



HIV

EXPERT PROFESSIONAL PRACTICE CURRICULUM

Professional curriculum to support members with
the knowledge, skills, experience and behaviours
to advance in their practice

2014

ROYAL PHARMACEUTICAL SOCIETY

FACULTY

Disclaimer

This publication is intended as a guide and may not always include all information relating to its subject matter.

You should interpret all information and advice in light of your own professional knowledge and all relevant pharmacy and healthcare literature and guidelines.

Nothing in this publication constitutes legal advice and cannot be relied upon as such.

Whilst care has been taken to ensure the accuracy of content RPSGB excludes to the fullest extent permissible by law any liability whether in contract, tort or otherwise arising from your reliance on any information or advice.

This curriculum has been produced by RPS Faculty partners to support continued advancement in all areas of pharmacy practice.

During 2014 the Curricula Panel of the RPS Faculty will continue to develop the vision for post graduate development to produce the highest quality pharmacy workforce. The Faculty will continue to work with experts and specialist groups to form new guidance for professional advancement. The layout and themes in these curricula may be subject to change. Reviews of curricula can be expected annually while the Faculty is being set up. Please check that you are using the most up to date version of the curricula on the RPS Faculty website (www.rpharms.com/faculty).

Endorsed by



Acknowledgements

The mapping tables in this document use the Royal Pharmaceutical Society Advanced Pharmacy Framework (APF) which builds on the widely used Advanced to Consultant Level Framework (ACLF) which was developed by the Competency and Evaluation Group (CoDEG).

The template and content of this document was developed from the document "Adult Critical Care - Specialist Pharmacy Practice" (London: Department of Health; 2005) produced by the UKCPA Critical Care Pharmacists Group in collaboration with key Department of Health (DH) personnel and senior NHS pharmacists.

Primary Contributors

- Heather Leake Date. Consultant Pharmacist HIV/Sexual Health and Honorary Senior Lecturer, Brighton and Sussex University Hospitals NHS Trust. heather.leake_date@bsuh.nhs.uk
- Leonie Swaden. Consultant Pharmacist HIV Medicine, Royal Free Hospital NHS Trust. leonie.swaden@rfh.nhs.uk
- Rosy Weston. Senior Lead Pharmacist for HIV and Sexual Health, St. Mary's Hospital. Imperial College Healthcare NHS Trust. rosy.weston@imperial.nhs.uk

Comments and additions from

- Members of HIVPA (the UK HIV Pharmacy Association)

Professional Curriculum for Advanced Pharmacy Practice in HIV

Pharmaceutical Care of HIV Patients

This curriculum provides an overview of the knowledge, skills, experience and behaviours required to practice at advanced level in the care of HIV patients at three stages: Advanced Stage I, Advanced Stage II and Mastery, in line with the requirements of the APF.

The document is intended to be used by practitioners to support the development of their practice at advanced level in the pharmaceutical care of HIV patients. It encourages practitioners to think critically and to use knowledge in HIV, supporting informed decision making using knowledge from this and other related therapeutic areas to promote optimal medicines management for patients. The curriculum also encourages the development of skills in informed, critically relevant, effective discussion with other health and social care practitioners, peers and managers, where appropriate, to maximise optimal medicines related care for patients.

This document is intended to be as useful to the wider community working with HIV patients as possible from all sectors of care. The syllabus is not intended to cover every aspect of practice and inevitably overlaps with a number of specialities. Users are encouraged to link this syllabus with others in related fields (also known as critical adjacencies).

This curriculum will be reviewed annually as to whether any update or changes are required. Every five years there will be an external review including external experts to re-evaluate the curriculum. Feedback is encouraged to ensure that the document is error-free, fit for purpose and accurately reflects the needs of pharmacists working at the specified stages.

Knowledge, Skills, Experience and Behaviours

Practitioners will develop their portfolios linked to the APF (www.rpharms.com). The recommended knowledge, skills, experience and behaviours which practitioners require to demonstrate competence at Advanced Stage I, Advanced Stage II and Mastery stage for the Expert Professional Practice and Collaborative Working Relationships clusters of the APF in an area of advanced practice, are listed here with additional notes and specific examples for HIV. The APF mapping tables in this document links the recommended knowledge, skills, experience and behaviours with the relevant competency development descriptors. Examples of the recommended knowledge, skills, experience and behaviours are included below. For a comprehensive list see the mapping tables.

Advanced Stage I

- Demonstrates basic knowledge of the treatment of HIV infection, including: drugs used to treat common opportunistic infections and co-morbidities; the use of antiretrovirals (ARVs) in naïve patients and in post-exposure prophylaxis (PEP) and PEP following sexual exposure (PEPSE).
- Demonstrates basic knowledge of the treatment of common HIV associated sexually transmitted infections (STIs).
- Demonstrates basic knowledge in the use and importance of resistance testing and relation to drug choice.
- Demonstrates knowledge and understanding of the mechanism and importance of drug interactions with HIV medicines.
- Demonstrates knowledge of appropriate use and interpretation of haematological and biochemical tests and surrogate markers for monitoring disease progression and efficacy and toxicities of antiretroviral medicines.
- Demonstrates knowledge of common side effects of antiretroviral medicines, and adverse drug reactions, including reporting mechanisms.
- Demonstrates competency in delivering patient care under supervision to a group of HIV.
- Demonstrates competency in screening HIV prescriptions.
- Demonstrates a good understanding of factors which affect adherence and ability to undertake specific patient counselling for patients starting or switching HIV medicines.
- Demonstrates understanding of the specific importance of patient confidentiality in HIV and sexual health and ability to communicate sensitive information and advice to patients in a professional manner and to acknowledge boundaries in behaviour.
- Demonstrates ability to work for short periods of time in the absence of senior support.
- Demonstrates ability to successfully negotiate with prescriber/MDT/patients re simple HIV-related prescribing issues for individual patients.
- Demonstrates ability to recognise a situation outside competence and refers to supervising pharmacist (appropriate pharmaceutical problems and situations are always referred).

Advanced Stage II

- Demonstrates application of advanced knowledge of treatment of HIV, including understanding of the use of ARVs in naïve and treatment experienced patients, including trial or named patient medicines and application of knowledge of HIV drug resistance in the management of specific patients.
- Demonstrates ability to advise on the management and/or avoidance of drug interactions, side-effects and adverse drug reactions in specific patients.
- Demonstrates ability to identify and manage patients who require additional treatment support.
- Demonstrates ability to produce policies and procedures specifically for the HIV pharmacy team and HIV specialty.
- Demonstrates ability to act as a supplementary / independent prescriber in HIV.
- Demonstrates ability to be involved in the development and implementation of supplementary/independent prescribing in HIV disease.
- Demonstrates participation in organisation or service wide multidisciplinary groups with respect to pharmacy issues.

