CoDEG Competency Development & Evaluation Group

General Level Framework & Advanced and Consultant Level Framework:

A survey of the extent of their use across the UK and internationally

March 2010

General Level Framework and Advanced and Consultant Level Framework use and coverage 1

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General Level Framework and Advanced and Consultant Level Framework:

Survey of extent of use across UK and internationally

EXECUTIVE SUMMARY

Background

The Competency Development and Evaluation Group (CoDEG) is a collaborative network of specialist and academic pharmacists, developers, researchers and practitioners. It aims to undertake research and evaluation in order to help develop and support pharmacy practitioners and ensure their fitness to practice at all levels. Among its key outputs are the General Level Framework (**GLF**) and the Advanced & Consultant Level Framework (**ACLF**) which have now been extensively evaluated and are in widespread use.

The Technician Level Framework (**TLF**) is a recent development of the group. It is a professional development framework for pharmacy technicians in Medicines Management. The TLF was piloted in 2009 and is currently being implemented and evaluated.

Although the majority of its users are based in the UK where the CoDEG frameworks were first introduced, they have received a wide acceptance internationally. Current partnerships include universities in Australia and Ireland, governmental healthcare providers in Singapore and Australia, as well as private enterprise in Croatia.

Purpose

In response to a demand for data on the uptake and use of the GLF and ACLF, CoDEG has conducted a study involving groups in the UK and internationally. The data collected and presented in this report illustrates how many practitioners are using the frameworks and their geographical distribution, in addition to the way different sites and individuals are using the frameworks.

Methods

The survey was conducted between June and December 2009. The initial survey (ANNEX II: Full Form) was sent to tutors involved in the Joint Programmes Board (JPB) Diploma in General Pharmacy Practice (DipGPP) and to NHS Pharmacy Education and Development Committee members in England. In addition, CoDEG partners in Australia and Singapore were contacted.

Overall, 141 responses were received. Of these, 125 were from England, 10 from Northern Ireland, five from Australia and one from Singapore.

A shorter version of the survey (ANNEX III: miniForm

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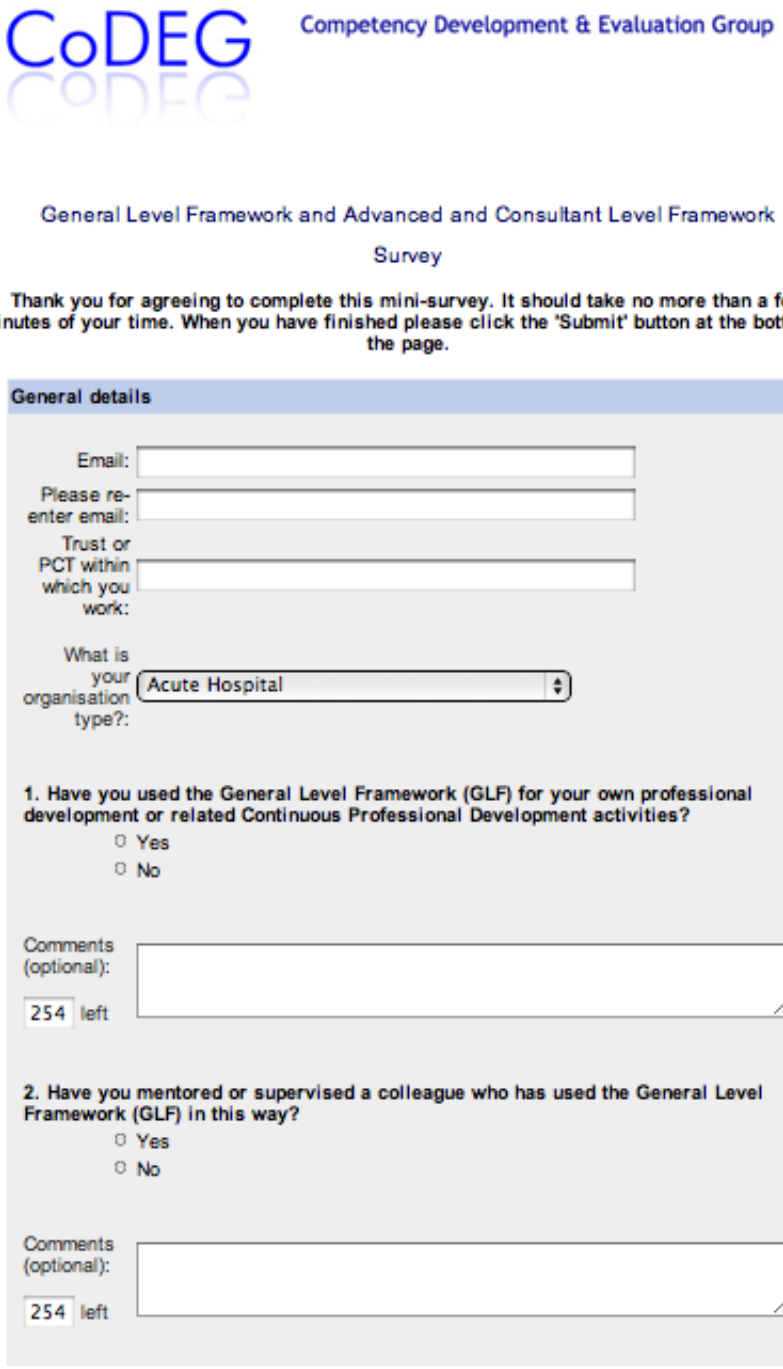

CoDEG Competency Development & Evaluation Group

General Level Framework and Advanced and Consultant Level Framework

Survey

Thank you for agreeing to complete this mini-survey. It should take no more than a few minutes of your time. When you have finished please click the 'Submit' button at the bottom of the page.

General details

Email:

Please re-enter email:

Trust or PCT within which you work:

What is your organisation type?: Acute Hospital

1. Have you used the General Level Framework (GLF) for your own professional development or related Continuous Professional Development activities?

- Yes
- No

Comments (optional):

254 left

2. Have you mentored or supervised a colleague who has used the General Level Framework (GLF) in this way?

- Yes
- No

Comments (optional):

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) was sent to members of the United Kingdom Clinical Pharmacy Association (UKCPA) in December 2009.

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Section I: Demographic and geographical distribution

The following section describes the demographic and geographical distribution of GLF and ACLF users.

1. GLF and ACLF users

The GLF is suitable for use in hospital (secondary care), primary care and community pharmacy settings. The GLF supports the development of individual practitioners from registration to a general level of practice – usually around three years post-registration.

