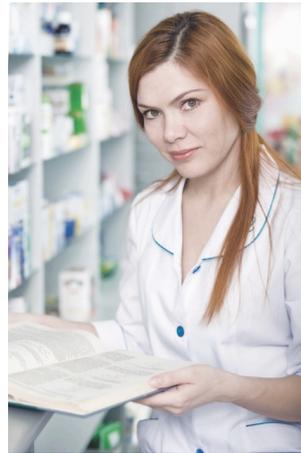


2016

NATIONAL COMPETENCY
STANDARDS FRAMEWORK
FOR PHARMACISTS
IN AUSTRALIA

Example 1 - Mary



**Note – this case is an example only. It has been developed to illustrate, not limit, how the self-assessment and learning plan tools can be used.*

Mary undertakes a self-assessment

Step 1: Identify the competency standards relevant to your scope of practice

1a. What is your scope of practice?

Current scope: I work full-time as an employee pharmacist in a community pharmacy. My roles include dispensing and counselling of patients, providing primary healthcare advice and professional services.

Future scope: The pharmacy will be introducing a vaccination service within the next year. I will be expected to take some leadership with the implementation of the service, which will include developing and implementing procedures, as well as ensuring staff, including myself, are appropriately trained and supervised.

1b. Identify which competency standards are relevant to your scope of practice.

Mary works through the five Domains to confirm the competency standards that are relevant to her current and future role.

She makes the following notes:

Domain 1. Professionalism and ethics – all standards are applicable to all pharmacists

Domain 2. Communication and collaboration – all standards are applicable to all pharmacists

Domain 3. Medicines management and patient care – all standards are applicable to my current role. With the introduction of a vaccination service, I will need to look at expectations in terms of administering medicines (standard 3.2)

Domain 4. Leadership and management – standards 4.1 and 4.2 are applicable to all pharmacists. With the introduction of a vaccination service, I will need to do more in this domain. I will need to consider my responsibilities in terms of standards 4.3, 4.4, 4.5, 4.6 and 4.7

Domain 5. Education and research – with the introduction of a vaccination service, I will need to do more in this domain. I will need to consider my responsibilities in terms of standard 5.1

Step 2: Self-assess your practice against the Framework to identify your professional development needs and define your professional development goals

Domain 1

Professionalism and ethics

1.1 Do I uphold professionalism in practice?*

- 1.1.1 Do I promote a culture of professionalism?
- 1.1.2 Do I uphold the professional role of a pharmacist?
- 1.1.3 Do I apply understanding and knowledge of medicines management and use in society?
- 1.1.4 Do I accept professional responsibility and accountability?
- 1.1.5 Do I work with commitment, diligence and care?

Relevant to my current or future/planned scope of practice

Development is not required

Ongoing development is required for current scope
(Describe what you need to work on.)

Development is required for future/planned scope
(Describe what you need to work on.)

Statement explaining your self-assessment:

I present myself professionally, show up on time, and act honestly and with integrity in all matters. I am clear where my responsibilities lie with regard to supporting medicines management in a patient-centred way. With the introduction of a vaccination service, I am aware of vaccination as a public health strategy in Australia and the anti-vaccination arguments within certain parts of the population (resources are available to support responses to those members of the community concerned about the arguments raised by the anti-vaccination lobby).

1.2 Do I observe and promote ethical standards?*

- 1.2.1 Do I support ethical professional practice?
- 1.2.2 Do I manage ethical issues arising in practice?
- 1.2.3 Do I promote ethical professional practice?

Relevant to my current or future/planned scope of practice

Development is not required

Ongoing development is required for current scope
(Describe what you need to work on.)

Development is required for future/planned scope
(Describe what you need to work on.)

Statement explaining your self-assessment:

I have read the Pharmacy Board's code of conduct and the PSA's Code of Ethics. I am aware of the Ethics Advisory Service that I can contact if I feel confused about the best course of action in a situation. I never allow myself to be rushed in making a decision if in doubt as to the ethical basis for a professional course of action.