- Demonstrates ability to persuade or influence the HIV team / pharmacy team with regard to complex cases, research, guidelines and protocols.
- Demonstrates the ability to persuade or influence staff with respect to organisational change research guidelines and protocols.
- Demonstrates ability to communicate complex clinical information to patients/carers or junior clinical staff where the evidence base is lacking or conflicting or based on opinion.
- Demonstrates ability to successfully negotiate complex HIV-related treatment issues with the prescriber or MDT and patients.
- Demonstrates ability to negotiate issues or requests between HIV team, the pharmacy and other hospital departments.
- Demonstrates active participation at HIVPA meetings e.g. speaker, chair or organisation.
- Demonstrates participation in MDT working groups looking into service development or clinical guidelines development.

Mastery

- Demonstrates ability to identify the gaps in and advance the knowledge base in the treatment of HIV infection.
- Demonstrates ability to identify and answer research questions.
- Demonstrates ability to identify training needs of pharmacy staff and other healthcare professionals in order to facilitate medicines optimisation in HIV positive patients.
- Demonstrates ability to advise on workforce planning and strategic development of HIV pharmacy services.
- Demonstrates ability to advise on medicines optimisation including procurement, entry of new drugs and treatment guidelines at a local/regional/national level.
- Demonstrates provision of expert advice to external agencies and/or professionals on complex and novel situations.
- Demonstrates leadership on trust wide issues related to HIV patient care.
- Demonstrates ability to apply national HIV guidelines at Trust level.
- Demonstrates ability to communicate complex sensitive or contentious information to large groups of clinicians managers or patients.
- Demonstrates ability to communicate in a hostile antagonistic or highly emotive atmosphere.
- Demonstrates leadership of local network group or equivalent.
- Demonstrates active leadership of the HIVPA expert panel.
- Demonstrates cross boundary working to build relationships and share information plans and resources.
- Demonstrates role as an opinion leader both within the organisation and externally.

Resources for Curriculum Development

Useful Websites

- Aidsmap (www.aidsmap.com)
- British Association for Sexual Health and HIV (www.bashh.org)
- British HIV Association (www.bhiva.org)
- Clinical Care Options (www.clinicaloptions.com)
- HIV i-Base (www.i-base.info)
- HIV Insite (www.hivinsite.org)
- HIV Pharmacy Association (e-HIVE) (www.hivpa.org)
- HIV Drug Interactions University of Liverpool (www.hiv-druginteractions.org)
- Medscape (www.medscape.com)
- Natural Medicines Database (www.naturaldatabase.com)
- HIV Clinic Toronto General Hospital (www.tthivclinic.com)
- Up to Date (www.uptodate.com)

Textbooks

- Leake Date H and Fisher M, 'HIV Infection' chapter
Clinical Pharmacy and Therapeutics 4th Edition
Editors Roger Walker and Cate Whittlesea
Churchill Livingstone 2007
ISBN-10 0443102856
ISBN-13 978-0443102851

Supporting References and External Resources

- Lord Darzi's NHS Review
(www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_085825)
- National Prescribing Centre Guide to Medication Review 2008 (www.npc.nhs.uk/review_medicines/intro/)
- NICE Adherence Guidelines –n issued January 2009
(<http://publications.nice.org.uk/medicines-adherence-cg76>)
- Pharmacy in England – Building on Strengths, Delivering the Future
(www.dh.gov.uk/en/publicationsandstatistics/publications/publicationspolicyandguidance/dh_083815)

APF Mapping Tables

This table lists the knowledge, skills, experience and behaviours recommended to demonstrate the APF competencies for the Expert Professional Practice (EPP) and Collaborative Working Relationship (CWR) clusters mapped against the relevant APF development descriptors. It is intended primarily to support practitioners to develop their practice, but may be useful for portfolio preparation. All statements relate to the practitioner's area of practice speciality.

The competencies listed for "Advanced Stage I", "Advanced Stage II" and "Mastery" stage are additive, i.e. those at "Advanced Stage II" build on the competencies established in "Advanced Stage I". Practitioners are expected to demonstrate "Advanced Stage I" first before moving on to "Advanced Stage II". Those wishing to demonstrate "Advanced Stage II" level will usually be expected to have demonstrated "Advanced Stage I" previously. Those wishing to demonstrate "Mastery" stage will usually be expected to have demonstrated "Advanced Stage II" previously.

A pharmacist starting to specialise in an area of Expert Professional Practice might be expected to be working towards attaining competencies at Advanced Stage I. A practitioner having attained Advanced Stage II in an area of Expert Professional Practice might be expected to be working towards attaining competencies at Advanced Stage II.

At Advanced Stage I practitioners are expected to build on the General Level Framework (see CoDEG's website www.codeg.org) competencies and (for the relevant developmental descriptors) to demonstrate experience of caring for patients with disorders, pharmaceutical care issues and co-morbidities that are commonly found in HIV.

At Advanced Stage II practitioners are expected to build on Advanced Stage I competencies and (for the relevant developmental descriptors) to demonstrate experience of caring for patients with complex co-morbidities or pharmaceutical care issues or those with more specialist conditions in HIV.

At Mastery stage practitioners are expected to build on Advanced Stage II competencies and (for the relevant developmental descriptors) to demonstrate experience of caring for patients with complex co-morbidities or pharmaceutical care issues, or those with more specialist conditions in HIV.

Expert Professional Practice – Expert Skills and Knowledge (Cluster I.1)

Improving standards of pharmaceutical care for patients.

I.1 EXPERT SKILLS AND KNOWLEDGE	ADVANCED STAGE I	ADVANCED STAGE II	MASTERY
<p>APF competency developmental descriptors</p>	<p>Demonstrates general pharmaceutical skills and knowledge in core areas.</p> <p>In addition for patient focussed roles: Is able to plan, manage, monitor, advise and review general pharmaceutical care programmes for patients in core areas.</p>	<p>Demonstrates in-depth pharmaceutical skills and knowledge in defined area(s).</p> <p>In addition for patient focussed roles: Is able to plan, manage, monitor, advise and review in-depth/complex pharmaceutical care programmes for patients in defined area(s).</p>	<p>Advances the knowledge base in defined area(s).</p> <p>In addition for patient focussed roles: Advances in-depth/complex pharmaceutical care programmes for patients.</p>
<p>Recommended knowledge, skills, experience and behaviours</p>	<p>Application of core specialist HIV knowledge of common disorders and common co-morbidities (including: aetiology, physiology, common signs and symptoms, epidemiology, risk factors).</p> <p>Application of core specialist HIV knowledge of common medicines (including: place in therapy, mechanism of action, indications, common adverse effects and drug interactions, and precautions).</p> <p>Application of core specialist HIV knowledge for the therapeutic management of common conditions and to ensure safe prescribing.</p> <p>Application of core specialist HIV knowledge in the management of common pharmaceutical issues.</p> <p>Able to develop and implement plans for the pharmaceutical care of patients with common conditions.</p>	<p>Application of advanced knowledge of common disorders and co-morbidities seen in people with HIV and core specialist knowledge of HIV – related opportunistic infections and malignancies.</p> <p>Application of advanced knowledge and understanding of drugs, including high-risk drugs, unlicensed drugs and off-label use of drugs.</p> <p>Application of advanced knowledge for the therapeutic management of patients with complex co-morbidities and high risk factors, and to ensure safe prescribing for these patients.</p> <p>Able to identify, manage and advise on complex pharmaceutical care issues.</p> <p>Able to develop and implement, and support/train others to develop and implement, plans for the pharmaceutical care of patients with complex pharmaceutical care issues and those with more complex conditions.</p>	<p>Identifies knowledge gaps and advances the knowledge base in HIV.</p> <p>Actively involved in identifying and answering research questions through leading and participating in research and audit and publishing findings.</p> <p>Identifies training needs for pharmacy staff and other healthcare professionals to facilitate medicines optimisation for people with HIV.</p>

Expert Professional Practice – Expert Skills and Knowledge (Cluster I.I)

Improving standards of pharmaceutical care for patients.