1.1. Secondary care settings

UNITED KINGDOM
The GLF has widespread application in secondary care as it was originally developed and tested in the hospital setting. Pharmacists (n=888) from 146 Hospitals/Primary Care Trusts in the UK reported using the GLF (ANNEX I: GLF and ACLF geographical distribution within secondary care (UK)) at their foundation level of practice. We estimate that most of the GLF users are NHS Band 6 pharmacists; therefore, the reported GLF users account for 81% of Band 6 pharmacist across England, Wales and Northern Ireland[1]. There are users reported in all countries of the UK, although Scotland has the lowest implementation with only one Trust using the framework.

IRELAND
St. James's Hospital in Dublin uses the GLF for assessment of all their basic grade pharmacists. Adelaide and Meath Hospitals, AKA Tallaght Hospital, St Vincent's University Hospital, Beaumont Hospital, Mater Misericordiae University Hospital and Naas General Hospital are all within the Dublin mid-Leinster region and are using the GLF as a part of the MSc in Hospital Pharmacy Diploma run by Trinity College Dublin.

AUSTRALIA
97 GLF users were reported, with 5 practitioners using ACLF.

SINGAPORE
SingHealth is the largest healthcare group in Singapore, offering a complete range of multi-disciplinary and integrated medical care through a network of three hospitals, five National Specialty Centres and nine polyclinics.

Both the GLF and ACLF have been adapted for use in Singapore and have been integrated into the *New Pharmacist Career Pathway*, which was approved at the SingHealth level in late 2009. Use of the frameworks was implemented immediately for all pharmaceutical staff of SingHealth. At the time of this survey, 40 junior staff members were using the GLF and 34 advanced practitioners were using the ACLF.

[1] 1093 Band 6 posts occupied in England, Wales, Northern Ireland, National NHS Staffing and Establishment and Vacancy Survey 2009.

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1.2. Higher Education Institutions using GLF/ACLF as a part of their programmes

UNITED KINGDOM (see Table 1: GLF and ACLF use by the HEI in **UK**)

a. Joint Programmes Board

A strategy to develop registered pharmacists to a general level of practice is currently being implemented by the Joint Programmes Board (JPB). The JPB is a working collaboration between the higher education sector and the NHS in the London, Eastern and South East region of England (covering approximately 40% of the population of England). Higher Education Institutes working under this collaboration are: University of East Anglia, University of Brighton, the School of Pharmacy University of London, King's College London, University of Portsmouth, Medway School of Pharmacy, University of Greenwich and Kent, University of Reading, Kingston University, and the School of Pharmacy University of Hertfordshire. The GLF is a key assessment and development tool for the JPB Diploma in General Pharmacy Practice (DipGPP).

b. The School of Healthcare Studies, Leeds University

A new multi-professional Postgraduate Programme in Advanced Practice was launched in September 2009 at The School of Healthcare Studies, Leeds University. The programme and module outcomes are mapped against the ACLF. Each of the core modules is mapped to the ACLF and optional modules are highlighted to provide learning support for specific clusters within the ACLF. During the first core module, all pharmacists are required to map themselves to the ACLF and are facilitated in producing a PDP with a view to reaching excellence level in the framework clusters.

c. Welsh School of Pharmacy, Cardiff University

The Welsh School of Pharmacy at Cardiff University teaches a Postgraduate Diploma in Community Pharmacy. This is a two-year part-time course for community and primary care pharmacists. The GLF is part of a reflective portfolio which students complete twice per academic year.

Students are required to complete a GLF self-assessment before starting the course and repeat the assessment again at four months, 12 months and 16 months. This aim of these assessments is to inform their learning needs Action Plan (using the top three behaviours from the GLF each time). It subsequently informs their CPD 'plan and record' cycles. Students are asked to provide examples to back up areas of practice that they are 'always' performing or where their competence has improved. Additionally, students are constantly encouraged to cross-reference to other parts of their portfolio (e.g. logs of interventions) and coursework as sources of evidence.

d. The Northern Ireland Centre for Pharmacy Learning and Development

The Northern Ireland Centre for Pharmacy Learning and Development (NICPLD) implemented a vocational training (VT) programme for junior hospital pharmacists in Northern Ireland in October 2008 which uses the GLF as part of the portfolio of assessment tools.

Table 1: GLF and ACLF use by the HEI in UK

HEI	GLF	ACLF	Education Programme
King's College	N.I.	N.I.	Taught Postgraduate (TPG) Diploma
The School of Healthcare Studies, Leeds University	0	5	Multi Professional PG Programme in Advanced Practice

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Medway School of Pharmacy, University of Greenwich and Kent	N.I.	N.I.	TPG Diploma
Northern Ireland Centre for Pharmacy Learning and Development (NICPLD), Queens University Belfast	N.I.	N.I.	Vocational training (VT) programme for junior hospital pharmacists
The School of Pharmacy, Cardiff University	20	N.I.	Community TPG Diploma
The School of Pharmacy, University of Hertfordshire	N.I.	N.I.	TPG Diploma
The School of Pharmacy, University of London	N.I.	N.I.	TPG Diploma
University of Bath	N.I.	N.I.	TPG Diploma
University of Brighton	N.I.	N.I.	TPG Diploma
University of East Anglia	N.I.	N.I.	TPG Diploma
University of Portsmouth	30	10	TPG Diploma
University of Reading	N.I.	N.I.	TPG Diploma

N.I. – No information (reported use of GLF but exact number of users is unknown).

AUSTRALIA

The University of Queensland, Australia

The GLF is used in the Postgraduate Diploma of Clinical Pharmacy at the University of Queensland. All the participants of the programme are evaluated against the GLF.

IRELAND

The MSc in Hospital Pharmacy programme, established in Trinity College Dublin, uses the GLF as one of the assessment tools. They have around 20 students enrolled in the course each year.

1.3. Community settings that use GLF/ACLF

The second edition of the GLF has undergone a successful evaluation in primary care and community pharmacy and is therefore suitable for use these settings as in hospital pharmacy. As many community pharmacies are part of multiple chains and therefore do not have an existing communication network it was hard to contact those working there. Additionally, a significant proportion of pharmacists working in community pharmacy are locums or rotate often within the network of pharmacies.

The Welsh School of Pharmacy at Cardiff University has delivered the Postgraduate Diploma in Community Pharmacy since 2005. This is a two-year part-time course for community and primary care pharmacists. Approximately 20 students are enrolled in the Diploma each year (based mainly in South Wales, but also in England and North Wales). They work for large multiples (mostly Boots plc) as well as smaller multiples, some of them as locums.

Recently, CoDEG and the Joint Programmes Board have been working with the Harmonisation of Accreditation Group (HAG) as many areas within England are adopting the criteria required by HAG for some Enhanced Services[2]. The GLF has been mapped against the HAG Competency and Training

[2] NHS Community Pharmacy Contractual Framework Enhanced Services (http://www.psnc.org.uk/data/files/PharmacyContract/enhanced_service_spec/enhanced_services_intro.pdf)

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Frameworks (C&TFs). Practitioners continue to work with their local Primary Care Trusts to find out which Enhanced Services are being commissioned within their locality but the CoDEG collaboration with HAG ensures that the necessary training requirements within the HAG C&TFs will be fulfilled by postgraduate training and education providers using the GLF to underpin competency demonstration for Enhanced Service delivery. It is expected that this should increase the uptake of the GLF in the community setting in England.

