



SUBSTANCE MISUSE

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 uses 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.

- The Specialist Curriculum Group Professional Development Programme.
- PharMAG executive for reviewing the document as it was developed.
- The Centre for Pharmacist Postgraduate Education (CPPE), Manchester University.

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Professional Curriculum for Advanced Pharmacy Practice in Substance Misuse

Pharmaceutical Care of Substance Misuse

This curriculum provides an overview of the knowledge, skills, experiences and behaviours required to practice at advanced level in Substance Misuse 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 an advanced level within Substance Misuse. It encourages practitioners to think critically and to use knowledge in Substance Misuse 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.

It is intended to be as useful to the wider community working within Substance Misuse 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, e.g. mental health (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 working within Substance Misuse. The APF mapping tables in this document link the recommended knowledge, skills, experience and behaviours with the relevant developmental descriptors. Examples of the recommended knowledge, skills, experience and behaviours are included below. For a comprehensive list see the mapping tables.

Advanced Stage I

- Understands the context for the provision of substance misuse and alcohol services at a local and national level.
- Has a broad understanding of the concepts of drug / alcohol dependence and tolerance.
- Has a working knowledge of the key legislation relevant to substance misuse.
- Has a broad understanding of the most commonly misused illegal substances.
- Is aware of how legal substances can be misused.
- Can outline national clinical guidance that underpins the treatment of substance misusers.
- Understands the concept of shared care and the role of the pharmacist within this system of care.
- Is aware of the role of non-medical prescribing in the treatment of substance misuse.
- Understands the concept of recovery and how this links with individualised care.
- Is aware of the national framework for drug treatment.
- Can define harm reduction and outline its principles
- Understands the risks and complications associated with injecting drug use (including steroids and other performance and image enhancing drugs - PIEDs).
- Recognises the signs and symptoms of opioid overdose and is able to respond to this.
- Can describe the health promotion interventions that pharmacy can provide to improve the health of substance misusers.
- Can offer advice on minor ailments including those relevant to individuals with substance misuse disorders.
- Can offer smoking cessation advice or, where commissioned, a full smoking cessation service.
- Knows how and when to refer/signpost clients regarding problems related to their substance misuse (or general medical problems).
- Understands the legislation and parameters associated with the supply of injecting paraphernalia, together with a sound knowledge of the purpose of each item.
- Understands the different requirements of opioid, stimulant and PIED users.
- Can outline the psychosocial treatment options for substance misusers.
- Has a broad understanding of assessment and care planning within substance misuse.
- Has a good understanding of the pharmacological treatment options for opioid users for stabilisation, maintenance, detoxification and relapse prevention.
- Has specific knowledge of the pharmacology and dosing of the prescribable opioid substitutes.
- If community based, is able to offer a full pharmaceutical and dispensing service for substance misusers.
- Is able to counsel and advise individuals about their substance misuse and enable them to take their medication as prescribed, whilst respecting their privacy and treating them with dignity.
- Can respond appropriately to an intoxicated person presenting for supervised consumption
- Can respond appropriately to missed doses of substitution therapy in particular when there is a risk of loss of tolerance.
- Is able to recognise immediate health concerns (e.g. DVT) and act accordingly.
- Can describe the treatment options for stimulant and benzodiazepine users.
- Has successfully completed the CPPE Substance Use and Misuse assessment (or equivalent).
- Can advise (and signpost where necessary) on sexual health.

- Is aware of the Department of Health recommended safe drinking levels for alcohol.
- Understands how to calculate the number of units of alcohol in a given alcoholic beverage.
- Understands how alcohol consumption is categorised and how the physical and mental health risks of each level manifest themselves.
- Can describe the mechanisms by which alcohol exerts its effects on the body.
- Can screen for alcohol use and deliver a brief intervention where use is at an increasing or higher risk level.

Advanced Stage II

- Can describe the key Government strategies with regard to substance misuse, including the current Drug Strategy and Public Health Strategy.
- Holds the RCGP Part 2 certificate in substance misuse (or equivalent).
- Has a working knowledge of relevant NICE guidance and technology appraisals.
- Understands the care of substance misusers in the community and within the criminal justice system.
- Can provide advice on safer injecting practices.
- Is able to counsel and advise individuals about their drug dependence.
- Can advise on reducing risk of contraction and spread of blood-borne viruses (BBV) and other infections associated with current or previous history of injecting drug use.
- Has a good understanding of official and "street" terminology.
- Has a good understanding of commonly used anabolic steroids and other PIEDs, and the problems associated with their use and routes of administration.
- Has a good working knowledge of the various types and sizes of needles, syringes and other injecting equipment associated with illicit drug use, and advice that informs their selection for use.
- Maintains an up-to-date knowledge of current drug trends, for example with respect to so-called "legal highs".
- Has a detailed knowledge of the Misuse of Drugs Act 1971 and the Misuse of Drugs legislation 2001, and is able to advise colleagues authoritatively in matters relating to the legislation.
- Is able to advise service users on surrounding issues associated with drug use and treatment (e.g. contact with DVLA, potential restrictions regarding foreign travel, etc.).
- Can recognise the signs and symptoms of overdose and respond appropriately.
- Can advise on the use of naloxone to reduce the risk of drug-related death.
- Understands and can advise on precipitated withdrawal and how to manage the risk.
- Can advise on the use of opioid substitution therapy during pregnancy and breastfeeding.
- Can advise (and signpost where appropriate) on all commonly misused drugs, including those issued on prescription and/or purchased over the counter.
- Can advise on, and where appropriate support, unlicensed use of prescribed drugs (e.g. crushing buprenorphine, use of methadone tablets etc).
- Can advise on complex drug interactions in drug users under treatment for co-morbidities and can make appropriate poly-drug therapeutic care plans for individual patients.
- Is able to encourage people who inject drugs to move towards other less harmful methods of drug use (e.g. smoking).
- Offers comprehensive harm reduction services, including advice on safer injecting practices, assessment of injection site infections, advice on preventing overdoses, help to stop injecting drugs, and direct referral into drug treatment services.
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- Where commissioned, is able to screen for common BBV infections and counsel patients appropriately based on the results.
- Where commissioned, is able to provide hepatitis B vaccinations for service users identified as needing this intervention.
- Has successfully completed the CPPE assessment or RCGP certificate (or equivalent) in understanding alcohol misuse.
- Has a working knowledge of the Government's alcohol strategy.
- Able to identify dependent drinking behaviour and refer to appropriate support service.