1.3 Do I practise within applicable legal frameworks?*

1.3.1 Do I comply with statute law, guidelines, codes and standards?

1.3.2 Do I respond to common law requirements?

1.3.3 Do I respect and protect the individual's rights to privacy and confidentiality?

1.3.4 Do I assist individuals to understand and grant informed consent?

Relevant to my current or future/planned scope of practice

Development is not required

Ongoing development is required for current scope
(Describe what you need to work on.)

Development is required for future/planned scope
(Describe what you need to work on.)

Statement explaining your self-assessment:

I am aware of and believe I comply with obligations in relation to medicines supply through pharmacy, as well as those relating to duty of care to patients and their need for privacy and confidentiality. I know my obligations relating to holding registration and all the requirements detailed in the process of re-registration. However, with the introduction of a vaccination service, I need to understand more about my legal requirements particularly in terms of supervision of staff (for example interns and pharmacy students, and what professional activities/duties they are able to perform).

1.4 Do I maintain and extend my own professional competence?*

1.4.1 Do I adopt a scope of practice consistent with my competence?

1.4.2 Do I determine professional development needs with reference to the competency standards?

1.4.3 Do I acquire and apply practice expertise??

Relevant to my current or future/planned scope of practice

Development is not required

Ongoing development is required for current scope
(Describe what you need to work on.)

Development is required for future/planned scope
(Describe what you need to work on.)

Statement explaining your self-assessment:

This process of self-assessment provides evidence of my ongoing commitment to maintaining and extending my professional practice which will be further enhanced by developing a learning plan from what I have already discussed.

1.5 Do I apply expertise in professional practice?*

- 1.5.1 Do I apply expert knowledge and skills?
- 1.5.2 Do I use reasoning and judgement?
- 1.5.3 Do I demonstrate accountability and responsibility?
- 1.5.4 Do I use professional autonomy?

Relevant to my current or future/planned scope of practice

Development is not required

Ongoing development is required for current scope
(Describe what you need to work on.)

Development is required for future/planned scope
(Describe what you need to work on.)

Statement explaining your self-assessment:

I apply my knowledge from my studies, training and experience to all situations, and in accordance with pharmacy policies and procedures. I know who to consult or when to refer when there is a situation for which I am unsure. I take responsibility for ensuring I work within my scope of practice.

1.6 Do I contribute to continuous improvement in quality and safety?*

- 1.6.1 Do I collaborate to improve quality and safety across the continuum of care?
- 1.6.2 Do I monitor and respond to sources of risk?
- 1.6.3 Do I follow up incidents or lapses in care?

Relevant to my current or future/planned scope of practice

Development is not required

Ongoing development is required for current scope
(Describe what you need to work on.)

Development is required for future/planned scope
(Describe what you need to work on.)

Statement explaining your self-assessment:

In my current role I participate in quality improvement initiatives led by the pharmacist-in-charge and pharmacist manager. However, with the introduction of the vaccination service, I will need to take more of a leading role in monitoring risk associated with the service and have processes to follow up incidents.

Name: Date completed: / / 20

Domain 2

Communication and collaboration

2.1 Do I collaborate and work in partnership for the delivery of patient-centred, culturally responsive care?*

- 2.1.1 Do I respect the personal characteristics, rights, preferences, values, beliefs, needs and cultural and linguistic diversity of patients and other clients, including Aboriginal and Torres Strait Islander peoples?
- 2.1.2 Do I support and respect the rights of patients and other clients to contribute to decision-making?
- 2.1.3 Do I promote patient/client engagement with feedback and follow-up systems?
- 2.1.4 Do I consider the impact of the physical environment?

Relevant to my current or future/planned scope of practice

Development is not required

Ongoing development is required for current scope
(Describe what you need to work on.)

