

NEONATAL AND PAEDIATRIC CARE

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).

Acknowledgements

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

Primary Contributors

The content of this package was initially produced by the Board of the Faculty of Neonatal & Paediatric Pharmacy (College of Pharmacy Practice) under the chair of Steve Tomlin (Consultant Pharmacist – Children’s Services) and reviewed by the NPPG Committee.

This document has been subsequently developed with advice from the RPS curriculum development group, the UKCPA Critical Care Group and CoDEG.

It has been approved for use by all UK RPG members, the British Renal Society, all Clinical Directors of UK renal units, and the UK National Clinical Director for Renal Services.

Pharmaceutical Care of Neonatal and Paediatric Care

This curriculum provides an overview of the knowledge, skills, experiences and behaviours required to practice at advanced level in Neonatal and Paediatric Care 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 Neonatal and Paediatric Care. It encourages practitioners to think critically and to use knowledge in Neonatal and Paediatric Care 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 Neonatal and Paediatric Care 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 women's health , cardiology, gastroenterology, rheumatology, 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 Neonatal and Paediatric Care. 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

- Demonstrates basic knowledge of common Neonatal and Paediatric conditions and disorders.
- Demonstrates basic understanding of medicines used in Neonatal and Paediatric patients.
- Demonstrates basic knowledge of the management of minor ailments and other physical health issues common in neonates, children and young people.
- Demonstrates broad understanding of the licensing of medicines for children the use of un-licensed medicines and the governance management issues involved.
- Demonstrates understanding of the physical, psychological and social development of children.
- Demonstrates ability to describe the pharmacokinetic and dynamic changes through childhood and how this affects drug use.
- Demonstrates application of the above knowledge to ensure safe prescribing in patients with Neonatal and Paediatric conditions and disorders.
- Able to carry out medication review and develop and implement a medicines management plan for neonatal and or paediatric patients.
- Carries out teaching regarding treatment and use of medicines in Neonatal and Paediatric patients, to patients, carers, pharmacy staff, nursing staff and other allied healthcare professionals (AHPs).
- Contribute to the development of policies and procedures specifically for the local Neonatal and Paediatric Pharmacy service, under supervision.
- Demonstrates knowledge of appropriate use and interpretation of haematological and biochemical tests and surrogate markers for monitoring efficacy and toxicities of therapy.
- Demonstrates knowledge of common side effects of medicines used in Neonatal and Paediatric patients, and adverse drug reactions, including reporting mechanisms.
- Demonstrates competency in delivering patient care under supervision to a group of Neonatal and Paediatric patients.
- Demonstrates a thorough understanding of the issues of administering medicines to children.
- Demonstrates broad understanding of and ability to communicate with children of all ages and their carers.
- Demonstrates a thorough understanding of how communication affects concordance and compliance in children.
- Demonstrates a good understanding of factors which affect adherence and ability to undertake patient counselling for patients and their carers.
- Demonstrates ability to work for short periods of time in the absence of senior support.
- Demonstrates ability to successfully negotiate with prescriber/MDT/patients re simple prescribing issues for individual patients.
- Demonstrates ability to recognise a situation outside competence and refer to supervising pharmacist (appropriate pharmaceutical problems and situations are always referred).

Advanced Stage II

- Demonstrates application of advanced knowledge of the aetiology, pathophysiology and progression of common Neonatal and Paediatric disorders, and a basic knowledge of specialist Neonatal and Paediatric health disorders.
- Demonstrates application of advanced knowledge of medicines used in Neonatal and Paediatric patients.
- Demonstrates application of advanced knowledge of therapeutics to ensure safe and effective prescribing to Neonatal and Paediatric patients, including the use of drugs with very limited data on safety or efficacy in these groups.
- Carries out teaching regarding pharmacological treatment of Neonatal and Paediatric disorders to patients, carers, pharmacy staff, nursing staff, medical staff and other allied healthcare professionals (AHPs).
- Responsible for delivery of pharmaceutical care to a defined group of complex patients.
- Develops policies and procedures specifically for Neonatal and Paediatric services.
- Demonstrates ability to identify and prioritise parameters to be monitored to ensure safety and efficacy of treatment in patients with complex and multi-factorial diseases.
- Demonstrates ability to advise on the management and/or avoidance of drug interactions, side-effects and adverse drug reactions in specific patients.
- Demonstrates ability to apply pharmacokinetic first principles to formulate a drug dose regimen in the absence of recommendations in standard texts.
- Demonstrates ability to act as a supplementary/independent prescriber in Neonatal and or Paediatric medicine.
- Demonstrates ability to be involved in the development and implementation of supplementary/independent prescribing in Neonatal and or Paediatric services.
- Demonstrates participation in organisation or service wide multidisciplinary groups with respect to pharmacy issues.
- Demonstrates ability to persuade or influence the Neonatal and or Paediatric team/pharmacy team with regard to complex cases, research, guidelines and protocols.
- Demonstrates the ability to persuade or influence staff with respect to organisational change research guidelines and protocols.
- Demonstrates ability to communicate complex clinical information to patients/carers or junior clinical staff where the evidence base is lacking or conflicting or based on opinion.
- Demonstrates ability to successfully negotiate complex treatment issues with the prescriber or MDT and patients.
- Communicates in an empathetic and respectful manner with patients, carers and staff in complex situations. Uses appropriate verbal and body language. Takes into account the individual needs of the patient and or carer according to the patient's age and development.

