

CARE OF OLDER PEOPLE

EXPERT PROFESSIONAL PRACTICE CURRICULUM

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

2014

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.

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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).

Endorsed by



Acknowledgements

The mapping table 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 & 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.

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Professional Curriculum for Advanced Pharmacy Practice in Care of Older People

Pharmaceutical Care of Older People

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

It is intended to be used by practitioners to support the development of their practice at an advanced level in the pharmaceutical Care of Older People. It encourages practitioners to think critically and to use knowledge in the Care of Older People, supporting informed decision making using knowledge from this and other related therapeutic areas to promote medicines optimisation for patients. It encourages the development of skills in informed, critically relevant, effective discussion with other health and social care practitioners, peers and managers, where appropriate, to optimise medicines-related care for patients. This document can also be used by the wider community working with Care of Older People from all sectors of care.

The syllabus included in this document 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 equivalent documents in other specialities that relate to their practice, such as cardiology, renal, respiratory, etc. As well as generically applicable documents, such as medicines safety. These related documents are known as critical adjacencies.

This curriculum will be reviewed annually for updates or changes required. Every five years there will be a full review including external experts to re-evaluate the currency and content of 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

The recommended knowledge, skills, experience and behaviours which practitioners require to demonstrate competence at Advanced stage I, Advanced stage II and Mastery stages 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 Care of Older People. Practitioners are expected to develop their portfolios linked to the APF (www.rpharms.com). The APF mapping table in this document links the recommended knowledge, skills, experience and behaviours with the relevant competency level descriptors. Examples of the recommended knowledge, skills, experience and behaviours are included in the table below. The mapping table contains information on application of required knowledge, skills, behaviours and experience.

Advanced Stage I

- Applies basic knowledge of common drugs used in Care of Older People, including availability of formulations, compliance aids to patients.
- Manages patients with common long-term conditions in older people and related pharmaceutical issues including Parkinson's disease, osteoporosis, constipation, dementia, falls, acute and chronic pain. These patients may be cared for in the hospital setting, on general medical and surgical wards, in GP practices or in the community.
- Applies the principles of pharmacokinetics and dynamics in older people to ensure safe prescribing in a single disease, working independently. Where significant co-morbidities exist, cares for these patients according to evidence, supported by senior staff.
- Undertakes full clinical medication review with patients and making recommendations based on evidence base/best practice, supported by senior staff.
- Identifies older people with complex comorbidities, complex pharmaceutical needs, interface and social issues impacting on pharmaceutical care in primary and secondary settings and recommends management plans, supported by senior staff.
- Contributes to multidisciplinary team management of older patients in order to reduce risk of adverse drug reactions and interactions, especially for patients who have experienced an adverse drug reaction.
- Contributes to management of older patients in order to reduce risk of medicines related readmission in patients.
- Applies recognised assessment tools to patients in order to identify the needs of individual older people. This includes assessing risks in the context of patient situation, development and implementation of a care plan to meet those needs with evaluation of outcomes, supported by senior staff.
- Demonstrates consultation skills for patient populations with physical or cognitive impairment or complex medicines management issues.
- Provides a full clinical pharmacy service to older people in community or hospital settings with complex pharmaceutical needs e.g. Care of Older People wards general, surgical and medical wards, hospices, intermediate care centres, rehabilitation and care home settings, supported by senior staff.
- Liaises across care interfaces to optimise medicines management in the transfer of care from different settings.
- Communicates with a wide range of health and social care professionals to obtain information relevant to optimising medicines management for older people.
- Demonstrates understanding of the ethics of compliance, consent and patient advocacy for Care of Older People.

Advanced Stage II

- Leads the pharmacy team in the clinical management of older patients with complex pharmaceutical needs, which may include multiple morbidities as well as other health and social needs.
- Applies advanced knowledge of drugs used in older people with complex medicines management needs, which may be complicated by other health and social care issues.
- Undertakes medicines optimisation in patients with co-morbidities who have cognitive or physical impairments or are taking high risk drugs e.g. commonly implicated in admission of older people to hospital or associated with increasing morbidity or mortality.
- Identifies and manages older patients in order to reduce risk of adverse drug reactions, interactions and medicines related readmission, in patients at higher risk of medicines related toxicity, and/or where medicines have contributed to a recent or the current admission.
- Recognises, targets and responds to patients with key predictors of problems for older people with increased pharmaceutical needs. This may include patients with common high risk problems in older people e.g. stroke, dementia, falls and older people with diminishing function and those classified as 'vulnerable adults'.
- Utilises the interplay between health and social care aspects of pharmaceutical Care of Older People to optimise medicines related care for this patient group in acute, rehabilitation and home care settings.

