. You can find out more about their review [here](#).

Henna Janghir

From: @dhsc.gov.uk>
Sent: 11 March 2025 12:15
To: The Leng Review;

Gillian Leng

Colin Melville;

Cc:
Subject: RE: The Leng Review: Key Stakeholder Roundtable 3

Follow Up Flag: Follow up
Flag Status: Completed

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[Report Suspicious](#)

Hello All,

I hope this finds you well.

Thank you to everyone who has already confirmed their attendance. Please can anyone who has not, let me know by Thursday 13th.

You will receive more information regarding the roundtable over the coming week. The Leng Review team look forward to seeing you on Wednesday 19th March.

Please do not hesitate to get in touch if you have any issues or queries.

Kind Regards,

Department of Health and Social Care
39 Victoria St, London, SW1H 0EU

E:
[Follow us on Twitter @DHSCgovuk](#)

-----Original Appointment-----

From: The Leng Review <Leng.Review@dhsc.gov.uk>

Sent: 21 February 2025 11:04

To: The Leng Review;

Gillian Leng

gmc-uk.org;

Cc:

Subject: The Leng Review: Key Stakeholder Roundtable 3

When: 19 March 2025 15:00-17:00 (UTC+00:00) Dublin, Edinburgh, Lisbon, London.

Where: 39 Victoria Street, London, England, SW1H 0EU, United Kingdom

Hello All,

This meeting will be chaired by Professor Gillian Leng. *Please confirm your attendance.*

The meeting will be held in the DHSC Building located: Floor 8: Room 86, 39 Victoria Street, London, SW1H 0EU .

Kind regards,

The Leng Review team

This e-mail and any attachments is intended only for the attention of the addressee(s). Its unauthorised use, disclosure, storage or copying is not permitted. If you are not the intended recipient, please destroy all copies and inform the sender by return e-mail. Any views expressed in this message are not necessarily those of the Department of Health and Social Care. Please note: Incoming and outgoing email messages are routinely monitored for compliance with our policy on the use of electronic communications.

Henna Janghir

From: The Leng Review
Sent: 14 March 2025 11:26
To: The Leng Review
Subject: The Leng Review: Regular Update 14th March
Attachments: The Leng Review Regular Update 14.3.25.pdf; Leng Review Engagement Webinars Information.pdf

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[Report Suspicious](#)

Hello,

I hope this finds you well.

Please find attached the regular update from the Leng Review for 14th March 2025.

Expressions of interest opened today to participate in one of four webinars hosted by Professor Gill Leng, alongside a range of co-hosts. Further information on how to register, timings, facilitators and the structure of the webinars is enclosed in the poster sheet attached to this email.

Audiences for the engagement webinars are PAs, AAs, resident doctors, and other healthcare professionals. They will provide a platform to ask questions regarding the Leng review and to hear from Professor Leng about its direction, scope and methodology. Webinars will be held on the following dates:

- Physician associates: 7-8pm on Wednesday 2nd April
- Anaesthesia associates: 6-7pm on Wednesday 26th March
- Resident doctors: 6-7pm on Thursday 3rd April
- Other healthcare professionals: 1-2pm on Tuesday 1st April

Please do circulate this email and details of the webinars to relevant parties in your networks.

Many thanks

The Leng Review team

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A listening exercise: engagement webinars for healthcare professionals

“There are no preconceived ideas about the outcome of the review, but it will be based on a fair, open process, with recommendations based on the best and broadest forms of available evidence and data, and research literature.” – Gill Leng

As part of the Leng Review’s commitment to an **open and transparent approach** **Professor Gill Leng will be hosting a series of engagement webinars.** These provide you with an opportunity to share your thoughts, views, and questions about the physician associate and anaesthesia associate professions.

Who are these sessions for?

There will be four engagement webinars targeted at the following professions:

Who is it for?	Anaesthesia associates	Other healthcare professionals ¹	Physician associates	Resident Doctors
When is it?	6-7pm on Wednesday 26 th March	1-2pm on Tuesday 1 st April	7-8pm on Wednesday 2 nd April	6-7pm on Thursday 3 rd April
Who will be hosting?	Prof. Gill Leng and Scott Hepburn (Association of Anaesthesia Associates)	Prof. Gill Leng and Jeanette Dickson (Academy of Medical Royal Colleges)	Prof. Gill Leng and Stephen Nash (United Medical Associate Professionals)	Prof. Gill Leng and Anthony Martinelli (Royal College of Physicians)

¹ This session is aimed at healthcare professionals working alongside PAs or AAs, including GPs, anaesthetists, registrars, consultants, and nurses.

How can I register my interest?

Please register via the [expression of interest form](#). Webinars will also be recorded and shared afterwards. You can also find more details in our FAQ below. *Please ensure you register your interest at least 3 days before the session you wish to attend.*

Frequently asked questions

- **What will the engagement sessions cover?**

These sessions are intended primarily for you to ask your questions regarding the Leng Review and to hear from Professor Leng about the direction, scope and methodology of the review.

- **Why are some individuals co-presenting?**

The co-presenters will be there to co-host the session, supporting attendees by both presenting questions to Professor Leng, and helping represent the specific context and concerns of the relevant profession.

- **Will these sessions be anonymous?**

Attendees at the sessions will have the option of providing their names or being anonymous throughout. The review, and its final report, will not make public any information that identifies individuals without their permission.

- **Are there any restrictions on what I can ask in these sessions?**

Participants can ask any questions or raise any issues that are on their minds relevant to the topic, provided they don't contain inappropriate language, or identifiable information. Given limited time, a voting function will be used to help prioritise the most popular questions.

- **How will the information provided by attendees help inform the review?**

The purpose of this session is primarily to provide an opportunity to ask Professor Leng your questions about the review. All relevant information submitted to the review will be considered in full.

- **How else can I contribute to the review?**

Where relevant, you can also contribute to the review by completing our [survey of physician associates, anaesthesia associates and those that work with them](#) [closing 23:59, March 30] or through the [Call for Evidence](#) [closing 23:59, March 21]. You can also share any queries directly with our mailbox (Leng.Review@dhsc.gov.uk)

The Leng review

14th March 2025

A regular update to stakeholders

Welcome

A message from
Gillian Leng

“There are no preconceived ideas about the outcome of the review. It will be based on a fair, open process, with recommendations based on the best and broadest forms of available evidence and data, and research literature.” – Gillian Leng

Welcome

Areas of focus

Survey feedback
Webinars open for
registration
Trust visit
Call for Evidence
closes next week
Mailbox closes for
submissions next
week

A message from Gillian Leng

This week has seen significant online interest in the review, partly triggered by my visit to University Hospitals Plymouth on Wednesday. I understand how passionately people feel about the issues, on all sides of the debate, and I am keen to listen and consider as many elements as I can. While I take time to carefully go through the review process, I would like to ask three things of everyone else:

1. Ensure all public comments are as accurate and honest as possible. Misinformation is harmful.
2. Focus on the issues not the individuals.
3. Trust the review, and me personally, to be independent and thorough.

Gillian Leng

Please do feel free to share this update with colleagues as you see fit.

Frequently Asked Questions

Areas of focus

Survey feedback

Last week, we launched a [survey](#) targeted at physician associates, anaesthesia associates and other healthcare professions. We have

The Leng Review – a regular update to stakeholders

seen a positive response to the survey and are grateful to all those who have already spent time completing the survey.