Mastery

- Demonstrates ability to identify knowledge gaps and advance the knowledge base in Neonatal and or Paediatric medicine by being actively involved in identifying and answering research questions through leading and participating in research and audit and publishing findings.
- Demonstrates ability to identify training needs for pharmacy staff and other healthcare professionals to facilitate medicines optimisation for Neonates and Paediatric patients.
- Demonstrates ability to advise on workforce planning and strategic direction of specialist Neonatal and Paediatric pharmacy services.
- Demonstrates ability to advise on medicines optimisation in Neonates and Paediatric patients, including procurement, entry of new drugs and treatment guidelines at a network/regional/national level.
- Demonstrates ability to provide expert advice to external agencies and/or professionals on complex and novel situations.
- Demonstrates the ability to lead on Trust wide issues related to on Neonatal and Paediatric patient care, and be responsible for the application of national guidelines within the Trust.
- Demonstrates ability to present complex, sensitive or contentious information to large groups of patients, clinicians and senior managers.
- Demonstrates ability to communicate appropriately to gain cooperation and/or influence large groups of patients, and managers and healthcare professionals outside the organisation.
- Demonstrates ability to use clear concise appropriate and effective written and oral communication skills to policy makers, and healthcare professionals at a national level.
- Demonstrates ability to persuade or influence the multidisciplinary team, organisational development strategy and course of action in extremely complex cases.
- Demonstrates ability to persuade, motivate or influence the multidisciplinary team, organisational development strategy and course of action over a network or equivalent.
- Demonstrates ability to negotiate issues on an organization-wide, network (or equivalent) or (inter) national basis.
- Demonstrates ability to lead a local network group or equivalent.
- Demonstrates participation in or leads (inter) national Neonatal and Paediatric or pharmacy groups, and contributes to national guidelines.
- Is a member of NPPG executive board or leader of one of its sub-groups.
- Regularly provides advice via the NPPG discussion forum.
- Demonstrates ability to engage stakeholders to develop and improve services.
- Demonstrates ability to present at senior Trust level, regional and (inter) national fora.
- Demonstrates ability to work across boundaries to build relationships and share information, plans and resources.
- Sought as an opinion leader both within the organisation and in the external environment.
- Demonstrates ability to share expertise with the wider community of health and social care professionals working in renal medicine.

Resources for Curriculum Development

Useful Websites

- www.nppg.org.uk
- <http://www.medicinesforchildren.org.uk/>
- Paediatric medicine development www.ema.europa.eu

Textbooks

- BNF for Children
- Manual of Childhood Infection – The Blue Book
- Neonatal Formulary
- Paediatric & Neonatal Dosage Handbook
- Paediatric Drug Handling
- Guide to Paediatric Clinical Research
- Illustrated Textbook of Paediatrics
- Oxford Handbook of Paediatrics
- Paediatrics and Child Health (The Great Ormond Street Colour Handbook)

Examples of Journals to Refer to

- Archives of Diseases in Childhood
- Paediatrics
- Paediatric Drugs

National Guidance

- National Service Framework for Children and Young People
- Appropriate NICE and NPSA guidance

Supporting References and External Resources

- CPPE/NES learning programmes – Child Health, Adolescence, Safeguarding
- BMJ learning

APF Mapping Tables

This 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 Neonatal and Paediatric care.

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 Neonatal and Paediatric care.

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 Neonatal and Paediatric care.

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

Improving standards of pharmaceutical care for patients.

I.1 EXPERT SKILLS AND KNOWLEDGE	ADVANCED STAGE I	ADVANCED STAGE II	MASTERY
<p>APF competency developmental descriptors</p>	<p>Demonstrates general pharmaceutical skills and knowledge in core areas.</p> <p>In addition for patient focussed roles: Is able to plan, manage, monitor, advise and review general pharmaceutical care programmes for patients in core areas.</p>	<p>Demonstrates in-depth pharmaceutical skills and knowledge in defined area(s).</p> <p>In addition for patient focussed roles: Is able to plan, manage, monitor, advise and review in-depth/complex pharmaceutical care programmes for patients in defined area(s).</p>	<p>Advances the knowledge base in defined area(s).</p> <p>In addition for patient focussed roles: Advances in-depth/complex pharmaceutical care programmes for patients.</p>
<p>Recommended knowledge, skills, experience and behaviours</p>	<p>Application of core knowledge of common Neonatal and Paediatric conditions and disorders (including: aetiology, physiology, common signs and symptoms, epidemiology, risk factors).</p> <p>Application of knowledge of common medicines used in Neonatal & Paediatric patients (including: place in therapy, mechanism of action, indications, common adverse effects and drug interactions, and precautions).</p> <p>Demonstrates basic knowledge of the management of minor ailments and other physical health issues common in neonates, children and young people.</p> <p>Demonstrates broad understanding of the licensing of medicines for children the use of un-licensed medicines and the governance management issues involved.</p>	<p>Demonstrates application of advanced knowledge of common Neonatal & Paediatric disorders, and core knowledge of specialist Neonatal & Paediatric health disorders.</p> <p>Application of advanced knowledge and understanding of drugs used in Neonatal & Paediatric patients., including high-risk drugs, unlicensed drugs and off-label use of drugs.</p> <p>Demonstrates application of advanced knowledge of therapeutics to ensure safe and effective prescribing to neonatal and paediatric patients, including the use of drugs with very limited data on safety or efficacy in these groups.</p> <p>Able to identify, manage and advise on complex pharmaceutical care issues.</p>	<p>Identifies knowledge gaps and advances the knowledge base in neonatal and paediatric medicine.</p> <p>Actively involved in identifying and answering research questions through leading and participating in research and audit and publishing findings.</p> <p>Identifies training needs for pharmacy staff and other healthcare professionals to facilitate medicines optimisation for neonates and paediatric patients.</p> <p>Develops, implements and evaluates new models of delivering pharmaceutical care to paediatric and neonatal patients.</p> <p>A recognised 'expert' within own scope of practice.</p>