I.I EXPERT SKILLS AND KNOWLEDGE	ADVANCED STAGE I	ADVANCED STAGE II	MASTERY
<p>APF competency developmental descriptors</p>	<p>Demonstrates general pharmaceutical skills and knowledge in core areas.</p> <p>In addition for patient focussed roles: Is able to plan, manage, monitor, advise and review general pharmaceutical care programmes for patients in core areas.</p>	<p>Demonstrates in-depth pharmaceutical skills and knowledge in defined area(s).</p> <p>In addition for patient focussed roles: Is able to plan, manage, monitor, advise and review in-depth/complex pharmaceutical care programmes for patients in defined area(s).</p>	<p>Advances the knowledge base in defined area(s).</p> <p>In addition for patient focussed roles: Advances in-depth/complex pharmaceutical care programmes for patients.</p>
<p>Recommended knowledge, skills, experience and behaviours</p>	<p>Able to identify patients with complex co-morbidities, pharmaceutical needs, interface or social issues that may impact on pharmaceutical care, and ensures that appropriate pharmaceutical care is provided (including referring where appropriate).</p> <p>Able to recognise, recommend and review appropriate monitoring of common disorders and medicines for the pharmaceutical care of patients.</p> <p>Able to interpret and use common lab tests and/or disease markers for the pharmaceutical care of patients.</p> <p>Able to carry out medication review and develop and implement a medicines management plan for patients with common disorders and common pharmaceutical needs.</p> <p>Able to make recommendations on the pharmaceutical care of patients based on the evidence-base and/or best practice.</p>	<p>Actively identifies and manages patients with complex co-morbidities, pharmaceutical needs, interface or social issues that may impact on pharmaceutical care.</p> <p>Able to advise on the appropriate monitoring of disorders and medicines for patients with complex pharmaceutical care needs.</p> <p>Able to interpret and use complex/specialist lab tests and/or disease markers for the pharmaceutical care of patients.</p> <p>Able to carry out medication review and develop and implement a medicines management plan for patients with complex co-morbidities, high risk disorders and/or complex pharmaceutical needs.</p> <p>Able to make recommendations on the pharmaceutical care of complex patients based on the evidence-base and/or best practice. (also see 3 below)</p>	

Expert Professional Practice – Expert Skills and Knowledge (Cluster I.1)

Improving standards of pharmaceutical care for patients.

I.1 EXPERT SKILLS AND KNOWLEDGE	ADVANCED STAGE I	ADVANCED STAGE II	MASTERY
<p>APF competency developmental descriptors</p>	<p>Demonstrates general pharmaceutical skills and knowledge in core areas.</p> <p>In addition for patient focussed roles: Is able to plan, manage, monitor, advise and review general pharmaceutical care programmes for patients in core areas.</p>	<p>Demonstrates in-depth pharmaceutical skills and knowledge in defined area(s).</p> <p>In addition for patient focussed roles: Is able to plan, manage, monitor, advise and review in-depth/complex pharmaceutical care programmes for patients in defined area(s).</p>	<p>Advances the knowledge base in defined area(s).</p> <p>In addition for patient focussed roles: Advances in-depth/complex pharmaceutical care programmes for patients.</p>
<p>Recommended knowledge, skills, experience and behaviours</p>	<p>Able to describe the main principles of the relevant key papers and national documents.</p> <p>Able to follow relevant policies and local and national guidance.</p> <p>Able to advise others in the team on the management of patients with common pharmaceutical care issues.</p> <p>Able to consult with, educate and advise patients, carers, pharmacy staff, students, medical staff, nursing staff and other allied healthcare professionals (AHPs) effectively on common pharmaceutical care issues and related relevant healthcare issues within the Trust.</p> <p>Able to support other staff in core specialist aspects of pharmaceutical and related care.</p> <p>Able to describe the structure of the service, the system of care, and the roles of the healthcare professionals and other relevant teams, disciplines or agencies involved in patient care.</p>	<p>Applies the main principles of key papers, policies, national documents, and local and national guidance to the care of patients with complex co-morbidities, high risk disorders and/or complex pharmaceutical needs.</p> <p>Advises others in the team on the management of patients with complex pharmaceutical care issues.</p> <p>Able to advise on the choice and use of relevant specialist resources to resolve complex pharmaceutical care issues.</p> <p>Applies and advises on pharmacokinetic and pharmacodynamic principles to ensure safe and effective prescribing.</p> <p>Able to consult with, educate and advise patients, carers, pharmacy staff, students, medical staff, nursing staff and other allied healthcare professionals (AHPs) effectively on complex pharmaceutical care issues and related relevant healthcare issues within and outside the Trust.</p>	

Expert Professional Practice – Expert Skills and Knowledge (Cluster I.1)

Improving standards of pharmaceutical care for patients.

I.1 EXPERT SKILLS AND KNOWLEDGE	ADVANCED STAGE I	ADVANCED STAGE II	MASTERY
<p>APF competency developmental descriptors</p>	<p>Demonstrates general pharmaceutical skills and knowledge in core areas.</p> <p>In addition for patient focussed roles: Is able to plan, manage, monitor, advise and review general pharmaceutical care programmes for patients in core areas.</p>	<p>Demonstrates in-depth pharmaceutical skills and knowledge in defined area(s).</p> <p>In addition for patient focussed roles: Is able to plan, manage, monitor, advise and review in-depth/complex pharmaceutical care programmes for patients in defined area(s).</p>	<p>Advances the knowledge base in defined area(s).</p> <p>In addition for patient focussed roles: Advances in-depth/complex pharmaceutical care programmes for patients.</p>
<p>Recommended knowledge, skills, experience and behaviours</p>	<p>Able to apply and comply with the relevant legal, ethical, professional and organisational policies and procedures and codes of conduct issues that have implications for the pharmaceutical care of patients.</p> <p>Able to apply pharmacoeconomic principles and support drug expenditure analysis work.</p>	<p>Able to support other staff in advanced aspects of specialist pharmaceutical and related care.</p> <p>Able to influence the structure of the service, the system of care, and the roles of the healthcare professionals and other relevant teams, disciplines or agencies involved in patient care.</p> <p>Able to advise on the relevant legal, ethical, professional and organisational policies and procedures and codes of conduct issues that have implications for the pharmaceutical care of patients.</p> <p>Interprets, undertakes and communicates drug expenditure analysis and advises on relevant pharmacoeconomic issues.</p>	

Expert Professional Practice – Delivery of Professional Expertise (Cluster I.2)

Improving standards of pharmaceutical care for patients.