Mastery

- Leads the interprofessional team in medicines optimisation for older patients with complex pharmaceutical needs, which may include multiple morbidities as well as other health and social needs at local and wider level e.g. for a number of wards or settings, or outside the immediate patient environment.
- Uses knowledge of drugs used in older people with complex medicines needs to manage patients where there is little evidence base to support their care.
- Advances use of medicines for patients with co-morbidities who have cognitive or physical impairments or are taking high risk drugs, working with health and social care across interfaces of care.
- Accountable for development, design, implementation, risk management and evaluation of clinical pharmacy service to older people with complex needs.
- Designs, implements and manages new services for older people including leading development of new service delivery and development roles.
- Leads the medicines-related organisational development strategy in pharmacy services for older people
- Publishes in peer reviewed journals.
- Acts as an opinion leader and champion for medicines optimisation in Older People.

Resources for Curriculum Development

Useful Websites

- Royal College of Physicians (www.rcplondon.ac.uk)
- British Geriatrics Society (www.bgs.org.uk)
- UKCPA Care of Older People Practice Interest Group (www.ukcpa.org.uk)
- Commission for Certification in Geriatric Pharmacy, Exam Guidance (US) (<http://www.ccgp.org/exam>)

Textbooks

- Medicines in the Elderly
David Armour, Chris Cairns
Pharmaceutical Press January 2002
ISBN-10 085369446X
ISBN-13 9780853694465
- Prescribing for Elderly Patients
Editors Stephen Jackson, Paul Jenson, Arduino Mangoni
Wiley-Blackwell May 2008
ISBN-10 0470024283
ISBN-13 978-0470024287
- Merck Manual of Geriatrics (<http://www.merckmanuals.com/professional/geriatrics.html>)
- Merck Manual of Health and Aging (www.merck.com/pubs/mmanual_ha/contents.html)
- British Geriatrics Society Publication list
(http://www.bgs.org.uk/index.php?option=com_content&view=article&id=34&Itemid=453)

Examples of Journals to Refer to

- Age and Ageing (<http://ageing.oxfordjournals.org>)
- British Medical Journal (<http://bmj.com>)
- Clinics in Geriatric Medicine
(www.us.elsevierhealth.com/product.jsp?sid=EHS_US_BS-SPE-944&isbn=07490690&lid=EHS_US_BS-DISI&iid=null&isbn=07490690)
- Drugs and Aging (<http://adisonline.com/aging/Pages/default.aspx>)
- Geriatrics (www.modernmedicine.com/modernmedicine/Geriatrics/home/40131)
- Geriatric nursing (www.gnjournal.com)
- Journal of the American Geriatrics Society (www.wiley.com/bw/journal.asp?ref=0002-8614)
- Journal of Applied Gerontology (jag.sagepub.com)
- Journal of Gerontological Nursing (www.healio.com/journals/jgn)
- Pharmaceutical Journal (www.pharmj.com)