Mastery

- Works in situ with pharmacist colleagues to support their service provision, education and training.
- Is involved in the development of national guidelines or policy.
- Advances the professional evolution and delivery of the Integrated Drug Treatment System (IDTS) within secure environments.
- Identifies and responds to the specialist pharmaceutical information needs of patients, carers, GPs, specialist services and partners.
- In collaboration with the Higher Education Institutions (HEIs), conducts research to inform current practice and enable delivery of a superior service to patients.
- Evaluates current service provision in the light of emerging trends and changing needs of patients and service users.
- Pro-actively shares research conclusions and practice-based experience to inform fellow professionals, including at national conferences and within professional and academic publications.
- Evaluates and informs on published research relating to substance misuse in relation to prescribing practice and treatment options.
- Works directly with the HEIs to support the development and delivery of post-graduate training in substance misuse and non-medical prescribing (NMP).
- Works closely with other professional bodies (e.g. the RCGP) to deliver effective specialist training programmes to other healthcare professionals.
- Develops and delivers specialist drug training and education programmes to pharmacists, their support staff, pre-regs and to staff within specialist services.
- Leads in national and regional discussion on the development of specialist services within substance misuse.
- Demonstrates innovation and extends the boundaries of the profession.
- Networks at a national level in order to share/enhance good practice.
- Acts as a mentor for professional colleagues across professional boundaries.
- Develops an appropriate response to respond to opioid overdose (e.g. staff training, naloxone PGD, etc.)

Resources for Curriculum Development

Useful Websites

- Pharmacy Misuse Advisory Group (www.pharmag.org)
- National Institute for Health and Clinical Excellence (www.nice.org.uk)
- Department of Health (www.dh.gov.uk)
- Substance Misuse Management in General Practice (www.smmgp.org.uk)
- Drug Scope (www.drugscope.org.uk)
- Life Line Project (www.lifeline.org.uk)
- Exchange Supplies Tool for Harm Reduction (www.exchangesupplies.org)
- Codeinefree. Raising awareness of Codeine and Dihydrocodeine Dependency (www.codeinefree.me.uk)
- The National Treatment Agency for Substance Misuse (www.nta.nhs.uk)
- United Kingdom Harm Reduction Alliance (www.ukhra.org)
- Health Protection Agency (www.hpa.org.uk)
- The Hepatitis C Trust (www.hepctrust.org.uk)
- Advisory Council on Misuse of Drugs (www.homeoffice.gov.uk/agencies-public-bodies/acmd)
- Independent Scientific Committee on Drugs (www.drugscience.org.uk/)
- Royal College of General Practitioners (www.rcgp.org.uk)
- Adfam Families, Drugs and Alcohol (www.adfam.org.uk)
- Frank (www.talktofrank.com)
- Harm Reduction Works (www.harmreductionworks.org.uk)
- Injecting Advice (www.injectingadvice.com)
- Harm Reduction International (<http://www.ihra.net/>)
- Alcohol Learning Centre (www.alcohollearningcentre.org.uk)
- Smokefree (<http://smokefree.nhs.uk/>)

Textbooks

- RCGP Guide to the Management of Substance Misuse in Primary Care
Editor Gerada C.
Royal College of General Practitioners, 2005
ISBN 0850842972
- Methadone Matters: Evolving Community Methadone Treatment of Opiate Addiction
Editors John Strang, Gillian Tober
Informa Healthcare, April 2003
ISBN-10 1841841595
ISBN-13 978-1841841595
- Drugs and Addictive Behaviour: A Guide to Treatment 3rd Ed
Hamid Ghodse
Cambridge University Press, Oct 2002
ISBN-10 0521000017
ISBN-13 978-0521000017
- Motivational Interviewing in Health Care: Helping Patients Change Behavior (Applications of Motivational Interviewing)
Stephen Rollnick, William R. Miller, Christopher C. Butler
Guilford Press, Jan 2008
ISBN-10 1593856121
ISBN-13 978-1593856120

Examples of Journals to Refer to

- International Journal of Pharmacy Practice (<http://onlinelibrary.wiley.com/journal/10.1111/%28ISSN%292042-7174>)
- The Pharmaceutical Journal (www.pjonline.com)
- Clinical Pharmacist (www.pjonline.com/clinical-pharmacist)
- The Lancet (www.thelancet.com)
- Journal of Substance Use (<http://informahealthcare.com/loi/jsu>)
- Addiction (www.addictionjournal.org)
- Drug and Alcohol Review (www.wiley.com/bw/journal.asp?ref=0959-5236<http://www.wiley.com/bw/journal.asp?ref=0959-5236>)
- Drug and Alcohol Dependence (www.elsevier.com/wps/find/journaldescription.cws_home/506052/description#description)

National Guidance

- Drug Misuse and Dependence: UK Guidelines on Clinical Management (www.nta.nhs.uk/uploads/clinical_guidelines_2007.pdf)
- Department of Health (England), the Scottish Government, Welsh Assembly Government and Northern Ireland Executive; 2007
- Public health Guidance PH18. Needle and Syringe Programmes: Providing People who Inject Drugs with Injecting Equipment (www.nice.org.uk/PH18)
London: NICE; 2009
- Guidance for the Use of Substitute Prescribing in the Treatment of Opioid Dependence in Primary Care. (www.smmgp.org.uk/download/guidance/guidance004.pdf)
Ford C, Halliday K, Lawson E and Browne E. RCGP 2011.
- Guidance on Methadone and Buprenorphine for the Management of Opioid Dependence (www.nice.org.uk/TA114)
NICE Technology Appraisal TA114. London: National Institute of Health and Clinical Excellence, 2007
- Drug Misuse: Opioid Detoxification (www.nice.org.uk/CG52)
National Clinical Practice Guideline Number 52. London: National Institute of Health and Clinical Excellence, 2007
- Naltrexone for the Management of Opioid Dependence (www.nice.org.uk/TA115)
NICE Technology Appraisal TA115. London: National Institute of Health and Clinical Excellence, 2007
- Drug Misuse: Psychosocial interventions (www.nice.org.uk/CG51)
National Clinical Practice Guideline Number 51. London: National Institute of Health and Clinical Excellence, 2007
- Guidance for Working with Cocaine and Crack Users in Primary Care (www.rcgp.org.uk/PDF/drug_cocaine.pdf)
Ford C. RCGP, 2004
- Guidance for Hepatitis A & B Vaccination of Drug Users in Primary Care (www.rcgp.org.uk/pdf/drug_hepab.pdf)
Royal College of General Practitioners, 2005
- Guidance for the Prevention, Testing, Treatment and Management of Hepatitis C in Primary Care (www.smmgp.org.uk/download/guidance/guidance003.pdf)
Royal College of General Practitioners, 2007
- Clinical Management of Drug Dependence in the Adult Prison Setting (www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_063064)
DoH, 2006
- Updated Guidance for Prison Based Opioid Maintenance Prescribing (www.dh.gov.uk/en/Publicationsandstatistics/Lettersandcirculars/Dearcolleagueletters/DH_115017)
DoH, 2010
- Guidance on Prescribing Benzodiazepines in Primary Care (www.smmgp.org.uk/download/guidance/guidance006.pdf)
Ford C, Roberts K and Barjolin J. SMMGP, 2005 (update due early 2012)