To ensure that honest and candid views are shared, we opted for a wholly anonymous survey, with no additional requirements for validation such as an identifiable number or email. This is in line with many similar surveys hosted on Gov.uk. We understand this may raise concern about the validity of the responses, with all sides of the conversation commenting on the risk of manipulation or duplication of responses. Please note that processes are in place to test for fraudulent submissions, and any such submissions that are identified will be excluded from the final report.

Note that the results of the survey form only one part of a multi-method approach to evidence gathering. Other ways for relevant groups and organisations to share their views include:

- a [call for evidence, requesting data analysis or unpublished research from organisations and individuals](#)
- review of published research
- site visits
- webinars for healthcare professionals
- focus groups for patients

Note that the survey will be open for three weeks total and will close **at 23:59 on March 30th**. **Please do circulate** to relevant parties in your networks.

Webinars open for registration

- [Expressions of interest opened today](#) to participate in one of four webinars hosted by Professor Gill Leng, alongside a range of co-hosts.
- Audiences for the engagement webinars are PAs, AAs, resident doctors and other healthcare professionals. They will provide a platform to ask questions regarding the Leng review and to hear from Professor Leng about its direction, scope and methodology.
- Webinars will be held on the following dates:
 - Physician associates: 7-8pm on Wednesday 2nd April

The Leng Review – a regular update to stakeholders

- Anaesthesia associates: 6-7pm on Wednesday 26th March
- Resident doctors: 6-7pm on Thursday 3rd April
- Other healthcare professionals: 1-2pm on Tuesday 1st April
- Further information on how to register, timings, facilitators and the structure of the webinars is enclosed in the poster sheet attached to this email.
- **Please do circulate** to relevant parties in your networks.

Trust visit

This week the Leng review team made its third visit to a hospital trust, University Hospitals Plymouth, and we are grateful to the staff for making us so welcome. UHP has long experience of training and employing PAs, so were well-placed to share their experiences with the role.

The visit began with presentations from the Chief Medical Officer, the Lead PA, and a Consultant Anaesthetist, followed by opportunities for direct discussions with staff.

To ensure we everyone felt able to speak freely, the team ensured there were closed and separate discussions with consultants, resident doctors, and PAs/AAs at the trust. Inevitably some would have liked longer conversations, but unfortunately the time allocated to the visit was limited.

The discussions provided the review team with further understanding of how PAs and AAs work as part of a multidisciplinary team.

Call for Evidence closes next week

- The Leng review's Call for Evidence remains live, available [here](#). It closes next week, so please ensure to make any submissions by **23:59 on March 21st**.
- The review welcomes contributions from organisations and from individuals submitting unpublished research, so **please do circulate** to relevant parties in your networks.

The Leng Review – a regular update to stakeholders

- We ask that you **read the Call for Evidence criteria** available at the link above before uploading any analysis. This explains the requirements relating to data as well as outlining the approach to appropriate signoff.
- This approach aligns with our commitment to base the review on the “*best and broadest forms of available evidence and data.*”

Mailbox closes for submissions next week

- You can also submit other evidence to the Leng Review mailbox at Leng.Review@dhsc.gov.uk until **23:59 on March 21st**. The review team commits to reading and considering this in full.
- The mailbox will remain active after this period for other functions.

Frequently asked questions

What will the review cover?

The review’s primary question will be: are the roles of physician and anaesthesia associate safe and effective as members of a multidisciplinary team, across all tasks, roles and settings? Please find further information [here](#).

Who is leading the review?

The review will be independently led by Professor Gillian Leng CBE. Gillian is a British health administrator, academic and the former Chief Executive of the National Institute for Health and Care Excellence (NICE), where she was responsible for several programmes and guidelines including the guidelines on COVID-19. In 2024 she became president of the Royal Society of Medicine (RSM).

Who is completing the literature review that has been commissioned?

The Leng Review – a regular update to stakeholders

The Leng review has commissioned an independent review of relevant literature. This is being conducted by the Policy Research Unit at Kings College London. The Policy Research Unit will publish this work after the Leng review makes its recommendations public.

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The review will report in late Spring 2025. Terms of Reference for the review have been published on GOV.UK: [Leng review: independent review of physician associate and anaesthesia associate professions terms of reference - GOV.UK](#)

How and when can I submit analysis to the Call for Evidence?

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How and when can I participate in the survey?

- We have launched a [survey](#) for PAs, AAs and healthcare professionals working alongside them in multi-disciplinary teams.
- The survey will be open for three weeks total and will close **at 23:59 on March 30th**.

How can I participate in the webinars?

- Please read the cover sheet attached to the accompanying email, and register via the [expression of interest form](#).
- Webinars will also be recorded and shared afterwards.

When are the webinars?

- Physician associates: 7-8pm on Wednesday 2nd April
- Anaesthesia associates: 6-7pm on Wednesday 26th March
- Resident doctors: 6-7pm on Thursday 3rd April
- Other healthcare professionals: 1-2pm on Tuesday 1st April

How will the review interact with the Long-term workforce plan refresh?

The Leng Review – a regular update to stakeholders

The conclusions of the Leng review will be published in spring 2025 ahead of the refreshed workforce plan.

How and when can I submit other kinds of data to the review?

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The Leng review will share all relevant findings with Professor Sir Chris Whitty and Professor Stephen Powis to help inform their recently launched review of medical training. You can find out more about their review [here](#).

Henna Janghir

From: The Leng Review <Leng.Review@dhsc.gov.uk>
Sent: 18 March 2025 14:37
To: The Leng Review;
<

Gillian Leng

olin Melville;

Cc:
Subject: RE: The Leng Review: Key Stakeholder Roundtable 3
Follow Up Flag: Follow up
Flag Status: Completed

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Hello all,

I hope this finds you well.

We are really looking forward to seeing you all tomorrow at the Leng Review: Key Stakeholder Roundtable, which will be chaired by Professor Gillian Leng.

The meeting is being held the DHSC building located: Floor 8: Room 86, 39 Victoria Street, London, SW1H 0EU. When you arrive, please wait at reception for a member of the team to collect you and escort you to the meeting room.

We will be serving tea, coffee, and biscuits from 2:45pm, for a prompt start at 3pm.

The agenda for the meeting is as follows:

Agenda

1. Welcome and aims of the meeting
2. Progress and updates
3. Scope of practice
4. Expert panel
5. Landing the recommendations
6. Next steps

Please do not hesitate to get in touch if you have any issues or queries.

See you all tomorrow!

Kind Regards,

Department of Health and Social Care
39 Victoria St, London, SW1H 0EU

E:

[Follow us on Twitter @DHSCgovuk](#)

-----Original Appointment-----

From: The Leng Review <xxxx.xxxxxx@xxxx.xxx.xx>

Sent: 21 February 2025 11:04

To: The Leng Review;

Gillian Leng

gmc-uk.org;

Cc:

Subject: The Leng Review: Key Stakeholder Roundtable 3

When: 19 March 2025 15:00-17:00 (UTC+00:00) Dublin, Edinburgh, Lisbon, London.

Where: 39 Victoria Street, London, England, SW1H 0EU, United Kingdom

Hello All,

This meeting will be chaired by Professor Gillian Leng. *Please confirm your attendance.*

The meeting will be held in the DHSC Building located: Floor 8: Room 86, 39 Victoria Street, London, SW1H 0EU .