I.2 DELIVERY OF PROFESSIONAL EXPERTISE	ADVANCED STAGE I	ADVANCED STAGE II	MASTERY
APF competency developmental descriptors	Demonstrates accountability for delivering professional expertise and direct service provision as an individual.	Demonstrates accountability for the delivery of professional services and expertise via a team or directly to groups of patients/clients/users.	<p>Demonstrates accountability for the delivery of professional expertise at a defined higher level.</p> <p>May include providing expertise and service delivery nationally or at a strategic level.</p>
Recommended knowledge, skills, experience and behaviours	<p>Able to provide a clinical pharmacy service and deliver effective pharmaceutical care to patients with common pharmaceutical needs.</p> <p>Monitors prescribing quality and addresses and resolves issues identified with the appropriate member(s) of the MDT.</p> <p>Contributes to service development, clinical audit and evaluation of the pharmacy service.</p> <p>Ensures that appropriate patient documentation is maintained.</p>	<p>Responsible for the provision of a clinical pharmacy service and the delivery of effective pharmaceutical care to patients with complex co-morbidities or pharmaceutical needs.</p> <p>Monitors prescribing quality and addresses and resolves any issues identified within the locality.</p> <p>Initiates and leads service development, clinical audit and evaluation of the pharmacy service in a defined area of practice.</p> <p>Actively involved in the development of medicines-related aspects of patient documentation systems.</p> <p>Advises on and manages the entry of new drugs.</p>	<p>Advises on workforce planning and strategic direction of specialist HIV pharmacy services.</p> <p>Advises on HIV medicines optimisation including procurement, entry of new drugs and treatment guidelines at a network/regional/national level.</p>

Expert Professional Practice – Reasoning and Judgement (Cluster 1.3)

Improving standards of pharmaceutical care for patients.

I.3 REASONING AND JUDGEMENT	ADVANCED STAGE I	ADVANCED STAGE II	MASTERY
<p>APF competency developmental descriptors</p>	<p>Demonstrates ability to use skills in a range of routine situations requiring analysis or comparison of a range of options.</p> <p>Recognises priorities when problem-solving and identifies deviations from the normal pattern.</p>	<p>Demonstrates ability to use skills to make decisions in complex situations where there are several factors that require analysis, interpretation and comparison.</p> <p>Demonstrates an ability to see situations holistically.</p>	<p>Demonstrates ability to use skills to manage difficult and dynamic situations.</p> <p>Demonstrates ability to make decisions in the absence of evidence or data or when there is conflicting evidence or data.</p>
<p>Recommended knowledge, skills, experience and behaviours</p>	<p>Able to recognise and resolve basic problems.</p> <p>Monitors patient visits under supervision/mentorship.</p> <p>Able to recommend justifiable courses of action.</p> <p>Demonstrates accurate reasoning.</p> <p>Able to make decisions with limited information.</p> <p>Able to critically appraise and interpret published papers.</p> <p>Able to make decisions in a timely manner.</p> <p>Able to prioritise problems.</p> <p>Able to assess prescriptions or work for adherence to local/national guidelines.</p> <p>Recognises own limitations and able to refer appropriately.</p>	<p>Recognises, evaluates and resolves complex problems.</p> <p>Able to appraise information, make an informed decision with the evidence available and be able to justify/defend the decision to others, including in situations where evidence is lacking.</p> <p>Recognises limitations of supporting data.</p> <p>Able to present and explain a critical appraisal of published papers.</p> <p>Is aware of the limitations of some research to non-research settings.</p> <p>Demonstrates an ability to see situations holistically.</p> <p>Able to take into consideration different values and views when making decisions.</p> <p>Able to refer appropriately to others within and outside own team.</p>	<p>Provides expert advice to external agencies and/or professionals on complex and novel situations.</p> <p>Provides expert advice to external agencies and/or professionals on complex and novel situations.</p>

Expert Professional Practice – Professional Autonomy (Cluster I.4)

Improving standards of pharmaceutical care for patients.

I.4 PROFESSIONAL AUTONOMY	ADVANCED STAGE I	ADVANCED STAGE II	MASTERY
APF competency developmental descriptors	Is able to follow legal, ethical, professional and organisational policies/procedures and codes of conduct.	Is able to take action based on own interpretation of broad professional policies/procedures where necessary.	Is able to take action based on own interpretation of broad professional policies/procedures where necessary.
Recommended knowledge, skills, experience and behaviours	<p>Able to follow organisation guidance related to the local HIV service.</p> <p>Follows legal, ethical and organisational policy and procedures and codes of conduct.</p> <p>Contributes to the development of policies and procedures specifically for the local service, under supervision.</p> <p>Able to identify areas of practice in requiring pharmaceutical input and development.</p> <p>Able to work for short periods of time in the absence of senior support.</p> <p>Demonstrates awareness and knowledge about issues relating to record keeping, confidentiality and communication (including the Data Protection Act, and Caldicott guidance).</p> <p>Demonstrates awareness and knowledge about legislation pertaining to consent.</p> <p>Demonstrates awareness and application of cultural and gender issues in specialist area, application of the principles and practices of anti-discriminatory practice."</p>	<p>Develops policies, procedures and treatment guidelines specifically for the local HIV service.</p> <p>Involved in the development and implementation supplementary/ independent prescribing in organisations where this is being developed.</p> <p>Participates in organisation or service -wide multidisciplinary groups with respect to pharmacy issues.</p> <p>Able to work for extended periods of time in the absence of senior support.</p>	<p>Leads on Trust wide issues related to on HIV patient care.</p> <p>Responsible for the application of national guidelines within the Trust.</p>

Expert Professional Practice – Professional Autonomy (Cluster I.4)

Improving standards of pharmaceutical care for patients.

I.4 PROFESSIONAL AUTONOMY	ADVANCED STAGE I	ADVANCED STAGE II	MASTERY
APF competency developmental descriptors	Is able to follow legal, ethical, professional and organisational policies/procedures and codes of conduct.	Is able to take action based on own interpretation of broad professional policies/procedures where necessary.	Is able to take action based on own interpretation of broad professional policies/procedures where necessary.
Recommended knowledge, skills, experience and behaviours	<p>Understands and adheres to legal frameworks including the Mental Capacity Act, Medicines Act, Controlled Drugs legislation etc.</p> <p>Understands the broad remit and powers of the mental capacity act (MCA).</p> <p>Demonstrates an understanding of the legal requirements surrounding the use of medicines as detailed in the MCA.</p> <p>Demonstrates an understanding of the issues involved, and legal stance of covert administration.</p>		

Collaborative Working Relationships – Communication (Cluster 2.1)

Is able to communicate, establish and maintain professionally-driven working relationships and gain the co-operation of others. Including ability to: Persuade; Motivate; Negotiate; Empathise; Provide reassurance; Listen; Influence and Networking skills; Presentation skills.