Supporting References and External Resources

- [National Service Framework \(NSF\) for Care of Older People Executive Summary of the NSF for Care of Older People](#)
- Medicines management booklet from the NSF for Care of Older People (www.dh.gov.uk/prod_consum_dh/groups/dh_digitalassets/@dh/@en/documents/digitalasset/dh_4067247.pdf)
- A new ambition for old age: Next steps in implementing the National Service Framework for Care of Older People: A resource document (www.dh.gov.uk/prod_consum_dh/groups/dh_digitalassets/@dh/@en/documents/digitalasset/dh_4133991.pdf)
- Medicines and Older People National Service Framework. Implementing Medicines Related Aspects of the NSF for Older People (www.dh.gov.uk/prod_consum_dh/groups/dh_digitalassets/@dh/@en/documents/digitalasset/dh_4067247.pdf)
- Our health Our Care Our Say - White paper vision for good quality health and social care, including 'care closer to home' (www.dh.gov.uk/en/Healthcare/Ourhealthourcareoursay/index.htm)
- National prescribing centre guide to medication review 2008 (www.npc.nhs.uk/review_medicines/intro/resources/agtmr_web1.pdf)
- Pharmacy in England – Building on strengths, delivering the future (www.dh.gov.uk/en/publicationsandstatistics/publications/publicationspolicyandguidance/dh_083815)
- Lord Darzi's NHS Next Stage Review final report June 2008 (www.dh.gov.uk/en/publicationsandstatistics/publications/publicationspolicyandguidance/DH_085825)
- NICE concordance guidelines –issued January 2009 (www.nice.org.uk/CG76)
- Higher medical training in Geriatric medicine curriculum guide, Joint committee on higher medical training, Dec 2004 (www.jrcptb.org.uk/specialties/ST3-SpR/Documents/2004%20Geriatric%20Medicine%20Curriculum.pdf)
- Guidance for the competencies for the provision of services using practitioners with a special interest: older people. Royal college of physicians and royal pharmaceutical society of great Britain, Sept 2008 (www.pcc.nhs.uk/uploads/pwsi/March%202009/updated_older_people.pdf)
- The 10 minute geriatric assessment, Frederick T Sherman, Mount Sinai School of Medicine Geriatrics 2001 56: 36-40 (US) (<http://geriatrics.modernmedicine.com/geriatrics/data/articlestandard/geriatrics/322002/27622/article.pdf>)
- Geriatric Pharmacy curriculum guide 2nd Edition 2007, American society of consultant pharmacists (US) (www.wgec.org/resources/art/pharmacy.PDF)
- Certification in Geriatric Pharmacy, Commission for certification in Geriatric Pharmacy, July 2007 (US) (<http://www.ccgp.org/exam>)
- The University of California San Francisco (UCSF) Academic Geriatric Resource Centre Online Curriculum, key principles of geriatric care updated Sept 2007 (<http://gerigero-onlinecourse.ucsf.edu>)
- Equity and excellence: Liberating the NHS Department of Health July 2010 (www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_117353)
- Speciality training curriculum for geriatric medicine, Joint Royal Colleges of Physicians training board, August 2010 (http://www.gmc-uk.org/geriatric_curriculum_2010.pdf_32486221.pdf)
- NHS outcomes framework (www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_122944)

APF Mapping Tables

The following tables lists the knowledge, skills, experience and behaviours recommended to demonstrate the APF competencies for the Expert Professional Practice and Collaborative Working Relationship 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 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 Care of Older People.

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 Care of Older People.

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 their Care of Older People.

Expert Skills and Knowledge

Improving standards of pharmaceutical care for patients

EXPERT SKILLS AND KNOWLEDGE	ADVANCED STAGE I	ADVANCED STAGE II	MASTERY
APF competency developmental descriptors	<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>
Recommended knowledge, skills, experience and behaviours	Applies core specialist knowledge of common disorders and common co-morbidities (including: aetiology, physiology, common signs and symptoms, epidemiology, risk factors).	Applies advanced knowledge of common disorders and co-morbidities and core knowledge of more specialist disorders.	Applies expert knowledge of common disorders and co-morbidities and advanced knowledge of more specialist disorders.
	Applies core specialist knowledge of common drugs in practice, including: place in therapy, mechanism of action, indications, common adverse effects, drug interactions, and precautions, availability of formulations and compliance aids.	Applies advanced knowledge and understanding of drugs, including high-risk drugs, unlicensed drugs and off-label use of drugs to patients in situations which may be complicated by other health and social care issues in practice.	Applies expert knowledge and understanding of drugs, including high-risk drugs, unlicensed drugs and off-label use of drugs in specific areas of practice to patients in situations which may be complicated by other health and social care issues in practice.
	Applies core specialist knowledge for the therapeutic management of common conditions and to ensure safe prescribing.	Applies advanced knowledge for the therapeutic management of patients with complex co-morbidities and high risk factors, and to ensure safe prescribing for these patients.	Applies expert knowledge for the therapeutic management of patients with complex co-morbidities and high risk factors, and to ensure safe prescribing for these patients.
	Clinically manages common long-term conditions in older people and related pharmaceutical issues including parkinson's disease, osteoporosis, constipation, dementia, falls, acute and chronic pain. These patients may be cared for in the hospital setting, on general medical and surgical wards, in GP practices or in the community.	Leads the clinical management of older patients with complex pharmaceutical needs, which may include multiple morbidities as well as other health and social needs.	Devises and implements strategy for the clinical management of older patients with complex pharmaceutical needs, particularly where evidence is lacking. These are likely to be patients with multiple morbidities as well as other health and social needs

