

## Commentaries on health service research

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Commentary for JAAPA

*Commentary by Manbinder S Sidhu.*

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

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