2.1 COMMUNICATION	ADVANCED STAGE I	ADVANCED STAGE II	MASTERY
APF competency developmental descriptors	<p>Demonstrates use of appropriate communication to gain the co-operation of relevant stakeholders (including patients, senior and peer colleagues, and other professionals where possible).</p> <p>Demonstrates ability to communicate where the content of the discussion is explicitly defined.</p>	<p>Demonstrates use of appropriately selected communication skills to gain co-operation of small groups of relevant stakeholders within the organisation.</p> <p>Demonstrates ability to communicate where the content of the discussion is based on professional opinion.</p>	<p>Demonstrates ability to present complex, sensitive or contentious information to large groups of relevant stakeholders.</p> <p>Demonstrates ability to communicate in a hostile, antagonistic or highly emotive atmosphere.</p>
Recommended knowledge, skills, experience and behaviours	<p>Able to use clear, concise, appropriate and effective written and oral communication skills to a range of patients, carers and staff from within the Trust.</p> <p>Able to communicate effectively where the content of the discussion is explicitly defined.</p> <p>Able to communicate effectively with individual patients, carers, colleagues and clinicians in a form and manner that is consistent with the individual level of understanding, culture and background.</p> <p>Able to recognise barriers to effective communication and modify communication accordingly.</p>	<p>Able to use clear, concise, appropriate and effective written and oral communication skills, to a range of patients, carers and staff from within and outside the Trust.</p> <p>Able to communicate effectively where the content of the discussion is based on opinion.</p> <p>Able to communicate effectively with groups of patients, carers, staff, colleagues and senior managers in a form and manner that is consistent with the level of understanding, culture and background of the group.</p>	<p>Able to present complex, sensitive or contentious information to large groups of patients, clinicians and senior managers in divisional management meetings and patient involvement group meetings.</p> <p>Able to communicate in a hostile, antagonistic or highly emotive atmosphere such as divisional management meetings.</p> <p>Able to use clear concise appropriate and effective written and oral communication skills to policy makers, and healthcare professionals at a national level.</p>

Collaborative Working Relationships – Communication (Cluster 2.1)

Is able to communicate, establish and maintain professionally-driven working relationships and gain the co-operation of others. Including ability to: Persuade; Motivate; Negotiate; Empathise; Provide reassurance; Listen; Influence and Networking skills; Presentation skills.

2.1 COMMUNICATION		ADVANCED STAGE I	ADVANCED STAGE II	MASTERY
APF competency developmental descriptors		<p>Demonstrates use of appropriate communication to gain the co-operation of relevant stakeholders (including patients, senior and peer colleagues, and other professionals where possible).</p> <p>Demonstrates ability to communicate where the content of the discussion is explicitly defined.</p>	<p>Demonstrates use of appropriately selected communication skills to gain co-operation of small groups of relevant stakeholders within the organisation.</p> <p>Demonstrates ability to communicate where the content of the discussion is based on professional opinion.</p>	<p>Demonstrates ability to present complex, sensitive or contentious information to large groups of relevant stakeholders.</p> <p>Demonstrates ability to communicate in a hostile, antagonistic or highly emotive atmosphere.</p>
Recommended knowledge, skills, experience and behaviours	Persuade	<p>Able to persuade others within the MDT about individual episodes of care.</p> <p>Able to engage patients in meaningful discussions about medicines, and compliance.</p>	<p>Able to persuade or influence the MDT regarding individual complex clinical or technical issues.</p> <p>Able to engage patients in meaningful discussions about medicines, and compliance.</p> <p>Able to persuade or influence staff with respect to organisational change, research, guidelines and protocols, in line with medicines management agenda.</p>	<p>Able to persuade or influence the multidisciplinary team, organisational development strategy and course of action in extremely complex cases.</p>
	Motivate	<p>Demonstrates self-motivation.</p> <p>Able to motivate other staff in the pharmacy team.</p>	<p>Motivates members of the pharmacy team (e.g. to follow a guideline, collect data, to improve the quality of care, to identify areas of practice for development and improvement).</p>	<p>Motivates multidisciplinary HIV team over a network or equivalent.</p>

Collaborative Working Relationships – Communication (Cluster 2.1)

Is able to communicate, establish and maintain professionally-driven working relationships and gain the co-operation of others. Including ability to: Persuade; Motivate; Negotiate; Empathise; Provide reassurance; Listen; Influence and Networking skills; Presentation skills.

2.1 COMMUNICATION		ADVANCED STAGE I	ADVANCED STAGE II	MASTERY
APF competency developmental descriptors		<p>Demonstrates use of appropriate communication to gain the co-operation of relevant stakeholders (including patients, senior and peer colleagues, and other professionals where possible).</p> <p>Demonstrates ability to communicate where the content of the discussion is explicitly defined.</p>	<p>Demonstrates use of appropriately selected communication skills to gain co-operation of small groups of relevant stakeholders within the organisation.</p> <p>Demonstrates ability to communicate where the content of the discussion is based on professional opinion.</p>	<p>Demonstrates ability to present complex, sensitive or contentious information to large groups of relevant stakeholders.</p> <p>Demonstrates ability to communicate in a hostile, antagonistic or highly emotive atmosphere.</p>
Recommended knowledge, skills, experience and behaviours	Negotiate	<p>Negotiates on pharmaceutical care or technical issues for individual patients.</p> <p>Negotiates issues about teamwork and workloads (e.g. rotas, staffing, training requirements).</p> <p>Negotiates simple treatment issues with patients & MDT</p>	<p>Negotiates on pharmaceutical care or technical issues for groups of patients.</p> <p>Negotiates issues between the speciality team and pharmacy.</p> <p>Able to negotiate on financial issues.</p> <p>Able to negotiate complex treatment issues with patients and MDT.</p>	<p>Negotiates issues on an organization-wide, network (or equivalent) or (inter) national basis.</p>
	Empathise/ Provide Reassurance	<p>Communicates in an empathetic and respectful manner with patients, carers and staff. Uses appropriate verbal and body language.</p> <p>Able to communicate sensitive information and advice to patients in a professional manner and to acknowledge boundaries in behaviour.</p> <p>Able to reassure individuals appropriately.</p>	<p>Communicates in an empathetic and respectful manner with patients, carers and staff in complex situations. Uses appropriate verbal and body language.</p> <p>Manages, mentors and supervises staff in an empathetic manner.</p> <p>Able to reassure groups appropriately.</p>	<p>Gives appropriate feedback and acts as a role model, helping staff to communicate in an empathetic and respectful manner (including the appropriate use of verbal and body language).</p>

Collaborative Working Relationships – Communication (Cluster 2.1)

Is able to communicate, establish and maintain professionally-driven working relationships and gain the co-operation of others.
Including ability to: Persuade; Motivate; Negotiate; Empathise; Provide reassurance; Listen; Influence and Networking skills; Presentation skills.