Kind regards,

The Leng Review team

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Henna Janghir

From: The Leng Review <Leng.Review@dhsc.gov.uk>
Sent: 19 March 2025 11:27
To: The Leng Review
Subject: The Leng Review
Attachments: Leng Review Engagement Webinars Information (1).pdf

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Do not click links or open attachments unless you recognise the sender and know the content is safe.

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Hello,

I hope this finds you well.

We wanted to send a reminder that the formal **Call for Evidence will close at 23:59 on 21st March 2025** (this coming Friday). Please do submit any appropriate evidence ahead of this [here](#).

To support our Call for Evidence, we have launched a survey, targeted at physician associates, anaesthesia associates, and those working alongside them. This survey is open until **23:59 on Sunday 30th March** and is available [here](#).

Professor Leng and the Leng review team want to express their appreciation to everyone that has taken the time to share their evidence, experiences, and knowledge with the team already. All submissions will be considered in full.

We also want to encourage all those who have not done so already to share the various ways to contribute to the review amongst your networks. A reminder that healthcare professionals also can feed into the review directly via our webinars. Please see further detail, including on how to attend, attached.

Thanks again for your contributions,

The Leng review team.

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A listening exercise: engagement webinars for healthcare professionals

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As part of the Leng Review’s commitment to an **open and transparent approach** **Professor Gill Leng will be hosting a series of engagement webinars.** These provide you with an opportunity to share your thoughts, views, and questions about the physician associate and anaesthesia associate professions.

Who are these sessions for?

There will be four engagement webinars targeted at the following professions:

Who is it for?	Anaesthesia associates	Other healthcare professionals ¹	Physician associates	Resident Doctors
When is it?	6-7pm on Wednesday 26 th March	1-2pm on Tuesday 1 st April	7-8pm on Wednesday 2 nd April	6-7pm on Thursday 3 rd April
Who will be hosting?	Prof. Gill Leng and Scott Hepburn (Association of Anaesthesia Associates)	Prof. Gill Leng and Jeanette Dickson (Academy of Medical Royal Colleges)	Prof. Gill Leng and Stephen Nash (United Medical Associate Professionals)	Prof. Gill Leng and Anthony Martinelli (Academy of Medical Royal Colleges – Resident Doctor’s Committee)
¹ This session is aimed at healthcare professionals working alongside PAs or AAs, including GPs, anaesthetists, registrars, consultants, and nurses.				

How can I register my interest?

Please register via the [expression of interest form](#). Webinars will also be recorded and shared afterwards. You can also find more details in our FAQ below. *Please ensure you register your interest at least 3 days before the session you wish to attend.*

Frequently asked questions

- **What will the engagement sessions cover?**

These sessions are intended primarily for you to ask your questions regarding the Leng Review and to hear from Professor Leng about the direction, scope and methodology of the review.

- **Why are some individuals co-presenting?**

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Where relevant, you can also contribute to the review by completing our [survey of physician associates, anaesthesia associates and those that work with them](#) [closing 23:59, March 30] or through the [Call for Evidence](#) [closing 23:59, March 21]. You can also share any queries directly with our mailbox (Leng.Review@dhsc.gov.uk)

Henna Janghir

From: Colin Melville
Sent: 20 March 2025 16:05
To:
Subject: RE: Quick Q

Hi
Sorry traffic busy from the station. Have left a voice mail, but in case you didn't get it my mobile
Feel free to call me.

Kind regards
Colin

*Please note, I sometimes send emails at times that suit my convenience and work life balance.
I am not expecting you to respond outside of your working hours*

From: @dhsc.gov.uk>
Sent: 20 March 2025 15:04
To: Colin Melville
Subject: RE: Quick Q

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Or give me a ring

| T:

From:
Sent: 20 March 2025 13:57
To: 'Colin Melville'
Subject: RE: Quick Q

Brilliant! What's your mob?

| T:

From: Colin Melville
Sent: 20 March 2025 13:22
To: @dhsc.gov.uk>
Subject: Re: Quick Q

Hi
Sorry. Only just seen this. Am currently in a train but should be able to call/take a call around 3:30pm if my train is on time!! Does that work for you?

Kind regards
Colin

Professor Colin Melville
Medical Director and Director, Education and Standards
General Medical Council
(via Mail on iPhone)

On 20 Mar 2025, at 10:37,

dhsc.gov.uk> wrote:

Hi Colin,

Have you got 5 mins today for a quick chat?

Thanks



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General Medical Council

We work with doctors, physician associates (PAs), anaesthesia associates (AAs), those they care for and other stakeholders to support good, safe patient care across the UK. We set the standards doctors, PAs, AAs and their educators need to meet, and help them achieve them. If there are concerns these standards may not be met or that public confidence in doctors, PAs or AAs may be at risk, we can investigate, and take action if needed.

This email may contain privileged or confidential information which should only be used for the purpose for which it has been sent.

If you are not the addressee or have received this email in error, please do not read, print, re-transmit, store or act in reliance on it or any attachments. Please email the sender and then immediately delete it.

The General Medical Council is a charity registered in England and Wales (1089278) and in Scotland (SC037750)

You are welcome to contact us in Welsh. We will respond in Welsh, without this causing additional

delay.

Y Cyngor Meddygol Cyffredinol

Rydym yn gweithio gyda meddygon, cymdeithion meddygol (PA), cymdeithion anesthesia (AA), y rhai y maent yn gofalu amdanynt a rhanddeiliaid eraill i gefnogi gofal da a diogel i gleifion ledled y DU.

Rydym yn gosod y safonau y mae angen i feddygon, cymdeithion meddygol, cymdeithion anesthesia a'u haddysgwyr eu bodloni, ac yn eu helpu i'w cyrraedd. Os oes pryderon na fydd y safonau hyn yn cael eu bodloni o bosibl, neu y gallai hyder y cyhoedd mewn meddygon, cymdeithion meddygol neu gymdeithion anesthesia fod mewn perygl, gallwn ymchwilio, a chymryd camau os oes angen.

Efallai fod y neges e-bost hon yn cynnwys gwybodaeth freiniol neu gyfrinachol, y dylid ei defnyddio at y diben cafodd ei hanfon ar ei gyfer yn unig.

Os nad chi sydd i fod i'w dderbyn, neu os ydych chi wedi cael yr e-bost hwn mewn camgymeriad, peidiwch â'i ddarllen, ei argraffu, ei ail-drosglwyddo, ei storio na gweithredu gan ddibynnu ar y neges nac unrhyw atodiadau. Anfonwch yr e-bost at yr anfonwr ac yna ei ddileu ar unwaith.

Mae'r Cyngor Meddygol Cyffredinol yn elusen gofrestredig yng Nghymru a Lloegr (1089278) ac yn yr Alban (SC037750)

Mae croeso i chi gysylltu â ni yn Gymraeg. Byddwn ni'n ymateb yn Gymraeg, heb i hyn achosi oedi ychwanegol.

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Henna Janghir

From: Thomas Jones
Sent: 21 March 2025 15:20
To: ~~XXXX~~
Cc: OCCE Team; Richard Marchant; Shaun Gallagher
Subject: GMC submission to the Leng Review
Attachments: GMC response to the Leng Review 21.03.2025 FINAL.pdf

Dear Sir/Madam

Please find attached our response to the Leng Review's request for evidence.

I would be grateful if you could confirm receipt.