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>Demonstrates understanding of the physical, psychological and social development of children.</p> <p>Demonstrates ability to describe the pharmacokinetic and dynamic changes through childhood and how this affects drug use.</p> <p>Able to apply pharmacokinetic and pharmacodynamic principles to ensure safe and effective prescribing.</p> <p>Demonstrates a thorough understanding of the issues of administering medicines to children.</p> <p>Demonstrates understanding of issues in choice of appropriate formulation for an individual patient.</p> <p>Demonstrate knowledge of issues surrounding extemporaneous formulation and excipients.</p>	<p>Actively identifies and manages patients with complex co-morbidities, pharmaceutical needs, interface or social issues that may impact on pharmaceutical care.</p> <p>Demonstrates understanding of major metabolic pathways, how they develop through childhood and how this affects drug use.</p> <p>Demonstrates ability to apply and advise on pharmacokinetic and pharmacodynamic principles and extrapolation techniques to formulate a drug dose regimen in the absence of recommendations in standard texts.</p> <p>Demonstrates ability to apply and advise on pharmacokinetic and pharmacodynamic principles and extrapolation techniques to formulate a drug dose regimen in the absence of recommendations in standard texts.</p>	

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>Demonstrates basic understanding of placental transfer of drugs and drugs in breast milk.</p> <p>Demonstrates application of the above knowledge to ensure safe prescribing in patients with common Neonatal & Paediatric conditions and disorders.</p> <p>Able to identify patients with complex co-morbidities, pharmaceutical needs, interface or social issues that may impact on pharmaceutical care, and ensures that appropriate pharmaceutical care is provided (including referring where appropriate).</p> <p>Able to carry out medication review and develop and implement a medicines management plan for neonatal and or paediatric patients with common conditions and common pharmaceutical needs.</p> <p>Able to recognise, recommend and review appropriate monitoring of common disorders and medicines for the pharmaceutical care of patients.</p>	<p>Application of advanced knowledge for the therapeutic management of patients with complex co-morbidities and high risk factors, and to ensure safe prescribing for these patients.</p> <p>Able to carry out medication review and develop and implement a medicines management plan for patients with complex co-morbidities, high risk disorders and/or complex pharmaceutical needs, interface or social issues that may impact on pharmaceutical care.</p> <p>Demonstrates ability to identify and prioritise parameters to be monitored to ensure safety and efficacy of treatment in patients with complex and multi-factorial diseases.</p> <p>Able to interpret and use complex/specialist lab tests and/or disease markers.</p> <p>Demonstrates ability to advise on the management and/or avoidance of drug interactions, side-effects and adverse drug reactions in specific patients.</p>	

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

Improving standards of pharmaceutical care for patients.

I.1 EXPERT SKILLS AND KNOWLEDGE	ADVANCED STAGE I	ADVANCED STAGE II	MASTERY
<p>APF competency developmental descriptors</p>	<p>Demonstrates general pharmaceutical skills and knowledge in core areas.</p> <p>In addition for patient focussed roles: Is able to plan, manage, monitor, advise and review general pharmaceutical care programmes for patients in core areas.</p>	<p>Demonstrates in-depth pharmaceutical skills and knowledge in defined area(s).</p> <p>In addition for patient focussed roles: Is able to plan, manage, monitor, advise and review in-depth/complex pharmaceutical care programmes for patients in defined area(s).</p>	<p>Advances the knowledge base in defined area(s).</p> <p>In addition for patient focussed roles: Advances in-depth/complex pharmaceutical care programmes for patients.</p>
<p>Recommended knowledge, skills, experience and behaviours</p>	<p>Able to interpret and use common lab tests and/or disease markers for the pharmaceutical care of patients.</p> <p>Demonstrates knowledge of common side effects of medicines used in neonatal and paediatric patients, the adverse drug reactions that are more likely to occur, and reporting mechanisms.</p> <p>Demonstrates a good understanding of factors which affect adherence and ability to undertake patient counselling for patients and their carers.</p> <p>Demonstrates good understanding of medicines use in schools.</p> <p>Able to make recommendations on the pharmaceutical care of neonatal and paediatric patients based on the evidence-base and/or best practice.</p>	<p>Able to develop and implement, and support/train others to develop and implement plans for the pharmaceutical care of patients with complex pharmaceutical care issues and those with more complex conditions.</p> <p>Able to make recommendations on the pharmaceutical care of complex neonatal and paediatric patients based on the evidence-base and/or best practice.</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>Able to advise on the choice and use of relevant specialist resources to resolve complex pharmaceutical care issues.</p>	

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>Able to describe the main principles of the relevant key papers and national documents.</p> <p>Able to advise others in the team on the management of neonatal and paediatric patients with pharmaceutical care issues.</p> <p>Able to describe and use relevant resources for the pharmaceutical care of neonatal and paediatric patients.</p> <p>Able to consult with, educate and advise patients, carers, pharmacy staff, students, medical staff, nursing staff and other allied healthcare professionals (AHPs) effectively on common pharmaceutical care issues and related relevant healthcare issues within the Trust.</p> <p>Able to support other staff in core specialist aspects of neonatal and paediatric pharmaceutical and related care.</p>	<p>Able to consult with, educate and advise patients, carers, pharmacy staff, students, medical staff, nursing staff and other allied healthcare professionals (AHPs) effectively on complex pharmaceutical care issues and related relevant healthcare issues within and outside the Trust.</p> <p>Advise others in the team on the management of patients with complex pharmaceutical care issues.</p> <p>Able to influence the structure of the service, the system of care, and the roles of the healthcare professionals and other relevant teams, disciplines or agencies involved in patient care.</p> <p>Develops policies and procedures specifically for Neonatal & Paediatric services.</p> <p>Understands clinical trial legislation in paediatrics and how this affects availability and choice of medication.</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>Contribute to the development of policies and procedures specifically for the local service, under supervision.</p> <p>Able to describe the structure of the service, the system of care, and the roles of the healthcare professionals and other relevant teams, disciplines or agencies involved in neonatal and paediatric patient care.</p> <p>Able to apply pharmacoeconomic principles and support drug expenditure analysis work.</p>	<p>Able to advise on the relevant legal, ethical, professional and organisational policies and procedures and codes of conduct issues that have implications for the pharmaceutical care of patients.</p> <p>Interprets, undertakes and communicates drug expenditure analysis and advises on relevant pharmacoeconomic issues.</p> <p>Demonstrates higher academic achievement via: academic qualifications; publications; other external endorsement.</p>	

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

Improving standards of pharmaceutical care for patients.

