

Capabilities, outcomes and descriptors

Remember that the descriptors are to guide individuals and supervisors to the level of performance and breadth of evidence required. Individuals are not required to include evidence in their e-Portfolio for every descriptor.

DOMAIN 1. PERSON-CENTERED CARE AND COLLABORATION			
CAPABILITIES	MH	OUTCOMES	DESCRIPTORS
Communicates effectively when supporting people with complex mental health needs, placing the person at the centre of any interaction	1.1	Communicates effectively with people receiving care and colleagues when delivering holistic care, including pharmaceutical care, to people with highly complex mental health needs.	Utilises appropriate communication approaches to engage with people who may lack insight or capacity due to their mental health conditions or neurodiversity.
			Communicates effectively with people experiencing symptoms of mental health conditions that may make consultations more challenging e.g. incongruence, dissociation, hallucinations, delusions, trauma.
			Adapts communication style for people with a learning disability and autistic people based reasonable adjustments e.g. use of easy read or plain English information sources.
			Engages in challenging or complex communication with, and supports families and carers affected by mental health conditions.
			Communicates and supports individuals in a trauma informed manner.
		Views people holistically and keeps the person at the centre of their approach to care, respecting their autonomy including in situations where their capacity or insight may be reduced.	Supports and advocates for the patient when working with the breadth of providers involved in supporting people they care for including specialist mental health services, the third sector, drugs and alcohol services, primary care, community pharmacy, community providers social care and independent advocates.
			Always seeks to involve people in their treatment decisions even when they are receiving enforced treatments or lack capacity to make decisions about their treatment.
			Seeks most agreeable and appropriate approaches to enforced or covert treatments for the person being treated working alongside the multidisciplinary team (MDT) e.g. Independent Mental Health Advocates, Independent Mental Capacity Advocate, Second Opinion Approved Doctors, best interest decisions.
			Takes action to reduce the over-medicalisation, over-medication and excessive use of restrictive practice in people prone to the disproportionate impact of these actions (e.g. people with learning disabilities, autistic people, those from ethnic minorities and marginalised communities), working in line with national programmes.
			Takes proactive actions to keep patients engaged with treatment and have plans in place to improve adherence and ensure safety if appointments are missed, patients appear to disengage or there are escalating risk issues.

Domain 2: Professional Practice			
Capabilities	MH	Outcomes	Descriptors
Applies advanced pharmaceutical knowledge and skills in the delivery of care for individuals or groups with complex mental health needs	2.1	Delivers care using advanced specialist mental health knowledge and skills, for individuals or groups with highly complex mental health needs including where evidence is limited or ambiguous	Applies their specialist mental health knowledge in the delivery of care for people with mental health conditions, adapted as necessary for neurodiversity; initiating, monitoring and adjusting treatment plans.
			Manages the impact mental health conditions and psychotropic medicines have on physical health; takes action to mitigate these and improve the overall health and wellbeing.
			Appropriately identifies and manages safeguarding risks, including risks to self and others; works proactively with the MDT to develop an appropriate risk management plan.
			Applies harm reduction techniques and interventions to manage risks to the patient and wider community.
			Autonomously manages risks associated with treatments used in the management of mental health conditions e.g. clozapine, injectable opioid treatment, high dose methadone, high-dose antipsychotic therapy, lithium, long-acting antipsychotic injections and valproate in people aged under 55 years.
			Provides education and support for relapse prevention to maintain wellbeing; identifying additional health or social needs and referring appropriately.
	2.2	Undertakes a holistic clinical review of individuals with complex mental health needs, using a range of assessment methods, appropriately adapting assessments and communication style based on the individual	Identifies when an individual may be displaying symptoms associated with mental health conditions; manages these appropriately including initiating or altering treatments.
			Uses appropriate assessment methods to manage conditions associated with mental health and is able to assess the impact (positive and negative) of treatment as part of a holistic review.
			Identifies the role of non-drug interventions when reviewing treatment plans and the potential adverse impact the medication may have e.g. for the management of challenging behaviour.
	2.3	Can utilise advanced clinical knowledge and skills in the management of mental health conditions	Undertakes a holistic assessment of the patient, taking into consideration prescribed medications, illicit substances use, harmful, hazardous or dependent alcohol use, psychosocial support and physical health needs.
			Applies the knowledge described in the advanced specialist mental health knowledge and skills guide (Section 4).
			Demonstrates the assessment skills described in the advanced specialist mental health knowledge and skills guide (Section 4).