

What are the attributes of higher level practice?

- Expert in clinical practice
- Able to work in multidisciplinary teams
- Dissemination and contribution to evidence
- Training, support and mentorship of staff
- Managing a team and a caseload
- Leadership skills

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

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Competency Framework
Advanced Level

Competency Framework
General Level


Selection of drug

Drug-drug interactions	Drug-drug interactions are ALWAYS identified	Drug-drug interactions are USUALLY identified	Drug-drug interactions are SOMETIMES identified	Did NOT identify any drug-drug interactions
	Drug-drug interactions are ALWAYS appropriately prioritised	Drug-drug interactions are USUALLY appropriately prioritised	Drug-drug interactions are SOMETIMES appropriately prioritised	Did NOT prioritise any drug-drug interactions
	Appropriate action is ALWAYS taken	Appropriate action is USUALLY taken	Appropriate action is SOMETIMES taken	Did NOT take any appropriate action

comment

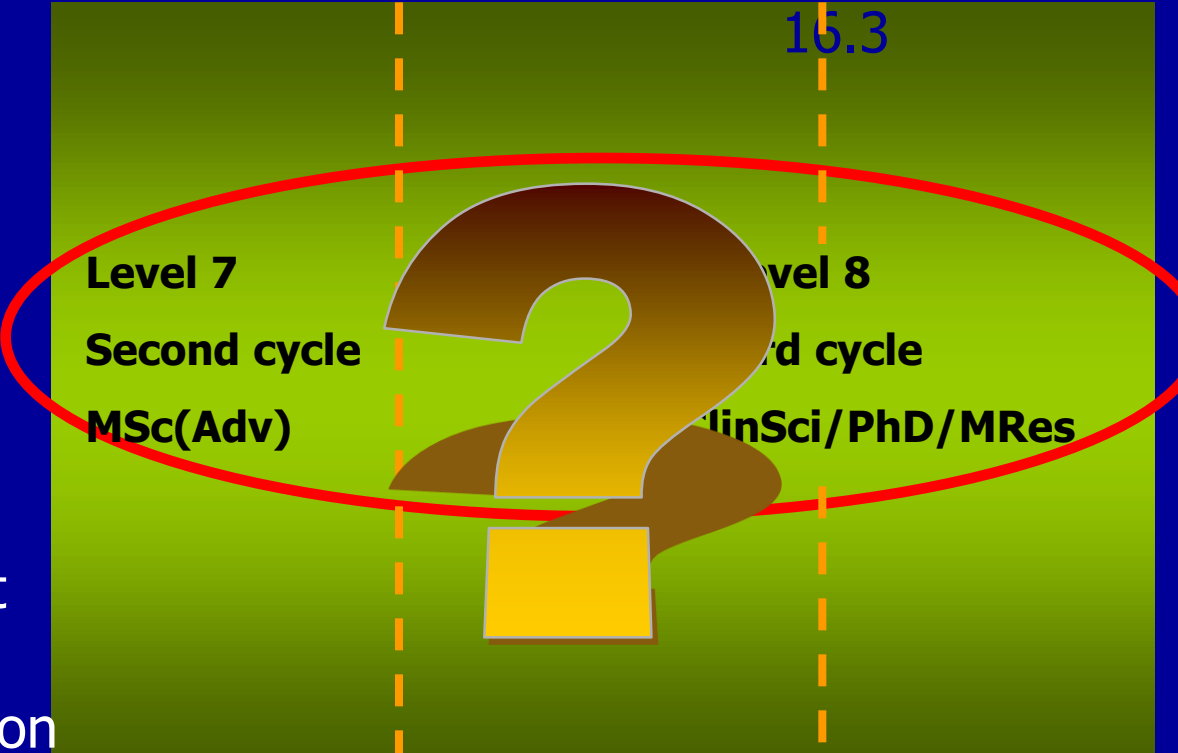
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Cluster	Foundation F-E	Excellence E-M	Mastery
Expert Practice			15.3
Building Relationships			
Leadership	Level 7	Level 8	
Management	Second cycle	Third cycle	
E&T and Development			
Research and Evaluation			



ACLF

Cluster	Foundation F-E	Excellence	E-M	Mastery
Expert Practice			15.3	
Building Relationships				
Leadership				
Management				
E&T and Development				
Research and Evaluation				



The diagram features a large, stylized question mark in the center. It is set against a background of a grid with two vertical dashed lines and two horizontal dashed lines. The text 'Level 7 Second cycle MSc(Adv)' is positioned to the left of the question mark, and 'Level 8 Third cycle ClinSci/PhD/MRes' is to the right. A red oval highlights the central area containing the question mark and the text.