I.2 DELIVERY OF PROFESSIONAL EXPERTISE	ADVANCED STAGE I	ADVANCED STAGE II	MASTERY
APF competency developmental descriptors	Demonstrates accountability for delivering professional expertise and direct service provision as an individual.	Demonstrates accountability for the delivery of professional services and expertise via a team or directly to groups of patients/clients/users.	<p>Demonstrates accountability for the delivery of professional expertise at a defined higher level.</p> <p>May include providing expertise and service delivery nationally or at a strategic level.</p>
<p>Recommended knowledge, skills, experience and behaviours</p>	<p>Demonstrates competency in delivering patient care under supervision to a group of neonatal and paediatric patients.</p> <p>Able to follow relevant policies and local and national guidance.</p> <p>Ensures appropriate patient documentation is maintained.</p> <p>Demonstrates ability to work for short periods of time in the absence of senior support.</p> <p>Demonstrates an awareness of prescribing quality and takes actions to address this within the Multi-disciplinary Team.</p>	<p>Responsible for delivery of pharmaceutical care to a defined group of complex neonatal and paediatric patients.</p> <p>Actively involved in the development of medicines-related aspects of patient documentation systems.</p> <p>Demonstrates ability to act as a supplementary/independent prescriber in neonatal and or paediatric medicine.</p> <p>Oversees appropriate provision of patient care responsibilities by junior pharmacy staff. Maintains the best pharmaceutical care possible for individual patients.</p>	<p>Advises on workforce planning and strategic direction of specialist neonatal and paediatric pharmacy services.</p> <p>Advises on medicines optimisation in neonatal and paediatric patients, including procurement, entry of new drugs and treatment guidelines at a network/regional/national level.</p> <p>Actively participates in commissioning on a regional/national level.</p> <p>Actively monitors prescribing quality indicators across paediatric clinical services.</p>

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

Improving standards of pharmaceutical care for patients.

I.2 DELIVERY OF PROFESSIONAL EXPERTISE	ADVANCED STAGE I	ADVANCED STAGE II	MASTERY
APF competency developmental descriptors	Demonstrates accountability for delivering professional expertise and direct service provision as an individual.	Demonstrates accountability for the delivery of professional services and expertise via a team or directly to groups of patients/clients/users.	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, experience and behaviours	<p>Contributes to service development, clinical audit and evaluation of the pharmacy service.</p> <p>Able to deliver and discuss seamless care across health care interfaces and understand the holistic, logistic, financial and quality issues involved.</p>	<p>Monitors prescribing quality and takes actions to address this within the local service.</p> <p>Initiates and leads service development, clinical audit and evaluation of the neonatal and paediatric pharmacy service.</p> <p>Helps lead on seamless care across health care interfaces and understand the holistic, logistic, financial and quality issues involved.</p> <p>Advises on and manages the entry of new drugs.</p>	

Expert Professional Practice – Reasoning and Judgement (Cluster 1.3)

Improving standards of pharmaceutical care for patients.

I.3 REASONING AND JUDGEMENT	ADVANCED STAGE I	ADVANCED STAGE II	MASTERY
APF competency developmental descriptors	<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>
Recommended knowledge, skills, experience and behaviours	<p>Ability to recognise and resolve basic problems.</p> <p>Ability to recommend justifiable courses of action.</p> <p>Demonstrate accurate reasoning.</p> <p>Able to make decisions with limited information.</p> <p>Able to make decisions in a timely manner.</p> <p>Ability to prioritise problems.</p>	<p>Evaluates clinical cases and contributes to increasingly complex treatment plans.</p> <p>Demonstrates the ability to appraise information, make an informed decision with the evidence available and be able to justify/defend the decision to others, including in situations where evidence is lacking.</p> <p>Recognises limitations of supporting data.</p>	<p>Provides expert advice to external agencies and/or professionals on complex and novel situations.</p> <p>Contributes to developing clinical guidelines for the management of defined disease states on a regional or national level e.g. BNF-C, NICE.</p> <p>Applies expert knowledge of paediatric and neonatal pharmaceutical care to provide judgement or contribute towards a consensus in developing policies and guidelines where data is lacking.</p>

Expert Professional Practice – Reasoning and Judgement (Cluster I.3)

Improving standards of pharmaceutical care for patients.

I.3 REASONING AND JUDGEMENT	ADVANCED STAGE I	ADVANCED STAGE II	MASTERY
<p>APF competency developmental descriptors</p>	<p>Demonstrates ability to use skills in a range of routine situations requiring analysis or comparison of a range of options.</p> <p>Recognises priorities when problem-solving and identifies deviations from the normal pattern.</p>	<p>Demonstrates ability to use skills to make decisions in complex situations where there are several factors that require analysis, interpretation and comparison.</p> <p>Demonstrates an ability to see situations holistically.</p>	<p>Demonstrates ability to use skills to manage difficult and dynamic situations.</p> <p>Demonstrates ability to make decisions in the absence of evidence or data or when there is conflicting evidence or data.</p>
<p>Recommended knowledge, skills, experience and behaviours</p>	<p>Able to critically appraise and interpret published papers.</p> <p>Able to assess prescriptions or work for adherence to local/national guidelines.</p> <p>Recognises own limitations and able to refer appropriately.</p>	<p>Able to present and explain a critical appraisal of published papers.</p> <p>Is aware of the limitations of some research to non-research settings.</p> <p>Demonstrates an ability to see situations holistically.</p> <p>Able to take into consideration different values and views when making decisions.</p> <p>Able to refer appropriately to others within and outside own team.</p>	<p>Able to communicate the limitations of evidence and experience both in the context of individual complex patients and in wider academic forae.</p> <p>Published critical appraisal e.g systematic review/ meta analysis.</p> <p>Leads investigation into complex serious adverse events on a organisational or wider level.</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>Demonstrates the ability to follow local guidance related to the Neonatal and Paediatric service.</p> <p>Demonstrates ability to work for short periods of time in the absence of senior support.</p> <p>Contribute to the development of policies and procedures specifically for the local Neonatal and Paediatric Pharmacy service, under supervision.</p> <p>Able to identify areas of practice in requiring pharmaceutical input and development.</p> <p>Demonstrates awareness and knowledge about issues relating to record keeping, confidentiality and communication (including the Data Protection Act, and Caldicott guidance).</p> <p>Demonstrates basic knowledge of the relevant patient confidentiality and consent legislation with respect to young people (Gillick competence).</p> <p>Demonstrates understanding of the broad remit and powers of Safeguarding Children.</p>	<p>Develops policies and procedures specifically for the local Neonatal & Paediatric service.</p> <p>Demonstrates ability to be involved in the development and implementation of supplementary/independent prescribing in neonatal and or paediatric services.</p> <p>Works within local service wide multidisciplinary groups with respect to pharmacy issues.</p> <p>Able to work for extended periods of time in the absence of senior support.</p>	<p>Leads on Trust wide issues related to on neonatal and paediatric patient pharmaceutical care.</p> <p>Responsible for the application of national guidelines within the Trust.</p> <p>Applies awareness of national priorities to develop vision, strategies and guidance for the delivery of pharmaceutical care for neonatal and paediatric patients on a regional or national level.</p> <p>Member of working group developing national or regional guidelines.</p>