Table 2: Primary Care Trusts using the GLF and ACLF in UK

Primary Care Trust	Number of PCTs using GLF	Number of PCTs using ACLF
Southwark PCT	12	0
Hertfordshire Local Pharmaceutical Committee (LPC)	75	0
North Devon PCT	1	1
NHS Hounslow	1	0
NHS Norfolk PCT	0	1
TOTAL	**89**	**2**

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Section II: Use of the General Level Framework (GLF) in the hospital setting

The following section presents results of the survey circulated among JPB DipGPP tutors and the NHS Pharmacy Education and Development Committee members in England as well as CoDEG partners in Australia and Singapore. The respondents represented those working in the secondary care setting. There is currently no possibility of repeating a similar survey for practitioners in the community or primary care settings due to lack of contacts with the employers.

1. Uptake of GLF within organisations

In all partner organisations In Singapore and Australia most or all of the practitioners that provide a general pharmacy service use the GLF (see Table 4 below). In England the majority of GLF use is either by newly recruited practitioners (48.6%) or by practitioners providing a general pharmacy service (41.4%). A minority of organisations in England reported that only a few of their practitioners use GLF (7.1%).

Table 3: How organisations use the GLF

Use of the GLF within organisations	Country and number/percentage of organisations within that country							
	England		N. Ireland		Australia		Singapore	
	N	%	N	%	N	%	N	%
A few practitioners only	5	7.1 %						
Most or all of the newly recruited practitioners	34	48.6 %	2	100 %				
Most or all of the practitioners providing a general pharmacy service	29	41.4 %			5	100 %	1	100 %
Missing	2	2.9 %						

The survey provided an opportunity for respondents to comment further on their use of the GLF (see Table 4: Comments on GLF use) .

There were a number of organisations (n=7) who reported that the GLF was used by most of their foundation level practitioners. In England, this refers to NHS Band 6 pharmacists and in some cases Band 7. In Queensland Australia, all general level pharmacists are required to use the GLF. Some respondents (n=3) commented on the planned implementation of GLF and related work in their organisation.

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A few comments referred to the Structured Training and Experience for Pharmacists (STEP) programme in England. The STEP[3] programme is a collaborative rotational training programme implemented in six NHS hospital Trusts in South East London and in Cumbria and Lancashire. The GLF is one of the assessment tools used to help the development of pharmacist on rotation.

The East and South East Specialist Pharmacist Services (Clinical) team in England uses the GLF when developing resources and projects aimed at general level pharmacists.

One respondent identified the need for wider information and publicity about the GLF, especially outside of London.

Australian partners reported that they had recruited a Clinical Educator in their team specifically to improve the competency of practitioners and ensure the consistency of standards of care.

Table 4: Comments on GLF use

TOPIC	COMMENT
Implementation	*'Trying to introduce this into the trust.' (ENGLAND)*
	'Currently only Band 6 diploma students, but I will be rolling the GLF out to all Band 6 pharmacists from September.' (ENGLAND)
	'Commenced using from Aug 1st 09, following adaptation of documents, and subsequent training. Had input from JPB team, prior to training; have also used DVD for training.' (ENGLAND)
	'We have used some of the dimensions with the pre-registration trainees' (ENGLAND)
Used by all/most general level pharmacists	*'All general level pharmacists receive GLFs. Most advanced level practitioners also receive GLFs and ACLFs in the process of being developed in most specialties.' (AUSTRALIA)*
	'We have six Band 6 pharmacists some of whom undertake a post grad diploma. Those who are not use the GLF and the diploma students also use it to some extent.' (ENGLAND)
	'We use it for all our pharmacists providing ward clinical pharmacy services. We aim to complete 3 GLFs annually but do not always succeed (staffing levels, recruitment etc).' (ENGLAND)
	'It is part of the assessment by the line manager for rotational staff.' (ENGLAND)
	'All Band 6 pharmacist plus any Band 7 still doing general level diploma' (ENGLAND)
	'Targeted primarily at Band 6 pharmacists and some Band 7 pharmacists depending on experience.' (ENGLAND)
	GLF re-introduced 6 months ago to GOSH, using GOSH adapted versions. The Band 6 residents complete 3 monthly GLF's. (ENGLAND)
	'We started formal use of this in 2008.' (ENGLAND)
	'Only those on the JPB Diploma. Previously have used for Certificate Students and CATS Modules.' (ENGLAND)

[3] STEP is a rotational training programme designed for newly qualified (NHS Band 6) hospital pharmacists. http://www.londonpharmacy.nhs.uk/educationandtraining/faq.aspx?department=pharmacists

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Part of formal educational programme	*'The GLF is used for pharmacists undertaking their clinical diploma during rotations that are not formally assessed as part of the University course.' (ENGLAND)*
	All Band 6 pharmacists, & Band 7 pharmacists on PG Diplomas. (ENGLAND)
	'Being used by diploma students (Band 6's and 7's). Only just being discussed for Band 8a's and above.' (ENGLAND)
	'Most new practitioners do the DipGPP. Even if they don't may use GLF in some rotations.' (ENGLAND)
	'We have had many attempts to promote the use of the GLF - now we have switched to the JPB diploma this will be more structured. Previous diploma did not formally use the GLF.' (ENGLAND)
	'As part of the JPB Clinical Diploma we are required to use the GLF. Therefore we assess staff doing the diploma with the GLF.' (ENGLAND)
	We have 15 resident pharmacists (Band 6) who are on the DipGPP programme; and a number of Band 7 pharmacists still on the DipGPP programme who continue to use the GLF.' (ENGLAND)
	'We are using GLF in the pharmacists studying for JPB Pharmacy Practice diploma.' (ENGLAND)
	'At present we are only using the GLF for the Band 6 pharmacists who are doing or will be doing the diploma.' (ENGLAND)
	'All pharmacists undertaking the DipGPP.' (ENGLAND)
	'We use the GLF for the Band 6 and 7s completing the JPB diploma. It is also tied in as a specific assessment with the clinical and care of the elderly rotation for the Band 6s.' (ENGLAND)
	'GLF is used for all junior pharmacists who are undertaking the JPB diploma (if not on diploma from starting job, then used before a pharmacist goes on diploma).' (ENGLAND)
	'This framework is used for learning at the moment. There are currently no assessments undertaken. All practising pharmacists are involved in assessment against the KSF' (ENGLAND)
	One Band 7 pharmacist does a GLF as part of the Bath certificate.' (ENGLAND)
	'GLF is used to complement appraisals from Cardiff MSc course during non-appraised rotations. (ENGLAND)
Part of other programmes (initiatives)	*' Our team (East and SE Specialist Pharmacist Services (Clinical)) use the GLF when developing resources/projects aimed at General Level Pharmacists. We do not use the GLF for our individual personal development.' (ENGLAND)*
	Used as part of the STEP programme for Band 6 pharmacists and one Band 7 pharmacist' (ENGLAND)
	'All new junior pharmacists undertaking the STEP Programme within Cumbria and Lancashire NHS Trusts undergo ward-based assessments using the GLF to structure the process and provide feedback.' (ENGLAND)
More Publicity	*'Needs more engagement and publication outside London.' (ENGLAND)*
Clinical Educator	*'It has been used erratically prior to the introduction of the Clinical Educator position this year - it is now hoped that it will be used more consistently to improve competency/standards of care.' (AUSTRALIA)*

