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# RPS Foundation Pharmacy Framework Mapping Matrix

Throughout the HEKSS Foundation Pharmacist Programme each practitioner should work towards achieving RPS Foundation Pharmacy Framework (FPF) competencies. This appendix will assist the Foundation Pharmacist and their Educational Supervisor in monitoring and reviewing progress of each FPF competency.

How to use the FPF mapping matrix:

* The Foundation Pharmacist gives each piece of portfolio evidence (e.g. mini-CEX, CBD, SIP, Contribution to care entry etc.) a reference code or number.
* The Foundation Pharmacist must select which of the FPF competencies & behavioural statements each evidence demonstrates, selecting as many as are appropriate.
* In the mapping matrix the foundation pharmacists enters the evidence reference code in column 1 next to each competency/behavioural statement.
* By continuing to reference further pieces of evidence this way, both the Foundation Pharmacist and their Educational supervisor should be able to see at a glance where there is good evidence and where there are gaps to address.
* The mapping matrix should be referenced during RITA appraisals, as a guide to see where there is good progression and to help action plan future learning.

In addition to mapping evidence foundation pharmacists and their Educational Supervisors should undertake FPF self-assessment. *Information on how to self-assess can be found on the HEKSS Pharmacy website* [*http://www.ksspharmacy.nhs.uk/*](http://www.ksspharmacy.nhs.uk/)

**Example**

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| --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **Competence** | **Descriptor** | **1** | **2** | **3** | **4** | **5** |
| **1. Patient and Pharmaceutical Care** | | |  |  |  |  |  |
| **1.4** | **Selection of the medicine** | Medicine-medicine interactions | *CTCL Jan 15* | *CB1* | *SI1* |  |  |
|  | Medicine-patient interactions | *MC1* | *MRCF 1* | *SI1* | *CTCL Jan 15* |  |
|  | Medicine-disease interactions | *CBD 1* | *CTCL Jan 15* |  |  |  |
|  | Patient Preference | *MRCF1* | *CTCL Jan15* | *SI1* |  |  |

*The Foundation Pharmacist can develop a reference code or key that works for them. E.g. MC – MiniCEX, CTCL – Contribution to Care log.*

*The reference system must be clearly signposted so that is it is clear for Educational Supervisors and portfolio assessors.*

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| **No** | **Competence** | **Descriptor** | | **1** | **2** | **3** | **4** | **5** |
| **1. Patient and Pharmaceutical Care** | | | |  |  |  |  |  |
| **1.1** | **Patient Consultation** | | Patient consent |  |  |  |  |  |
|  | Patient assessment |  |  |  |  |  |
|  | Consultation or referral |  |  |  |  |  |
|  | Recording consultations |  |  |  |  |  |
| **1.2** | **Need for the medicine** | | Relevant patient background |  |  |  |  |  |
|  | Medicine history |  |  |  |  |  |
| **1.3** | **Provision of Medicine** | | The prescription is clear |  |  |  |  |  |
|  | Ensure the prescription is legal |  |  |  |  |  |
|  | Ensure the correct medicine is dispensed |  |  |  |  |  |
|  | Ensure the medicine is dispensed in a timely manner |  |  |  |  |  |
| **1.4** | **Selection of the medicine** | | Medicine-medicine interactions |  |  |  |  |  |
|  | Medicine-patient interactions |  |  |  |  |  |
|  | Medicine-disease interactions |  |  |  |  |  |
|  | Patient Preference |  |  |  |  |  |
| **1.5** | **Medicine Specific Issues** | | Ensures appropriate dose for any patient |  |  |  |  |  |
|  | Selection of dosing regimen |  |  |  |  |  |
|  | Selection of formulation and concentration |  |  |  |  |  |
| **1.6** | **Medicines Information & Patient Education** | | Public health |  |  |  |  |  |
|  | Health needs |  |  |  |  |  |
|  | Need for information is identified |  |  |  |  |  |
|  | Medicines information |  |  |  |  |  |
|  | Provides appropriate written and verbal information |  |  |  |  |  |
| **1.7** | **Monitoring Medicine Therapy** | | Identifies ways to manage medicines problems |  |  |  |  |  |
|  | Accurately prioritises identified medicines problems |  |  |  |  |  |
|  | Applies the use of clinical and non-clinical Guidelines |  |  |  |  |  |
|  | Resolution of medicines and pharmaceutical care problems |  |  |  |  |  |
|  | Record of contributions |  |  |  |  |  |
| **1.8** | **Evaluation of Outcomes** | | Appropriately assess the impact and outcomes of therapy |  |  |  |  |  |
| **1.9** | **Transfer of care** | | Ensuring patients safety when they are transferred between care providers |  |  |  |  |  |

