



If the cap fits, wear it: Assessment using the Advanced/ Consultant Level Framework

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Workshop?



Clusters

Expert professional practice

Building working relationships

Leadership

Management

Education, training, development

Research and evaluation

Competencies

Expert skills and knowledge,
Patient care responsibilities,
Reasoning and judgement,
Professional autonomy.

Communication,
Teamwork and consultation.

Vision, motivation, governance,
Strategy, innovation,
Service development.

Planning, performance, change,
Priorities, resources, standards,
Risk.

Mentorship, role model, delivery,
CPD, practice linkage, policy.

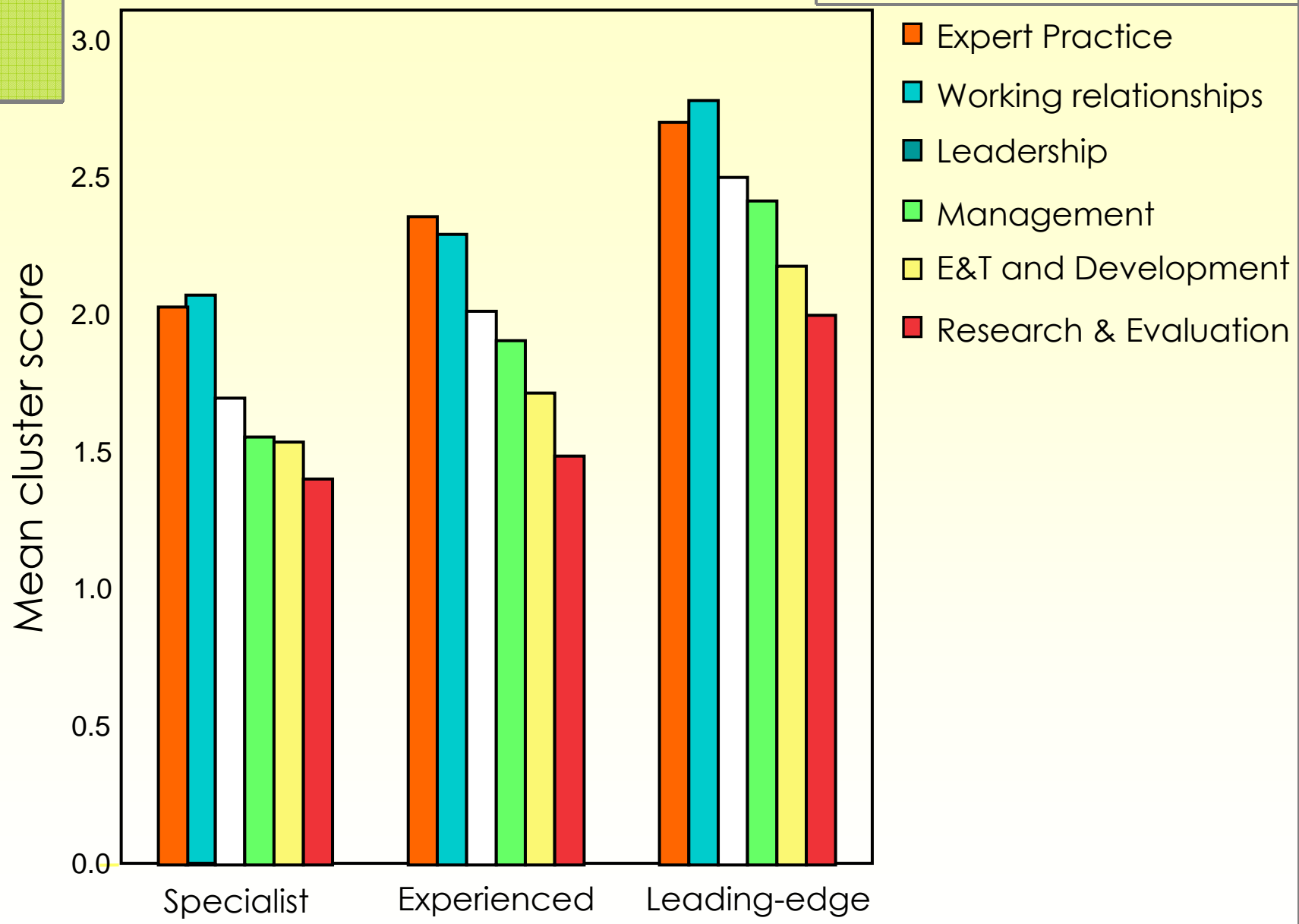
Critical evaluation, protocol review,
Evidence creation, development,
Supervision, partnerships.