Kind regards

Tom Jones
Head of Regulation Policy

Henna Janghir

From: The Leng Review <Leng.Review@dhsc.gov.uk>
Sent: 21 March 2025 16:02
To: The Leng Review
Subject: The Leng review: regular update 21st March
Attachments: The Leng Review regular update - 21st March .pdf

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Hello,

I hope this finds you well.

Please find attached the regular update from the Leng review for 21st March 2025.

Kind Regards,

Department of Health and Social Care
39 Victoria St, London, SW1H 0EU

E:

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The Leng review

21st March 2025

A regular update to stakeholders

Welcome

“There are no preconceived ideas about the outcome of the review. It will be based on a fair, open process, with recommendations based on the best and broadest forms of available evidence and data, and research literature.” – Gillian Leng

Areas of focus

Stakeholder
roundtable

Survey

Webinars

Call for Evidence
closes today

Mailbox closes for
submissions today

Welcome

In a commitment to the open and transparent approach taken throughout the review we are sharing this series of regular updates to keep key stakeholders abreast of activities, key milestones, and emerging thoughts.

This is the seventh edition of our regular update to stakeholders, which seeks to provide updates on the Leng Review as it proceeds. Please do feel free to share with colleagues as you see fit.

Areas of focus

Frequently Asked Questions

Stakeholder roundtable

- This week the review held its third stakeholder roundtable
- Attendees discussed a number of issues including those relating to scopes of practice, processes for refining and assuring recommendations, communications, and recent visits.

Call for Evidence closes today

- The Leng review’s Call for Evidence, available [here](#), closes today. Please ensure to make any submissions by **23:59 on March 21st**.

The Leng Review – a regular update to stakeholders

- We ask that you **read the Call for Evidence criteria** available at the link above before uploading any analysis. This explains the requirements relating to data as well as outlining the approach to appropriate signoff.
- This approach aligns with our commitment to base the review on the “*best and broadest forms of available evidence and data.*”

Mailbox closes for submissions today

- You can also submit other evidence directly via the Leng Review mailbox at Leng.Review@dhsc.gov.uk until **23:59 today**. The review team commits to reading and considering all evidence submissions in full.
- The review team will continue to monitor the mailbox, to respond to any questions or queries, after this period.

Survey

- Last week, we launched our [survey](#) for PAs, AAs and healthcare professionals working alongside them in multi-disciplinary teams.
- We are grateful to all those who have already completed it, and ask all those who haven't yet, but wish to, to complete it by **23:59pm on Sunday 30th March**.
- We remind those interested that only completed responses will be included in our analysis.

Webinars

- [We will shortly be launching a number of engagement webinars to](#) ensure healthcare professional can engage directly with the review. Please sign-up for these via our [‘Expressions of interest’](#) form
- We are inviting those who wish to, to attend one of four webinars hosted by Professor Gill Leng.
- Our targeted audiences for the engagement webinars are PAs, AAs, resident doctors and other healthcare

The Leng Review – a regular update to stakeholders

professionals, including consultants, general practitioners, anaesthetists, speciality doctors, and nurses.

- The webinars will provide a platform to ask anonymous questions regarding the Leng review and to hear from Professor Leng about its direction, scope and methodology.
- Webinars will be held on the following dates:
 - Physician associates: 7-8pm on Wednesday 2nd April
 - Anaesthesia associates: 6-7pm on Wednesday 26th March
 - Resident doctors: 6-7pm on Thursday 3rd April
 - Other healthcare professionals: 1-2pm on Tuesday 1st April
- Further information on how to register, timings, facilitators and the structure of the webinars is enclosed in the poster sheet attached to this email.
- **Please do circulate** to relevant parties in your networks.

Frequently asked questions

What will the review cover?

The review's primary question will be: are the roles of physician and anaesthesia associate safe and effective as members of a multidisciplinary team, across all tasks, roles and settings? Please find further information [here](#).

Who is leading the review?

The review will be independently led by Professor Gillian Leng CBE. Gillian is a British health administrator, academic and the former Chief Executive of the National Institute for Health and Care Excellence (NICE), where she was responsible for several programmes and guidelines including the guidelines on COVID-19. In 2024 she became president of the Royal Society of Medicine (RSM).

Who is completing the literature review that has been commissioned?

The Leng review has commissioned an independent review of relevant literature. This is being conducted by the Policy Research

The Leng Review – a regular update to stakeholders

Unit at Kings College London. The Policy Research Unit will publish this work after the Leng review makes its recommendations public.

When will the review report?

The review will report in late Spring 2025. Terms of Reference for the review have been published on GOV.UK: [Leng review: independent review of physician associate and anaesthesia associate professions terms of reference - GOV.UK](#)

How and when can I submit analysis to the Call for Evidence?

- We have launched a live [Call for Evidence](#) that provides an opportunity to share locally based analyses from organisations as well as unpublished research.
- The *Call for Evidence* will be open for four weeks total and will close **at 23:59 on March 21st**.

How and when can I participate in the survey?

- We have launched a [survey](#) for PAs, AAs and healthcare professionals working alongside them in multi-disciplinary teams.
- The survey will be open for three weeks total and will close **at 23:59 on March 30th**.

How can I participate in the webinars?

- Please read the cover sheet attached to the accompanying email, and register via the [expression of interest form](#).
- Webinars will also be recorded and shared afterwards.

When are the webinars?

- Physician associates: 7-8pm on Wednesday 2nd April
- Anaesthesia associates: 6-7pm on Wednesday 26th March
- Resident doctors: 6-7pm on Thursday 3rd April
- Other healthcare professionals: 1-2pm on Tuesday 1st April

How will the review interact with the Long-term workforce plan refresh?

The conclusions of the Leng review will be published in spring 2025 ahead of the refreshed workforce plan.

The Leng Review – a regular update to stakeholders

How and when can I submit other kinds of data to the review?

- These two forms of data collection have a focus on decisive and quantitative data, aligning with the review's commitment to be led by the best available data.
- Anyone can also submit other evidence to the Leng Review mailbox until **23:59 on March 21st**. The review team commits to reading and considering this in full.

How will the review interact with the review of postgraduate medical training led by Professor Stephen Powis and Professor Sir Chris Whitty?

The Leng review will share all relevant findings with Professor Sir Chris Whitty and Professor Stephen Powis to help inform their recently launched review of medical training. You can find out more about their review [here](#).

A listening exercise: engagement webinars for healthcare professionals

“There are no preconceived ideas about the outcome of the review, but it will be based on a fair, open process, with recommendations based on the best and broadest forms of available evidence and data, and research literature.” – Gill Leng

As part of the Leng Review’s commitment to an **open and transparent approach** **Professor Gill Leng will be hosting a series of engagement webinars.** These provide you with an opportunity to share your thoughts, views, and questions about the physician associate and anaesthesia associate professions.

Who are these sessions for?

There will be four engagement webinars targeted at the following professions:

Who is it for?	Anaesthesia associates	Other healthcare professionals ¹	Physician associates	Resident Doctors
When is it?	6-7pm on Wednesday 26 th March	1-2pm on Tuesday 1 st April	7-8pm on Wednesday 2 nd April	6-7pm on Thursday 3 rd April
Who will be hosting?	Prof. Gill Leng and Scott Hepburn (Association of Anaesthesia Associates)	Prof. Gill Leng and Jeanette Dickson (Academy of Medical Royal Colleges)	Prof. Gill Leng and Stephen Nash (United Medical Associate Professionals)	Prof. Gill Leng and Anthony Martinelli (Academy of Medical Royal Colleges – Resident Doctor’s Committee)

¹ This session is aimed at healthcare professionals working alongside PAs or AAs, including GPs, anaesthetists, registrars, consultants, and nurses.