2.1 COMMUNICATION		ADVANCED STAGE I	ADVANCED STAGE II	MASTERY
APF competency developmental descriptors		<p>Demonstrates use of appropriate communication to gain the co-operation of relevant stakeholders (including patients, senior and peer colleagues, and other professionals where possible).</p> <p>Demonstrates ability to communicate where the content of the discussion is explicitly defined.</p>	<p>Demonstrates use of appropriately selected communication skills to gain co-operation of small groups of relevant stakeholders within the organisation.</p> <p>Demonstrates ability to communicate where the content of the discussion is based on professional opinion.</p>	<p>Demonstrates ability to present complex, sensitive or contentious information to large groups of relevant stakeholders.</p> <p>Demonstrates ability to communicate in a hostile, antagonistic or highly emotive atmosphere.</p>
Recommended knowledge, skills, experience and behaviours	Listen	<p>Able to effectively listen and respond to patients, carers, colleagues and members of the MDT.</p>	<p>Demonstrates effective listening skills with patients, carers, visitors, members of the MDT and/or colleagues.</p> <p>Able to effectively listen to groups of patients, carers, visitors, members of the MDT and/or colleagues.</p>	<p>Trains pharmacy staff in listening skills.</p>
	Influence	<p>Able to use appropriate communication to gain the co—operation of individual patients, colleagues and clinicians.</p> <p>Able to positively influence junior staff within the local clinical pharmacy team to develop and deliver a higher quality of service.</p>	<p>Able to use appropriately selected communication skills to gain the co—operation of small groups of patients, colleagues, senior clinicians and managers within the organisation.</p> <p>Able to positively influence staff delivering the local clinical services. To increase the MDTs awareness of medicine management issues.</p> <p>Demonstrates assertive behaviour.</p> <p>Able to advocate for others.</p> <p>Proactively influences developments in pharmacy services to meet the needs of patients.</p>	<p>Able to communicate appropriately to gain cooperation and /or influence large groups of patients, and managers and healthcare professionals outside the organisation.</p> <p>Able to influence senior clinicians and managers within the organisation in a hostile, antagonistic or highly emotive atmosphere.</p>

Collaborative Working Relationships – Communication (Cluster 2.1)

Is able to communicate, establish and maintain professionally-driven working relationships and gain the co-operation of others. Including ability to: Persuade; Motivate; Negotiate; Empathise; Provide reassurance; Listen; Influence and Networking skills; Presentation skills.

2.1 COMMUNICATION		ADVANCED STAGE I	ADVANCED STAGE II	MASTERY
APF competency developmental descriptors		<p>Demonstrates use of appropriate communication to gain the co-operation of relevant stakeholders (including patients, senior and peer colleagues, and other professionals where possible).</p> <p>Demonstrates ability to communicate where the content of the discussion is explicitly defined.</p>	<p>Demonstrates use of appropriately selected communication skills to gain co-operation of small groups of relevant stakeholders within the organisation.</p> <p>Demonstrates ability to communicate where the content of the discussion is based on professional opinion.</p>	<p>Demonstrates ability to present complex, sensitive or contentious information to large groups of relevant stakeholders.</p> <p>Demonstrates ability to communicate in a hostile, antagonistic or highly emotive atmosphere.</p>
Recommended knowledge, skills, experience and behaviours	Networking Skills	<p>Is a member of the relevant national clinical speciality group or other local/national associations that provide an appropriate level of support.</p> <p>Is a fully integrated member of the local MDT.</p> <p>Attends relevant external/educational meetings.</p> <p>Able to network effectively.</p>	<p>Is a participating member of the relevant national clinical speciality group.</p> <p>Participates in local network groups (or equivalent).</p> <p>Participating member of working groups within the local service.</p> <p>Attends relevant national/international conferences.</p>	<p>Leads a local network group or equivalent.</p> <p>Participates in / leads (inter) national HIV or pharmacy groups.</p> <p>Member of HIVPA expert panel .</p> <p>Regularly provides advice via the HIVPA discussion forum.</p> <p>Able to engage stakeholders to develop and improve services.</p>
	Presentation Skills	<p>Presents effectively to pharmacy and the multi-disciplinary team (MDT).</p> <p>Communication is always clear, precise and appropriate.</p>	<p>Presents effectively to senior MDT including consultant level.</p> <p>Presents effectively at clinical speciality group meetings.</p>	<p>Presents at senior Trust level, regional and (inter) national fora</p>

Collaborative Working Relationships – Teamwork and Consultation (Cluster 2.2)

Is able to communicate, establish and maintain professionally-driven working relationships and gain the co-operation of others. Including ability to: Persuade; Motivate; Negotiate; Empathise; Provide reassurance; Listen; Influence and Networking skills; Presentation skills.

2.2 TEAMWORK AND CONSULTATION		ADVANCED STAGE I	ADVANCED STAGE II	MASTERY
APF competency developmental descriptors		<p>Demonstrates ability to work as a member of a team.</p> <p>Recognises personal limitations and refers to more appropriate colleague(s) when necessary.</p>	<p>Demonstrates ability to work as an acknowledged member of a multidisciplinary team.</p> <p>Consulted within the organisation for advice which requires in-depth professional expertise.</p>	<p>Works across boundaries to build relationships and share information, plans and resources.</p> <p>Sought as an opinion leader both within the organisation and in the external environment.</p>
Recommended knowledge, skills, experience and behaviours	General knowledge, skills, experience and behaviours	<p>Able to work effectively as part of clinical speciality team, and within the MDT.</p> <p>Able to explain the roles of the members of the MDT, and values other members of the team.</p> <p>Recognises situations outside of own experience or competence and effectively refers to a more appropriate member of the team.</p> <p>Demonstrates initiative in own work.</p> <p>Demonstrates ability to effectively delegate work/tasks to other members of the team and is willing to take on work/tasks delegated by senior staff.</p>	<p>Demonstrates the ability to work as an acknowledged member of an MDT, and as part of a clinical pharmacy team.</p> <p>Shares expertise with both pharmacy and clinical speciality colleagues.</p> <p>Recognition of expertise by the local renal service.</p> <p>Participates in MDT working groups looking into service development or clinical guidelines development.</p>	
	Teamwork			<p>Shares expertise with the wider community of health and social care professionals working in HIV.</p>

Collaborative Working Relationships – Teamwork and Consultation (Cluster 2.2)

Is able to communicate, establish and maintain professionally-driven working relationships and gain the co-operation of others. Including ability to: Persuade; Motivate; Negotiate; Empathise; Provide reassurance; Listen; Influence and Networking skills; Presentation skills.