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>Develops and implements plans for medicines optimisation in patients with common conditions.</p> <p>Identifies patients with complex co-morbidities, pharmaceutical needs, interface or social issues that may impact on pharmaceutical care, and ensures that appropriate medicines optimisation is provided, supported by senior staff. Refers where appropriate</p> <p>Interprets and uses common laboratory tests and/or disease markers for medicines optimisation.</p> <p>Undertakes medication review, develops and implements medicines optimisation plans for patients with common disorders and common pharmaceutical needs.</p>	<p>Develops and implements plans, and supports and trains others to develop and implement plans for medicines optimisation in patients with complex medicine-related issues and those with more complex conditions.</p> <p>Actively identifies and manages patients with complex co-morbidities, pharmaceutical needs, interface or social issues that may impact on medicines optimisation. Discusses with senior staff/refers where appropriate.</p> <p>Interprets and uses complex/specialist laboratory tests and/or disease markers for medicines optimisation.</p> <p>Undertakes medication review and develops and implements medicines optimisation plans for patients with complex co-morbidities, high risk disorders and/or complex pharmaceutical needs.</p>	<p>Leads development and implementation, supports and trains others to develop and implement, plans for medicines optimisation in patients with complex medicines –related issues and those with more complex conditions.</p> <p>Identifies knowledge gaps and adds new knowledge in specific therapeutic areas to manage patients with complex co-morbidities, pharmaceutical needs, interface or social issues that may impact on medicines optimisation.</p> <p>Develops strategies for the interpretation and use of complex/specialist laboratory tests and/or disease markers for medicines optimisation in groups of patients.</p> <p>Develops new services for groups of patients with complex co-morbidities, high risk disorders and/or complex pharmaceutical needs.</p>

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>Applies recognised assessment tools to identify the needs of individual older people including assessing risks in the context of patient situation, development and implementation of a care plan to meet those needs with evaluation of outcomes, supported by senior staff.</p>	<p>Recognises, targets and responds to patients with key predictors of problems for older people with increased pharmaceutical needs. This may include patients with common high risk problems in older people e.g. stroke, dementia, falls and older people with diminishing function, and those classified as 'vulnerable adults'</p>	<p>Develops the evidence base contributing to the recognition, targeting and response to patients with key predictors of problems for older people with increased pharmaceutical needs. This may include patients with common high risk problems in older people e.g. stroke, dementia, falls and older people with diminishing function, and those classified as 'vulnerable adults'</p>
	<p>Recognises, recommends and reviews appropriate monitoring of common disorders and medicines.</p>	<p>Advises on the appropriate monitoring of disorders and medicines for patients with complex medicines optimisation needs.</p>	<p>Develops strategies for the appropriate monitoring of disorders and medicines for groups of patients with complex medicines optimisation needs.</p>
	<p>Contributes to the management of older patients in order to reduce risk of adverse drug reactions (ADR) and preventable medicines related readmission in patients.</p>	<p>Identifies and manages older patients in order to reduce risk of adverse drug reactions (ADR) and preventable medicines related readmission in patients where medicines have contributed to a recent or the current admission.</p>	<p>Develops strategies for groups of older patients in order to reduce risk of adverse drug reactions (ADR) and preventable medicine-related readmissions.</p>
	<p>Describes the main principles of the relevant key papers and national documents Follows relevant policies and local and national guidance.</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>Identifies key publications and interprets the main principles of key papers, policies, national documents, and local and national guidance for use by the team in the care of patients with complex co-morbidities, high risk disorders and/or complex pharmaceutical needs.</p>
	<p>Liaises across care interfaces to optimise medicines in the transfer of care between different settings.</p>	<p>Utilises the interplay between health and social care aspects to optimise medicines for older people in acute, rehabilitation and nursing home settings.</p>	<p>Develops strategies for groups of older people that utilise the interplay between health and social care to optimise medicines in acute, rehabilitation and nursing home settings.</p>

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>Consults with, educates and advises patients, carers, pharmacy staff, students, medical staff, nursing staff and other allied healthcare professionals (AHPs) effectively on common medicines optimisation issues and related relevant healthcare issues within a healthcare organisation.</p> <p>Describes 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 and complies with the relevant legal, ethical, professional and organisational policies and procedures and codes of conduct issues that have implications for medicines optimisation services.</p> <p>Applies pharmacoeconomic principles and supports drug expenditure analysis work.</p>	<p>Consults with, educates and advises patients, carers, pharmacy staff, students, medical staff, nursing staff and other allied healthcare professionals (AHPs) effectively on complex medicines optimisation issues and related relevant healthcare issues within and outside the Trust.</p> <p>Contributes to 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>Advises on the relevant legal, ethical, professional and organisational policies and procedures and codes of conduct issues that have implications for medicines optimisation services.</p> <p>Demonstrates understanding of the ethics of compliance, consent and patient advocacy for Care of Older People.</p> <p>Interprets, undertakes and communicates drug expenditure analysis and advises on relevant pharmacoeconomic issues.</p>	<p>Consults with, educates and advises patients, carers, pharmacy staff, students, medical staff, nursing staff and other allied healthcare professionals (AHPs) effectively on complex medicines optimisation issues and related relevant healthcare issues within and outside the Trust, including at strategic level.</p> <p>Directly influences 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>Advises on the relevant legal, ethical, professional and organisational policies and procedures and codes of conduct issues that have implications for medicines optimisation services.</p> <p>Identifies and interprets the ethics of compliance, consent and patient advocacy for Care of Older People.</p> <p>Actively contributes to drug budgeting, advises on relevant pharmacoeconomic issues.</p>