How can I register my interest?

Please register via the [expression of interest form](#). Webinars will also be recorded and shared afterwards. You can also find more details in our FAQ below. *Please ensure you register your interest at least 3 days before the session you wish to attend.*

Frequently asked questions

- **What will the engagement sessions cover?**

These sessions are intended primarily for you to ask your questions regarding the Leng Review and to hear from Professor Leng about the direction, scope and methodology of the review.

- **Why are some individuals co-presenting?**

The co-presenters will be there to co-host the session, supporting attendees by both presenting questions to Professor Leng, and helping represent the specific context and concerns of the relevant profession.

- **Will these sessions be anonymous?**

Attendees at the sessions will have the option of providing their names or being anonymous throughout. The review, and its final report, will not make public any information that identifies individuals without their permission.

- **Are there any restrictions on what I can ask in these sessions?**

Participants can ask any questions or raise any issues that are on their minds relevant to the topic, provided they don't contain inappropriate language, or identifiable information. Given limited time, a voting function will be used to help prioritise the most popular questions.

- **How will the information provided by attendees help inform the review?**

The purpose of this session is primarily to provide an opportunity to ask Professor Leng your questions about the review. All relevant information submitted to the review will be considered in full.

- **How else can I contribute to the review?**

Where relevant, you can also contribute to the review by completing our [survey of physician associates, anaesthesia associates and those that work with them](#) [closing 23:59, March 30] or through the [Call for Evidence](#) [closing 23:59, March 21]. You can also share any queries directly with our mailbox (Leng.Review@dhsc.gov.uk)

Henna Janghir

From: Thomas Jones
Sent: 25 March 2025 09:50
To: The Leng Review
Subject: RE: GMC submission to the Leng Review

Hi

Many thanks for confirming receipt - I've relayed your request below to my comms colleagues.

On a separate note, I understand that the next roundtable meeting has now been scheduled for the 30 April. Are you able to share what the focus of that meeting is likely to be – just to help us decide who's best placed to attend.

Best wishes
Tom

From: The Leng Review <Leng.Review@dhsc.gov.uk>
Sent: 21 March 2025 16:25
To: Thomas Jones
Cc: OCCE Team
Subject: RE: GMC submission to the Leng Review

The Leng Review <Leng.Review@dhsc.gov.uk>
Richard Marchant
Shaun Gallagher

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Hello Tom,

Thank you sharing the information below. We really appreciate the GMC contribution to the review.

We have now published our survey for physician associates, anaesthesia associates, and those working with them. We would be grateful if you could share it amongst your networks.

Please find the survey [here](#). The deadline to complete the survey is 23:59 on Sunday 30th March.

A reminder that healthcare professionals also can feed into the review directly via our webinars. Please see further detail, including on how to attend, attached.

Please find our latest update from the review [here](#).

Thanks again for your contributions,

Kind Regards,

Department of Health and Social Care
39 Victoria St, London, SW1H 0EU

E:
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From: Thomas Jones
Sent: 21 March 2025 15:20
To: The Leng Review <Leng.Review@dhsc.gov.uk>
Cc: OCCE Team
Marchant
Subject: GMC submission to the Leng Review

Richard

Shaun Gallagher

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Dear Sir/Madam

Please find attached our response to the Leng Review's request for evidence.

I would be grateful if you could confirm receipt.

Kind regards

Tom Jones
Head of Regulation Policy
General Medical Council

We work with doctors, physician associates (PAs), anaesthesia associates (AAs), those they care for and other stakeholders to support good, safe patient care across the UK. We set the standards doctors, PAs, AAs and their educators need to meet, and help them achieve them. If there are concerns these standards may not be met or that public confidence in doctors, PAs or AAs may be at risk, we can investigate, and take action if needed.

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The General Medical Council is a charity registered in England and Wales (1089278) and in Scotland (SC037750)

You are welcome to contact us in Welsh. We will respond in Welsh, without this causing additional delay.

Y Cyngor Meddygol Cyffredinol

Rydym yn gweithio gyda meddygon, cymdeithion meddygol (PA), cymdeithion anesthesia (AA), y rhai y maent yn gofalu amdanynt a rhanddeiliaid eraill i gefnogi gofal da a diogel i gleifion ledled y DU. Rydym yn gosod y safonau y mae angen i feddygon, cymdeithion meddygol, cymdeithion anesthesia a'u haddysgwyr eu bodloni, ac yn eu helpu i'w cyrraedd. Os oes pryderon na fydd y safonau hyn yn cael eu bodloni o bosibl, neu y gallai hyder y cyhoedd mewn meddygon, cymdeithion meddygol neu gymdeithion anesthesia fod mewn perygl, gallwn ymchwilio, a chymryd camau os oes angen.

Efallai fod y neges e-bost hon yn cynnwys gwybodaeth freiniol neu gyfrinachol, y dylid ei defnyddio at y diben cafodd ei hanfon ar ei gyfer yn unig.

Os nad chi sydd i fod i'w dderbyn, neu os ydych chi wedi cael yr e-bost hwn mewn camgymeriad, peidiwch â'i ddarllen, ei argraffu, ei ail-drosglwyddo, ei storio na gweithredu gan ddibynnu ar y neges nac unrhyw atodiadau. Anfonwch yr e-bost at yr anfonwr ac yna ei ddileu ar unwaith.

Mae'r Cyngor Meddygol Cyffredinol yn elusen gofrestredig yng Nghymru a Lloegr (1089278) ac yn yr Alban (SC037750)

Mae croeso i chi gysylltu â ni yn Gymraeg. Byddwn ni'n ymateb yn Gymraeg, heb i hyn achosi oedi ychwanegol.

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Henna Janghir

From: The Leng Review <Leng.Review@dhsc.gov.uk>
Sent: 26 March 2025 09:43
To: Thomas Jones; The Leng Review
Cc: OCCE Team; Richard Marchant; Shaun Gallagher
Subject: RE: GMC submission to the Leng Review

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Hello Thomas,

Thank you for letting us know and sharing the corrected version of your submission.

I have logged the correct version.

Thanks again for your contribution to the Leng review.

Kind Regards,

Department of Health and Social Care
39 Victoria St, London, SW1H 0EU

E:

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GMC response to the Leng Review's call for evidence

Independent review of physician associate and anaesthesia associate professions

21 March 2025

Summary

We welcome the opportunity to respond to the Leng Review's call for evidence as we believe that the review represents an important step towards addressing some of the concerns about physician associate (PA) and anaesthesia associate (AA) roles and their deployment.

We have written this submission to share our experience and insights on how professional regulation contributes to enhancing and maintaining safety, effective teamworking, and the delivery of good quality patient care by PAs and AAs.

Our submission underlines the reasons why PAs and AAs were brought into statutory regulation towards the end of last year and how this regulation works to protect the public. We also highlight the progress that we have made to transition practising PAs and AAs into statutory regulation and how a system-wide approach can support their ongoing deployment and development.

Our role

The General Medical Council (GMC) is the independent regulator of doctors, PAs and AAs in the UK.

