



**QUEEN'S
UNIVERSITY
BELFAST**



Advanced Practice Development

Module Guide – 24/25

QUB: PMY7107 (Advanced Practice Development)

UU: PHA748 (Advanced Pharmacy Practice Development)

A joint 20-credit module delivered by the
Northern Ireland Centre for Pharmacy
Learning & Development (NICPLD)

Post registration Pharmacy Dean: Dr Laura O'Loan
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Module description

This is a 20-credit module delivered by NICPLD as part of both the QUB and the UU Advanced Pharmacy Practice (APP) MSc courses. It is intended to help individuals to develop as Advanced Pharmacist Practitioners who can deliver holistic care autonomously to people with complex needs, and have the leadership, management, and education capabilities to drive service change and improve patient outcomes. The knowledge and skills covered in this module are based on the capabilities and outcomes defined in the Royal Pharmaceutical Society (RPS) [Core Advanced Pharmacist Curriculum](#) in the following four domains:

1. Person-centred care and collaboration
2. Professional practice
3. Leadership and management
4. Education

A combination of workshops, webinars, self-directed learning and practice activities will be used to achieve the learning outcomes. Students will develop a portfolio of evidence to demonstrate that they have achieved the capabilities and outcomes of the RPS Core Advanced Pharmacist Curriculum in the four domains listed above.

Learning Outcomes

On completion of this module, students will be able to:

- Deliver holistic person-centred care (including pharmaceutical care) autonomously to people with complex needs
- Work effectively as an Advanced Pharmacist Practitioner in a multidisciplinary environment
- Support the education, training, and development of other healthcare professionals
- Lead and manage an advanced pharmacy service

Skills development

Students will develop the following skills:

- Reflective thinking
- Clinical reasoning and decision-making
- Written communication
- Team working
- Teaching
- Mentoring
- Leadership
- Management

1. Introduction

As patients' health needs become increasingly more complex, advanced pharmacist practitioners who can manage and prescribe medicines safely and effectively have a clear role to play in their holistic treatment and care, particularly in the current challenging economic environment.

NICPLD has collaborated with colleagues in the Schools of Pharmacy at Queen's University Belfast (QUB) and Ulster University (UU) to develop an MSc in Advanced Pharmacy Practice. Both courses are based on the Royal Pharmaceutical Society (RPS) [Core Advanced Pharmacist Curriculum](#), which encompasses the four pillars of clinical practice, leadership and management, education and research. The clinical practice, leadership and management, and education pillars are delivered by NICPLD in this module. The universities deliver the research pillar.

The QUB and UU MSc courses are aimed at patient-focused pharmacists who have previously completed a post-registration foundation programme and their training as an independent prescriber.

2. Who can enrol onto the Advanced Practice Development (APD) module?

The APD module is open to registered patient-focused pharmacists working in Northern Ireland who have applied for, and been accepted onto, either the QUB or UU Advanced Pharmacy Practice (APP) MSc course. Pharmacists wishing to enrol onto the APP MSc course must complete and submit an application form, which can be accessed via the NICPLD website, www.nicpld.org. Applications are accepted once a year. For 24/25, applications open at the end of March 2024, with a closing date of 12 noon on Wednesday 24th April 2024. A total of 48 places are available across both universities in 24/5. Places are allocated on a first come first served basis (assuming entry criteria are fulfilled).

Entry criteria:

Pharmacists must have completed the following programmes:

- **NICPLD Post-reg Foundation Programme (FP)**
(An Accreditation of Prior Experiential Learning (APEL)* alternative is available at UU)
- AND
- **NICPLD Independent Prescribing (IP) course**
(OR another GPhC-accredited IP course)

**Accreditation of Prior Experiential Learning (APEL) entails providing a summary of professional experience (SPE) to demonstrate an equivalent level of experience to the FP.*

3. Module content

This module is one academic year in duration (Sept 2024 to June 2025) and is divided into 3 parts:

Part 1: Advanced Clinical Pharmacy Practice

(RPS domains 1. Person-centred care and collaboration and 2. Professional practice)

- Applying advanced clinical knowledge and skills to deliver holistic care for people with complex needs *(as described in the RPS Core Advanced Pharmacist Curriculum)*
- Clinical decision-making in the presence of significant uncertainty
- Effective influencing, persuasion, and negotiation
- Collaborative working relationships
- Managing patients in a multidisciplinary environment

Part 2: Education, training, and development of other healthcare professionals

(RPS domain 4. Education)

- Developing the pharmacy workforce to achieve local and national healthcare priorities
- Promoting a learning culture
- Theories underpinning adult learning
- Designing effective learning programmes
- Evaluating the effectiveness of learning programmes
- Supporting individual learners
- Assessing the performance of learners using a range of methods

Part 3: Leadership and management

(RPS domain 3. Leadership and management)

- Leading and managing an advanced pharmacy service
- Contextual considerations – local, national, and international
- Developing a vision for the service
- Managing change
- Leading and managing a team
- Managing risk

The APD learning outcomes are based on the RPS [Core Advanced Pharmacist Curriculum](#) outcomes in the following four domains:

1. Person-centred care and collaboration
2. Professional practice
3. Leadership and management
4. Education

These are listed on the following page.

1. Person-centred care and collaboration outcomes
1.1 Communicates complex, sensitive and/or contentious information effectively with people receiving care and senior decision makers
1.2 Demonstrates cultural effectiveness through action; values and respects others, creating an inclusive environment in the delivery of care and with colleagues
1.3 Always keeps the person at the centre of their approach to care when managing challenging situations; empowers individuals and, where necessary, appropriately advocates for those who are unable to effectively advocate for themselves.
1.4 Builds strong relationships with colleagues working as part of multidisciplinary teams influencing the delivery of positive healthcare outcomes at a team and/or organisational level.
1.5 Gains co-operation from senior stakeholders through effective influencing, persuasion and negotiation
1.6 Recognises, and respects, the role of others in the wider pharmacy and multidisciplinary team; optimises the care delivered for individuals and groups through appropriate delegation and referral.
2. Professional practice outcomes
2.1 Delivers care using advanced pharmaceutical knowledge and skills for individuals and/ or groups with highly complex needs, including where evidence is limited or ambiguous.
2.2 Undertakes a holistic clinical review of individuals with complex needs, using a range of assessment methods, appropriately adapting assessments and communication style based on the individual
2.3 Demonstrates effective clinical reasoning skills, making autonomous, evidence informed, person-centred decisions about treatment for individuals or groups with complex clinical needs, managing risk in the presence of significant uncertainty
2.4 Acts to improve the health of the population and reduce health inequalities.
2.5 Makes, and is accountable for, own decisions and takes responsibility for performance at a team and/or service level
2.6 Defines and articulates own advanced scope of practice to others; uses professional judgement to appropriately seek help when needed for complex and/or high-stakes decisions.
3. Leadership and management outcomes
3.1 Pro-actively contributes to defining a strategic vision for their team and/or service in collaboration with other senior stakeholders; engages others to support the delivery of the strategic vision
3.2 Motivates and supports individuals and/or teams to improve performance
3.3 Demonstrates team leadership, resilience and determination, managing situations that are unfamiliar, complex and/or unpredictable to deliver positive outcomes at a team and/or service level
3.4 Critically analyses data as part of quality improvement and/or innovation in the development and delivery of services, the identification and mitigation of medicines-related risks, and the management of resources
3.5 Works collaboratively with multidisciplinary resources across care settings to develop and implement strategies to manage risk and improve safety and outcomes from medicines and care delivery.
3.6 Demonstrates emotional intelligence when managing challenging and complex situations; remains composed and de-escalates potential and actual conflict situations
4. Education outcomes
4.1 Reflects on practice to critically assess own learning needs and pro-actively engages in professional development.
4.2 Supervises others' performance and development; provides high quality feedback, mentorship, and support
4.3 Designs and delivers educational interventions that impact at a team and/or organisational level, supporting members of the pharmacy team, wider multidisciplinary team, and/or service users, to safely and effectively use medicines