- Alcohol Use Disorders: Diagnosis, Assessment and Management of Harmful Drinking and Alcohol Dependence (<http://guidance.nice.org.uk/CG115>). NICE clinical guidance 115. London: National Institute of Health and Clinical Excellence, 2011
- Alcohol Use Disorders: Physical Complications (<http://guidance.nice.org.uk/CG100>). NICE clinical guidance 100. London: National Institute of Health and Clinical Excellence, 2010
- Alcohol Use Disorders: Preventing the Development of Hazardous and Harmful Drinking (www.nice.org.uk/nicemedia/live/13001/48984/48984.pdf)
NICE public health guidance 24. London: National Institute of Health and Clinical Excellence, 2010

Supporting References and External Resources

- The Misuse of Drugs Act 1971 (www.legislation.gov.uk/ukpga/1971/38/contents)
- The Misuse of Drugs Regulations 2001 (www.legislation.gov.uk/uksi/2001/3998/contents/made)
- Drug Strategy 2010. Reducing Demand, Restricting Supply, Building Recovery: Supporting People to Live a Drug-Free Life (www.homeoffice.gov.uk/drugs/drug-strategy-2010/)
HM Government, 2010
- UK Harm Reduction Alliance website: Definition of Harm Reduction. (www.ukhra.org/harm_reduction_definition.html)
- Shooting up: Infections Among Injecting Drug Users in the UK (www.hpa.org.uk/web/HPAweb&HPAwebStandard/HPAweb_C/1195733837406)
Health Protection Agency, Health Protection Scotland, National Public Health Service for Wales, CDSC Northern Ireland, CRDHB, 2010 Update.
- Anabolic Steroids (www.smmgp.org.uk/download/others/other055.pdf)
McVeigh J and Evans-Brown M., March 2009
- Consideration of the Anabolic Steroids (www.homeoffice.gov.uk/publications/alcohol-drugs/drugs/acmdl/anabolic-steroids-report)
Advisory Council in the Misuse of Drugs, September 2010
- Tackling Problem Drug Use (www.nao.org.uk/publications/0910/problem_drug_use.aspx)
National Audit Office London: NAO; 2010.
- Paraphernalia Supply and UK Law – A Complete History (www.exchangesupplies.org/article_paraphernalia_and_the_law_introduction.php)
Exchange Supplies Website
- Substance Use and Misuse (www.cppe.ac.uk/learning/Details.asp?TemplateID=Substance-D-02&Format=D&ID=0&EventID=39872)
CPPE 2010.
- Alcohol Misuse: Support and Advice from the Pharmacy Team (www.cppe.ac.uk/learning/Details.asp?TemplateID=Alcohol-D-01&Format=D&ID=31&EventID=39397)
CPPE 2010.
- Healthy Lives, Healthy People: our Strategy for Public Health in England (www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_121941)
DoH White Paper, 2010
- Safe, Sensible, Social. The Next Steps in the National Alcohol Strategy (www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_075218)
DoH, 2007

APF Mapping Tables

The following tables list 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 developmental 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" 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 I 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 within Substance Misuse.

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 within Substance Misuse.

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 within Substance Misuse.

Expert Professional Practice – Expert Skills and Knowledge (Cluster 1.1)

Improving standards of pharmaceutical care for patients.