2. GLF as self-assessment and evaluation tool

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When asked how they would describe their organisation's use of the GLF no respondents indicated that the GLF is only used as a self-assessment tool (see T able 6). Most of the organisations in England (62.9%), Australia (80%), and Singapore (100%) use it as a combination of self-assessment and a mentor-practitioner joint evaluation tool. The GLF is used as a mentor-practitioner joint evaluation tool only in some organisations in England (34.3 %) and Australia (20%).

Table 5: Reasons for using GLF

GLF assessments are undertaken as...	Country and number/percentage of organisations within that country							
	England		N. Ireland		Australia		Singapore	
	N	%	N	%	N	%	N	%
Self-assessment only								
Mentor-practitioner joint evaluation	24	34.3 %	2	100 %	1	20 %		
Both	44	62.9 %			4	80 %	1	100 %
No response	2	2.9 %						

3. Frequency of GLF assessments within organisation

The frequency of assessment in the trial studies of the GLF was set as every six months (at the periods of 6 months, 12 months, 18 months and at 24 months). However, individual organisations are free to decide the schedule of GLF assessments they carry out. Survey respondents told us that GLF assessments are carried monthly in Northern Ireland (100%) and every six months in Singapore (100%). Two organisations using the GLF in Australia complete the framework every six months, and two complete it yearly. Within England it is most often completed quarterly (45.7%) or every six months (25.7%), with a few organisations completing assessments less frequently (yearly: 14.3%) or more frequently (monthly: 5.7 %).

Table 6: Frequency of GLF assessments within organisations

Frequency of GLF assessments	Country and number/percentage of organisations within that country							
	England		N. Ireland		Australia		Singapore	
	N	%	N	%	N	%	N	%
Monthly	4	5.7 %	2	100 %				
Quarterly	32	45.7 %						
6-monthly	18	25.7 %			2	40 %	1	100 %
Yearly	10	14.3 %			2	40 %		
No response	6	8.6 %			1	20 %		

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4. GLF assessors within organisations

The GLF aims to support the development of practitioners at their foundation years of practice. Therefore, the role of a mentor (senior staff member) is critical in this process. We looked at the typical job role of the assessor (see Table 7: GLF assessors within organisations).

In Singapore this role is exclusive to the Clinical Pharmacy Service Manager (known locally as the Clinical group leader or mentor). In Australia this role is shared between the Education and Training pharmacist (60%), the Clinical Pharmacy Service Manager (20%), and the practitioner's line manager (20%). SMPU Queensland Health, an Australian partner organisation, has recently introduced a Clinical Educator within their team who will be responsible for conducting assessments using the GLF. Within England, GLF assessments are most often carried out by line managers (60%) or less frequently by Clinical Pharmacy Service Managers (18.6 %) or Education and Training pharmacists (15.7 %).

Table 7: GLF assessors within organisations

Assessments are performed by...	Country and number/percentage of organisations within that country							
	England		N. Ireland		Australia*		Singapore	
	N	%	N	%	N	%	N	%
Clinical Pharmacy Service Manager	13	18.6 %	1	50 %	1	20 %	1**	100 %
Line manager	42	60 %			1	20 %		
Education and Training pharmacist	11	15.7 %	1	50 %	3	60 %		
No response	4	5.7 %						

Australia: Clinical Educator/senior clinical pharmacist, SMPU representative.*
*Singapore**: Clinical group leader or assigned mentor.*

5. Length of time GLF has been in use

The GLF was originally designed and tested in England from 2004. Therefore the majority of the organisations located in England have been using the GLF for more than three years (44.3%) or for between one and three years (40%). Nine organisations reported introducing the within the past year.

SMPU Queensland Health, comprising two of the five GLF user organisations in Australia, implemented the use of the GLF more than three years ago. A new partnership with Monash University was agreed in early 2009, and together with an increasing number of sites in Queensland this makes up the other three organisations in Australia who have used the GLF for between one and three years. The Singapore health organisation Singhealth adopted the GLF in 2009.

Table 8: Organisations' experience of using GLF (time)

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Organisation has used GLF for...	Country and number/percentage of organisations within that country							
	England		N. Ireland		Australia		Singapore	
	N	%	N	%	N	%	N	%
Less than one year	9	12.9 %	1	50 %			1	100 %
One to three years	28	40 %	1	50 %	3	60 %		
More than three years	31	44.3 %			2	40 %		
No response	2	2.9 %						

As at time of survey (June-December 2009).

6. GLF format used by organisations

CoDEG developed and launched an electronic version of the GLF, the eGLF v1, in 2008. This survey revealed that it is being used in conjunction with the paper version by a few organisations in England (7.1 %) and by one organisation in Northern Ireland. In Australia and Singapore only the paper version is currently being used. At the end of 2009 an improved version (eGLF v2) was piloted in Singapore, where 16 practitioners are currently using it for their assessment.

Table 9: Uptake of eGLF

Format of GLF being used	Country and number/percentage of organisations within that country							
	England		N. Ireland		Australia		Singapore	
	N	%	N	%	N	%	N	%
Paper version	63	90 %	1	50 %	5	100 %	1	100 %
eGLF								
Both	5	7.1 %	1	50 %				
No response	2	2.9 %						

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Section III: Use of the Advanced and Consultant Level Framework (ACLF) in Hospital Setting

The following section presents results of the survey circulated among JPB DipGPP tutors and the NHS Pharmacy Education and Development Committee members in England, as well as CoDEG partners in Australia and Singapore. The respondents represented those working in the secondary care setting. There is currently no possibility of repeating a similar survey for practitioners in the community or primary care settings due to lack of contacts with the employers.

1. Uptake of ACLF within organisations

The Advanced and Consultant Level Framework has the largest uptake within England, with 31 organisations reported to be using it. Its use has increased since the Department of Health[4] recommended its use for practitioners pursuing NHS Consultant Pharmacists posts in England.