Expert Professional Practice – Professional Autonomy (Cluster 1.4)

Improving standards of pharmaceutical care for patients.

1.4 PROFESSIONAL AUTONOMY	ADVANCED STAGE I	ADVANCED STAGE II	MASTERY
APF competency developmental descriptors	Is able to follow legal, ethical, professional and organisational policies/procedures and codes of conduct.	Is able to take action based on own interpretation of broad professional policies/procedures where necessary.	Is able to take action based on own interpretation of broad professional policies/procedures where necessary.
Recommended knowledge, skills, experience and behaviours	<p>Understands and adheres to legal frameworks including the Mental Capacity Act, Medicines Act, Controlled Drugs legislation etc.</p> <p>Understands the broad remit and powers of the mental capacity act (MCA).</p> <p>Demonstrates an understanding of the legal requirements surrounding the use of medicines as detailed in the MCA.</p> <p>Demonstrates an understanding of the issues involved, and legal stance of covert administration.</p> <p>Demonstrates awareness and application of cultural and gender issues in specialist area, application of the principles and practices of anti-discriminatory practice.</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>Demonstrates broad understanding of and ability to communicate with children of all ages and their carers.</p> <p>Demonstrates a thorough understanding of how communication affects concordance and compliance in children.</p> <p>Demonstrates clear, concise appropriate and effective written and oral communication skills to a range of patients, carers and staff from within the Trust.</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>Demonstrates the ability to communicate where the content of the discussion is explicitly defined.</p> <p>Able to communicate effectively with individual patients, carers, colleagues and clinicians in a form and manner that is consistent with the individual level of understanding, culture and background.</p> <p>Able to recognise barriers to effective communication and modify communication accordingly.</p>		

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>Demonstrates the ability to persuade others within the MDT about individual episodes of care.</p> <p>Demonstrates the ability to engage patients and carers in meaningful discussions about medicines and compliance.</p>	<p>Demonstrates the ability to persuade or influence the neonatal and or paediatric team/pharmacy team regarding complex clinical or technical issues.</p> <p>Demonstrates the ability to engage patients in meaningful discussions about medicines and compliance.</p> <p>Demonstrates the ability to persuade or influence staff with respect to organisational change, research, guidelines and protocols, in line with medicines management agenda.</p>	<p>Able to persuade or influence the multidisciplinary team, in setting organisational development strategy and course of action in extremely complex cases.</p> <p>Persuades and engages opinion leaders outside of the organisation with respect to significant medicines and pharmaceutical care issues for the neonatal and paediatric patient population.</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	Motivate	<p>Demonstrates self motivation.</p> <p>Demonstrates the ability to motivate other staff in the pharmacy team.</p>	<p>Motivates members of the pharmacy team e.g. to follow a guideline, collect data, to improve the quality of care, to identify areas of practice for development and improvement.</p>	<p>Motivates multidisciplinary team over a network or equivalent.</p> <p>Motivates neonatal and paediatric pharmacists on a regional or national level.</p> <p>Ability to motivate wider clinical team to deliver projects within speciality.</p>

Collaborative Working Relationships – Communication (Cluster 2.1)

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

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

Collaborative Working Relationships – Communication (Cluster 2.1)

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

2.1 COMMUNICATION		ADVANCED STAGE I	ADVANCED STAGE II	MASTERY
APF competency developmental descriptors		<p>Demonstrates use of appropriate communication to gain the co-operation of relevant stakeholders (including patients, senior and peer colleagues, and other professionals where possible).</p> <p>Demonstrates ability to communicate where the content of the discussion is explicitly defined.</p>	<p>Demonstrates use of appropriately selected communication skills to gain co-operation of small groups of relevant stakeholders within the organisation.</p> <p>Demonstrates ability to communicate where the content of the discussion is based on professional opinion.</p>	<p>Demonstrates ability to present complex, sensitive or contentious information to large groups of relevant stakeholders.</p> <p>Demonstrates ability to communicate in a hostile, antagonistic or highly emotive atmosphere.</p>
Recommended knowledge, skills, experience and behaviours	Listen	<p>Able to effectively listen and respond to patients, carers, colleagues and members of the MDT.</p>	<p>Demonstrates effective listening skills with patients, carers, visitors and members of the MDT.</p> <p>Demonstrates the ability to effectively listen to groups of patients, carers, visitors, members of the MDT and/or colleagues.</p>	<p>Trains pharmacy staff in listening skills.</p>