We work with them and other stakeholders to:

- set the principles, values, and standards of professional behaviour expected of all doctors, PAs and AAs registered with us
- make sure medical students, PA and AA students get the education they need to meet the standards for registration with us
- check who is eligible to work as a doctor, PA or AA in the UK and work with them and their employers to confirm they are keeping up to date and meeting the professional standards we set
- give guidance and advice to help doctors, PAs and AAs understand what is expected of them
- investigate where there are concerns that patient safety, or the public's confidence in doctors, PAs or AAs may be at risk, and take action if needed.

The reason for regulation

In 2017, government consulted on whether PAs and AAs should be brought into statutory regulation and, if so, who the regulator should be. The clear outcome of the public consultation was that they should be regulated. In 2019, government asked the GMC to regulate both

professions and the legislation to enable this to happen, the Anaesthesia Associates and Physician Associates Order 2024 ('the Order'), was laid in Parliament in December 2023 and is now law.

We supported statutory regulation for PAs and AAs because they represent a clearly identifiable group of professionals with a defined body of knowledge, skills and expected standards. We also supported this because PAs and AAs perform complex roles, and operate, while supervised, with some degree of autonomy, which presents a significant potential risk to patients.

Furthermore, public, employer and health professional confidence in these roles requires assurances about their standards of training and practice, and accountability – which regulation seeks to provide.

It is therefore important to recognise as a starting point, that, as with any regulated healthcare profession, PAs and AAs undertake complex work that will pose some level of risk to the public. That is why they were brought into regulation. Statutory regulation then serves to mitigate some of that risk and we expand below on how our regulatory framework seeks to achieve that.

Our regulatory framework

Regulation will help assure patients, colleagues and employers that PAs and AAs are appropriately educated and qualified, can contribute safely and appropriately to the care of patients and can be held to account if serious concerns are raised. This is the underlying purpose of regulation for all healthcare professionals.

As a multi-professional regulator, we recognise and regulate doctors, PAs and AAs as three distinct professions. We are therefore well placed to work with others across the health system to identify and address issues that concern all three professions. For example, the availability of supervisors and student training placements.

Our regulatory framework for PAs and AAs is described within the Order and we have developed rules, standards and guidance to give effect to the legal powers and duties that are set out within it. We expand on four core areas of this framework below.

Education and training

One of our main duties as a regulator is to ensure that education prepares PAs and AAs to deliver good, safe patient care across the UK. The powers conferred to us by the Order provide the foundation for our approach in regulating the education that PAs and AAs receive. The Order requires us to set standards for the education and training of associates that will give them the clinical knowledge and skills they need to demonstrate before they can register with us. It also gives us powers to approve curricula, courses and assessments that meet our standards and ensure they continue to do so through regular monitoring and quality assurance.

Prequalification curricula standards

Each UK-wide curriculum (one for PAs, and one for AAs) provides detailed requirements on what should be taught to PAs and AAs. Our expectations for each curriculum are set out in our [Standards for PA and AA curricula](#), which must be met for each curriculum to be approved. Each curriculum incorporates our [PA and AA generic and shared learning outcomes](#) as well as profession-specific outcomes.

The PA curriculum is maintained by the PA Schools Council (PASC) and the AA curriculum is maintained by the Royal College of Anaesthetists (RCoA). Draft curricula were published in September 2022 and UK PA/AA courses should have been teaching to these curricula from September 2023.

Now that regulation has commenced, we have the power to approve PA and AA curricula. We received curricula submissions from the PASC and the RCoA in March 2025. As curriculum holders, PASC and RCoA must submit an application that evidences how our standards and requirements have been addressed in the design and development of the curricula. Once we have approved these curricula, all PA and AA courses will implement the relevant curricula so that learners are able to achieve the outcomes required to graduate.

Course approval, monitoring and quality assurance

Providers who wish to continue delivering PA or AA pre-qualification education, or who wish to establish a new course, must apply for approval of their course. Each provider must ensure that the courses they develop meet our [Standards for the delivery of PA and AA pre-qualification education](#).

Once courses are approved, they enter our rolling cycle of quality assurance to ensure that they maintain our standards. As part of this, we take both proactive and reactive quality assurance action, which allow us to check that courses are meeting our standards. These replicate the activities we currently undertake to quality assure programmes of education and training for medical schools (and for postgraduate medical training programmes for doctors).

Registration

We decide, in line with the legal requirements in the AA PA Order, who can work as a PA or AA by setting the standards and requirements that individuals must meet to enter our register.

These are the same for all applicants irrespective of whether they hold a UK PA or AA qualification, or one awarded outside of the UK. Applicants demonstrate they meet the standards and requirements for registration by providing the evidence and information below:

- they have a relevant qualification
- their training, experience or assessments
- their work history covering the past five years

-
- employer and regulator references
 - evidence of English language if their qualification was obtained outside the UK
 - a fitness to practise declaration
 - an indemnity and insurance cover declaration
 - an identity check.

In relation to assessments, all PAs are required to complete the Physician Associates National Exam (PANE) or, as it will be known from September 2025, the Physician Associates Registration Assessment (PARA).

All newly qualified AAs who began their course after September 2023 must pass the equivalent assessment for AAs, the new Anaesthesia Associate Registration Assessment (AARA). Both of these assessments are two-part tests of clinical knowledge and skills.

These assessments assure us that eligible PAs and AAs have the right clinical knowledge and skills to demonstrate their readiness to practise in the UK, and set a common threshold for safe practice that is appropriate at their point of entry to the register.

We have set out our requirements for the design and content of the assessments in published [content maps](#). The content maps were developed by GMC-led working groups that included doctors, PAs and AAs and were then subject to consultation with stakeholders. They reflect the agreed curricula for PAs and AAs and the outcomes we expect them to achieve on qualification.

If a PA or AA obtained their qualification from outside the UK, we will assess it against our criteria for acceptable overseas qualifications before they can take the PARA or AARA and therefore be eligible to apply for registration.

The Order established a two-year transition period for PAs and AAs to join the register. From 13 December 2026 it will be an offence to practise as a PA or AA without holding GMC registration.

Professional standards

PAs and AAs, together with doctors, must follow [Good medical practice](#) (2024 version), which sets out the principles, values and standards of professional behaviour expected of all our registrants. Separate guidance, [Achieving good medical practice: guidance for PA and AA students](#), produced in collaboration with the Physician Associate Schools Council, sets out how the principles and values of *Good Medical Practice* apply to PA and AA students.

Good medical practice is designed to be a supportive framework to guide registrants when caring for patients and working with colleagues. The standards describe good practice but are not a set of rules, and therefore PAs and AAs should apply them using their judgement in the specific circumstances they face.

Good medical practice is supported by our [more detailed guidance](#) which specifies areas that we often receive questions about. Topics include delegation and referral, maintaining personal and professional boundaries and using social media. Our [ethical hub](#) similarly provides additional information explaining how to apply our professional standards in practice.

Fitness to practise

The professional standards describe good practice, and not every departure from them will be considered serious. When a concern is raised with us about a doctor, PA or AA, which may include instances where an individual has departed from our professional standards, we must assess if that individual poses any current and ongoing risk to one or more of the three parts of our overarching objective to protect the public:

- protecting, promoting and maintaining the health, safety and wellbeing of the public
- promoting and maintaining public confidence in the medical professions, and
- promoting and maintaining proper professional standards and conduct for members of those professions.