1.1 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>Understands the context for the provision of substance misuse and alcohol services at a local and national level.</p> <p>Has a broad understanding of the concepts of drug/alcohol dependence and tolerance.</p> <p>Has a working knowledge of the key legislation relevant to substance misuse.</p> <p>Has a broad understanding of the most commonly misused illegal substances.</p> <p>Is aware of how legal substances can be misused.</p> <p>Can outline national clinical guidance that underpins the treatment of substance misusers.</p> <p>Understands the concept of shared care and the role of the pharmacist within this system of care.</p> <p>Is aware of the role of non-medical prescribing in the treatment of substance misuse.</p> <p>Understands the concept of recovery and how this links with individualised care.</p>	<p>Can describe the key Government strategies with regard to substance misuse, including the current Drug Strategy and Public Health Strategy.</p> <p>Holds the RCGP Part 2 certificate in substance misuse.</p> <p>Has a working knowledge of relevant NICE guidance and technology appraisals.</p> <p>Understands the care of substance misusers in the community and within the criminal justice system.</p> <p>Can provide advice on safer injecting practices.</p> <p>Is able to recognise immediate health concerns (e.g. DVT) and act accordingly.</p> <p>Is able to counsel and advise individuals about their drug dependence.</p> <p>Can advise on reducing risk of contraction and spread of blood-borne viruses (BBV) and other infections associated with current or previous history of injecting drug use.</p>	<p>Works <i>in situ</i> with colleagues to support their service provision, education and training.</p> <p>Is involved in the development of national guidelines or policy.</p> <p>Advances the professional evolution and delivery of the Integrated Drug Treatment System (IDTS) within secure environments.</p> <p>Identifies and responds to the specialist pharmaceutical information needs of patients, carers, GPs, specialist services and partner organisations.</p> <p>In collaboration with the Higher Education Institutions (HEIs), conducts research to inform current practice and enable delivery of an evidence-based service to patients.</p> <p>Evaluates current service provision in the light of emerging trends and changing needs of patients and service users.</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>Is aware of the national framework for drug treatment.</p> <p>Can define harm reduction and outline its principles.</p> <p>Understands the risks and complications associated with injecting drug use (including steroids and other performance and image enhancing drugs - PIEDs).</p> <p>Recognises the signs and symptoms of opioid overdose and is able to respond to this.</p> <p>Can describe the health promotion interventions that pharmacy can provide to improve the health of substance misusers.</p> <p>Can offer advice on minor ailments.</p> <p>Can offer smoking cessation advice or, where commissioned, a full smoking cessation service.</p> <p>Knows how and when to refer/signpost clients regarding problems related to their substance misuse (or general medical problems).</p> <p>Understands the legislation and parameters associated with the supply of injecting paraphernalia, together with a good knowledge of the purpose of each item.</p>	<p>Can advise (and signpost where necessary) on sexual health.</p> <p>Has a good understanding of official and “street” terminology.</p> <p>Has a good understanding of commonly used anabolic steroids and other PIEDs, and the problems associated with their use and routes of administration.</p> <p>Has a good working knowledge of the various types and sizes of needles, syringes and other injecting equipment associated with illicit drug use.</p> <p>Maintains an up-to-date knowledge of current drug trends, particularly with respect to novel psychoactive substances (so-called “legal highs”).</p> <p>Has a detailed knowledge of the Misuse of Drugs Act 1971 and the Misuse of Drugs legislation 2001, and is able to advise colleagues authoritatively in matters relating to the legislation.</p> <p>Is able to advise service users on surrounding issues associated with drug use and treatment (e.g. contact with DVLA, potential restrictions regarding foreign travel, etc.).</p>	<p>Pro-actively shares research conclusions and practice-based experience to inform fellow professionals, including at national conferences and within professional and academic publications.</p> <p>Evaluates and informs on published research relating to substance misuse in relation to prescribing practice, treatment options and pharmaceutical care.</p> <p>Works directly with the HEIs to support the development and delivery of post-graduate training in substance misuse and non-medical prescribing (NMP).</p> <p>Works closely with other professional bodies (e.g. the RCGP) to deliver effective specialist training programmes to other healthcare professionals.</p> <p>Develops and delivers specialist drug training and education programmes to pharmacists, their support staff, pre-regs and to staff within specialist services.</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>Understands the different requirements of opioid, stimulant and PIED users.</p> <p>Can outline the psychosocial treatment options for substance misusers.</p> <p>Has a broad understanding of assessment and care planning within substance misuse.</p> <p>Has a good understanding of the pharmacological treatment options for opioid users for stabilisation, maintenance, detoxification and relapse prevention.</p> <p>Has specific knowledge of the pharmacology and dosing of the prescribable opioid substitutes.</p> <p>Is able to offer a full pharmaceutical and dispensing service for substance misusers.</p> <p>Is able to counsel and advise individuals about their substance misuse and enable them to take their medication as prescribed, whilst respecting their privacy and treating them with dignity.</p> <p>Can describe the treatment options for stimulant and benzodiazepine users.</p>	<p>Can recognise the signs and symptoms of opioid overdose and respond appropriately.</p> <p>Can advise on the use of naloxone to reduce the risk of drug-related death.</p> <p>Understands and can advise on precipitated withdrawal and how to manage the risk.</p> <p>Can advise on the use of opioid substitution therapy during pregnancy.</p> <p>Can advise (and signpost where appropriate) on all commonly misused drugs, including those issued on prescription and/or purchased over the counter.</p> <p>Can advise on, and where appropriate support, unlicensed use of prescribed drugs (e.g. crushing buprenorphine, use of methadone tablets, etc).</p> <p>Is able to encourage people who inject drugs to move towards other less harmful methods of drug use (e.g. smoking).</p>	<p>Leads in national and regional discussion on the development of specialist services within substance misuse.</p> <p>Demonstrates innovation and extends the boundaries of the profession.</p> <p>Networks at a national level in order to share/enhance good practice.</p> <p>Acts as a mentor for professional colleagues across professional boundaries.</p> <p>Develops an appropriate response to respond to opioid overdose (e.g. staff training, naloxone PGD, etc).</p> <p>Can advise on the management of withdrawal from GHB/GBL and the physical health issues linked to drugs such as ketamine.</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>Has successfully completed the CPPE Substance Use and Misuse e-assessment (or equivalent).</p> <p>Is aware of the Department of Health recommended safe drinking levels for alcohol.</p> <p>Understands how to calculate the number of units of alcohol in a given alcoholic beverage.</p> <p>Understands how alcohol consumption is categorised and how the physical and mental health risks of each level manifest themselves.</p> <p>Can describe the mechanisms by which alcohol exerts its effects on the body.</p> <p>Can screen for alcohol use and deliver a brief intervention where use is at the harmful or hazardous level.</p>	<p>Offers comprehensive harm reduction services, including advice on safer injecting practices, assessment of injection site infections, advice on preventing overdoses, help to stop injecting drugs, and direct referral into drug treatment services.</p> <p>Is able to screen for common BBV infections and counsel patients appropriately based on the results.</p> <p>Where commissioned, is able to provide hepatitis B vaccinations for service users identified as needing this intervention.</p> <p>Has successfully completed the CPPE assessment or RCGP certificate (or equivalent) in understanding alcohol misuse.</p> <p>Has a working knowledge of the Government's alcohol strategy.</p> <p>Is able to identify dependent drinking behaviour and refer to appropriate support service.</p>	

Expert Professional Practice – Delivery of Professional Expertise (Cluster 1.2)

Improving standards of pharmaceutical care for patients.