4. APD workshops and webinars

To support APD pharmacists, NICPLD offers workshops and webinars relating to the four domains of advanced practice that are covered in the module. Pharmacists will be enrolled automatically onto these workshops/webinars and will receive reminders via email in advance of the event taking place. The workshops/webinars use case-based discussions in small groups to help pharmacists to apply their learning. For webinars, pharmacists are expected to switch on their cameras and microphones to participate in the group discussions. The APD workshops/webinars taking place in 2024/5 are listed below:

APD workshops and webinars	Format	2022/3 date(s)
Induction	Face-to-face workshop	10 th Sept 2024 10.00am-4.30pm
Advanced Clinical Pharmacy Practice: Delivering advanced holistic person-centred care	Webinar	17 th Sept 2024 10.00am-12.00pm OR 2.00pm-4.00pm
Advanced Clinical Pharmacy Practice: Managing complex patients as part of the MDT	Webinar	24 th Sept 2024 10.00am-12.00pm OR 2.00pm-4.00pm
Education, Training & Development: Facilitating learning and supporting learners	Webinar	17 th Oct 2024 10.00am-5.00pm
Education, Training & Development: Microteaching activities	Webinar	14 th Nov 2024 10.00am-12.00pm OR 2.00pm-4.00pm
*Leadership & Management: Leaders as role models	Webinar	25 th Nov 2024 10.00am-5.00pm
*Leadership & Management: Leaders as change agents	Webinar	26 th Nov 2024 10.00-5.00pm
*Leadership & Management: Leaders as influencers	Webinar	10 th Dec 2024 10.00-5.00pm
Portfolio submission		14 th May 2025 12.00 noon
Oral interview assessment via Zoom		June 2025 (dates TBC)

*updating for 24-25 cohort.

NB An optional APD clinical examination skills face-to-face workshop will be available on Tuesday 8th October 2024 for pharmacists working in areas where clinical examination of patients is required. Further information and learning outcomes will be provided at the Induction on 10th September 2024.

5. Practice activities

The APD practice activities (PAs) are intended to help the pharmacist to generate high quality evidence they can upload into their portfolio to demonstrate that they have covered the APD learning outcomes. Downloadable PA templates can be accessed via the NICPLD website, www.nicpld.org. The APD PAs for each domain are listed below.

Part 1: Advanced Clinical Pharmacy Practice (RPS domains 1. Person-centred care and collaboration and 2. Professional practice)

Practice Activity	Description
Extended case study	Prepare a detailed, reflective account of your management of a patient with complex needs <i>(to be presented at oral interview)</i>
Collaborative Working reflective record	Write a reflective record of your MDT experience.
Observation of clinical practice	Your clinical practice should be observed on 3 occasions (and documented on a mini-CEX or DOCs form)
Core clinical knowledge	Demonstrate your underpinning knowledge in the core clinical areas in a completed Clinical Summary Education Table OR QUB PMY7040 Advanced Therapeutics transcript <i>(PDF obtained from Qsis > Academic Record > View Unofficial Transcript)</i>
Summary Professional Experience (SPE)	Write a summary of your clinical professional experience (including examples to demonstrate the BREADTH of your experience).
Personal Development Plan (PDP)	Develop an individualised PDP for your self-directed learning.

Part 2: Education, training, and development of other healthcare professionals (RPS domain 4. Education)

Practice Activity	Description
Training session	Plan and deliver a training session for healthcare staff in your workplace, and write a reflective record of your experience.
Mentoring activity	Mentor another learner and write a reflective diary of your experience.
Summary Professional Experience (SPE)	Write a summary of your Education professional experience (including examples to demonstrate the BREADTH of your experience).
Personal Development Plan (PDP)	Develop an individualised PDP for your self-directed learning.