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>Demonstrates the use of appropriate communication to gain the co-operation of individual patients, colleagues and clinicians.</p> <p>Demonstrates the ability to positively influence junior staff within the local clinical pharmacy team to develop and deliver a higher quality of service.</p>	<p>Demonstrates the use of appropriately selected communication skills to gain the co-operation of small groups of patients, colleagues, senior clinicians and managers within the organisation.</p> <p>Demonstrates the ability to positively influence staff delivering the local clinical services. To increase the MDTs awareness of medicine management issues.</p> <p>Demonstrates assertive behaviour.</p> <p>Able to advocate for others.</p> <p>Proactively influences developments in pharmacy services to meet the needs of patients.</p>	

Collaborative Working Relationships – Communication (Cluster 2.1)

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

2.1 COMMUNICATION		ADVANCED STAGE I	ADVANCED STAGE II	MASTERY
APF competency developmental descriptors		<p>Demonstrates use of appropriate communication to gain the co-operation of relevant stakeholders (including patients, senior and peer colleagues, and other professionals where possible).</p> <p>Demonstrates ability to communicate where the content of the discussion is explicitly defined.</p>	<p>Demonstrates use of appropriately selected communication skills to gain co-operation of small groups of relevant stakeholders within the organisation.</p> <p>Demonstrates ability to communicate where the content of the discussion is based on professional opinion.</p>	<p>Demonstrates ability to present complex, sensitive or contentious information to large groups of relevant stakeholders.</p> <p>Demonstrates ability to communicate in a hostile, antagonistic or highly emotive atmosphere.</p>
Recommended knowledge, skills, experience and behaviours	Networking Skills	<p>Is a member of the NPPG or other local/national associations that provide appropriate level of support.</p> <p>Is a fully integrated member of the local MDT.</p> <p>Attends relevant external/educational meetings.</p> <p>Able to network effectively.</p>	<p>Is an active participating member of the NPPG.</p> <p>Participates in local network groups (or equivalent).</p> <p>Participating member of working groups within the local service.</p> <p>Attends relevant national/international conferences.</p>	<p>Leads a local network group or equivalent.</p> <p>Participates in / leads (inter) national neonatal and paediatric or pharmacy groups.</p> <p>Member of NPPG executive board or leads one of the sub-groups.</p> <p>Regularly provides advice via the NPPG discussion forum.</p> <p>Able to engage stakeholders to develop and improve services.</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	Presentation Skills	<p>Presents to pharmacy and the multi-disciplinary team (MDT).</p> <p>Communication is always clear, precise and appropriate.</p>	<p>Presents to senior MDT including consultant level.</p> <p>Presents effectively at clinical speciality group meetings.</p>	<p>Presents at senior Trust level, regional and (inter) national fora.</p> <p>Demonstrates excellent presentation skills to ensure complex messages are easily understood and memorable.</p> <p>Invited to speak at regional or (inter)national educational meetings.</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 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	Teamwork	<p>Demonstrates the ability to effectively work as part of clinical pharmacy team, and within the MDT.</p> <p>Can explain the roles of the members of the MDT, and values other members of the team.</p> <p>Recognises situations outside of experience or competence and effectively refers to a more appropriate member of the team.</p> <p>Demonstrates initiative in own work.</p> <p>Demonstrates ability to effectively delegate work/tasks to other members of the team and is willing to take on work/tasks delegated by senior staff.</p>	<p>Demonstrates participation in organisation or service wide multidisciplinary groups with respect to pharmacy issues.</p> <p>Demonstrates the ability to work as an acknowledged member of an MDT, and as part of a clinical pharmacy team.</p> <p>Shares expertise with both pharmacy and other colleagues.</p> <p>Recognition of expertise by the local service.</p> <p>Participates in MDT working groups looking into service development or clinical guidelines development.</p>	<p>Works across organisational and professional boundaries to build relationships and share information, plans and resources to improve the care of neonates, children and young people.</p> <p>Sought as an opinion leader both within the organisation and in the external environment.</p> <p>Shares expertise with the wider community of health and social care professionals working in neonatal and paediatric medicine.</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 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	Consultation	<p>Recognises a situation outside competence and refers to supervising pharmacist (appropriate pharmaceutical problems are always appropriately referred).</p>	<p>Receives and effectively responds to requests for advice in specialist field from within the specialist area within the Trust, teaches junior staff to do so.</p> <p>Active participation in multi-disciplinary task forces/service developments.</p> <p>Participates in clinical speciality group meetings (including networks).</p>	<p>Contributes to national guidelines.</p>

Syllabus for Advanced Neonatal and Paediatric Care

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 Neonatal and Paediatric care.

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 Neonatal and Paediatric care.

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 Neonatal and Paediatric care 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 Neonatal and Paediatric care 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 Neonatal and Paediatric care).

Completion Point: Statement of Completion of Mastery stage competencies (including application of advanced knowledge during experience in Paediatric and Neonatal care 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 Neonatal and Paediatric care. 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 Paediatric and Neonatal care. 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 surgery, 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 Neonatal and Paediatric care.

- 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 Neonatal and Paediatric care

1 Gastrointestinal System		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Understands the basic pathophysiology and risk factors for the development of constipation and GORD.	G	Adv I
Understands the mechanism of action, characteristics and clinical use of treatments for constipation and GORD.	G	Adv I
Understands the impact of diet on absorption and interaction with medications (food obsessions).	G	Adv I
Has a thorough understanding of PN.	S	Adv I/Adv II
Understands mechanisms of action, characteristics and clinical use of antiemetics, prokinetics, laxatives and antidiarrhoeals.	G	Adv I
Understands the pharmaceutical issues around administration of medication through nasogastric and percutaneous endoscopic gastrostomy (PEG) tubes.	S	Adv I
Understands the basic pathophysiology and management options for inflammatory bowel diseases (Crohn's disease, Ulcerative colitis).	G	Adv II
Understands the basic pathophysiology and management options for short bowel syndrome.	S	Adv II
Understands the basic pathophysiology and management options for Nausea and vomiting.	G	Adv II
Understands the basic pathophysiology and risk factors for the development of PUD, H. pylori eradication & dyspepsia.	G	Adv II
Understands the mechanism of action, characteristics and clinical use of treatments for PUD, H. pylori eradication & dyspepsia.	G	Adv II

