

# Full Practice Authority and Responsibility (FPAR)

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## **Will FPAR make it harder for new grads to get a job?**

We think that FPAR is likely to make it easier for PAs to get employment. Right now, either you or the hospital that wants to employ you has to convince a physician to enter into a "Supervisory Agreement" with you -- and agreement that requires the physician to accept liability for all of the care you provide. That is a significant ask, and it is something that fewer and fewer physicians are willing to do. The reason physicians are less willing to do that is because they are more and more likely to be employees, rather than owners, so they don't personally share in the additional revenue and profit that you will contribute to the practice or hospital. Yet they are being asked to put their own license on the line for you.

Under FPAR, you or your employer would only have to convince a physician to supervise you in the more traditional sense of the word -- not to accept liability for care that they do not direct or provide. This should make it easier for you to get a job... and put you on the same footing as NPs who work in the 21 states where NPs are not required to have a supervisory agreement with a physician.

The reality is that PAs will continue to work for hospitals, health systems, clinics and physician groups. And at your place of employment, you will have a supervisor or a manager from whom you will take direction and feedback, and with whom you will discuss treatment plans and patient concerns. You will also consult with and refer patients to many other clinicians and team members -- from physician specialists and other PAs to social workers and physical therapists. In licensed facilities like hospitals, PAs would still be subject to credentialing and privileging decisions that define practice scope and oversight requirements. FPAR would not and does not seek to change any of those standard employment and practice relationships.