Part 3: Leadership and management (RPS domain 3. Leadership and management)

Practice Activity	Description
Service improvement	Plan and implement a service improvement applying relevant tools, and document a reflective record of your experience.
Summary Professional Experience (SPE)	Write a summary of your Leadership & Management professional experience (including examples to demonstrate the BREADTH of your experience).
Personal Development Plan (PDP)	Develop an individualised PDP for your self-directed learning.

6. Practice portfolio

Pharmacists record evidence of their learning achievements against the APD learning outcomes in an online portfolio. The NICPLD portfolio user guide can be downloaded at www.nicpld.org. The pharmacist can use the practice portfolio to assess their baseline competency status at T1 for the APD learning outcomes in each domain using the following assessment ratings:

Assessment rating		Definition
0	I have yet to encounter an opportunity	<i>I have not yet met the standard</i>
1	I rarely meet the standard expected	<i>I meet the standard approximately 0-24% of the time</i>
2	I sometimes demonstrate the standard expected	<i>I meet the standard approximately 25-50% of the time</i>
3	I usually demonstrate the standard expected	<i>I meet the standard approximately 51-84% of the time</i>
4	I consistently demonstrate the standard expected (repeatedly and reliably)	<i>I meet the standard approximately 85-100% of the time</i>

This enables participants to identify their individual learning needs by considering the learning outcomes where they have not yet achieved the expected standard (i.e an assessment rating of 4) and helps completion of the required Personal Development Plans (PDPs). The PDP helps the pharmacist to plan and prioritise how and when they will address their learning needs.

Throughout the module, the APD pharmacist collates evidence to demonstrate their achievement of the expected standard and stores it in their practice portfolio. This will include evidence that they have completed the practice activities, plus any other relevant forms of supportive evidence such as reflective accounts. The evidence is mapped against the relevant learning outcomes in their practice portfolio (NB one piece of evidence may be used to demonstrate competence against more than one learning outcome).

Each domain is completed when the pharmacist has:

- an assessment rating of 4 at T4 for each of the learning outcomes;
- at least one piece of supporting evidence for each of the learning outcomes.

When all four domains and all practice activities have been completed satisfactorily, the pharmacist can submit their completed portfolio to NICPLD for assessment. The APD assessment process is described in detail in section 7.

7. APD assessment process

The APD assessment process will entail a Portfolio Review (50%) and oral interview assessment (50%).

Advanced Practice Portfolio Review (PR)

The Portfolio Review (PR) is used to assess whether the pharmacist has achieved the capabilities and outcomes of the RPS Core Advanced Pharmacist Curriculum in the four domains listed in the module description on page 1.

The APD portfolio must be submitted to NICPLD by the specified submission date. The pharmacist must email three completed Practice Activity (PA) declaration forms for each of the three APD pillars (Clinical, Education, and Leadership) to nicpld-postreg@qub.ac.uk by the specified submission date. Three different assessors will mark the three separate pillars of each pharmacist's portfolio. The pharmacist should ensure they have mapped the relevant evidence to the appropriate outcomes in each domain.

A two-week extension for portfolio submissions may be given in Exceptional Circumstances, as outlined in the [Exceptional Circumstances Guidance](#). Any pharmacist who requires an extension must complete and return a portfolio extension request form at least one week before the specified portfolio submission date (this can be obtained by emailing nicpld-postreg@qub.ac.uk).

All portfolios submitted for PR must meet these initial standards:

- all practice activities must have been completed;
- the standard expected for each learning outcome (i.e an assessment rating of 4) must have been achieved at the point of submission;
- all learning outcomes must have at least one piece of evidence mapped to it.