2.2 TEAMWORK AND CONSULTATION		ADVANCED STAGE I	ADVANCED STAGE II	MASTERY
APF competency developmental descriptors		<p>Demonstrates ability to work as a member of a team.</p> <p>Recognises personal limitations and refers to more appropriate colleague(s) when necessary.</p>	<p>Demonstrates ability to work as an acknowledged member of a multidisciplinary team.</p> <p>Consulted within the organisation for advice which requires in-depth professional expertise.</p>	<p>Works across boundaries to build relationships and share information, plans and resources.</p> <p>Sought as an opinion leader both within the organisation and in the external environment.</p>
Recommended knowledge, skills, experience and behaviours	Consultation	<p>Recognises a situation outside competence and refers to supervising pharmacist (appropriate pharmaceutical problems are always appropriately referred).</p>	<p>Receives and effectively responds to requests for advice in HIV pharmacy from within the Trust HIV unit, teaches junior staff to do so.</p> <p>Actively participates in multi-disciplinary task forces /service developments.</p> <p>Participates in clinical speciality group meetings (including networks).</p>	<p>Contributes to national guidelines.</p> <p>Receives requests for opinion and advice from outside the trust.</p>

Syllabus for Advanced HIV Pharmacists

This syllabus is a recommended list of the specific elements of pharmaceutical and related care that a practitioner developing towards advanced and consultant level will need to know about and apply in their practice in HIV.

These examples are not about non-medical prescribing or administration of medicines, which falls outside the scope of this document. Their purpose is to be used as an outline intended to guide practice rather than to be a prescriptive list that has to be adhered to in all cases.

Advanced Stage I

Scope

Entry Point: Diploma in General Practice Pharmacy and Statement of Completion of General Level Framework (e.g. Band 6 (DipGPP)) or appropriate proof of equivalent qualification and practice.

Completion Point: Statement of Completion of Advanced Stage I competencies (including application of knowledge during experience in the defined area of practice).

Description

Whilst working towards Advanced Stage I the aim is for practitioners to develop and deliver competent clinical care with a focus on HIV patients.

The individual works towards becoming competent at delivering a clinical pharmacy service to patients with common disorders in HIV through experience of delivering a service to these patients.

Advanced Stage II

Scope

Entry Point: Statement of Completion of Advanced Stage I competencies with (including application of knowledge during experience in the defined area of practice).

Completion Point: Statement of Completion of Advanced Stage II competencies (including application of advanced knowledge during experience in HIV area or areas).

Description

Whilst working towards Advanced Stage II the aim is for practitioners to continue to develop advanced knowledge and skills in order to deliver good quality clinical care to the various groups of HIV patients. The practitioner is expected to be an integrated member of the wider multi-professional team and as such works alongside other professionals to achieve the aims of the team, leading where appropriate.

Mastery

Scope

Entry Point: Statement of Completion of Advanced Stage II competencies with (including application of knowledge during experience in the defined area of HIV

Completion Point: Statement of Completion of Mastery stage competencies (including application of advanced knowledge during experience in HIV area or areas).

Description

Whilst working towards Mastery stage the aim is for practitioners to continue to develop advanced knowledge and skills in order to deliver good quality clinical care to the various groups of HIV patients. The practitioner is expected to be an integrated member of the wider multi-professional team and as such works alongside other professionals to achieve the aims of the team, leading where appropriate.

The following tables are the syllabus for HIV. For illustrative purposes the syllabus has been laid out here in BNF order, with additional categories. Categories have been left blank where there are no syllabus items. A group may decide that another way of ordering the syllabus is more relevant to their expert practice, for example according to the medicines use process or a medicines pathway. The final column of the table shows whether the syllabus item is expected at Advanced Stage I, Advanced Stage II or Mastery stage.

It is acknowledged that practitioners may have already covered some of this syllabus at general level. Practitioners are reminded that a piece of evidence of a specific knowledge should not be resubmitted to achieve the requirements for another award as credit can only be awarded once for each piece of evidence. However, knowledge gained previously could be used in conjunction with experience to develop and demonstrate competency at Advanced Stage I, Advanced Stage II or Mastery stage of the APF.

Specialist knowledge is defined here as knowledge that is specific to HIV, and is not generally used outside this area. Generalist knowledge is defined here as common knowledge that may be pertinent to other areas of practice outside HIV.

- 1 Gastrointestinal System
- 2 Cardiovascular System
- 3 Respiratory System
- 4 Central Nervous System
- 5 Infections
- 6 Endocrine System
- 7 Obstetrics, Gynaecology and Urinary-Tract Disorders
- 8 Malignant Disease and Immunosuppression
- 9 Nutrition and Blood
- 10 Musculoskeletal and Joint Diseases
- 11 Eye
- 12 Ear, Nose and Oropharynx
- 13 Skin
- 14 Immunological Products and Vaccines
- 15 Anaesthesia
- 16 Liver Disease
- 17 Renal Impairment
- 18 Pregnancy
- 19 Breast-Feeding
- 20 Older People
- 21 HIV
- 22 Toxicology
- 23 Parenteral Therapy
- 24 Paediatrics
- 25 Palliative and End of Life Care
- 26 Clinical Trials
- 27 Other issues in HIV

1 Gastrointestinal System		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Basic pathophysiology and risk factors for the development of gastric and duodenal ulceration.	G	Adv I
Mechanism of action, characteristics and clinical use of therapies for ulcer treatment and prophylaxis.	G	Adv I
Mechanisms of action, characteristics and clinical use of antiemetics, prokinetics, laxatives and antidiarrhoeals.	G	Adv I
Basic pathophysiology and management options for dysphagia and the implications for medicines management.	G	Adv I
Pharmacological support for malnutrition and anorexia/ cachectic patients.	G	Adv I

2 Cardiovascular System		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Pathophysiology and management options for dyslipidaemias (including mechanism of action, characteristics and clinical use of dyslipidaemia treatments).	G	Adv I
Pathophysiology and management options for hypertension (including mechanism of action, characteristics and clinical use of hypertension treatments).	G	Adv I
Basic pathophysiology and management options (including mechanism of action, characteristics and clinical use of treatments) for ischaemic heart disease including angina, acute coronary syndrome and myocardial infarction.	G	Adv I
Basic pathophysiology and management options (including mechanism of action, characteristics and clinical use of therapies) for treatment and prevention of stroke.	G	Adv I
Pathophysiology and management options (including the mechanism of action, characteristics and clinical use of treatments) for primary and secondary prevention of cardiovascular disease.	G	Adv I
Basic pathophysiology and management options for arrhythmias (including mechanism of action, characteristics and clinical use of arrhythmia treatments).	G	Adv I

3 Respiratory System		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Pathophysiology and management options (including mechanisms of action, characteristics and clinical use of treatments) for respiratory infections (including <i>Pneumocystis jirovecii</i> pneumonia, <i>Mycobacterium</i> species and community acquired pneumonia)	S	Adv I
Pathophysiology and management options (including mechanisms of action, characteristics and clinical use of treatments) for less common respiratory opportunistic infections (eg. Cytomegalovirus, <i>Aspergillus fumigatus</i>)	S	Adv II