1.2 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>
<p>Recommended knowledge, skills, experience and behaviours</p>	<p>Understands the aims and objectives of the needle syringe programme, and the practical issues to consider when delivering this service.</p> <p>Can explain the aims and delivery within shared care of the dispensing and supervised consumption of prescribed oral opioid substitution therapy.</p> <p>Understands the principles of safe disposal of used injecting equipment, and has formal procedures in place in the event of a needlestick injury.</p> <p>Understands the principles of risk minimisation to service users, staff and the general public (such as how to deal safely and effectively with spillages or contamination with potentially infected blood or body fluids).</p> <p>Is accountable to service commissioners for the delivery of commissioned substance misuse services to specification.</p> <p>Contributes to service development, clinical audit, and evaluation of the pharmacy service(s).</p> <p>Ensures that appropriate patient documentation is maintained accurately and in a timely manner.</p>	<p>Understands the principles of and be able to deliver a bespoke “pick and mix” distribution service (where commissioned), including an appropriate range of injecting paraphernalia.</p> <p>Is an active participant in service re-design and development.</p> <p>Requests feedback from service users and acts upon this feedback as appropriate.</p>	<p>Is the clinical lead for pharmacy-based services that support people with substance misuse problems.</p> <p>Is accountable for the clinical governance, service development and performance management of pharmacy-based substance misuse services (where relevant).</p> <p>Works in collaboration with the multidisciplinary team to develop and deliver new care pathways into and within treatment services to improve patient outcomes.</p> <p>Is an active independent NMP.</p> <p>Is actively involved in clinical supervision and peer mentoring and review.</p> <p>Contributes to the development of national and local specialist services utilising available evidence-based research and practice.</p> <p>Implements and then monitors via audit high standards of practice.</p>

Expert Professional Practice – Reasoning and Judgement (Cluster 1.3)

Improving standards of pharmaceutical care for patients.

1.3 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>Is able to recognise and resolve basic problems.</p> <p>Is able to recommend appropriate courses of action.</p> <p>Can demonstrate accurate reasoning.</p> <p>Is able to make decisions in a timely manner.</p> <p>Is able to prioritise problems.</p> <p>Can assess prescriptions for adherence to local / national guidelines.</p> <p>Can recognise the boundaries of own knowledge, competence and confidence, and refer/consult appropriately.</p>	<p>Recognises, evaluates and resolves complex problems.</p> <p>Can critically appraise and interpret published papers.</p> <p>Evaluates current practice against the known evidence base.</p> <p>Demonstrates an ability to see situations holistically.</p> <p>Is able to take into consideration different views and values when making decisions, including the needs of the service user.</p>	<p>Evaluates and responds appropriately where patients present in crisis.</p> <p>Can make effective clinical decisions in challenging environments where there are competing priorities.</p> <p>Responds appropriately where there are concerns around safeguarding, self-harm and suicide risk.</p> <p>Can make appropriate clinical decisions in the absence of reliable testing.</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.
<p>Recommended knowledge, skills, experience and behaviours</p>	<p>Understands and follows the legislation, ethics, duty of care and professional judgement for this patient group and knows how and when to ask for support and advice.</p> <p>Is able to work unsupervised.</p> <p>Demonstrates awareness and knowledge of issues relating to record keeping, confidentiality and communications (including the Data Protection Act and Caldicott guidance).</p> <p>Has written and implemented a Standard Operating Procedure about Safeguarding / Child Protection, and ensured that all relevant staff have a working knowledge of the content.</p> <p>Demonstrates awareness and application of cultural and gender issues, and applies the principles and practices of anti-discriminatory practice.</p> <p>Understands and adheres to the relevant legal frameworks, including the Medicines Act, the Misuse of Drugs Act and Misuse of Drugs legislation.</p> <p>Demonstrates initiative in own work.</p>	<p>Can make evidence-based, reasoned and defensible decisions at times when support (e.g. from the drug service) is unavailable, and document these decisions appropriately.</p> <p>Involved in the development and implementation of non-medical prescribing in substance misuse.</p> <p>Is able to work for extended periods of time in the absence of senior support.</p> <p>Where relevant, is able to adapt practice to accommodate additional requirements of a secure environment.</p>	<p>Can interpret national guidance and audits against these standards.</p> <p>Is accountable for the local implementation of pharmaceutical aspects of relevant NICE guidelines.</p> <p>Initiates, implements, supports and monitors quality and governance systems and processes.</p> <p>Can demonstrate the ability to think strategically.</p> <p>Leads, develops and delivers policy for strategic development of new service provision in substance misuse.</p> <p>Leads and develops specialist policy, guidelines and procedures around medicines management for substance misuse services.</p> <p>Continually reviews the values, strategic plans and direction of the service to take account of changing circumstances.</p> <p>Has a strong awareness and knowledge of relevant political issues related to substance misuse.</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>Uses clear, concise, appropriate and effective written and oral communication skills to a range of patients, carers, drug workers and prescribers.</p> <p>Communicates effectively where the content of the discussion is explicitly defined.</p> <p>Communicates 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>Is able to recognise barriers to effective communication and modify communication accordingly.</p>	<p>Uses clear, concise, appropriate and effective written and oral communication skills, to a range of patients, carers, drug workers, prescribers and commissioners.</p> <p>Communicates effectively where the content of the discussion is based on opinion.</p> <p>Communicates effectively with groups of patients, carers, staff, colleagues and senior commissioning managers in a form and manner that is consistent with the level of understanding, culture and background of the group.</p>	<p>Communicates effectively at director level and with senior clinicians.</p> <p>Anticipates barriers to communication and responds appropriately.</p> <p>Is pro-active in seeking out different styles and methods of communication to assist longer term aims and needs.</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>Promotes referral into treatment for those not currently accessing services.</p> <p>Is able to engage service users in meaningful discussions about medicines and compliance.</p>	<p>Is able to persuade or influence staff with respect to organisational change, research, guidelines and protocols, in line with national/ local agendas.</p>	<p>Is persuasive in putting forward own view/ recommendations.</p>
	Motivate	<p>Demonstrates self-motivation.</p> <p>Is able to motivate other staff in the pharmacy team</p>	<p>Is highly self-motivated</p> <p>Understands the principles behind the cycle of change and is able to engage service users in meaningful dialogue about their motivation to address their current substance misuse.</p>	<p>Articulates a vision which generates enthusiasm and commitment from colleagues and patients.</p> <p>Uses a coaching approach to encourage others to develop.</p>
	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 on pharmaceutical care or technical issues for groups of patients.</p> <p>Negotiates issues between the drug service and pharmacy.</p> <p>Negotiates on financial issues, such as when developing new services.</p>	<p>Demonstrates application of appropriate communication skills in situations where subjects under discussion are controversial or sensitive and where the atmosphere of the discussion becomes hostile or highly emotive.</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	Empathise/ Provide Reassurances	<p>Communicates effectively with substance misusers with discretion and respect for their privacy, and appreciates how to treat these service users in a non-stigmatising way.</p> <p>Deals appropriately and sensitively with the client group and their peers, including conflict resolution.</p> <p>Uses appropriate verbal and non-verbal communication</p> <p>Communicates sensitive information and advice to patients in a professional manner and to acknowledge boundaries in behaviour.</p>	<p>Communicates in an empathetic and respectful manner with patients, carers, support staff and drug services in complex situations. Uses appropriate verbal and non-verbal communication.</p> <p>Manages, mentors and supervises staff in an empathetic manner.</p> <p>Communicates bad news (e.g. a positive BBV screen) in an appropriate and reassuring manner.</p>	Can communicate effectively and calmly in difficult situations.
	Listen	<p>Listens effectively and thus respond appropriately to the needs of service users, carers, colleagues and staff.</p>	<p>Can demonstrate active listening skills.</p> <p>Listens effectively and thus respond appropriately to groups of service users, carers, colleagues and staff.</p>	Pro-actively seeks out the views of service users and colleagues to continually improve service delivery and patient outcomes.