Each assessor will complete an Expert Mentor Review (EMR) assessment form for their specific pillar (Clinical, Education, and Leadership). They will assess whether the pharmacist has achieved the expected standard for the pillar, as defined by the RPS [Core Advanced Pharmacist Curriculum](#) outcomes and capabilities. The ratings below will be used to award a mark for each of the capabilities in the pillar:

DISTINCTION (70+%) <i>Excellent performance; well above expected standard</i>	COMMENDATION (60-69%) <i>Good performance; above expected standard</i>	PASS (50-59%) <i>Adequate performance; meets expected standard</i>	FAIL (<50%) <i>Poor performance; does NOT meet expected standard</i>
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A mean mark will then be calculated for each APD pillar (Clinical, Education, and Leadership). The overall PR mark will be the mean of the Clinical EMR, Education EMR and Leadership EMR marks.

If necessary, and at any point in the PR process, NICPLD will contact the pharmacist for clarification regarding a piece or pieces of evidence.

Oral Interview Assessment

The interview is an oral assessment of the extended case study, conducted by the clinical assessor. Pharmacists will start with a 20-minute oral case presentation of a complex patient they have managed. For the remaining 10 minutes, the clinical assessor will ask the pharmacist questions in a case-based discussion. The NICPLD APD lead or post-reg Associate Postgraduate Pharmacy Dean will also be on the interview panel as a moderator.

The clinical assessor will complete a Case Presentation (CP) assessment form. They will assess whether the pharmacist has achieved the expected standard, as defined by the RPS [Core Advanced Pharmacist Curriculum](#) outcomes and capabilities. The ratings below will be used to award a mark for each of the capabilities:

DISTINCTION (70+%) <i>Excellent performance; well above expected standard</i>	COMMENDATION (60-69%) <i>Good performance; above expected standard</i>	PASS (50-59%) <i>Adequate performance; meets expected standard</i>	FAIL (<50%) <i>Poor performance; does NOT meet expected standard</i>
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A mean mark will then be calculated for the overall Case Presentation (CP) mark.

All candidates who are assessed as having passed both the Portfolio Review and the Oral Interview Assessment will be issued with an APD certificate of completion. Those candidates who have not achieved the expected standard will be provided with feedback on the remedial work required prior to re-assessment.

8. Appeals procedure

NICPLD will treat all pharmacists fairly, equally and with respect in relation to any assessment. If a pharmacist is dissatisfied with the outcome of their assessment, they must contact the NICPLD APD lead within five working days of their assessment giving notice of their dissatisfaction and of their intent to forward an appeal. The formal appeals procedure must then be followed:

1. All appeals against the conduct, adequacy or outcome of an assessment must be forwarded, in writing, to the NICPLD APD lead at NICPLD-PostReg@qub.ac.uk within 10 working days after the pharmacist has given notice of their intent. Written support from the APD pharmacist's Pharmacy Manager must accompany each notification of an appeal.
2. On receipt of notification of an appeal, the NICPLD APD lead will set a date for the appeal to be heard by an Appeals panel. The Appeals panel will be formed from a sub-group of the APD steering group and will consist of personnel not otherwise involved in the appeal. The APD pharmacist will be offered the opportunity to be accompanied by another person not involved in the APD assessment to help them present their case.
3. The Appeals panel will meet within 30 working days of receipt of the written notification of the appeal.
4. The Appeals panel will reach a decision and all involved parties will receive verbal notification of the outcome on the day of the appeal and written notification within five working days. This decision will be final.

9. Plagiarism

Plagiarism is an offence and, as the APD module is part of both the QUB and the UU Advanced Pharmacy Practice (APP) MSc courses, NICPLD will report all instances of plagiarism, or suspected plagiarism, to the relevant university. In addition, as registered pharmacists, APD pharmacists are expected to abide by the Pharmaceutical Society of Northern Ireland (PSNI) [Code of Ethics and Standards](#). Where appropriate, offences will be communicated to the regulatory body, the Pharmaceutical Society of Northern Ireland (PSNI), for disciplinary measures.

10. NICPLD contact details

For any queries regarding APD, please email the NICPLD Anna Fay, APD lead at NICPLD-PostReg@qub.ac.uk or a.fay@qub.ac.uk.

March 2024