Competency Framework for Advanced Practice Pharmacists

No	Leadership			
	<i>Inspires individuals and teams to achieve high standards of performance and personal development</i>			
	Competency	Competency Level Descriptors		
Foundation		Excellence	Mastery	
1	Strategic Context	Demonstrates understanding of the needs of stakeholders and practice reflects both local and national health care policy	Demonstrates ability to incorporate national healthcare policy to influence local strategy	Demonstrates active participation in creating national health care policies
2	Clinical Governance	Demonstrates understanding of the pharmacy role in clinical governance. Implements this appropriately within the organisation	Influences the clinical governance agenda for the team.	Shapes and contributes to the clinical governance agenda at a higher level
3	Vision	Demonstrates understanding of, and contributes to, the department and corporate vision.	Creates vision of future and translates this into clear directions for staff and supervisors	Convinces others to share the vision at a higher level
4	Innovation	Demonstrates ability to improve quality within limitations of service. Requires limited supervision	Recognises and implements innovation from the external environment. Does not require supervision.	Takes the lead to ensure innovation produces demonstrable improvement in service delivery.
5	Service Development	Reviews last year's progress and develops clear plans to achieve results within priorities set by others.	Develops clear understanding of priorities and formulates practical short-term plans in line with department strategy.	Relates goals and actions to strategic aims of organisation and profession.
6	Motivational	Demonstrates ability to motivate self to achieve goals	Demonstrates ability to motivate individuals in the team	Demonstrates ability to motivate individuals at a higher level

Self assessment using ACLF

- Practice levels
 - Specialist-in-training
 - Experienced practitioner
 - Leading-edge practitioner
- Evidence
 - To substantiate assessment
- Sample (n=390)
 - Cancer 69
 - Mental health 69
 - Critical care 36
 - Primary care 84
 - Paediatrics 53
 - MI 43
 - Other 36



Respondent percentage by subgroup

Cluster	Foundation	F-E	Excellence	E-M	Mastery
Expert Practice	0.9		21.1	15.8	62.3
	3.5	2.8	50.7	21.5	21.5
Building Relationships	0.8		14.3	23.3	61.7
	1.3	4.6	56.9	20.3	17.0
Leadership	0.8	0.8	43.2	9.6	45.6
	10.0	12.7	60.7	6.0	10.7
Management	2.5	0.8	50.4	15.1	31.1
	16.0	12.5	58.3	8.3	4.9
E&T and Development	5.1	2.5	58.5	10.2	23.7
	26.5	15.9	52.3	3.8	1.5
Research and Evaluation	15.5	16.4	40.0	11.8	16.4
	47.6	22.9	24.8	1.9	2.9

