

Post-registration foundation pharmacist curriculum: assessment blueprint

OUTCOMES		STAKES ¹	IP OUTCOME	ACAT	DOPS	mini-CEX	CbD	RA	MSF	PS	DONCS	CP	JCP	TO	QIPAT	LEADER	MANDATORY EVIDENCE REQUIREMENTS ²
1.1	Communicates effectively with people receiving care and colleagues	H	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			Direct observation* Evidence of feedback from those being communicated to	
1.2	Treats others as equals and with dignity and respect, supporting them regardless of individual circumstances or background; actively promotes this in their practice	H	✓	✓	✓	✓	✓	✓	✓	✓						Indirect observation	
1.3	Consults with people through open conversation; explores physical, psychological and social aspects for that person, remaining open to what a person might share; empowers the person creating an environment to support shared decision making around personal healthcare outcomes and changes to health behaviour	H	✓	✓	✓	✓	✓	✓	✓	✓						Direct observation*	
1.4	Demonstrates empathy; seeking to understand a situation from the perspective of each person	M	✓	✓	✓	✓	✓	✓	✓	✓						Direct observation	
1.5	Always keeps the person at the centre of their approach to care	H	✓	✓		✓	✓	✓	✓	✓						Direct observation	
1.6	Supports and facilitates the seamless continuity of care for each person	H	✓	✓		✓	✓	✓	✓	✓						Indirect observation	
1.7	Builds strong relationships across the multidisciplinary team; works in partnership to promote positive outcomes	H	✓	✓		✓	✓	✓	✓							Direct observation	
1.8	Demonstrates confidence in speaking to healthcare professionals across the multidisciplinary team; seeking to use appropriate language to influence others	H	✓	✓		✓		✓	✓							Direct observation	

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1.9	Recognises the value of members of the pharmacy and multidisciplinary team across the whole care pathway, drawing on those both present and virtually, to develop breadth of skills and support own practice; delegates and refers appropriately, using the expertise and knowledge of others	M	✓	✓		✓	✓	✓	✓						✓	Direct observation	
1.10	Supports members of the multidisciplinary team in the safe use of medicines and to meet the individual needs of those receiving care; effectively influences the decision-making process across the team regarding medicines, where appropriate	M	✓	✓		✓	✓	✓	✓						✓	Direct observation	
2.1	Applies evidence based clinical knowledge and up to date guidance to make suitable recommendations or take appropriate actions with confidence	H	✓	✓	✓	✓	✓	✓	✓		✓					Direct observation	
2.2	Undertakes a holistic clinical review of a person and their medicines to ensure they are appropriate	H	✓	✓	✓	✓	✓	✓	✓	✓		✓				Direct observation	
2.3	Gathers information and takes histories proficiently; conducts clinical examinations and assessments; develops diagnostic skills	H	✓	✓	✓	✓	✓	✓	✓	✓						Direct observation*	
2.4	Accesses and critically evaluates appropriate information to make evidence-based decisions in an efficient and systematic manner; ensures high attention to detail is maintained when making decisions regarding the person receiving care	H	✓	✓		✓	✓	✓			✓					Indirect observation	
2.5	Manages uncertainty and risk appropriately	H	✓	✓		✓	✓	✓			✓					Direct observation	
2.6	Takes the cost-effectiveness of a decision into account where necessary, working to the appropriate formulary	M	✓	✓		✓	✓	✓								Indirect observation	
2.7	Proactively recognises and corrects the overuse of medicines; positively impacts on the usage and stewardship of medicines at an individual and population level	H	✓	✓		✓	✓	✓						✓		Indirect observation	

