

**Competencies for Provision of a Weight Management Service (WMS) using the General Level Framework  
Quick Reference Guide**

This quick reference guide shows where the HAG competencies specifically map to the GLF behaviours. A comprehensive document mapping the GLF against the enhanced service specification (where this exists) and the use of PGDs is available at [www.codeg.org](http://www.codeg.org). The mapping interprets the key GLF behaviours for the enhanced service. Pharmacists using the GLF are advised to access the comprehensive document.

Delivery of Patient Care Cluster	Link to HAG Competencies for Provision of a WMS <sup>1</sup>	Examples of Evidence for a Portfolio
<p><b>Patient Assessment</b> Uses appropriate questioning to obtain relevant information from the patient</p>	<p>1e) Able to assess a person’s readiness to lose weight and willingness to modify behaviour to achieve and maintain the appropriate target</p>	<p>Witness Statement</p> <p>Performance record from informal/formal training role play/OSCE</p> <p>Case Example</p> <p>Critical Incident e.g. where information was later identified that could have been elicited earlier</p> <p>Attendance at PCT commissioned workshop covering Level 1 (such as CPPE local solutions format)</p> <p>Completion of CPPE open learning programme and assessment ‘Weight Management’</p>

<p><b>Consultation or referral</b> Pharmaceutical or health problems are appropriately referred</p>	<p>1h) Understands how to select the most appropriate treatment and referral pathways to other primary/secondary care specialist services where necessary</p>	<p>Case Example where referral to local services took place</p> <p>List of local services</p> <p>Attendance at PCT commissioned workshop covering Level 1 (such as CPPE local solutions format)</p> <p>Completion of CPPE open learning programme and assessment 'Weight Management'</p>
<p><b>Recording Consultations</b> Documents consultation where appropriate in the patient's records</p>	<p>2m) Understands and is able to apply the medico-legal aspects of medicine provision in accordance with a patient group direction</p>	<p>Copy of an example of a record (anonymised)</p> <p>Attendance at PCT commissioned workshop covering Level 2 (such as CPPE local solutions format) and successful completion of role play assessment</p> <p>Completion of CPPE open learning programme and assessment on 'Patient Group Directions'</p>
<p><b>Patient consent</b> Satisfactorily obtains patient consent if appropriate</p>	<p>2m) Understands and is able to apply the medico-legal aspects of medicine provision in accordance with a patient group direction</p>	<p>Service documentation showing consent</p> <p>Case example where consent was problematic</p> <p>Attendance at PCT commissioned workshop covering Level 2 (such as CPPE local solutions format) and successful completion of role play assessment</p> <p>Provides a review of NHS consent guidance</p>

<p><b>Relevant Patient Background</b> Retrieval of ALL relevant and available information</p>	<p>1c) Understands the health risks and determinants of eating behaviour and benefits of maintaining a healthy weight, and appreciates why reducing weight can be difficult.</p> <p>1d) Understands how to determine a person's degree of overweight / obesity</p> <p>6.3) Can use necessary monitoring equipment (e.g. to measure HBA1c, lipids, blood glucose)</p>	<p>Case example</p> <p>Attendance at PCT commissioned workshop covering Level 1 (such as CPPE local solutions format)</p> <p>Examples of SOPs developed for use of equipment</p> <p>Examples of inhouse training of pharmacy team in using equipment</p>
<p><b>Drug interactions</b> Identified, Prioritised and Acted upon</p>	<p>2l) Understands the pharmacotherapy for the full range of available medication and appropriate clinical guidance</p> <p>2n) Able to demonstrate knowledge of the clinical content of the relevant Patient Group Direction</p>	<p>For all of these behaviours case examples using straight forward supplies and/or examples where an exclusion criteria was identified and the supply not made.</p> <p>CPD examples that update clinical knowledge (e.g. review articles, completion of formal CE programmes)</p> <p>Attendance at PCT commissioned workshop covering Level 2 (such as CPPE local solutions format) and successful completion of role play assessment</p>
<p><b>The prescription is legal</b> Legality of prescription is ensured</p>	<p>2m) Understands and is able to apply the medico-legal aspects of medicine provision in accordance with a patient group direction</p>	
<p><b>Labelling of the medicine</b> The label on the dispensed medicine includes required information</p>	<p>2m) Understands and is able to apply the medico-legal aspects of medicine provision in accordance with a patient group direction</p>	<p>A copy of an anonymised label could be used with a case example</p> <p>Attendance at PCT commissioned workshop covering Level 2 and successful completion of role play assessment</p> <p>Completion of CPPE open learning programme and assessment on 'Patient Group Directions'</p>
<p><b>Public Health</b> Provides lifestyle advice appropriately</p>	<p>1a) Understands the epidemiology of obesity in the UK</p> <p>1b) Understands the role of diet and physical</p>	<p>Copies of leaflets available or given to patients</p> <p>Witness statement</p>