There is also a rapidly growing interest in the ACLF outside the UK, notably in Australia and Singapore. Currently it is being used by some selected specialists and advanced practitioners in SMPU Queensland (Australia). In late 2009 the New Pharmacist Career Pathway was approved by SingHealth, the largest healthcare group in Singapore. Within this structure, the ACLF is required to be used by all practitioners who provide specialist or advanced pharmacy services.

Within England more than half of reported users (51.6 %) are selected specialists or advanced practitioners. Within six organizations it is used by most or all practitioners who provide a specialist or advanced pharmacy service (19.4%), and within three organizations most or all newly recruited specialists or advanced practitioners use the ACLF. Two organizations reported ACLF use only in practitioners who are seeking appointment to Consultant pharmacist posts (6.5%).

Table 10: ACLF uptake within organisations

Use of ACLF	Country and number/percentage of organisations within that country					
	England		Australia		Singapore	
	N	%	N	%	N	%
Only those seeking appointment to Consultant pharmacist posts	2	6.5 %				
Only selected specialists or advanced practitioners	16	51.6 %	1	100 %		
Most or all newly recruited specialists or advanced practitioners	3	9.7 %				

[4] **Guidance for the development of consultant pharmacist posts by** Department of Health (2005) http://www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_4107445

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Most or all practitioners who provide a specialist or advanced pharmacy service	6	19.4 %			1	100 %
No response	4	12.9 %				

2. ACLF as a self-assessment and evaluation tool

Australian colleagues reported using the ACLF solely as a practitioner development tool. In Singapore the ACLF is currently part of a toolkit for practitioners to advance their practice and progress in their career. Here it is used as a performance management tool and an individual development tool as well as when promoting practitioners.

Within England, the majority of organisations use the ACLF as a practitioner development tool (51.6 %). Some organisations use it as a performance management tool (9.7 %) or for appointments to Consultant pharmacist posts (3.2%). Eight organisations reported using it for all these reasons.

Table 11: ACLF use

ACLF is used as...	**Country and number/percentage of organisations within that country**					
	England		**Australia**		**Singapore**	
	N	**%**	**N**	**%**	**N**	**%**
As a performance management tool	3	9.7 %				
As a practitioner development tool	16	51.6 %	1	100 %		
For appointment to Consultant pharmacists post	1	3.2 %				
All the above	8	25.8 %			1	100 %
No response	3	9.7 %				

Respondents were invited to comment further on their use of the ACLF (see Table 12: Comments on ACLF use). Several commented on the future implementation of the ACLF within their organisation, with some reporting a planned implementation starting in September 2009. Two organisations reported that the framework is recommended or required to be used by most advanced practitioners in their organisation.

Table 12: Comments on ACLF use

TOPIC	**COMMENT**
Plans to implement use	*'Available to all Band 8a pharmacists - trying to find out how to implement.' (ENGLAND)*
	' ACLF currently developed for paediatrics and being piloted. Only one of my sites is a paediatric institution.' (AUSTRALIA)
	'We don't currently use this but would like to in the very near future.' (ENGLAND)
	' Some of our team (East and SE Specialist Pharmacist Services (Clinical)) have been using the ACLF as a basis for portfolio and CPD completion for some years. The remaining members are just about to start!' (ENGLAND)

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	'We will be using the ACLF from September 2009 for senior pharmacists. This will be linked to the KSF.' (ENGLAND)
Recent experience	*'Can't comment on above yet as has just been raised recently.' (ENGLAND)*
	'I have been assessed using this framework, but would be happy to encourage its use for others.' (ENGLAND)
	'I am unsure of the level of use of this - not in general use. Possibly used by ITU Consultant who was involved in setting up the ACLF for his specialist area.' (ENGLAND)
Used by most advanced pharmacists	*'Band 7 level and above use as part of their annual appraisal.' (ENGLAND)*
	'The ACLF is recommended for use as part of performance review and development for all Band 8 pharmacists and has been sent out several times. Actual uptake is probably low though.' (ENGLAND)
Limited use	*'Those undertaking the advanced practitioner programme MSC via JPB.' (ENGLAND)*
	'One senior practitioner as part of the advancing pharmacy practice MSc, one other senior practitioner - continuing on from previous trust.' (ENGLAND)
	'We have had limited success with the general ACLF but have one practitioner who has used the version adapted for Critical Care and Education & Training.' (ENGLAND)
	'Currently only to support a training package.' (ENGLAND)

3. The ACLF as a self-assessment and portfolio review tool

The ACLF can be used as a self-assessment tool or as an external assessment of a practitioner's portfolio. In Australia and Singapore the ACLF is used in both ways (see Table 13:). In England almost half of respondents reported using it as a self-assessment tool only, and around one third of use it for both purposes. Only 9.7% of organisations in England reported using the ACLF exclusively as an external assessment of portfolio. This may be because this is only required when promoting a practitioner or monitoring performance.

Table 13: Application of ACLF

ACLF is used as...	Country and number/percentage of organisations within that country					
	England		Australia		Singapore	
	N	%	N	%	N	%
Self-assessment only	15	48.4 %				
External assessment of portfolio	3	9.7 %				
Both	10	32.3 %	1	100 %	1	100 %
No response	3	9.7 %				

4. eACLF

At present only the eGLF is available online (see Table 9: Uptake of eGLF) although an online version of the ACLF is currently under development as part of CoDEG's future resource developments.

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Organisations already using the ACLF have been consulted about the acceptance of such a tool and have received a very positive response (see Table 14: eACLF opportunities).

Table 14: eACLF opportunities

An online version of the ACLF would be...	Country and number/percentage of organisations within that country					
	England		Australia		Singapore	
	N	%	N	%	N	%
Very useful to everyone	7	22.6 %			1	100 %
Useful to everyone	10	32.3 %	1	100 %		
Useful only to some of practitioners	9	29.0 %				
No response	5	16.1 %				

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Section IV: Conclusions

Respondents were invited to provide general comments on the frameworks. Many comments related to an increasing interest in the frameworks, with intentions to implement to a wider group of practitioners.