Expert professional practice

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

Building working relationships

Communication
Teamwork and consultation

Leadership

Vision, motivation, governance
Strategy, innovation
Service development

Management

Planning, performance, change
Priorities, resources, standards, risk

Education, training, development

Mentorship role model
delivery
CPD

Research and evaluation

Practice linkage, policy
Critical evaluation, protocol review
Evidence creation, development
Supervision, partnerships

ACLF

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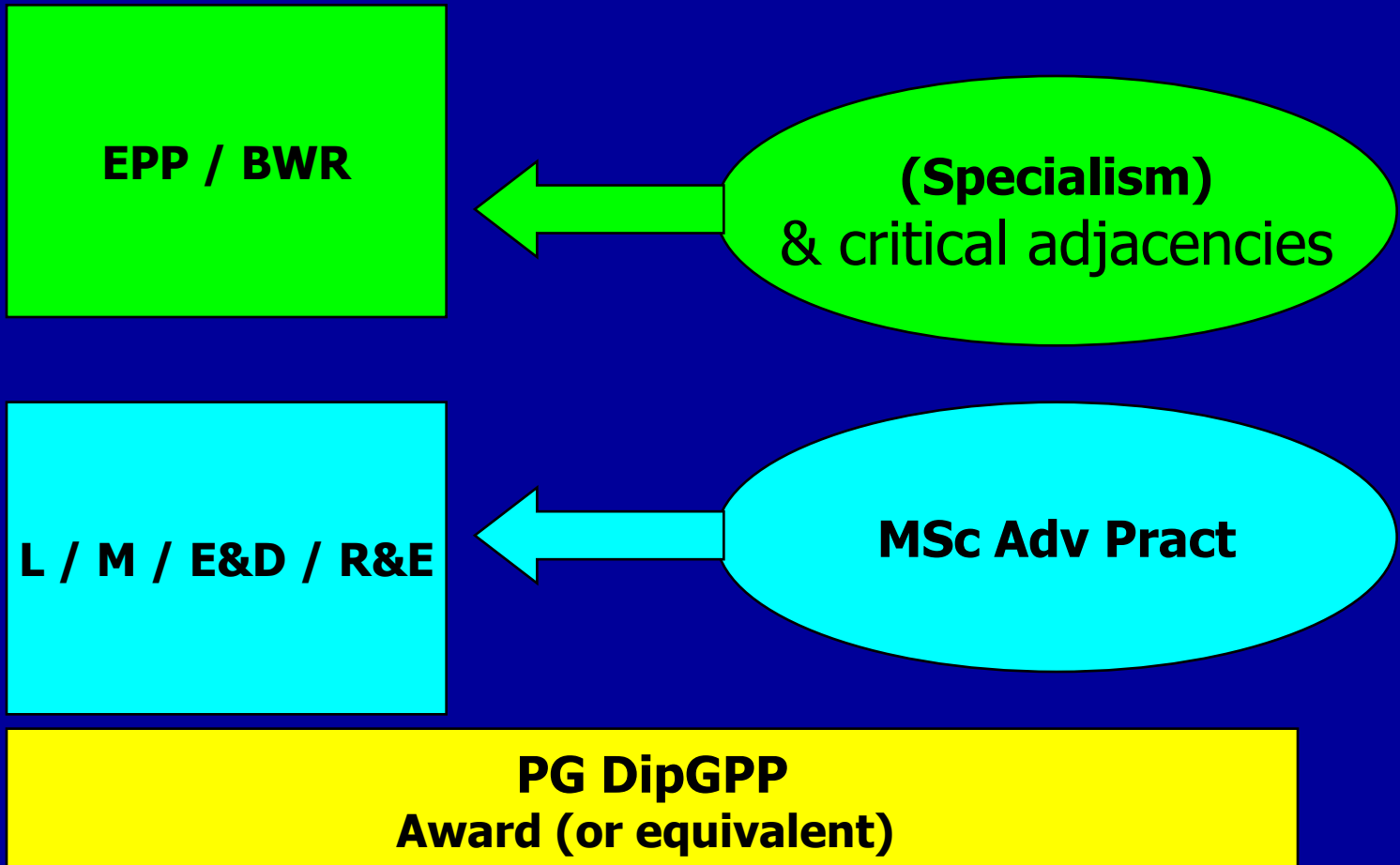
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Education, training, development