	<p>activity in helping to modify overweight / obesity prevalence as a function of age, gender, ethnic origin and social class.</p> <p>1g) Aware of the effectiveness of the range of behavioural support (e.g. cognitive behavioural therapy and motivational techniques) and medication (e.g. NICE and other national guidelines).</p> <p>1j) Able to undertake brief interventions and motivational interviews with the aim of supporting behavioural change.</p> <p>1k) Understands how to deal appropriately with lapses during treatment</p>	<p>Case example</p> <p>CPD example demonstrating update on knowledge in this area</p> <p>Use of PharmacyHealthLink public health resources e.g. Brief Advice Cards<sup>2</sup></p> <p>Completion of CPPE open learning programme and assessment 'Weight Management'</p> <p>Attendance at PCT commissioned workshop covering Level 1 (such as CPPE local solutions format)</p>
<p><b>Health Needs</b> Takes into account the patient's individual circumstances</p>	<p>1c) Understands the health risks and determinants of eating behaviour and benefits of maintaining a healthy weight, and appreciates why reducing weight can be difficult.</p> <p>1e) Able to assess a person's readiness to lose weight and willingness to modify behaviour to achieve and maintain the appropriate target</p> <p>1j) Able to undertake brief interventions and motivational interviews with the aim of supporting behavioural change.</p> <p>1k) Understands how to deal appropriately with lapses during treatment</p>	<p>Case Example</p> <p>CPD information on psychosocial aspects of sexual healthcare</p> <p>Completion of CPPE open learning programme and assessment 'Weight Management'</p> <p>Attendance at PCT commissioned workshop covering Level 1 (such as CPPE local solutions format)</p>
<p><b>Use of Guidelines</b> Current clinical guidelines are applied as appropriate</p>	<p>1g) Aware of the effectiveness of the range of behavioural support (e.g. cognitive behavioural therapy and motivational techniques) and medication (e.g. NICE and other national guidelines).</p> <p>2l) Understands the pharmacotherapy for the full range of available medication and appropriate clinical guidance (e.g. NICE).</p>	<p>Copy of Guideline (or executive summary)</p> <p>Case example where guidance applied</p> <p>Provides a review of available medication and appropriate clinical guidance (e.g. NICE).</p>

Personal Competency Cluster	Link to HAG Competencies for Provision of a WMS <sup>1</sup>	Examples of Evidence for a Portfolio
<p><b>Communication with (client/carer and health professionals and PCO)</b> Communication is clear, precise and appropriate</p>	<p>1i) Able to counsel and advise clients appropriately and sensitively through effective communication and relationship building skills.</p> <p>1j) Able to undertake brief interventions and motivational interviews with the aim of supporting behavioural change.</p> <p>1k) Understands how to deal appropriately with lapses during treatment</p>	<p>Witness statements</p> <p>Case example where communication was difficult</p> <p>Attendance at PCT commissioned workshop covering Level 1 (such as CPPE local solutions format)</p> <p>Attendance at PCT commissioned workshop covering Level 2 (such as CPPE local solutions format) and successful completion of role play assessment</p>
<p><b>Multi-disciplinary Team</b> Recognises the value of other health professionals and uses appropriate channels for referral</p>	<p>1f) Appreciates the value of skill mix in delivering a pharmacy based WMS</p>	<p>Local Referral Pathways/services</p> <p>Case example where referral was made</p> <p>Attendance at PCT commissioned workshop covering Level 1 (such as CPPE local solutions format)</p> <p>Attendance at PCT commissioned workshop covering Level 2 (such as CPPE local solutions format) and successful completion of role play assessment</p> <p>Completed CPPE e-learning on skills mix (available from June 2010)</p>

<b>Confidentiality</b> Maintains confidentiality	2m) Understands and is able to apply the medico-legal aspects of medicine provision in accordance with a patient group direction	Premises accreditation record  Critical Incident  Attendance at PCT commissioned workshop covering Level 1 (such as CPPE local solutions format)  Attendance at PCT commissioned workshop covering Level 2 (such as CPPE local solutions format) and successful completion of role play assessment
<b>Legislation</b>	2m) Understands and is able to apply the medico-legal aspects of medicine provision in accordance with a patient group direction	Critical Incident
<b>Problem Solving Cluster</b>	<b>Link to HAG Competencies for Provision of a WMS<sup>1</sup></b>	<b>Examples of Evidence for a Portfolio</b>
<b>Pathophysiology</b> Knowledge of pathophysiology	2l) Understands the pharmacotherapy for the full range of available medication and appropriate clinical guidance (e.g. NICE).	CPD record
<b>Pharmacology</b> Able to discuss how drugs work	2n) Able to demonstrate knowledge of the clinical content of the relevant Patient Group Direction(s).	CPD record  Completion of underpinning knowledge course (e.g. CPPE)
<b>Side effects</b> Able to describe the major side effects of drugs		Case Example
<b>Evaluates information</b> Able to evaluate information gathered	1e) Able to assess a person's readiness to lose weight and willingness to modify behaviour to achieve and maintain the appropriate target  1h) Understands how to select the most appropriate treatment and referral pathways to other primary/secondary care specialist services	Case example  Attendance at PCT commissioned workshop covering Level 1 (such as CPPE local solutions format)

	where necessary	Attendance at PCT commissioned workshop covering Level 2 and successful completion of role play assessment
<b>Problem identification</b> Able to identify problems	1k) Understands how to deal appropriately with lapses during treatment	Case example
<b>Management and Organisation Cluster</b>	<b>Link to HAG Competencies for Provision of a WMS<sup>1</sup></b>	<b>Examples of Evidence for a Portfolio</b>
<b>Standard Operating Procedures</b> Uses relevant and up to date procedures for practice	2m) Understands and is able to apply the medico-legal aspects of medicine provision in accordance with a patient group direction	Examples of SOPs used for the service

<sup>1</sup> Harmonisation of Accreditation Group (HAG) “Competencies and Training Framework: Provision of a Weight Management Service (WMS) [with or without supply of POMs under PGD]” Version 1 February 2009

\* The HAG Competencies and Training Framework encompasses two levels of service: Level 1 (provision of an WMS without the supply of POMs) and Level 2 (where the WMS utilises patient group directions for the supply of POMs). Core competencies are defined for a Level 1 service (described in this document as 1a – 1k etc). Additional competencies are described for provision of a Level 2 service (described in this document as 2l – 2m etc).

<sup>2</sup> Available at <http://www.pharmacymeetspublichealth.org.uk/publichealthresources.html>