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	Influence	<p>Supplies written harm reduction information for service users to take away and read.</p> <p>Uses appropriate communication to gain the co-operation of individual patients, colleagues, prescribers and key workers.</p> <p>Is able to positively influence junior staff within the local pharmacy team to develop and deliver a higher quality of service.</p> <p>Is able to communicate the results of an alcohol screen in a positive manner so as to illicit achievable change in drinking behaviour.</p>	<p>Uses appropriately selected communication skills to gain the co-operation of small groups of patients, colleagues, senior clinicians and commissioners at a local level.</p> <p>Demonstrates assertive behaviour.</p> <p>Is able to advocate for others.</p> <p>Proactively influences developments in pharmacy services to meet the needs of the service users.</p>	<p>Has an effective working relationship with local councillors/local constituencies.</p> <p>Has an effective working relationship with Public Health and social services.</p> <p>Undertakes significant event analysis and makes recommendations based on findings.</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>Has active links with the LPC</p> <p>Is aware of, and in contact with, local pharmacist colleagues who also provide substance misuse services.</p> <p>Communicates regularly with the local drug treatment service(s).</p> <p>Attends relevant external/educational meetings.</p> <p>Is able to network effectively.</p>	<p>Has good links with local commissioners, local prescribers and the drug treatment service(s).</p> <p>Is a member of a regional and/or national forum for substance misuse.</p> <p>Participates in local network groups.</p> <p>Attends relevant national conferences.</p>	<p>Develops partnerships and actively maintains them.</p> <p>Contributes / leads regional and national forums for substance misuse.</p>
	Presentations Skills	<p>Presents effectively to pharmacy support team.</p> <p>Always communicates in a clear, precise and appropriate manner.</p>	<p>Presents effectively at substance misuse group meetings</p> <p>Presents effectively to senior clinicians and commissioners.</p>	<p>Presents confidently at national conferences to leaders in the field of substance misuse.</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	Teamwork	<p>Has trained the pharmacy support team so that they understand the aims and principles of the drug treatment / support services being delivered, and that staff deliver these services in a respectful, confidential, and non-stigmatising manner.</p> <p>Has a broad understanding of the roles within the multidisciplinary team involved in the care of the service user.</p> <p>Monitors service user response to titration and stabilisation and liaises with drug treatment service as appropriate.</p> <p>Demonstrates ability to effectively delegate work/tasks to other members of the team.</p>	<p>Is involved in the management, planning, and delivery of pharmacy services, including how to train and monitor staff to deliver these services to the required standard.</p> <p>Liaises regularly with the prescriber, key worker and other relevant services (e.g. mental health team) to support the service user in their recovery.</p> <p>Is able to refer clients directly into treatment.</p>	<p>Shares expertise with the wider community of health and social care professionals working in substance misuse.</p> <p>Is accountable for the management, planning, and delivery of pharmacy services (where relevant), including how to train and monitor staff to deliver these services to the required standard.</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.

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 when a situation develops outside of competence and consults appropriately.</p>	<p>Has a close working relationship with local commissioners and treatment providers.</p> <p>Has a level of expertise recognised by local drug service, peers and commissioners.</p> <p>Receives and effectively responds to requests for advice from colleagues regarding substance misuse.</p> <p>Is a stakeholder of the local Shared Care Monitoring Group (or other relevant body).</p>	<p>Has a level of expertise recognised at a national or international level.</p> <p>Provides expert advice on working parties at a national or international level.</p> <p>Contributes and advises on the development of local or national guidelines for all practitioners.</p>

Syllabus for Advanced Substance Misuse 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 Substance Misuse.

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 Substance Misuse.

The individual works towards becoming competent at delivering a clinical pharmacy service to patients with common disorders in surgery 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 Substance Misuse area(s)).

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 Substance Misuse 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 Substance Misuse).

Completion Point: Statement of Completion of Mastery stage competencies (including application of advanced knowledge during experience in Substance Misuse 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 Substance Misuse. 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 Substance Misuse. 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 level of the APF.

Specialist knowledge is defined here as knowledge that is specific to Substance Misuse, 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 Substance Misuse.

- 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 Substance Misuse

1 Gastrointestinal System		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Demonstrates understanding of mechanisms of action and clinical use of anti-emetics, laxatives and anti-diarrhoeals.	G	Adv I
Demonstrates understanding of the mechanism, characteristics and pharmacological management of constipation and diarrhoea during substance misuse treatment.	G	Adv I
Demonstrates understanding of the clinical use of food supplements for under nourishment and profound weight loss.	S	Adv I
Demonstrates understanding of the impact of long term heavy alcohol use in the development of pancreatitis.	G	Adv II
Demonstrates understanding of the aetiology, characteristics and management of Mallory-Weiss Syndrome and how chronic alcohol use can impact on the development of this syndrome.	S	M

2 Cardiovascular System		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Demonstrates understanding of the basic pathophysiology and the treatment options for thrombo-embolic disorders such as pulmonary embolism and deep vein thrombosis.	G	Adv I
Demonstrates understanding of prolongation of the QTc interval with higher doses of methadone and the associated risks of Torsades de Points (particularly with other interacting drugs).	S	Adv II
Demonstrates understanding of the specific risks associated with deep vein (e.g. femoral) injecting, including venous thrombosis and embolisms.	S	Adv I
Demonstrates understanding of the specific cardiovascular effects of certain drugs and the risks of taking them e.g. cocaine, amphetamine.	G	Adv II