Expert Professional Practice - Delivery of Professional Expertise

Improves standards of pharmaceutical care for patients

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.	Demonstrates accountability for the delivery of professional expertise at a defined higher level. May include providing expertise and service delivery nationally or at a strategic level.
Recommended knowledge, skills, behaviours and experience	Provides a clinical pharmacy service and deliver effective medicines optimisation to patients with common pharmaceutical needs.	Responsible for the provision of a clinical pharmacy service and the delivery of effective medicines optimisation to patients with complex co-morbidities or pharmaceutical needs.	Makes strategic decisions to ensure the provision of a clinical pharmacy service and the delivery of effective medicines optimisation to patients with complex co-morbidities or pharmaceutical needs including planning around patient transfer across interfaces of care.
	Monitors prescribing quality and addresses and resolves issues identified with the appropriate member(s) of the Multidisciplinary Team.	Monitors prescribing quality and addresses and resolves any issues identified within the locality.	Reviews prescribing quality and addresses and resolves any issues identified within the locality across sector boundaries.
	Contributes to service development, clinical audit and evaluation of the pharmacy service.	Initiates and leads service development, clinical audit and evaluation of the pharmacy service in a defined area of practice.	Initiates and leads service development, clinical audit and evaluation of the pharmacy service in a defined area of practice.
	Ensures that appropriate patient documentation is maintained.	Actively involved in the development of medicines-related aspects of patient documentation systems.	Leads medicines-related aspects of patient documentation systems.
	Supports the entry of new drugs	Advises on and manages the entry of new drugs.	Leads and manages the entry of new drugs relating to older people, working with the multidisciplinary team.

Syllabus for Care of Older People 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 Care of Older People.

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 Foundation Level the aim is for practitioners to develop and deliver competent clinical care with a focus on Care of Older People patients.

The individual works towards becoming competent at delivering a clinical pharmacy service to patients with common disorders in Care of Older People 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 Level competencies (including application of advanced knowledge during experience in Care of Older People area or areas).

Description

Whilst working towards Advanced Stage I 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 Care of Older People 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 (including application of advanced knowledge during experience in the defined area of Care of Older People).

Completion Point: Statement of Completion of Mastery stage competencies (including application of expert knowledge during experience in Care of Older People 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 expert clinical care to the various groups of Care of Older People patients. The practitioner is expected to lead the development of pharmaceutical care for older patients across sectors and in disciplines in their locality.

The following tables are the syllabus for Care of Older People. 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 Care of Older People, 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 Care of Older People.

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- 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
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- 11 Eye
- 12 Ear, Nose and Oropharynx
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- 21 HIV
- 22 Toxicology
- 23 Parenteral Therapy
- 24 Paediatrics
- 25 Palliative and End of Life Care
- 26 Clinical Trials

- 27 Other issues in Care of Older People

1 Gastrointestinal System		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Basic pathophysiology and risk factors for the development of constipation.	G	Adv I
Mechanism of action, characteristics and clinical use of treatments for constipation, including faecal impaction.	G	Adv I
Basic pathophysiology and risk factors for the development of stress ulceration.	G	Adv I
Mechanism of action, characteristics and clinical use of treatments for medication-induced upper GI disease.	G	Adv I
Mechanism of action, characteristics and clinical use of treatments for stress ulcer prophylaxis.	G	Adv I
Mechanisms of action, characteristics and clinical use of antiemetics, prokinetics, laxatives and antidiarrhoeals.	G	Adv I
Mechanism, characteristics and pharmacological management of faecal incontinence.	S	Adv II
Role of the dietician and speech and language therapist in managing patients with dysphagia.	S	Adv I
Basic pathophysiology and management options for dysphagia and its implications for medicines management including product formulation issues and mixing medicines with thickeners.	S	Adv I
Pharmacological support for malnutrition and anorexia/cachectic patients.	S	Adv II
Pharmaceutical issues around administration of medication through nasogastric and percutaneous endoscopic gastrostomy (PEG) tubes.	S	Adv I