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2.8	Analyses and uses data and digital technologies to inform clinical decision making, and improve clinical outcomes and patient safety	M	✓				✓	✓			✓				✓		
2.9	Actively practises honesty and integrity in all that they do; upholds a duty of candour	H	✓	✓		✓	✓	✓	✓	✓						Indirect observation	
2.10	Is accountable and responsible for own decisions and actions, understanding the potential consequences of these decisions across the whole care pathway	H	✓	✓	✓	✓	✓	✓								Indirect observation	
2.11	Works within ethical guidelines and legal frameworks, including consent and confidentiality; seeks to gain permission from the person before accessing confidential records where necessary	H	✓	✓	✓	✓	✓	✓	✓							Indirect observation	
2.12	Recognises and works safely within own level of competence, understanding the importance of working within this; knows when it is appropriate to escalate a situation or refer	H	✓	✓	✓	✓	✓	✓	✓							Indirect observation	
3.1	Proactively demonstrates and promotes the value of pharmacy to the public and other healthcare professionals	L						✓	✓		✓	✓				✓	
3.2	Communicates vision and goals to the broader team to support with achieving group tasks	L						✓	✓		✓				✓	Direct observation	
3.3	Critically analyses business needs; is mindful of commercial aspects within the pharmacy context; recognises the changes to and the opportunities within the future role of pharmacists; seeks out opportunities to modify own approach and deliver / promote new pharmacy services	L						✓			✓	✓			✓		
3.4	Draws upon networks to understand the range of clinical, medicines-related and public health activities offered by pharmacy across sectors and the care pathway	M					✓	✓							✓		
3.5	Is open to new approaches and ways of completing work tasks and appropriately challenges others to consider change to improve the quality of care; shares own innovative ideas to improve working practices, both internally and externally	M					✓	✓		✓	✓			✓	✓		

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3.6	Effectively identifies and raises concerns regarding patient safety; applies principles of risk management; seeks to improve the quality and safety of the use of medicines routinely	H	✓	✓		✓	✓	✓	✓		✓	✓			✓	✓	
3.7	Demonstrates self-awareness and emotional intelligence within the role, reflects on and understands the impact a situation may have on one's own health and wellbeing	M						✓	✓						✓		
3.8	Remains composed even in challenging or high-pressured situations; develops and draws upon support network in challenging situations	H					✓	✓	✓		✓				✓		Indirect observation
3.9	Effectively, efficiently and safely manages multiple priorities; maintains accuracy when in a challenging situation; manages own time and workload calmly; demonstrating resilience	H						✓	✓		✓				✓		Indirect observation
3.10	Adapts and works effectively in different environments within pharmacy by applying previous learning to new settings	M						✓	✓		✓				✓		Indirect observation
4.1	Demonstrates a positive attitude to self-development throughout current and towards future career; proactively seeks learning experiences to support own practice, and has a desire and motivation to try new things	M						✓			✓						
4.2	Develops a personal development plan that reflects the breadth of ongoing professional development and includes potential innovations in medicine and practice development	M	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
4.3	Seeks feedback and support from colleagues where appropriate; is receptive to information or advice given to them by others to make changes to own practice	M	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
4.4	Acts as a positive role model and mentor within the pharmacy and multidisciplinary team, where appropriate	M						✓	✓							✓	
4.5	Effectively uses own expertise to provide the pharmacy and multidisciplinary team with education and training; supports and supervises less experienced members of the team	M						✓	✓		✓	✓	✓	✓			Direct observation

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5.1	Seeks to be involved in research activities; actively disseminates outcomes to appropriate audiences	L						✓	✓		✓	✓	✓		✓	✓	
CORE CLINICAL ASSESSMENT SKILLS																	
	See topic guide for list of core clinical assessment skills	H			✓												Direct observation*

Key

ACAT	Acute care assessment tool	DONCS	Direct observation non-clinical skills
DOPS	Direct observation of procedural skills	CP	Case presentation
Mini-CEX	Mini-clinical evaluation exercise	JCP	Journal club presentation
CbD	Case based discussion	TO	Teaching observation
RA	Reflective account	QIPAT	Quality improvement project assessment tool
MSF	Multisource feedback	LEADER	Clinical leadership assessment skills
PS	Patient survey		

¹ H= high stakes, M = medium stakes, L = low stakes

² Direct observation: Learner must be observed undertaking activities. Can be done remotely and / or retrospectively (NB includes MSF and PS). *must be face to face

Indirect observation: Requires discussion between supervisor and learner. Can be done remotely

Blank: No interaction required