2 Cardiovascular System		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Have a basic understanding of congenital cardiac defects and the management of children with these problems.	S	Adv II
Have a good understanding of the following medicines used to support the heart in children: diuretics, ACEI, aspirin, digoxin, beta-blockers, inotropes, anticoagulants.	G	Adv I
Understands the basic pathophysiology and management options for neonatal Patent Ductus Arteriosus.	S	Adv II
Understands the basic pathophysiology and management options for pulmonary hypertension.	S	Adv II

3 Respiratory System		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Understands the basic pathophysiology and management options for respiratory diseases (acute asthma, chronic asthma, croup, bronchiolitis).	G	Adv I
Understands the mechanism of action and characteristics of medicines for the treatment of respiratory diseases (acute asthma, chronic asthma, croup, bronchiolitis).	G	Adv I
Be able to demonstrate appropriate inhaler technique and device care to all ages of children.	G	Adv I
Understands the role of oxygen in the management of respiratory diseases.	S	Adv II
Understands the pathophysiology and management options for Cystic Fibrosis.	S	Adv II
Understands the basic pathophysiology and management options for neonatal respiratory distress syndrome, apnoea.	S	Adv II
Is able to interpret basic blood gas measurements.	G	Adv I
Understands the basic pathophysiology and risk factors for the development of TB, including Multi-drug resistant TB (MDRTB).	G	Adv II
Understands the mechanism of action, characteristics and clinical use of treatments for TB, including MDRTB.	G	Adv II
Understands the basic pathophysiology and risk factors for the development of allergies.	G	Adv I
Understands the mechanism of action, characteristics and clinical use of treatments for allergies.	G	Adv I

4 Central Nervous System		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Understands the symptoms, basic pathophysiology and management options for epilepsy & status epilepticus.	G	Adv I
Understands the mechanism of action, characteristics and clinical use of treatments for epilepsy & status epilepticus and takes account of the different characteristics of these medications.	G	Adv I
Understands the symptoms, basic pathophysiology and management options for the following disorders: attention deficit hyperactivity disorder, depression.	G	Adv II
Understands the mechanism of action, characteristics and clinical use of treatments for the following conditions and takes account of the different characteristics of these medications: attention deficit hyperactivity disorder, depression.	G	Adv II
Makes recommendations on treatment of the above conditions.	G	Adv II
Understands and makes recommendations on the management of acutely disturbed behaviour.	S	Adv II
Understands the basic pathophysiology and management options for movement disorders.	S	Adv II
Understands the basic pathophysiology and management of Neonatal Abstinence Syndrome.	S	Adv II

5 Infections

	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Understands the basic pathophysiology and risk factors for the development of CAP & HAP.	G	Adv II
Understands the mechanism of action, characteristics and clinical use of treatments for CAP & HAP.	G	Adv II
Understands the basic pathophysiology and risk factors for the development of UTI.	G	Adv II
Understands the mechanism of action, characteristics and clinical use of treatments for UTI.	G	Adv II
Understands the basic pathophysiology and risk factors for the development of Neonatal Group B streptococcus septicaemia.	S	Adv II
Understands the mechanism of action, characteristics and clinical use of treatments for Neonatal Group B streptococcus septicaemia.	S	Adv II
Understands the basic pathophysiology and risk factors for the development of meningitis.	G	Adv II
Understands the mechanism of action, characteristics and clinical use of treatments for meningitis.	G	Adv II
Understands the basic pathophysiology and risk factors for the development of HAIs including C. Difficile & MRSA.	G	Adv II
Understands the mechanism of action, characteristics and clinical use of treatments for HAI, including C. Difficile & MRSA.	G	Adv II
Is aware of local and national guidance for infection prevention and control.	G	Adv II
Understands the basic pathophysiology and risk factors for the development of influenza.	G	Adv II
Understands the prevention of influenza.	G	Adv II
Understands the mechanism of action, characteristics and use of antibacterial agents in the management of bacterial infections (including spectrums of activity).	G	Adv II
Understands the mechanism of action, characteristics and use of antiviral agents in the management of viral infections.	G	Adv II
Understands the mechanism of action, characteristics and use of antifungal agents in the management of fungal infections.	G	Adv II
Understands and is able to describe the process of antimicrobial resistance.	G	Adv II
Understands the mechanism of action, characteristics and use of parasitocidal preparations.	S	Adv II
Skin, Wound management, scabies, head lice.	G	Adv I
Understands the basic pathophysiology and risk factors for developing central venous access-associated infections.	S	M
Understands the characteristics and clinical management of central venous access-related infections.	S	M

6 Endocrine System		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Understands the basic pathophysiology and risk factors for the development of diabetes.	G	Adv II
Understands the mechanism of action, characteristics and clinical use of treatments of diabetes.	G	Adv I
Understand the pathophysiology and management of diabetic ketoacidosis.	G	Adv I
Understands the basic pathophysiology and risk factors for the development of thyroid disorders.	G	Adv II
Understands the mechanism of action, characteristics and clinical use of treatments of thyroid disorders and their possible implications in a mental health disorder.	G	Adv II

7 Obstetrics, Gynaecology and Urinary-Tract Disorders		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Understand the implication and management of nocturnal enuresis.	S	Adv I

8 Malignant Disease and Immunosuppression		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Understand the mechanism of action and risk factors of immunosuppressants.	S	Adv I
Know how to monitor a child on immunosuppressants.	S	Adv I
Demonstrates ability to optimise therapy for children following solid organ transplantation.	S	Adv II/M
Understand the principle of treatment of common childhood solid tumours.	S	Adv II/M
Understand the principle of treatment of ALL and the Trial regimes in use.	S	Adv II/M
Able to check, monitor and dose adjust chemotherapy.	S	Adv II/M

9 Nutrition and Blood		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Understanding and Interpreting the FBC.	G	Adv I
Understands the pathophysiology of neutropenia, monitoring for and management options for treatment.	S	Adv I
Awareness of medications that impact on neutropenia.	S	Adv I
Understand the symptoms and management of Sickle Cell Disease.	S	Adv II
Understand fluid requirements and management.	G	Adv I
Be able to describe and monitor parenteral nutrition regimen.	S	Adv II
Understands changing nutritional needs of neonates and children, including vitamin and mineral needs.		

