

	OUTCOMES	STAKES	ACAT	DOPS	MINI-CEX	CHD	PS	PSR	MSF	DOMCS	CP	JCP	TO	QIPAT	LEADER	MR/ESR	MANDATORY EVIDENCE REQUIREMENTS ²
2.5	Makes, and is accountable for, own decisions and takes responsibility for performance at a team and/or service level.	M	x		x	x			x	x					x	x	Indirect
2.6	Defines and articulates own advanced scope of practice to others; uses professional judgement to appropriately seek help when needed for complex and/or high-stakes decisions..	H	x		x	x			x						x	x	
3.1	Pro-actively contributes to defining a strategic vision for their team or service in collaboration with other senior stakeholders; engages others to support the delivery of the strategic vision.	L							x	x					x	x	
3.2	Motivates and supports individuals and/or teams to improve performance.	M							x						x	x	x
3.3	Demonstrates team leadership, resilience and determination, managing situations that are unfamiliar, complex and/or unpredictable to deliver positive outcomes at a team and/or service level.	M							x	x					x	x	Direct
3.4	Critically analyses data as part of quality improvement and/or innovation in the development and delivery of services, the identification and mitigation of medicines-related risks, and the management of resources.	H							x						x	x	
3.5	Works collaboratively with multi-disciplinary resources across care settings to develop and implement strategies to manage risk and improve safety and outcomes from medicines and care delivery.	H							x						x	x	
3.6	Demonstrates emotional intelligence when managing challenging and complex situations; remains composed and de-escalates potential and actual conflict situations	M							x	x					x	x	
4.1	Reflects on practice to critically assess own learning needs and pro-actively engages in professional development.	M							x		x					x	
4.2	Supervises others' performance and development; provides high quality feedback, mentorship, and support.	H							x	x					x	x	Direct
4.3	Designs and delivers educational interventions that impact at a team and/or organisational level, supporting members of the pharmacy team, wider multi-disciplinary team, and/or service users, to safely and effectively use medicines	L							x	x			x			x	

	OUTCOMES	STAKES ¹	ACAT	DOPS	MINI-CEX	CBd	PS	PSR	MSF	DONCS	CP	JCP	TO	QIPAT	LEADER	MR/ESR	MANDATORY EVIDENCE REQUIREMENTS ²
5.1	Interprets and critically appraises the evidence base to inform practice and care delivery at a team and/or service level.	H							x		x	x				x	
5.2	Identifies gaps in the evidence base; uses appropriate methods for addressing the identified gap(s), generating new evidence.	L							x			x		x		x	
5.3	Implements changes at a team and/or service level based on the outputs of their research and/or quality improvement activity and disseminates findings.	L							x					x	x	x	
5.4	Collaborates with others in undertaking research and supports others to engage with research and improvement activities.	L							x	x				x		x	

KEY

ACAT	Acute care assessment tool	
DOPS	Direct observation of procedural skills	
Mini-CEX	Mini-clinical evaluation exercise	
CbD	Case based discussion	
MSF	Multisource feedback	
PS	Patient survey	
PSR	Patient survey Reflection	
DONCS	Direct observation non-clinical skills	
CP	Case presentation	
JCP	Journal club presentation	
TO	Teaching observation	
QIPAT	Quality improvement project assessment tool	
LEADER	Clinical leadership assessment skills	
MR/ESR	Mentor Report/Educational Supervisor Report	
Stakes	H	high stakes
	M	medium stakes
	L	low stakes
Mandatory evidence requirements	Direct observation	Pharmacist must be observed undertaking activities. Can be done remotely and / or retrospectively (NB includes MSF and PS).
	Indirect observation	Requires discussion between supervisor and learner. Can be done remotely
	Blank	No specific interaction required