2 Cardiovascular System		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Basic pathophysiology and management options for dyslipidaemias.	G	Adv I
Mechanism of action, characteristics and clinical use of dyslipidaemia treatments.	G	Adv I
Basic pathophysiology and management options for hypertension.	G	Adv I
Mechanism of action, characteristics and clinical use of hypertension treatments.	G	Adv I
Basic pathophysiology and management options for chronic heart failure.	G	Adv I
Mechanism of action, characteristics and clinical use of heart failure treatments.	G	Adv I
Basic pathophysiology and management options for peripheral vascular disease (PVD).	G	Adv I
Mechanism of action, characteristics and clinical use of PVD treatments.	G	Adv I
Mechanism of action, characteristics and use of diuretics.	G	Adv I
Basic pathophysiology and management options for peripheral oedema.	G	Adv I
Mechanism of action, characteristics and clinical use of treatments for fluid overload e.g. peripheral oedema, paroxysmal nocturnal dyspnoea, orthopnoea.	G	Adv I
Basic pathophysiology and management options for ischaemic heart disease including angina, acute coronary syndrome and myocardial infarction.	G	Adv I

Basic pathophysiology and management options for treatment and prevention of stroke and transient ischaemic attacks.	G	Adv I
Mechanism of action, characteristics and clinical use of acute stroke and transient ischaemic attack treatments.	G	Adv I
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 for primary and secondary prevention of cardiovascular disease.	G	Adv I
Mechanism of action, characteristics and clinical use of treatments for primary and secondary prevention of cardiovascular disease.	G	Adv I
Impact of psychotropic medication on the cardiovascular system.	G	Adv II
Basic pathophysiology and management options, including the impact of polypharmacy, for treatment of idiopathic and iatrogenic postural hypotension and their effect on falls risk.	S	Adv I
Effect of arrhythmias on falls risk and appropriate management in light of the risk.	S	Adv II

3 Respiratory System

	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Basic pathophysiology and management options for respiratory diseases (acute asthma, chronic obstructive airways disease and community acquired pneumonia).	G	Adv I
Mechanism of action and characteristics of medicines for the treatment of respiratory diseases (acute asthma, chronic obstructive airways disease and community acquired pneumonia).	G	Adv I
Impact of regular and frequent corticosteroid treatment on older people, particularly in relation to requirements for osteoporosis prevention.	G	Adv I
Role of oxygen in the management of respiratory diseases.	G	Adv I
Inhaler technique assessment and demonstration, knowledge of product types to support optimal use.	G	Adv I
Management of respiratory depression, especially in relation to the use of anxiolytics in acute behavioural management.	S	Adv II

4 Central Nervous System		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Symptoms, basic pathophysiology and management options for the following mental health disorders: depression, Alzheimer's disease and other dementias, paranoid disorders, anxiety, insomnia, alcohol abuse, drug abuse and neuropathies.	S	Adv II
Mechanism of action, characteristics and clinical use of treatments for the following mental health conditions and takes account of the different characteristics of these medicines: depression, Alzheimer's disease and other dementias, paranoid disorders, anxiety, insomnia, alcohol abuse, drug abuse and neuropathies.	S	Adv II
Common methods of assessing cognitive function.	S	Adv II
Differences between acute confusional states (delirium) and dementia.	S	Adv II
Pharmacological and non-pharmacological treatment options in dementia and delirium, including behavioural and psychological symptoms of dementia.	S	Adv II
Pharmacological agents that can worsen dementia and management of affected patients with complex co-morbidities.	S	Adv II
Remit and powers of the mental capacity act (MCA).	S	Adv II
Medico-legal issues involved, and legal stance, with covert administration and consent.	S	Adv II
Basic pathophysiology and common treatment of vestibular disorders.	G	Adv I
Symptoms, basic pathophysiology and management options in Parkinson's Disease, and the interplay when presenting with a co-existing diagnosis of dementia.	G	Adv I
Effect of Parkinson's disease and dementia on medicines use.	S	Adv II
Identification and management of adverse effects from drugs which treat Parkinson's Disease and the medical conditions associated with the disease e.g. depression, hypotension, sleep disorders and bowel dysfunction.	S	Adv II
Symptoms, basic pathophysiology and management options in epilepsy.	G	Adv I
Interactions between psychiatric illness and epilepsy, psychotropic drugs and anticonvulsants.	S	Adv II
Basic pathophysiology of pain.	G	Adv I
Treatment options for acute pain.	G	Adv I
Drug treatment options for chronic and neuropathic pain.	G	Adv I
Complex issues around co-morbidities and selection of pain management options (drug and non-drug) in older people.	S	Adv II

