

Detailed assessment blueprint

	APF level ¹	Outcomes	Stakes ²	DOPS	Mini-CEX	DONCS	ACAT	CbD	CP	JCP	PS	RA	QIPAT	MSF	TO	LEAD	EMR	PCR	OTHER	Mandatory evidence requirements	
1.1	M	Possesses in-depth pharmaceutical knowledge and skills in defined clinical area(s); can apply these to manage individual patients and/or patient populations requiring the most complex pharmaceutical care.	H	x	X		x	x	x								x				<ul style="list-style-type: none"> Evidence of <u>direct observation</u> of practice by a range of collaborators using appropriate WBA tools. Evidence of <u>discussion</u> of cases with a range of collaborators using appropriate WBA tools. Evidence of assessment by <u>independent</u> clinical experts i.e. by those who do not directly know the individual and have no potential bias regarding their ability.
1.2	M	Influences the delivery and quality assurance of clinical services across boundaries	M						x			x	x	x			x	x	x		
1.3	M	Demonstrates effective critical thinking, clinical reasoning and decision making where there is uncertainty, competing and/or complex clinical issues.	H	x	X	x	x	x	x	x		x					x				<ul style="list-style-type: none"> Evidence of <u>direct observation</u> of practice by appropriate collaborators using appropriate WBA tools. Evidence of <u>discussion</u> of cases with a range of collaborators using appropriate WBA tools. Evidence of assessment by <u>independent</u> clinical experts i.e. by those who do not directly know the individual and have no potential bias regarding their ability.
1.4	M	Implements regional and national policy and/or strategy at their level of influence within their area of clinical practice.	M						x			x				x	x	x	x		
1.5	M	Translates expertise and research into the creation of new policy influencing practice beyond their organisation. demonstrably improving patient care.	H						x			x	x				x	x	x		
2.1	M	Communicates highly complex, sensitive or contentious information to inform and influence senior pharmacy and non-pharmacy stakeholders from across the healthcare system; promotes a collaborative approach working across boundaries.	H	x	X	x	x				x	x		x			x	x			<ul style="list-style-type: none"> Evidence of <u>direct observation</u> of communication with different stakeholders by a range of collaborators using appropriate WBA tools Evidence of <u>feedback</u> from those being communicated to, evaluating the effectiveness of the pharmacist's communication skills from their perspectives using appropriate WBA tools. Evidence of assessment by <u>independent</u> experts i.e. by those who do not directly know the individual and have no potential bias regarding their ability.

¹ M = Mastery, ASII = Advanced stage II

² H = high stakes, M = medium stakes, L = low stakes

2.2	M	Effectively communicates with patients and colleagues in highly challenging and/or hostile environments; manages the situation collaboratively to resolution.	H		X	x	X	x	x			x		x			x		x	<ul style="list-style-type: none"> Evidence of direct observation of communication with different stakeholders by a range of collaborators using appropriate WBA tools Evidence of feedback from those being communicated to, evaluating the effectiveness of the pharmacist's communication skills from their perspectives using appropriate WBA tools. Evidence of assessment by independent experts i.e. by those who do not directly know the individual and have no potential bias regarding their ability.
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3.1	M	Creates and embeds a shared strategic vision for service delivery within their organisation and beyond; relates goals and actions to wider strategic aims of the organisation, profession and healthcare system.	M						x			x	x	x		x	x	x	x	
3.2	M	Leads on innovation and improvement to service delivery at organisational level and beyond; manages change effectively to achieve demonstrable improvement(s) to patient care	M						x			x	x	x		x	x	x	x	
3.3	ASII	Motivates and effectively manages individual and/or team performance ³ at an organisational level	M			X						x		x		x	x	x		<ul style="list-style-type: none"> Evidence of direct feedback from those managed by the pharmacist using appropriate WBA tools.
3.4	ASII	Manages resources effectively to maximise impact on patient care at an organisational level	M						x			x	x	x			x		x	
3.5	M	Shapes and contributes to the governance agenda at a senior level within their organisation and beyond; develops and monitors standards of practice and risk management policies/protocols at a team and/or service level.	H						x				x	x		x	x		x	
4.1	ASII	Manages the professional development of individuals within a team and/or service	M									x		x			x		x	
4.2	ASII	Shapes and contributes to educational provision for patients and healthcare professionals in their area of expertise within and beyond their organisation.	M			x					x	x		x	x	x	x		x	
4.3	AS II	Interprets national policy to create strategic approaches to local workforce education, planning and development.	M						x			x		x		x	x		x	

³ Does not need direct line management – can be achieved through indirect management examples can be drawn from retrospective

5.1	AS II	Applies critical evaluation skills in the context of their working practice; uses research and evidence-base to inform and develop practice and services improving patient care at an organisational level and beyond.	H						x	x	x							x	x		<ul style="list-style-type: none"> Evidence of <u>direct observation</u> of practice by appropriate collaborators using appropriate WBA tools. Evidence of <u>discussion</u> of cases with a range of collaborators using appropriate WBA tools. Evidence of assessment by <u>independent</u> clinical experts i.e. by those who do not directly know the individual and have no potential bias regarding their ability.
5.2	AS II	Formulates research questions based on gaps in the evidence base; designs rigorous research protocols to address these and improve service delivery at organisational level and beyond.	M							x	x		x	x	x			x		x	
5.3	AS II	Generates new evidence through research; communicates findings to influence practice and improve patient care beyond their organisation.	M							x	x		x	x	x			x		x	
5.4	AS II	Contributes to research supervision in collaboration with research experts.	L										x		x			x		x	
5.5	AS II	Collaborates with the wider multidisciplinary team to conduct research projects.	L							x			x	x	x			x		x	