4 Central Nervous System		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Basic pathophysiology and management options (including the mechanism of action, characteristics and clinical use of treatments) for the following mental health disorders: depression, paranoid disorders, anxiety, insomnia, alcohol abuse, drug abuse and neuropathies.	G	Adv I
Broad remit and powers of the mental capacity act (MCA).	G	Adv II
Basic pathophysiology and management options (including mechanism of action, characteristics and clinical use of treatments) in epilepsy.	G	Adv I
Basic pathophysiology of pain and management options (including the mechanism of action, characteristics and clinical use of treatments) for acute, chronic and neuropathic pain.	G	Adv I
Pathophysiology and management options (including the mechanism of action, characteristics and clinical use of treatments) for common opportunistic infections of the CNS (e.g. Herpes viruses, Toxoplasma gondii , Cryptococcus neoformans).	S	Adv I
Pathophysiology and management options (including the mechanism of action, characteristics and clinical use of treatments) for less common opportunistic infections/malignancies of the CNS (e.g. Progressive Multifocal Leukoencephalopathy, lymphoma).	S	Adv II

5 Infections		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Basic pathophysiology of common bacterial, viral and protozoal infections and mechanism of action, characteristics and use of treatments (including spectrums of activity).	G	Adv I
Basic pathophysiology and management options (including the mechanism of action, characteristics and clinical use of treatments) of sexually transmitted infections (STIs), including Syphilis, Neisseria gonorrhoea, Chlamydia trachomatis, Lymphogranuloma Venereum (LGV).	S	Adv I
Pathophysiology of HIV infection.	G	Adv I
Management options (including mechanism of action, characteristics and use of treatments) for first-line antiretroviral (ARV) therapy.	S	Adv I
Management options (including mechanism of action, characteristics and use of ARVs) for treatment experienced patients.	S	Adv II
Laboratory tests (including surrogate markers) to guide initiation of therapy and monitor response to treatment.	S	Adv I
Common/very common side-effects of ARVs, including prevention and management.	S	Adv I
Clinical implications of antiretroviral drug interactions and appropriate use of reference sources.	S	Adv I
First-principles to predict drug interactions and make dose recommendations where there is a lack of evidence.	S	Adv II
Basic pathophysiology and management options (including mechanism of action, characteristics and use of treatments) for common co-morbidities, including: Hepatitides, M. Tuberculosis, HIV-associated nephropathy (HIVAN), Idiopathic Thrombocytopenic Purpura (ITP), in the context of HIV.	S	Adv I
Pharmacokinetic and pharmacodynamic changes in older people (or, where relevant to the post, neonates and children) as they relate to drug handling.	G	Adv I

6 Endocrine System		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Basic pathophysiology and management options (including mechanism of action, characteristics and clinical use of treatments) for thyroid disorders.	G	Adv I
Basic pathophysiology and management options (including mechanism of action, characteristics and clinical use of treatments) for Diabetes Mellitus.	G	Adv I
Basic pathophysiology and management options (including mechanism of action, characteristics and clinical use of treatments) for hypogonadism.	S	Adv I
Basic pathophysiology and management options (including mechanism of action, characteristics and clinical use of treatments) for Metabolic Syndrome.	S	Adv II

7 Obstetrics, Gynaecology and Urinary-Tract Disorders		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Basic pathophysiology and monitoring of renal dysfunction and the implications for ARV therapy.	S	Adv I
Basic pathophysiology and management options (including mechanism of action, characteristics and clinical use of treatments) for the development of sexual dysfunction.	S	Adv II
Factors affecting fertility in HIV, management options for sub fertility and options for assisting conception in serodiscordant couples.	S	Adv II
Contraceptive choices for women with HIV (including awareness of transmission and drug interaction issues).	S	Adv I
Basic pathophysiology of erectile dysfunction and endocrine disorders affecting men	S	Adv I

8 Malignant Disease and Immunosuppression		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Basic pathophysiology and management options (including mechanism of action, characteristics and clinical use of treatments) for common HIV-associated malignancies (including Kaposi's Sarcoma, Castleman's Disease, Hodgkins/Non Hodgkins Lymphoma).	S	Adv I
Basic pathophysiology and management options (including mechanism of action, characteristics and clinical use of treatments) for less common HIV-associated malignancies (including Castleman's Disease).	S	Adv II
Demonstrates understanding of ARV modifications required during some chemotherapy regimens.	S	Adv II

9 Nutrition and Blood		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Basic pathophysiology and management options (including mechanism of action, characteristics and clinical use of treatments) for anaemia, neutropenia and thrombocytopenia (including drug-induced).	G/S	Adv I

10 Musculoskeletal and Joint Diseases		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Basic pathophysiology and management options (including mechanism of action, characteristics and clinical use of therapies) for osteoporosis (treatment & prevention)	G	Adv I
Rheumatological manifestations of HIV.	S	Adv II

11 Eye		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Basic pathophysiology and management options (including mechanism of action, characteristics and clinical use of therapies) for ophthalmological manifestations of HIV.	S	Adv I

12 Ear, Nose and Oropharynx		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Basic pathophysiology and management options (including mechanism of action, characteristics and clinical use of therapies) for ENT manifestations of HIV.	S	Adv I

13 Skin		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Pathophysiology and management options (including mechanism of action, characteristics and clinical use of therapies) for dry skin, eczema, psoriasis, pruritis, seborrhoeic dermatitis, scabies and drug-induced rashes.	S	Adv I

14 Immunological Products and Vaccines		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
BHIVA Immunisation Guidelines.	S	Adv I

15 Anaesthesia		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Management of HIV patients undergoing surgery (including drug interactions between ARVs and anaesthetic agents, nil by mouth policy, formulation issues).	S	Adv II

16 Liver Disease		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Basic pathophysiology and management options (including mechanism of action, characteristics and clinical use of treatments) for liver disease.	G	Adv I

17 Renal Impairment (no syllabus items)

18 Pregnancy		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Management of HIV at all stages of pregnancy, including labour/delivery, to reduce the risk of vertical transmission.	S	Adv II

19 Breast-Feeding		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
BHIVA guidelines for management of women in pregnancy	S	Adv II

20 Older People (no syllabus items)

21 HIV		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Toxic effects of drugs in people with HIV taking multiple medicines, especially for patients with suboptimal organ function.	S	Adv I
Identifying and managing high risk drugs and long term medication in people with HIV to reduce risk of toxicity.	S	Adv I
Guidelines and resources for the management of toxicities and side effects in HIV medicines	S	Adv II

22 Toxicology		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Parenteral therapy in HIV	S	Adv I

23 Parenteral Therapy

	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Basic principles of palliative care and management options for symptom control at end of life.	G	Adv I

24 Paediatrics

25 Palliative and End of Life Care

26 Clinical Trial

27 Other Issues in HIV

	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Multidisciplinary team working for people with HIV and the role of the pharmacist within the MDT.	S	Adv I
Principles and application of concordance and adherence to support self management of medicines, with particular reference to the development of HIV drug resistance.	S	Adv I
Drug handling and pharmacodynamics in children and neonates	G	Adv I
Specialist drug formulations for paediatric and neonatal use	G	Adv I
Common laboratory tests and disease markers for the pharmaceutical care of children	G	Adv I
Common medicines used in children	G	Adv I
Medicolegal issues and child protection	G	Adv I



**ROYAL PHARMACEUTICAL SOCIETY
FACULTY**

1 Lambeth High Street

London SE1 7JN

0845 257 2570

0207 7572 2737

www.rpharms.com/faculty