5 Infections		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Mechanism of action, characteristics and use of antibacterial agents in the management of bacterial infections (including spectrums of activity).	G	Adv I
Management of the common infections seen in older people e.g.: Skin, Wound, UTI, URTI and LRTI.	G	Adv I
Risks of antibiotic use in older people e.g. minimising Clostridium Difficile and appropriate use of antibiotics, supported by guidance.	G	Adv I
Mechanism of action, characteristics and use of antiviral agents in the management of viral infections (excluding details of human immunodeficiency virus infection).	G	Adv I

6 Endocrine System		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Mechanism of action, characteristics and use of treatments for thyroid disorders.	G	Adv I
Basic pathophysiology, characteristics and treatment of SIADH.	S	Adv I
Mechanism of action, characteristics and use of oral hypoglycaemic agents.	G	Adv I
Mechanism of action, characteristics and use of injectable hypoglycaemic agents and the effect of diabetes on falls risk.	G	Adv I
Risk of hypercalcaemia associated with medication (e.g. Calcium and Vitamin D, thiazides) in older people.	S	Adv I
Social, physical and cognitive issues around the use of hypoglycaemic medication in older people.	S	Adv II

7 Obstetrics, Gynaecology and Urinary-Tract Disorders		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Basic pathophysiology of the different causes of urinary incontinence and the place of pharmacological management of this conditions.	G	Adv I
Drugs affecting urinary continence, including adverse effects of medicines causing urinary incontinence, and management of this condition in the presence of complex co-morbidities.	S	Adv II
Basic pathophysiology of benign prostatic hypertrophy.	S	Adv I
Management options for benign prostatic hypertrophy.	S	Adv I
Monitoring of renal function / dysfunction (acute or chronic).	G	Adv I
Basic pathophysiology and risk factors for the development of sexual dysfunction.	G	Adv II
Mechanism of action, characteristics and clinical use of treatments for sexual dysfunction.	G	Adv II

8 Malignant Disease and Immunosuppression		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Demonstrates the ability to identify, review, monitor and follow up medication issues for treatment of prostate cancer	G	Adv I
Demonstrates the ability to identify, review, monitor and follow up medication issues for prevention of recurrence of breast cancer	G	Adv I
Demonstrates the ability to identify, review, monitor and refer medication issues for common malignancies found in older people e.g. lung, colon and myeloma.	S	Adv I

9 Nutrition and Blood		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Interpretation of the Full Blood Count.	G	Adv I
Basic pathophysiology, monitoring and management options for neutropenia.	G	Adv II
Medications that impact on neutropenia including adverse effects of medicines causing or contributing to neutropenia.	G	Adv II
Symptoms, basic pathophysiology and management options for anaemias (macrocytic/microcytic/anaemia of chronic disease).	G	Adv I
Symptoms, basic pathophysiology and management options for malnutrition including electrolyte disturbances and the implications for medicines management.	G	Adv I
Use of vitamin and mineral supplements for replacement therapy and for treatment purposes e.g. wound healing, Vitamin D usage.	G	Adv I
Risk of, and contraindications to, anticoagulation in older people, particularly in relation to falls and cognitive impairment.	G	Adv I
Use of oral and injectable anticoagulants in prevention of venous thromboembolism in older people, particularly in relation to fracture and joint replacement surgery.	G	Adv I

10 Musculoskeletal and Joint Diseases		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Symptoms, basic pathophysiology and management options for osteoporosis (treatment & prevention) including its relationship with corticosteroid use.	G	Adv I
Symptoms, basic pathophysiology and management options for osteoarthritis.	G	Adv I
Symptoms, basic pathophysiology and management options for gout (treatment & prevention).	G	Adv I
Symptoms, basic pathophysiology and management options for rheumatoid arthritis.	G	Adv I
Symptoms, basic pathophysiology and management options for polymyalgia rheumatic.	S	Adv II
Basic pathophysiology and other causes of falls in older people.	G	Adv I
Relationship between falls, fractures and osteoporosis.	S	Adv I
Multidisciplinary (drug and non-drug) management of falls with multifactorial prevention strategies.	S	Adv II

11 Eye		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Basic pathophysiology, symptoms, and management options for glaucoma, macular degeneration, dry eyes and cataracts and the implications for medicines management in older people.	S	Adv I

12 Ear, Nose and Oropharynx		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Demonstrates understanding of the basic pathophysiology, symptoms, and management options for removal of ear wax and the implications for medicines management in older people.	G	Adv I

13 Skin		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Basic pathophysiology, symptoms, and management options for eczema, pruritus, dry skin, and fungal rashes.	G	Adv I
Basic pathophysiology, symptoms, and management options for leg ulcers and pressure sores.	S	Adv I