We do this by considering the following:

- how serious the concern is
- any relevant context that may impact on risk
- how the doctor, PA or AA responded to the concern, including evidence of insight and remediation.

Once we have assessed the risk, we will consider if regulatory action (for example: a warning, conditions, suspension, or erasure) is required to address the concern.

The introduction of regulation – preliminary findings from our data

As we set out below, preliminary data is already beginning to identify how statutory regulation is working to promote public protection. Although regulation has delivered some early benefits in a short period of time, more time will be needed for regulation to bed in and for further benefits to be fully realised.

Registration data

As of 13 March 2025, we have received over 2500 completed registration applications which

represent approximately 47% of PAs and 61% of AAs on the voluntary registers.¹ There are also over 1500 applications in progress which have not yet been submitted. We have now granted registration to over 1400 PAs and AAs and we expect these numbers to grow over the coming months.

A small number of PA applicants were not granted registration because they had not passed the PANE. Because there is no automatic right to registration all applicants must meet our published standards. Therefore, if a current PA has not passed the PANE they cannot apply for registration and will not be permitted to practise as a PA once the transition period expires unless they pass the examination and gain registration.

In this way, regulation is already beginning to raise standards of practice through ensuring that only those individuals with the right clinical knowledge and skills are entered onto our registers.

PA and AA curricula and course approval

Over the past three years, we have worked with PA and AA curricula developers and course providers to help prepare them for the introduction of regulation.

Now that regulation has started, the PASC and RCoA have submitted their curricula for approval and we expect to make our decisions following a further evaluation against our standards. We expect curricula to be living documents that should adapt to reflect the needs of patients and services over time. Therefore, any subsequent changes to the curricula will need to be evidence-based, subject to wider engagement and consultation with stakeholders and submitted to us for further approval.

Over the past three years, we have worked closely with all 37 PA and AA course providers to help prepare them for regulation. We asked each organisation to engage with a voluntary version of our quality assurance process and completed a self-assessment to demonstrate how their programmes align with our standards for managing and delivering education.²

In addition, we have

- met with learners and educators to gather insights into their experiences to ensure that the self-assessment information accurately reflects the actual learning environment
- conducted on-site visits to assess clinical placements and the learning environment, meeting with staff, educators, students, and stakeholders to ensure that all elements meet our required standards.

¹ This is an estimated figure as not all PAs and AAs on the voluntary registers opted-in to sharing their data with us.

² We did not have powers to require course providers to engage with our processes prior to the start of statutory regulation.

We have concluded and are recommending to our Council that the majority of courses meet our standards for approval. There are a small number of courses where we do not have satisfactory assurance that they meet our standards in full and we will recommend attaching conditions to approval or we will not recommend them for approval. The first approval decisions will be taken by our Council in April.

Some of these concerns arose where applications failed to provide sufficient evidence of how areas set out in our [PA and AA generic and shared learning outcomes](#) would be taught - including areas relating to managing prescribed medicines safely, working collaboratively, developing and maintaining effective team working, and raising concerns.

Where conditional approval is granted, or in cases where approval is not, we will work with the course providers through a targeted action plan to address these concerns to support each course to meet our standards in full within an agreed timeframe.

We also gained valuable insight into how these courses are run and how students in PA and AA programmes learn. For example, AA courses emphasise practical 'on-the-job' learning where their employers play a larger part in teaching compared to PA courses. Our quality assurance approach is flexible enough to accommodate these differences and, in some cases, we have requested that course providers make changes to the delivery of their course to ensure that they meet our standards.

Collaborating with the wider system

While regulation plays a central role in promoting public protection with regard to the practice of PAs and AAs, a system wide approach is needed to ensure that PAs and AAs are supported to practise safely, effectively and ethically. Collaboration between organisations – including regulators, professional bodies, the four UK governments and respective health services and provider organisations – plays a vital role in promoting multidisciplinary team working, delivering revalidation, determining safe practice, and ensuring appropriate supervision.

Revalidation

As with all healthcare professionals, we expect that PAs and AAs, once registered, will wish to further develop their skills and competence over time. For example, they may move into a different or more specialised area of practice. All PAs and AAs will need to ensure that they continue to work within their competence, that their professional knowledge and skills remain up to date and that they remain fit to practise.

The Order requires us to periodically assess PAs and AAs throughout their career, and we will do so through the process of revalidation. Revalidation was introduced for doctors in 2012 to provide assurance that doctors remain up to date and fit to practise across the whole scope of

their practice. We are developing a similar model for PAs and AAs and we'll consult on our rules for how revalidation will be delivered. We will engage with stakeholders and provide more information on our timeline as this work develops throughout 2025.

PAs and AAs will need to demonstrate, by way of evidence that they bring to appraisal on an annual basis, that they remain competent to undertake their role, that they have the necessary training and skills to undertake that role and that they are up to date and fit to practise in that role.

[Good medical practice](#) states that doctors, PAs and AAs must:

- keep their professional knowledge and skills up to date and to take steps to monitor, maintain, develop, and improve their performance and the quality of their work
- regularly take part in training and/or continuing professional development
- regularly reflect on the standards of care they provide.

Once every five years, we will ask a PA or AA's employer for a recommendation to confirm they are:

- collecting the required supporting information and discussing it during an annual appraisal
- fit to practise and complying with any conditions on their registration and working within the bounds of their competence
- keeping their knowledge and skills up to date by participating in appropriate CPD and learning activities.

We expect that this recommendation will likely be made by their named supervisor or another senior doctor in the organisation in which they work.

Although revalidation will not be introduced until the end of the transition period, PAs and AAs are already expected to have an annual appraisal with their employer and collect supporting information from the time they join the register, in line with our updated [Guidance on supporting information for revalidation](#).

Scope of practice and supervision

As the Review considers the supervision and oversight, including a scope of practice, for PAs and AAs, we want to highlight the part we play in ensuring that they meet a common threshold for safe and effective practice at the outset of their careers.

As outlined above, the Order requires us to set the standards for the education and training of PAs and AAs that will give them the clinical knowledge and skills they need to demonstrate before they can register with us. The registration assessments that PAs and AAs will need to complete before being granted registration assess a standardised baseline of clinical knowledge

and skills for both professions. A PA or AA's scope of practice at the beginning of their careers will therefore be informed by the clinical knowledge and skills they have learned during their pre-qualification training and that they have demonstrated objectively by passing our two-part assessment.

Our standards do not impose ceilings on what individual doctors, PAs and AAs can do once registered. This is because we recognise that competence will vary by individual and is shaped by their supervised training and experience.

The role of employers

Robust systems of clinical governance are important to ensure a consistent approach to the safe and effective deployment of all healthcare professionals. Employers have a clinical governance responsibility to ensure that all their employees are appropriately trained and competent to do the activities they are tasked with. It is an employer's responsibility, with the involvement of clinical leaders and supervisors, to determine which activities or specific tasks an individual can carry out and what level of supervision is required.

We would expect employers to be aware of, and have regard to, relevant guidance produced by royal colleges and other specialist professional bodies when they are making decisions about deployment.

To support employers, we have issued our updated guidance [Effective clinical governance to support revalidation](#). It emphasises that PAs and AAs must be supervised and recommends that organisations identify an individual at Board level to be responsible for PAs and AAs. It also suggests establishing local processes to govern how these professionals are deployed and supervised. The work of a PA or AA must be overseen by a named senior doctor and they must work together to agree appropriate limitations to their practice.