One respondent reported a perceived gap between the GLF and ACLF, an area which CoDEG may investigate in the future:

> *"Band 7 pharmacists seem to be in a 'gap' - above GLF level but unable to complete some of the ACLF competencies at all. Need a framework to bridge this 'gap'" (England).*

Comments from respondents suggest that practitioners are less familiar with the ACLF than the GLF, but that they are keen to promote it within their organisation:

> *"Yes I wish our organisation would adopt this framework, it would help retain staff and provide a career structure for those pharmacists not interested in management and want to focus on professional mastery in areas of specialism." (England)*

Table 15: Final comments

TOPIC	COMMENT
Implementing the frameworks	*'I have distributed the GLF to all of our basic grade pharmacists and they will start to use it in the next two weeks. I intend to implement ACLF eventually.' (ENGLAND)*
	'We hope to put a practitioner forward for external assessment of portfolio in the next 12 months.' (ENGLAND)
	'I am very keen to use both the GLF & ACLF and would be keen to incorporate these into annual PDRs. This is a project which I continue to work on.' (ENGLAND)
	'We are in the process of introducing the GLF and ACLF as assessments in this trust but at the time of completing the survey we have no Band 6 pharmacists in post, and the ACLF in MH is still under development.' (ENGLAND)
	'We intend to introduce use of ACLF this year.' (ENGLAND)
	'I have used the GLF in a previous job and found it very useful. I am trying to introduce it at my new place of work.' (ENGLAND)
	'We have produced a slightly shorter version of the GLF to use for all our Band 6s from October. We plan to assess them during every 11 week rotation and hopefully see progression. If successful we will use the GLF in its original form from next year.' (ENGLAND)
	'GLF has only been reintroduced to the Trust recently, but is a really useful tool to performance manage Band 6 staff. ACLF will also be useful for other staff, however as people are not always familiar with, training sessions are useful.' (ENGLAND)
	'We wish to use the GLF in the future, but currently struggling to find the time to implement it.' (ENGLAND)
eTools	*'Could I please have the online version of both GLF and ACLF sent to me if possible at all?' (ENGLAND)*
Use by different levels of practitioner	*'Band 7 pharmacists seem to be in a 'gap' - above GLF level but unable to complete some of the ACLF competencies at all. Need a framework to bridge this 'gap'. (ENGLAND)*

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Feedback	*'I would be interested to receive feedback from others using either framework to find out how they actually use it in practice on the wards as it is quite cumbersome. We have a condensed version.' (ENGLAND)*
Personal reflections	*'For personal CPD I use the ACLF. Initially (2004-05) I used a paper-based portfolio but now I have created an e-version as a folder on my PC.' (ENGLAND)*
	'Why do neither of these frameworks have a presence in N Ireland?' (ENGLAND)
	'Yes I wish our organisation would adopt this framework [ACLF], it would help retain staff and provide a career structure for those pharmacists not interested in management and want to focus on professional mastery in areas of specialism.' (ENGLAND)

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ANNEX I: GLF and ACLF geographical distribution within secondary care (UK)

District/Region	Name of Trust/Hospital	GLF	ACLF
Aberystwyth, Wales	Bronglais General Hospital	1	0
Armagh, Northern Ireland	Southern Health and Social Care trust	6	0
Bedfordshire	Milton Keynes Hospital NHS Foundation Trust	5	1
Berkshire	Royal Berkshire Hospital	16	1
Berkshire	Heatherwood Hospital	3	0
Berkshire	Wrexham Park Hospital, Slough	1	0
Buckinghamshire	High Wycombe General Hospital	2	0
Buckinghamshire	Stoke Mandeville Hospital	4	0
Buckinghamshire	Wycombe Hospital	2	0
Buckinghamshire	Buckinghamshire NHS Trust	3	6
Cambridgeshire	Addenbrooke's Hospital	15	0
Cambridgeshire	Peterborough Hospital	2	0
Cambridgeshire	Princess of Wales Hospital	2	0
Cambridgeshire	Cambridge University Hospitals NHS Trust	0	1
Cheshire	Countess of Chester hospital NHS foundation trust	1	1
Chesterfield	Chesterfield and North Derbyshire Royal Hospital NHS Trust	N.I.	0
Clwyd, Wales	Wrexham Maelor Hospital	7	0
Cornwall	Royal Cornwall Hospital	4	1
Cumbria	Health Services in Cumbria & North Lancashire	6	0
Cumbria	Morecambe Bay Hospitals NHS Trust	3	0
Cumbria	North Cumbria University Hospitals Trust	0	1
Dartford	Darent Valley Hospital	1	0
Dartford	Dartford Gravesham NHS Trust	15	0
Derbyshire	Derby Hospitals NHS Foundation Trust	N.I.	0
Derbyshire	Derby Hospitals NHS Foundation Trust	0	1
Devon	Plymouth Hospitals NHS Trust	1	1
Durham	County Durham & Darlington NHS Foundation Trust	6	0
Dyfed, Wales	Prince Philip Hospital	1	0
Dyfed, Wales	West Wales General Hospital, Dyfed	2	0
Dyfed, Wales	Withybush General Hospital	1	0
East Yorkshire	Hull and East Yorkshire Hospitals NHS Trust	12	6
Essex	King George Hospital BHR Trust	5	0
Essex	Queen's Hospital Romford	6	0
Essex	Colchester General Hospital	2	0
Essex	Basildon Hospital	15	0
Essex	Princess Alexandra Hospital NHS Trust	4	0
Fife, Scotland	NHS Fife	1	1

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District/Region	Name of Trust/Hospital	GLF	ACLF
Glamorgan, Wales	University Hospital of Wales	7	0
Gloucestershire	Cheltenham General Hospital	3	0
Gloucestershire	Gloucestershire Royal Hospital	1	0
Greater London	Charing Cross Hospital	18	0
Greater London	Chelsea & Westminster Hospital	25	0
Greater London	Ealing Hospital	5	0
Greater London	Hammersmith Hospital	7	0
Greater London	Homerton University Hospital	2	0
Greater London	Kingston Hospital	5	0
Greater London	Lister Hospital	8	0
Greater London	London Bridge Hospital	2	0
Greater London	Luton and Dunstable Hospital	2	0
Greater London	Mayday University Hospital	5	0
Greater London	Newham General Hospital	6	0
Greater London	St Bartholomew's Hospital	16	0
Greater London	St Charles' Hospital	1	0
Greater London	St George's Hospital (Tooting)	21	0
Greater London	St Mary's Hospital	11	0
Greater London	The Royal London Hospital	6	0
Greater London	The Royal Marsden Hospital London	3	0
Greater London	Whipps Cross University Hospital	6	0
Greater London	Royal Free Hospital	9	1
Greater London	The Whittington Hospital	2	0
Greater London	University College Hospital	12	2
Greater London	Guy's & St Thomas' Hospital	50	40
Greater London	Kings College Hospital	20	0
Greater London	Lewisham Hospital	4	1
Greater London	Princess Royal University Hospital	8	0
Greater London	Queen Elizabeth Hospital	12	0
Greater London	Queen Mary's Hospital	7	0
Greater London	University Hospital Lewisham	50	0
Greater London	Barts and London NHS Trust	30	0
Greater London	Great Ormond Street Children's Hospital	9	2
Greater London	Imperial College Healthcare NHS Trust	30	0
Greater London	Mayday Healthcare NHS Trust	6	0
Greater London	Whittington Hospital	3	0
Greater London	NHS Camden, St Pancras Hospital	1	0
Greater Manchester	Central Manchester NHS Trust	5	0
Greater Manchester	Pennine Acute NHS Trust	0	1
Guernsey	Princess Elizabeth Hospital, Guernsey	1	1
Gwent, Wales	Royal Glamorgan Hospital	4	0
Gwent, Wales	Royal Gwent Hospital Newport	6	0

