

# Providing a Faculty Peer Testimonial

## A Quick Reference Guide

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If you have been nominated by a pharmacist to provide a peer testimonial, this guidance will provide you information about the Faculty peer assessment process.

### What is the RPS Faculty?

The Royal Pharmaceutical Society (RPS) is the professional body for pharmacists and pharmaceutical scientists in England, Scotland and Wales. The RPS Faculty provides the Society's professional development and recognition programme, with an aim to help members demonstrate excellent patient care by supporting development in their roles across all sectors.

Membership and RPS Faculty Post-nominals are awarded following an assessment of the member's knowledge, skills, behaviours and experiences. The Faculty assessment comprises three to four components:

1. A practice-based portfolio, based on the Advanced Pharmacy Framework
2. Peer assessment
3. Expert practice assessment, based on CV
4. Practice assessment (*if the member has been on the register between 2-10 years*)

There are three stages of Faculty membership:

1. **Advanced Stage I:** "Experienced". A pharmacist at this stage may either be in the early stages of specialisation and advancement or established in a role and performing well. These pharmacists are advanced beyond foundation years.
2. **Advanced Stage II:** "Excellence". A pharmacist at this stage will be expert in their area of practice and very experienced. They will routinely manage complex situations and be recognised as a leader locally or regionally.
3. **Mastery:** "Exceptional". A pharmacist at this stage will be recognised as a leader in community pharmacy; senior management and corporate level practice in NHS; equivalent leads in academia; business / corporate leadership roles in industry; business or strategic leader in community. They will be a nationally recognised leader in an area of expertise (often internationally) alongside a breadth of experience and expertise.

### What is the purpose of the testimonial/ how will the testimonial be used?

The aim of the testimonial is to gather feedback from a range of colleagues to support the Faculty assessment by providing commentary and context, and also provides meaningful feedback for individual professional development. You may be contacted by the RPS to confirm you provided this testimonial.

You don't need to understand the Faculty stages to be able to comment on the performance of pharmacist. Our Assessors will be looking for an overview of how this individual works with colleagues and/or provides a service. The Faculty award will be made through an in depth assessment of all the evidence provided in the portfolio; this is only one element.

If you have not worked with the pharmacist recently or for very long, your comments are still welcome though you may wish to note this in the comments box. However if you do not feel you have appropriate experience working with the pharmacist you may decline to provide the testimonial. Please let the pharmacist know as soon as possible to enable them to find another suitable peer.

## Who will read this testimonial?

Only the individuals involved in the assessment of the pharmacist will read your testimonial and it will be treated confidentially throughout the process. The RPS member who has requested this testimonial will also see your responses. All information you provide will be treated in the strictest confidence. Your comments will not be attributed to you when fed back to the pharmacist but will be fed back verbatim for the purposes of transparency.

## How to complete the testimonial:

- If you have been nominated to provide a peer assessment, an email will be sent to you with the link, login details and instructions to complete the peer assessment. Please note that the link to complete the peer assessment is only valid for 3 months from the date you received the email.
- The online form includes headings to provide help and structure for this testimonial but you should aim to provide descriptions and give examples within the comments box in support of your professional opinions of their practice as these are the most helpful to the assessors.
- Please use your own current or past observations of the pharmacist to assess his/her demonstration of each of the competencies. If you are unable to assess the pharmacist on a competency because you have never observed him/her in a situation utilising that skill/knowledge/behaviour, please indicate that by selecting "Unable to Comment"
- Please comment on the pharmacist's performance according to what you would expect from someone at his or her career stage; this may or may not relate to their role/ job title.
- Your rating should be on the pharmacist's overall performance in each area the question relates to.

If you have any further questions or comments you can contact the RPS Professional Support Team on 0845 257 2570 or [support@rpharms.com](mailto:support@rpharms.com)