3 Respiratory System		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Demonstrates understanding of the specific risks involved in the supply and use of sympathomimetics (e.g. pseudoephedrine) in substance misuse.	G	Adv I
Demonstrates understanding of the illicit use of certain ACE inhibitors and diuretics by steroid users.	S	Adv II
Demonstrates understanding of the development of co-morbid pulmonary complications associated with illicit drug use, including granulomas.	S	M

4 Central Nervous System

	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Demonstrates understanding of the pathophysiology and pharmacology of commonly used illicit drugs.	G	Adv I
Demonstrates understanding of the potential drug interactions that impact on illicit drug use and on opioid substitution therapy.	G	Adv I
Demonstrates understanding of tolerance at a metabolic, pharmacokinetic, pharmacodynamic and neuroadaptive level.	S	Adv I
Demonstrates understanding of the benefits of supervised consumption of medication, particularly during the early stages of treatment.	G	Adv I
Demonstrates understanding of the specific risks associated with supervising consumption of opioid substitution medication whilst the patient is intoxicated, and is able to take appropriate action accordingly.	G	Adv I
Demonstrates understanding of potentially significant interactions between opioid substitution medication and other medicines, and can advise accordingly.	G	Adv I
Can advise on the impact of missed doses on tolerance and takes appropriate action when this occurs.	G	Adv I
Able to describe the mechanism of action, evidence base and appropriate use of opioid substitution medication, the benefits and risks associated with each formulation, and the factors influencing choice of treatment.	S	Adv I
Demonstrates understanding of the process of induction and titration, the risks associated with each process, and how to minimise these risks.	S	Adv I
Demonstrates understanding of the principles surrounding precipitated withdrawal and can advise appropriately on how to reduce the risk/impact.	S	Adv I
Demonstrates understanding of the process of detoxification from opiate and opioid substances, and the factors influencing successful recovery.	S	Adv I
Demonstrates understanding of the specific risks associated with rapid detoxification from opioids and how to minimise these risks.	S	Adv I
Demonstrates understanding of the mechanisms of action and appropriate use of medications used for managing opioid withdrawal symptoms.	G	Adv I
Demonstrates understanding of the pharmacological and non-pharmacological interventions available to reduce the risk of relapse.	G	Adv I
Demonstrates detailed understanding of the risks associated with extended use of OTC products containing codeine or dihydrocodeine.	G	Adv I
Demonstrates understanding of additional risk factors associated with illicit drug use when recommending pain relief to substance misusers.	G	Adv I
Demonstrates understanding of the specific risks involved in the supply and use of sedating antihistamines in substance misuse.	G	Adv I
Able to describe the mechanism of action, evidence base, use and misuse hypnotic and anxiolytic drugs such as benzodiazepines and z-drugs.	S	Adv I
Demonstrates understanding of safe detoxification protocols for club drugs (inc. "legal highs").	S	M
Demonstrates understanding of safe detoxification protocols for dependent benzodiazepine use.	S	Adv II
Demonstrates understanding of the specific risks associated with rapid detoxification from benzodiazepines and how to minimise these risks.	S	Adv II
Demonstrates understanding of the distinction between alcohol use, misuse and dependence, and can accurately determine alcohol consumption and patterns of use.	S	Adv I
Demonstrates understanding of the pharmacokinetics of alcohol and the immediate and longer term problems associated with its use.	S	Adv I
Demonstrates understanding of alcohol screening tools such as AUDIT, and can offer appropriate brief advice to non-dependent drinkers to help reduce their alcohol intake.	S	Adv I
Demonstrates understanding of the process of (and risks associated with) alcohol detoxification, and can describe the medication that may be employed.	S	Adv I
Demonstrates understanding of the specific risks associated with rapid detoxification from alcohol and how to minimise these risks.	S	Adv I
Demonstrates understanding of the mechanisms of action, use and risks associated with relapse prevention medication used for alcohol dependence.	S	Adv I

5 Infections		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Demonstrates understanding of the prevalence, aetiology, and specific risk factors associated with the transmission of blood-borne viruses (BBV) such as hepatitis B&C and HIV.	S	Adv I
Demonstrates understanding of the short and long term impact of BBV such as HIV and hepatitis B&C and the factors which can modify disease progression.	S	Adv I
Can describe the treatment options available for hepatitis B&C and HIV, and has a working knowledge of the medication employed.	S	Adv II
Demonstrates understanding of the serology and screening processes used to detect BBV in the substance misuse community.	S	Adv I
Demonstrates understanding of the specific risk factors associated with sexual health linked with illicit drug users and can advise on how to reduce these risks.	G	Adv I
Demonstrates understanding of the specific risks of <i>Clostridium</i> and anthrax infection amongst injecting drug users, how to reduce these risks, and how to respond if infection is suspected.	S	Adv I
Demonstrates understanding of the treatment options for soft tissue infections such as abscesses, ulcers and cellulites for injecting drug users.	S	Adv II
Demonstrates understanding of the specific risks from <i>Streptococcal</i> infections (including necrotising fasciitis and toxic shock syndrome), septicaemia and endocarditis associated with injecting drug use.	S	Adv II
Demonstrates understanding of the specific risks of fungal infections (particularly candidiasis) to injecting drug users, including mycotic endophthalmitis.	S	Adv II
Understands and can articulate the impact of injecting drug use on the immune system.	S	Adv II

6 Endocrine System		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Demonstrates understanding of the mechanism of action, use, misuse and risks associated with performance and image enhancing drugs (PIEDS) including steroids.	S	Adv I
Demonstrates understanding of the illicit use of insulin and human growth hormone to promote muscle growth and fat loss.	S	Adv I
Demonstrates understanding of the illicit use and associated risks of human chorionic gonadotrophin (HCG) in steroid users.	S	Adv I
Demonstrates understanding of the mechanism of action, use, misuse and risks associated with use of oestrogen antagonists in body builders.	S	Adv I
Demonstrates understanding of the link between heavy alcohol use and development of diabetes.	G	Adv I

7 Obstetrics, Gynaecology and Urinary-Tract Disorders		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Can advise drug users on appropriate choices of contraception with regard to their lifestyle, choices and prescribed medication	G	Adv I
Can recognise and advise clients with amenorrhoea from chronic opioid use about the potential risks of pregnancy.	S	Adv I

8 Malignant Disease and Immunosuppression		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Demonstrates understanding of the risk factors associated with alcohol use in the development of cancers of the upper airway and digestive tract.	G	Adv II