10 Musculoskeletal and Joint Diseases		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Understands the basic pathophysiology of juvenile arthritis.	S	Adv II
Understands the mechanism of action, characteristics and clinical use of treatments for juvenile arthritis.	S	Adv II
Understands the mechanism of action, characteristics and clinical use of treatments for pain management, psychosomatic or other.	G	Adv I
Understands the mechanism of action, characteristics and clinical use of PCA, NCA, epidural.	G	Adv II

11 Eye		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Understand the pathophysiology and treatment of bacterial conjunctivitis.	G	Adv I

12 Ear, Nose and Oropharynx		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Understand the management of otitis media.	G	Adv I
Understand the management and treatment options for Nasal allergy.	G	Adv I

13 Skin		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Understand the underlying causes, treatment options and management of : eczema, psoriasis, acne, headlice.	G	Adv I

14 Immunological Products and Vaccines		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Understand the reasoning and schedule of primary vaccination.	G	Adv I
Understands rationale and role of specific human immunoglobulins (e.g. Hep B immunoglobulin and VZIG).	G	Adv II
Use of IVIG.		

15 Anaesthesia		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Describe the treatment options and pros and cons of topical local anaesthetics.	G	Adv I
Understand the pharmacology and treatment options for sedation.	G	Adv I
Describe the treatment and monitoring of sedation in critical care.	S	Adv II/M

16 Liver Disease		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Understands and monitors liver function/dysfunction (acute or chronic).	G	Adv I
Understands the effect of medicines on liver function.	G	Adv I
Understands the effect of different types of liver failure on medication clearance.	G	Adv I
Understands the pathophysiology and management of PN associated liver dysfunction.	S	Adv II/M
Understands the pathophysiology and management of severe liver dysfunction.	S	Adv II/M

17 Renal impairment		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Understands and monitors renal function/dysfunction (acute or chronic).	G	Adv I
Understands the mechanism of action, characteristics and use of diuretics (loop diuretics, thiazides, potassium sparing, osmotic, carbonic anhydrase inhibitors).	G	Adv I
Able to recognise and manage medicine therapy that adversely affects renal function.	G	Adv II
Understands the basic pathophysiology of the different forms of acute renal failure.	S	Adv I
Able to describe the management options for acute and chronic renal failure.	S	Adv II
Able to recognise and manage medicine therapy that requires dose adjustment in renal failure.	G	Adv II/M
Has a thorough understanding of fluid requirements and management of neonates and children.	G	Adv II
Be able to describe the symptoms and management rationales for the treatment of Nephrotic Syndrome.	S	Adv II
Have a basic understanding of the role of dialysis and the consequences for medicines management.	S	Adv II/M

18 Pregnancy		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Understands the factors that influence the risk/benefit assessment when considering whether to, and what to prescribe during pregnancy and lactation.	G	Adv I
Have a thorough understanding on medicines used at or near birth, specifically on how they may influence the baby.	S	Adv II
Have an understanding of fetal medicine.	S	Adv II

19 Breastfeeding		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Be able to demonstrate an understanding of medicines in breast milk and how to manage the mother and the child.	G	Adv II

20 Older People (no syllabus items)		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery

21 HIV		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Understand the pathophysiology and treatment of children with HIV.	S	Adv II/M
Advise on treatment strategies to prevent vertical transmission of HIV.	S	Adv II/M

22 Toxicology		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Understand how accidental and self poisoning presents during childhood, and risk minimisation strategies.	G	Adv I
Understand the pathophysiology and treatment of common toxicity (eg paracetamol and iron).	S	Adv I

23 Parenteral Therapy		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Understand the principles and risks of parenteral therapy in children.	S	Adv II
Understands the characteristics and use of different types of peripheral and central venous access.	G	Adv II
Understands the principles and management of parenteral therapy in patients with fluid restrictions and or restricted IV access.	S	Adv II/M

24 Paediatrics		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Understands the broad remit and powers within Safeguarding Children.	S	Adv I
Has a broad understanding and governance management issues concerning the licensing of medicines for children and the use of un-licensed medicines.	S	Adv I
Understands issues surrounding extemporaneous formulation and excipients.	S	Adv II
Has a broad understanding of the role of communication with children and carers. Is able to communicate with all ages of children and carers.	S	Adv I
Has a thorough understanding of the issues of administering medicines to children.	S	Adv I
Has a thorough understanding of how communication affects concordance and compliance in children.	S	Adv I
Understands the physical, psychological and social development of children.	S	Adv I
Able to describe the pharmacokinetic and dynamic changes through childhood and how this effects drug use.	S	Adv I
Understands the development of major metabolic pathways and affects on medication use in children.	S	Adv II
Understands factors to be taken into account when dosing in overweight children.	S	Adv II
Understands issues surrounding drugs in schools.	S	Adv I

25 Palliative and End of Life Care		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery
Have an understanding of the basic principle of palliative care in children.	G	Adv I

26 Clinical Trials		
Describe how GCP relates to trials in children.	S	Adv II
Understand the complexity of clinical trials in children, including issues such as changes in formulation, consent, patient information and ethics.	S	Adv II/M

27 Other issues in Neonatal and Paediatric Care		
	Specialist or Generalist	Advanced Stage I, Advanced Stage II or Mastery



**ROYAL PHARMACEUTICAL SOCIETY
FACULTY**

1 Lambeth High Street

London SE1 7JN

0845 257 2570

0207 7572 2737

www.rpharms.com/faculty