*Notes:*

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| **No** | **LO Cluster** | **Competence** | **1** | **2** | **3** | **4** | **5** |
| **2. Professional Practice** | | |  |  |  |  |  |
| **2.1** | **Professionalism** | Responsibility for patient care |  |  |  |  |  |
|  | Maintains confidentiality and information governance |  |  |  |  |  |
|  | Recognises limitations of self and others |  |  |  |  |  |
|  | Quality and accuracy of documentation |  |  |  |  |  |
|  | Legislation |  |  |  |  |  |
|  | Responsibility for own action |  |  |  |  |  |
|  | Behave in a trustworthy manner that inspires confidence |  |  |  |  |  |
|  | Continuing professional development: |  |  |  |  |  |
| **2.2** | **Organisation** | Appropriately prioritises work |  |  |  |  |  |
|  | Is punctual and organised |  |  |  |  |  |
|  | Appropriately demonstrates initiative |  |  |  |  |  |
|  | Uses time efficiently |  |  |  |  |  |
| **2.3** | **Effective Communication Skills** | Communicates clearly, precisely and appropriately with,  patients, carer, HCP, Mentor / Tutor, others |  |  |  |  |  |
| **2.4** | **Team Work** | Pharmacy team |  |  |  |  |  |
|  | Interprofessional team |  |  |  |  |  |
|  | Organisational team |  |  |  |  |  |
| **2.5** | **Education and Training** | Is able to act as a role model |  |  |  |  |  |
|  | Is able to provide effective feedback |  |  |  |  |  |
|  | Is able to help others to identify training needs |  |  |  |  |  |
|  | Is able to provide effective training to health care professionals |  |  |  |  |  |
|  | Is able to show links between practice and education development |  |  |  |  |  |

*Notes:*

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| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **LO Cluster** | **Competence** | | **1** | **2** | **3** | **4** | **5** |
| **3. Personal Practice** | | | |  |  |  |  |  |
| **3.1** | **Gathering Information** | | Accesses information |  |  |  |  |  |
|  | Up to date information |  |  |  |  |  |
| **3.2** | **Knowledge** | | Pathophysiology |  |  |  |  |  |
|  | Pharmacology |  |  |  |  |  |
|  | Adverse events |  |  |  |  |  |
|  | Interactions |  |  |  |  |  |
| **3.3** | **Analysing Information** | | Appropriately identifies problems |  |  |  |  |  |
|  | Synthesises and analyses information |  |  |  |  |  |
|  | Logical Approach |  |  |  |  |  |
|  | Displays critical thinking |  |  |  |  |  |
|  | Appraises options |  |  |  |  |  |
|  | Decision making |  |  |  |  |  |
| **3.4** | **Providing Information** | | Provides accurate information |  |  |  |  |  |
|  | Provides relevant information |  |  |  |  |  |
|  | Provides timely information |  |  |  |  |  |
|  | Provides information according to patients needs |  |  |  |  |  |
| **3.5** | **Follow up** | | Ensures resolution of problem |  |  |  |  |  |
| **3.6** | **Research and Evaluation** | | Identifies gaps in the evidence base |  |  |  |  |  |
|  | Can interpret research protocols |  |  |  |  |  |
|  | Displays ability to contribute to evidence creation |  |  |  |  |  |
|  | Actively participates in research and evaluation processes |  |  |  |  |  |
|  | Actively supports research and enquiry in the workplace |  |  |  |  |  |

*Notes:*

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| **No** | **LO Cluster** | **Competence** | | **1** | **2** | **3** | **4** | **5** |
| **4. Management and Organisation** | | | |  |  |  |  |  |
| **4.1** | **Clinical Governance** | | Clinical governance issues |  |  |  |  |  |
|  | Standard Operating Procedures |  |  |  |  |  |
|  | Working environment |  |  |  |  |  |
|  | Risk management |  |  |  |  |  |
| **4.2** | **Service Provision** | | Quality of service |  |  |  |  |  |
|  | Service development |  |  |  |  |  |
| **4.3** | **Organisations** | | Organisational structure |  |  |  |  |  |
|  | Linked organisations |  |  |  |  |  |
|  | Pharmaceutical Industry |  |  |  |  |  |
| **4.4** | **Budget Setting & Reimbursement** | | Service reimbursement |  |  |  |  |  |
|  | Prescribing budgets |  |  |  |  |  |
| **4.5** | **Procurement** | | Pharmaceutical |  |  |  |  |  |
|  | Resolves supply problems promptly |  |  |  |  |  |
|  | Ensures stock is managed |  |  |  |  |  |
|  | Cost effectiveness |  |  |  |  |  |
| **4.6** | **Staff Management** | | Performance management |  |  |  |  |  |
|  | Staff development |  |  |  |  |  |
|  | Employment issues |  |  |  |  |  |

*Notes:*