14 Immunological Products and Vaccines		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Annual flu/pneumococcal vaccines.	G	Adv I

15 Anaesthesia		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Demonstrates the ability to consider appropriately which medicines to give and which to omit if a patient is nil by mouth prior to surgery under a general anaesthetic.	G	Adv I

16 Liver Disease		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Monitoring of liver function / dysfunction (acute or chronic).	G	Adv I
Effect of medicines on liver function, particularly in relation to adverse effects.	G	Adv I

17 Renal Impairment		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Monitoring of renal function / dysfunction (acute/chronic) including appropriate use of eGFR in older people.	G	Adv I
Effect of medicines on renal function (acute/chronic).	G	Adv I
Drug/dose alteration in different stages of renal impairment.	G	Adv I
Basic pathophysiology and risk factors for the development of renal failure (acute/chronic).	G	Adv I
Mechanism of action, characteristics and clinical use of treatments of renal failure, including clinical application of pharmacokinetic principles.	G	Adv I

18 Pregnancy (no syllabus items)

19 Breastfeeding (no syllabus items)

20 Older People		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Issues around polypharmacy and appropriate prescribing for older people.	S	Adv I
Managing prescribing in view of the paucity of evidence in older age groups.	S	M
Published tools to support appropriate prescribing, including initiation and cessation of therapy.	S	Adv II
Principles of overall assessment of older people.	S	Adv II
Application of complex assessment of older people e.g. comprehensive geriatric assessment, cognitive assessments.	S	M
The role of the pharmacist within the multidisciplinary team.	G	Adv I
Range of personnel, services and pathways locally available to deliver support to older people.	S	Adv II
Implications of sensory impairment and functional decline for medicines management of older people.	S	Adv I
Knowledge of processes required to work with leaders of health and social care to develop new medicines optimisation services for older people.	S	Adv II
Principles of concordance and adherence to support self management of medicines in older people, particularly in relation to physical and cognitive dysfunction.	S	Adv I
Identifying and managing older people with unintentional and intentional non adherence issues to improve outcomes, including using appropriate communication methods.	S	Adv II
Place of compliance aids to support medicines taking in older people.	S	Adv I
Common drug related adverse reactions affecting older people.	S	Adv I
Pharmacokinetic and pharmacodynamic changes in older people as they relate to drug handling.	S	Ad I
Knowledge of key non-prescribed(over-the-counter, complementary) medicines used by older people and implications for adverse effects, interactions and use with prescribed therapy.	S	Adv II
Impact of polypharmacy on older people e.g. in relation to falls, adverse effect, adherence.	S	Adv I
Medicines optimisation needs of special populations of older people e.g. housebound, institutionalised residents and frail patients and how care settings affect medicines management.	S	Adv II
Agencies involved in community care and the effect of this on medicines management.	S	Adv II
Knowledge of communication systems available to optimise transfer of care between settings.	G	Adv I
Knowledge of processes to support medicines optimisation in other health and social care settings, in relation to care of complex patients.	S	M
Assistive technologies to support older people in optimising medicines use e.g. monitoring devices, compliance support.	S	Adv II
Appropriate selection of formulation (e.g. liquid, modified release) dose frequency (once daily versus multiple doses) and devices (insulin pens, inhaler aids) to support optimal use of medicines in older people.	S	Adv I

21 HIV		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Awareness of drugs used in HIV, interactions and clinical management.	G	Adv I

22 Toxicology		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Possible toxic effects of drugs in older people taking multiple medicines, especially for patients with suboptimal organ function associated with aging.	S	Adv I
Importance of identifying and managing high risk drugs and long-term medication in older people to reduce risk of toxicity.	S	Adv I
Utilisation of current information e.g. from Medicines Healthcare products Regulatory Agency to reduce risk of medicines-related toxicity to older people.	S	Adv II

23 Parenteral Therapy		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Advanced pharmacists in Older People are expected to have knowledge of the use of parenteral drugs as per the general medical curriculum at foundation level. They are not expected to manage parenteral nutrition.	G	Adv I

24 Paediatrics (no syllabus items)

25 Palliative and End of Life Care		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Role of syringe drivers in palliative care including mixing of drugs in syringe drivers.	G	Adv I
Basic principles of palliative care and management options for symptom control at end of life for morbidities including heart failure, chronic obstructive airways disease, Parkinson's disease and cancer.	G	Adv II

26 Clinical Trials		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Pharmaceutical support for older people who are participating in clinical trials, including supply of trial drugs according to protocol.	G	Adv I

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