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District/Region	Name of Trust/Hospital	GLF	ACLF
Gwynedd, Wales	Ysbyty Gwynedd Hospital	3	0
Hampshire	Portsmouth Hospitals NHS Trust	1	3
Hampshire	Basingstoke & North Hampshire Foundation Trust	1	0
Hampshire	Southampton University Hospitals	4	1
Hertfordshire	Barnet Hospital	7	0
Hertfordshire	Queen Elizabeth II Hospital	2	0
Hertfordshire	Watford General Hospital	7	0
Hertfordshire	Hemel Hempstead General Hospital	2	0
Isle of Wight	Isle of Wight Healthcare NHS Trust	0	1
Kent	Royal Brompton Hospital	21	0
Kent	Kent and Canterbury Hospital	10	3
Kent	Maidstone & Tunbridge Wells NHS Trust	N.I.	0
Kent	Medway Maritime Hospital	N.I.	0
Lancashire	Royal Bolton Hospital NHS Foundation Trust	1	0
Leicestershire	Leicester General Hospital	N.I.	0
Leicestershire	University Hospitals Leicester	1	1
Lincolnshire	United Lincolnshire Hospitals NHS Trust	N.I.	0
Londonderry, Northern Ireland	Western Health and Social Care Trust	4	0
Merseyside	Southport & Ormskirk Hospital NHS Trust	1	1
Middlesex	Central Middlesex Hospital	40	1
Middlesex	Hillingdon Hospital	7	0
Middlesex	Northwick Park Hospital	24	0
Middlesex	West Middlesex University Hospital	5	0
Middlesex	North Middlesex University Hospital	6	1
Monmouthshire, Wales	Nevill Hall Hospital	3	0
Norfolk	Norfolk and Norwich University Hospitals NHS Foundation Trust	12	0
North Glamorgan, Wales	Port Talbot General Hospital	1	0
North Glamorgan, Wales	Prince Charles Hospital	4	0
North Wales	Glan Clwyd Hospital	4	0
North Yorkshire	Harrogate and District NHS Foundation Trust	6	12
North Yorkshire	Scunthorpe General Hospital	3	0
Northamptonshire	Northampton General Hospital	5	1
Northamptonshire	Kettering General Hospital NHS Trust	N.I.	0
Nottinghamshire	Nottingham University Hospital NHS Trust	N.I.	1
Nottinghamshire	Sherwood Forest Hospital	N.I.	0
Oxfordshire	John Radcliffe Hospital	15	4
Somerset	Royal United Hospital	1	0
Somerset	Taunton and Somerset NHS Foundation Trust	0	1
South Wales	Llandough Hospital NHS Trust	2	0

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District/Region	Name of Trust/Hospital	GLF	ACLF
Suffolk	West Suffolk Hospital Foundation Trust	4	1
Surrey	Chase Farm Hospital	5	0
Surrey	Epsom General Hospital	10	0
Surrey	Royal Surrey County Hospital	15	0
Surrey	St Helier Hospital	4	0
Surrey	The Royal Marsden Hospital Surrey	3	0
Surrey	Frimley Park Hospital	5	0
Surrey	St Peter's Hospital	3	0
Surrey	Ashford & St Peters Hospital	6	0
Surrey	Ashford Hospital	N.I.	0
Surrey	The East Surrey Hospital	N.I.	0
Sussex	Brighton and Sussex University Hospital	4	1
Sussex	Conquest Hospital, Hastings, Sussex	2	0
Sussex	Royal Sussex County Hospital	3	0
Sussex	Eastbourne District General Hospital	N.I.	0
Sussex	East Sussex County Healthcare NHS Trust	N.I.	0
Sussex	Western Sussex Hospitals NHS Trust	1	2
Swansea, Wales	Morriston Hospital Swansea	4	0
Swansea, Wales	Singleton Hospital	4	0
Tyne and Wear	Gateshead Trust	4	0
Tyne and Wear	Northumbria Healthcare Trust	6	1
Tyne and Wear	Newcastle upon Tyne Hospitals	1	1
West Midlands	Birmingham Children's Hospital Foundation Trust	1	0
West Midlands	Sandwell and West Birmingham Hospital	0	1
West Yorkshire	Airedale General Hospital	7	0
West Yorkshire	Bradford Royal Infirmary	6	0
West Yorkshire	Huddersfield Royal Infirmary	2	0
West Yorkshire	Leeds Teaching Hospital	1	1
TOTAL		**888**	**108**

N.I. - No information, or reported use of GLF but exact number of users is unknown.

ANNEX II: Full Form

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GLF and ACLF Survey

Thank you for agreeing to complete this mini-survey. It should take no more than a few minutes of your time. When you have finished please click the 'Submit' button at the bottom of the page.

General details

Title: Miss | First Name: | Last Name:

Position:

Email:

Please re-enter email:

Country of Residence:

What is your organisation type?: Acute Hospital

Section A: **GLF usage**

☐ We do not use the GLF (If so, proceed to Section B)

Approximate number of practitioners using GLF in your organisation:

How would you describe your organisation's use of the GLF? Please select one option.

- ○ A few practitioners only
- ○ Most or all of the newly recruited practitioners
- ○ Most or all of the practitioners providing a general pharmacy service

Comments:

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How are assessment undertaken with the GLF? Please select one option.

- ○ Self-assessment only
- ○ Mentor-practitioner joint evaluation
- ○ Both

How is the GLF assessed? Please select one option.

- ○ Self assessment only
- ○ Mentor-practitioner joint evaluation
- ○ Both

How often are practitioners assessed using the GLF? (approximately)

- ○ Monthly
- ○ Quaterly
- ○ 6-monthly
- ○ Yearly

Other (please, specify) _____

Who assesses the pharmacists using the GLF?

- ○ Clinical Pharmacy Service Manager
- ○ Line Manager

Other (please, specify) _____

How long has your organisation been using the GLF?

- ○ Less than 1 year
- ○ 1 to 3 years
- ○ More than 3 years

Which format of the GLF are you using?