Mentorship role model
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New D Clin Sci
*[or mod map to
professional D]*

Awarded Master in Adv Practice
Statement of completion of Practice
(University / JPB accredited- RC recognised ?)

EPP / BWR

(Specialism)
& critical adjacencies

L / M / E&D / R&E

MSc Adv Pract

PG DipGPP
Award (or equivalent)

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*[or mod map to
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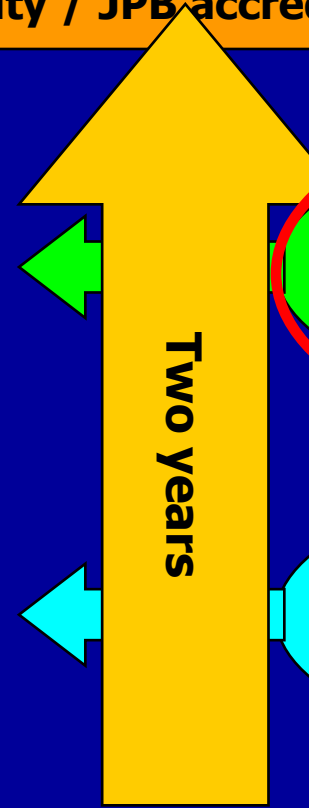
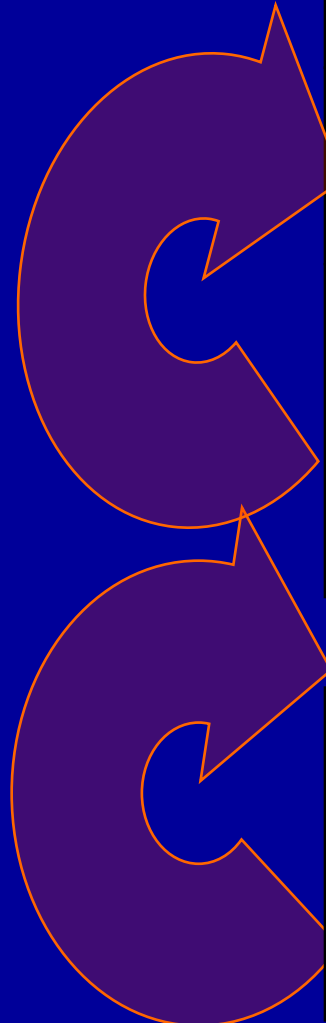
(Specialism)
& critical adjacencies

L / M / E&D / R&E

MSc Adv Pract

Two years

PG DipGPP
Award (or equivalent)



Challenges...?

- Equivalence between specialism and generalism
- Practicalities of rotations & placements
- Maintenance of the service
- Curriculum & assessments
- Supply and demand

**Syllabus & curriculum
determined by and
set by expert practitioners-
Recognised (accredited)
training centres**

EPP / BWR

**Assessment?
Eg: Experience, Portfolios, learning
Evidence**

**Learning sets
All linked to the
assignments &
learning outcomes-
academically robust**

L & M

**Assessment?
Eg: Change management assignment**

E&D

**Assessment?
Eg: Teaching portfolio**

R&E

**Assessment?
Eg: Ethics submission/ audit work**

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determined by and
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EPP / BWR

**Assessment?
Eg: Experience, Portfolios, learning
Evidence**

L & M

**Assessment?
Eg: Change management assignment**

**Awarded Master in Adv Practice
Statement of completion of Practice Element
(University / JPB accredited- RC recognised ?)**

**learning outcomes-
academically robust**

E&D

**Assessment?
Eg: Teaching portfolio**

R&E

**Assessment?
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