As with other professionals that doctors supervise and work alongside in multidisciplinary teams, doctors are not accountable to us for the decisions and actions of PAs and AAs, provided they have delegated responsibility in line with the standards and guidance in:

- [Good medical practice](#)
- [Leadership and management](#)
- [Delegation and referral](#)

Many doctors already supervise colleagues or lead multidisciplinary teams that include PAs and AAs. However, when it comes to good supervision, there is not a one-size fits all approach. PAs, AAs and their named supervisors should agree a level of supervision appropriate to each professional's skill level, experience, role and the nature of the task.

We are currently in the final stages of developing materials for our website, to support doctors who are supervising PAs, and help them to apply the principles in our guidance within their practice. This material, due to be published in spring, brings together all of our relevant

standards, expanding on these with further advice, as well as signposting to a range of other resources published by others.

The role of medical royal colleges and other professional bodies

Medical royal colleges and other specialist professional bodies have the level of clinical expertise required to provide more detailed guidance on PA and AA scope of practice within their specialty areas. A number of medical royal colleges have undertaken work in developing such guidance. We have also published our responses to the draft guidance, including the [Royal College of General Practitioners](#), the [Royal College of Physicians](#), and the [Royal College of Anaesthetists](#).

While it is not for the regulator to endorse the finalised guidance, we will have appropriate regard to it in the discharge of our regulatory functions, and will therefore consider this when assessing any concern about a PA or AA that is raised with us.

Henna Janghir

From: The Leng Review <Leng.Review@dhsc.gov.uk>
Sent: 28 March 2025 13:56
To: The Leng Review
Subject: The Leng review regular update 28th March
Attachments: The Leng Review regular update 28th March.pdf

CAUTION: This Message Is From an External Sender

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Hello,

I hope this finds you well.

Please find attached the Leng review regular update from 28th March 2025.

Many thanks

The Leng review team

This e-mail and any attachments is intended only for the attention of the addressee(s). Its unauthorised use, disclosure, storage or copying is not permitted. If you are not the intended recipient, please destroy all copies and inform the sender by return e-mail. Any views expressed in this message are not necessarily those of the Department of Health and Social Care. Please note: Incoming and outgoing email messages are routinely monitored for compliance with our policy on the use of electronic communications.

The Leng review

28th March 2025

A regular update to stakeholders

Welcome

“There are no preconceived ideas about the outcome of the review. It will be based on a fair, open process, with recommendations based on the best and broadest forms of available evidence and data, and research literature.” – Gillian Leng

Areas of focus

Survey

Call for evidence
and mailbox
submissions

Webinar for
anaesthesia
associates

Upcoming webinars

Welcome

In a commitment to the open and transparent approach taken throughout the review we are sharing this series of regular updates to keep stakeholders abreast of activities, key milestones, and emerging thoughts.

This is the eighth edition of our regular update to stakeholders, which seeks to provide updates on the Leng Review as it proceeds. Please do feel free to share with colleagues as you see fit.

Areas of focus

Frequently Asked Questions

Survey closes soon

- Our [survey](#) for physician associates (PAs), anaesthesia associated (AAs) and healthcare professionals working alongside them in multi-disciplinary teams closes on **23:59pm on Sunday 30th March**.
- We are grateful to all those who have already completed it, and ask all those who haven't yet, but wish to, to do so ahead of this deadline.
- We remind those interested that only completed responses will be included in our analysis, and please do respond with your own thoughts and perspectives. We're aware that some direction is being given on how to answer, which will jeopardise the validity of the questionnaire.

The Leng Review – a regular update to stakeholders

Call for Evidence and mailbox submissions

- Our Call for Evidence and mailbox closed to new evidence submissions last week. We thank all who shared their data, analysis and experiences to support the review.
- The review team does not commit to considering late evidence as part of the review, but you may share it via the mailbox (Leng.Review@dhsc.gov.uk) if you wish.
- Late evidence will be considered at the review team's discretion.

Webinar for anaesthesia associates

- The Leng review team held an online engagement webinar for AAs on Wednesday 26th March. It was co-hosted by Professor Gillian Leng and Scott Hepburn, President of the Association of Anaesthesia Associates.
- Professor Leng gave an update on the review's progress and answered attendees' questions. Topics included the distinction between the AA and PA roles, the international context and scope of practice.
- Professor Leng provided assurance that evaluation will consider the differences between PA and AA roles and be both nuanced and inclusive.
- The Leng review team want to thank Scott Hepburn for co-hosting the webinar, and to the attendees for sharing their thoughts openly with Professor Leng.

Upcoming webinars

- Further scheduled webinars are as follows:
 - Physician associates: 7-8pm on Wednesday 2nd April
 - Resident doctors: 6-7pm on Thursday 3rd April
 - Other healthcare professionals: 1-2pm on Tuesday 1st April
- We have also committed to holding a webinar for Anaesthetists. The date and time for this will be confirmed as soon as possible.
- See the FAQs for more information on how to register.

Frequently asked questions

What will the review cover?

The review's primary question will be: are the roles of physician and anaesthesia associate safe and effective as members of a multidisciplinary team, across all tasks, roles and settings? Please find further information [here](#).

Who is leading the review?

The review will be independently led by Professor Gillian Leng CBE. Gillian is a British health administrator, academic and the former Chief Executive of the National Institute for Health and Care Excellence (NICE), where she was responsible for several programs and guidelines including the guidelines on COVID-19. In 2024 she became president of the Royal Society of Medicine (RSM).

Who is completing the literature review that has been commissioned?

The Leng review has commissioned an independent review of relevant literature. This is being conducted by the Policy Research Unit at Kings College London. The Policy Research Unit will publish this work after the Leng review makes its recommendations public.

When will the review report?

The review will report in late Spring 2025. Terms of Reference for the review have been published on GOV.UK: [Leng review: independent review of physician associate and anaesthesia associate professions terms of reference - GOV.UK](#)

How and when can I participate in the survey?

- Our [survey](#) for PAs, AAs and healthcare professionals working alongside them in multi-disciplinary teams remains live.
- The survey will be open for three weeks total and will close at **23:59 on March 30th**.

I missed the deadline to submit evidence to the Mailbox and the Call for Evidence. Can I still share it?

The Leng Review – a regular update to stakeholders

- The review team does not commit to considering late evidence as part of the review, but you may share it via the mailbox (Leng.Review@dhsc.gov.uk) if you wish.
- Late evidence will be considered at the review team's discretion.

How can I participate in the webinars?

- Please read the cover sheet attached to the accompanying email, and register via the [expression of interest form](#).
- Webinars will also be recorded and shared afterwards.

When are the webinars?

- Physician associates: 7-8pm on Wednesday 2nd April
- Anaesthesia associates: 6-7pm on Wednesday 26th March
- Resident doctors: 6-7pm on Thursday 3rd April
- Anaesthetists: Date and time to be confirmed shortly
- Other healthcare professionals: 1-2pm on Tuesday 1st April

How will the review interact with the Long-term workforce plan refresh?

The conclusions of the Leng review will be published in spring 2025 ahead of the refreshed workforce plan.

How will the review interact with the review of postgraduate medical training led by Professor Stephen Powis and Professor Sir Chris Whitty?

The Leng review will share all relevant findings with Professor Sir Chris Whitty and Professor Stephen Powis to help inform their recently launched review of medical training. You can find out more about their review [here](#).