- ○ Paper version
- ○ Online eGLF
- ○ Both

Section B: **ACLF usage**

- ☐ We do not use the ACLF (If so, go to bottom of page to Submit form)

Approximate number of pharmacists using the ACLF in your Organisation: _____

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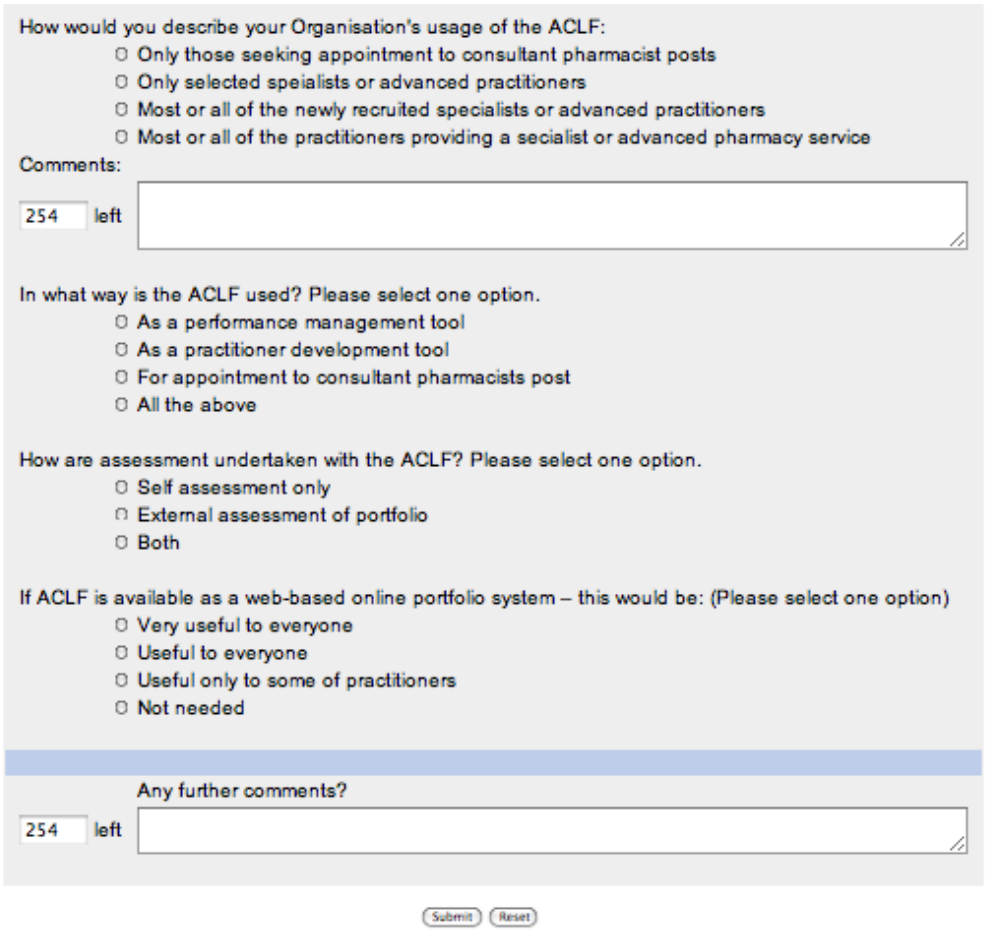

How would you describe your Organisation's usage of the ACLF:

- O Only those seeking appointment to consultant pharmacist posts
- O Only selected speialists or advanced practitioners
- O Most or all of the newly recruited specialists or advanced practitioners
- O Most or all of the practitioners providing a secialist or advanced pharmacy service

Comments:

254 left

In what way is the ACLF used? Please select one option.

- O As a performance management tool
- O As a practitioner development tool
- O For appointment to consultant pharmacists post
- O All the above

How are assessment undertaken with the ACLF? Please select one option.

- O Self assessment only
- O External assessment of portfolio
- O Both

If ACLF is available as a web-based online portfolio system – this would be: (Please select one option)

- O Very useful to everyone
- O Useful to everyone
- O Useful only to some of practitioners
- O Not needed

Any further comments?

254 left

Submit Reset

ANNEX III: miniForm

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Competency Development & Evaluation Group

General Level Framework and Advanced and Consultant Level Framework

Survey

Thank you for agreeing to complete this mini-survey. It should take no more than a few minutes of your time. When you have finished please click the 'Submit' button at the bottom of the page.

General details

Email:

Please re-enter email:

Trust or PCT within which you work:

What is your organisation type?: Acute Hospital

1. Have you used the General Level Framework (GLF) for your own professional development or related Continuous Professional Development activities?

- O Yes
- O No

Comments (optional):

254 left

2. Have you mentored or supervised a colleague who has used the General Level Framework (GLF) in this way?

- O Yes
- O No

Comments (optional):

254 left

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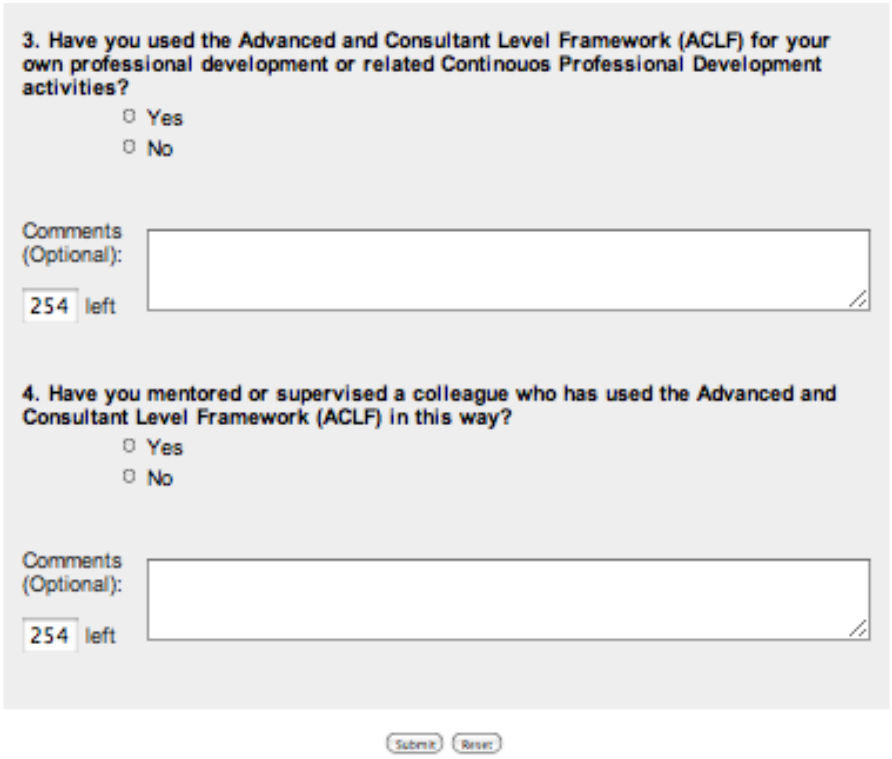

3. Have you used the Advanced and Consultant Level Framework (ACLF) for your own professional development or related Continouos Professional Development activities?

- ○ Yes
- ○ No

Comments (Optional):

254 left

4. Have you mentored or supervised a colleague who has used the Advanced and Consultant Level Framework (ACLF) in this way?

- ○ Yes
- ○ No

Comments (Optional):

254 left

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