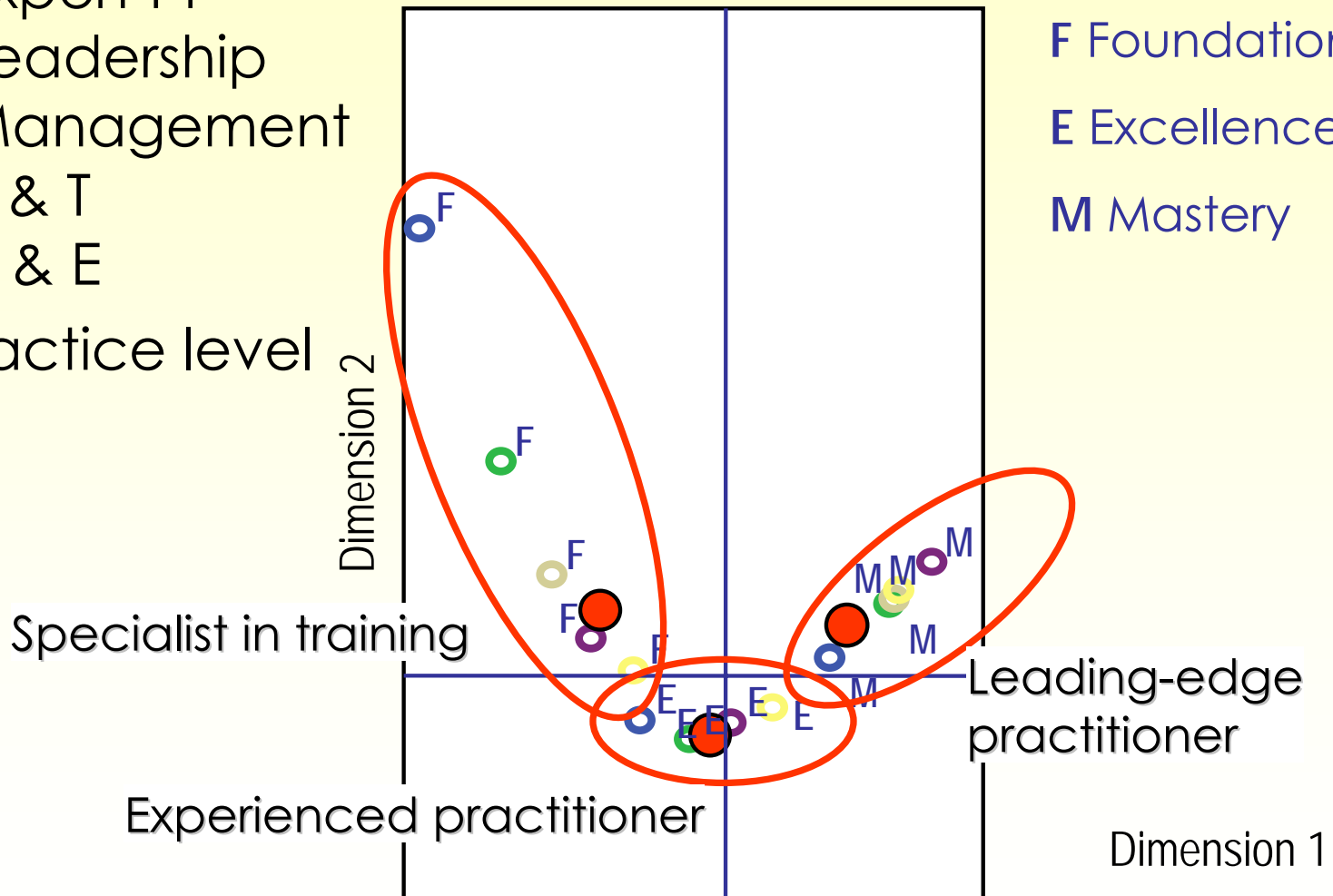
EP=155

LE=135

HOMALS Quantifications

- Expert PP
- Leadership
- Management
- E & T
- R & E
- Practice level

F Foundation
 E Excellence
 M Mastery



Competency profiles

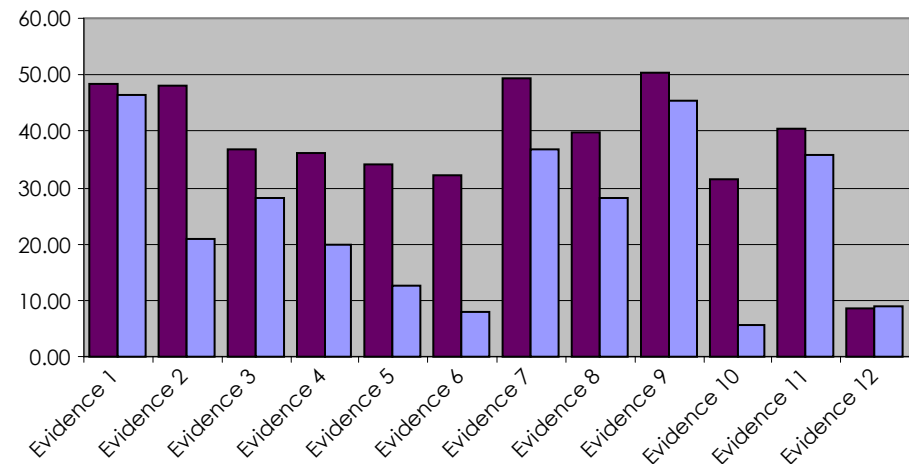


- Applying consultant profile to sample
 - 50 pharmacists satisfy competency criteria (12.8%)
 - 21 (+/- 7) years post qualification (mean +/- SD)
 - 34% diploma, 40% MSc, 18% PhD

Evidence categories

1. Member local or Trust committee
2. Member regional / national / international committee
3. Active teaching role
4. Education development, design & provision
5. Active research participation
6. Research development & leadership
7. Professional standing / Peer status
8. Documented expert practice
9. Managing process & leadership (local)
10. Managing process & leadership (national)
11. Staff management
12. Other appropriate documentation

Proportion of respondents citing different evidence categories by subgroup



Potential Consultant (n=50) ■
Non-Consultant (n=340) ■



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