9 Nutrition and Blood		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Demonstrates understanding of the role of the dietician in the management of substance misuse (inc. alcohol dependence).	S	Adv II
Demonstrates understanding of the appropriate use of enteral nutrition in substance misuse patients.	S	Adv II
Demonstrates understanding of the use and misuse of erythropoietin (EPO) as a performance enhancing substance.	S	Adv I

10 Musculoskeletal and Joint Diseases		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Demonstrates understanding of the potential impact on bone density associated with long term methadone prescribing.	S	Adv I

11 Eye		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Demonstrates understanding of risks to optic nerve associated with use of inappropriate acidifiers when preparing drugs for IV use.	G	Adv II

12 Ear, Nose and Oropharynx		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Demonstrates understanding of the risk of nasal septum deterioration associated with snorting drugs (e.g. cocaine).	G	Adv II
Demonstrates understanding of the risk of oropharynx problems associated with alcohol use e.g. increased risk of cancers, oesophageal varicices.	S	Adv I

13 Skin		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Demonstrates understanding of the use of antibiotics and retinoids to counteract the acne-inducing side effects of steroid use.	S	Adv I

14 Immunological Products and Vaccines		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Demonstrates understanding of the vaccination schedules for hepatitis A&B and can advise on which schedule is most appropriate at an individual patient level.	S	Adv I
Can recognise at risk groups within substance misusers who may require annual 'flu vaccination (e.g. those with liver disease).	S	Adv I

15 Anaesthesia		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Demonstrates understanding of the misuse of specific anaesthetics (e.g. ketamine).	S	Adv II

16 Liver Disease		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Demonstrates understanding of the negative impact of chronic misuse of volatile substances on the liver.	S	Adv I
Demonstrates understanding of the purpose and use of liver function tests and how to interpret the results.	S	Adv II
Demonstrates understanding of the increased risk of liver cancer as a result of anabolic steroid use.	S	Adv II
Demonstrates understanding of the short and long term consequences of hepatitis infections on the liver and how these can be managed.	S	Adv I
Demonstrates understanding of the increased risk of liver disease as a result of alcohol use in the presence of co-morbid hepatitis infection.	S	Adv I
Demonstrates understanding of the specific impact of buprenorphine use in people with pre-existing liver disease.	G	Adv II
Demonstrates understanding of the need to monitor liver function when using naltrexone as a relapse prevention intervention.	G	Adv II
Demonstrates understanding of the role of the liver in the metabolism of alcohol and how this impacts on the risk of liver disease with increasing or chronic use of alcohol.	G	Adv I
Demonstrates understanding of the aetiology, characteristics and management of alcoholic liver disease, including steatosis, hepatitis and cirrhosis.	S	Adv I
Demonstrates understanding of the role of alcohol in the development of hepatocellular carcinoma.	G	Adv II

17 Renal Impairment		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Demonstrates understanding of the impact of certain drugs on renal function (e.g. misuse of ibuprofen+codeine OTC preparations).	G	Adv I

18 Pregnancy		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Demonstrates understanding of the impact of pregnancy on the prescribing of opioid substitution medication, and can advise accordingly.	S	Adv I
Demonstrates understanding of the wider impact of illicit drug use during pregnancy and the benefits of opioid substitution medication during this time.	S	Adv I
Demonstrates understanding of the likely consequences to the newborn child of opioid and other illicit drugs (e.g. cocaine) use during pregnancy and how the child's health can be managed during the first few days following birth.	S	Adv II
Demonstrates an understanding of the importance of multi-agency working and effective engagement with the service user in improving outcomes for the unborn child.	S	Adv I

19 Breastfeeding		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Can advise appropriately on the use of opioid substitution medication whilst breastfeeding.	S	Adv I
Can advise on the impact of current BBV infection(s) on breastfeeding.	S	Adv I

20 Older People		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Demonstrates understanding of issues specific to older people around accessing drug treatment services.	S	Adv I
Demonstrates understanding of the impact of drugs of misuse in the older person e.g. pharmacokinetics and increased risk of falls with CNS depressants.	S	Adv I

21 HIV		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Demonstrates understanding of potential drug interactions and risks associated with co-morbid hepatitis infection in substance misuse patients being treated for HIV infection.	S	Adv II

22 Toxicology		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Demonstrates understanding of the immediate and longer term causes of drug-related deaths, and is aware of the incidence and major factors at a local level.	S	Adv I
Can recognise the signs and symptoms of opioid overdose and is able to respond appropriately.	G	Adv I
Demonstrates understanding of the mechanism of action, use and limitations of the opiate antagonist naloxone, and is able to administer this antidote in an emergency.	S	Adv I

23 Parenteral Therapy		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Understands the importance of the use of parenteral thiamine in the prevention of Wernicke-Korsakoff syndrome and can identify when this needs to be used as a preventative and/or reactive intervention.	S	Adv II

24 Paediatrics (no syllabus items)

25 Palliative and End of Life Care		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Demonstrates understanding of pain management for the palliative care patient with substance misuse problems.	S	Adv II

26 Clinical Trials		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Participates in conducting trials of new medication relevant to the substance misuse field.	S	M

27 Other Issues in Substance Misuse

	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Demonstrates understanding of the misuse potential and associated risks of OTC and prescription drugs.	G	Adv I
Demonstrates understanding of the specific risks associated with poor injecting technique, and can advise accordingly.	S	Adv I
Can advise on alternatives to injecting illicit drugs, but, where the patient chooses to inject, can advise with credibility on safer injecting practices.	S	Adv I
Demonstrates understanding of the treatment options available for stimulant users, together with supportive pharmacological interventions where appropriate.	S	Adv I
Demonstrates understanding of the paraphernalia required to prepare each injection, best practices for use, and what can legally be supplied within current legislation for all injecting drug users (inc. PIEDs).	S	Adv I
Is able to offer general health promotion advice to illicit drug users covering areas such as safe sex, alcohol use, smoking cessation and dental health.	G	Adv I
Demonstrates understanding of the theory and evidence base surrounding psychosocial interventions such as motivational interviewing, cognitive behavioural therapy, counselling and psychotherapy.	S	Adv I
Demonstrates the ability to deliver psychosocial interventions such as motivational interviewing.	S	Adv II
Is aware of relevant self-help groups and can signpost accordingly.	S	Adv I



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