Development is required for future/planned scope
(Describe what you need to work on.)

Statement explaining your self-assessment:

In my current role I respect and respond to the diverse needs of patients.

2.2 Do I collaborate with professional colleagues?*

- 2.2.1 Do I show a commitment to interprofessional practice?
- 2.2.2 Do I engage in teamwork and consultation?
- 2.2.3 Do I promote effective interprofessional practice?

Relevant to my current or future/planned scope of practice

Development is not required

Ongoing development is required for current scope
(Describe what you need to work on.)

Development is required for future/planned scope
(Describe what you need to work on.)

Statement explaining your self-assessment:

I have good relationships with the other pharmacists and staff in general practices in the local area. With the introduction of the vaccination service, I will need to discuss with them how we work together (e.g. communication about patients).

2.3 Do I communicate effectively?*

2.3.1 Do I use appropriate communication skills?

2.3.2 Do I confirm the effectiveness of my communication?

Relevant to my current or future/planned scope of practice

Development is not required

Ongoing development is required for current scope
(Describe what you need to work on.)

Development is required for future/planned scope
(Describe what you need to work on.)

Statement explaining your self-assessment:

I have good communication skills, and patients often compliment me on this. I have had patients thank me for the time I take to help them understand their medicines and how to use them safely and effectively. We already promote vaccination in our pharmacy and I feel confident in the way I respond to anti-vaccination arguments.

2.4 Do I apply interpersonal communication skills to address problems?*

2.4.1 Do I analyse the problem or issue to be addressed and the possible solutions?

2.4.2 Do I engage with others as appropriate to resolve the identified problem or issue?

2.4.3 Do I review outcomes achieved and assess follow-up requirements?

Relevant to my current or future/planned scope of practice

Development is not required

Ongoing development is required for current scope
(Describe what you need to work on.)

Development is required for future/planned scope
(Describe what you need to work on.)

Statement explaining your self-assessment:

I have good communication skills, and patients and colleagues often compliment me on this. My manager also noted this in a recent performance review. When other staff members are faced with challenging situations with patients, they often ask me to help them in resolving the issue.

Name: Date completed: / / 20

Domain 3

Medicines management and patient care

3.1. Do I develop a patient-centred, culturally responsive approach to medication management?

- 3.1.1 Do I obtain relevant health and medicines information?
- 3.1.2 Do I assess medication management practices and needs?
- 3.1.3 Do I collaborate to develop a medication management strategy or plan??

<input checked="" type="checkbox"/> Relevant to my current or future/planned scope of practice	<input checked="" type="checkbox"/> Development is not required
	<input type="checkbox"/> Ongoing development is required for current scope <i>(Describe what you need to work on.)</i>
	<input type="checkbox"/> Development is required for future/planned scope <i>(Describe what you need to work on.)</i>
<input type="checkbox"/> Not relevant to my scope of practice	
Statement explaining your self-assessment:	
<i>When our pharmacy started offering MedsChecks last year, we all did comprehensive training in this process. We also have followed up with in-pharmacy discussions (every 2 months) to discuss how we are going with implementing this service.</i>	

3.2 Do I implement the medication management strategy or plan?

- 3.2.1 Do I administer medicines?
- 3.2.2 Do I provide primary care and promote judicious use of medicines?
- 3.2.3 Do I dispense medicines (including compounded medicines) in consultation with the patient and/or prescriber?
- 3.2.4 Do I prescribe medicines?
- 3.2.5 Do I provide counselling and information for safe and effective medication management?
- 3.2.6 Do I facilitate continuity of care including during transitions of care?

<input checked="" type="checkbox"/> Relevant to my current or future/planned scope of practice	<input type="checkbox"/> Development is not required
	<input checked="" type="checkbox"/> Ongoing development is required for current scope <i>(Describe what you need to work on.)</i>
	<input checked="" type="checkbox"/> Development is required for future/planned scope <i>(Describe what you need to work on.)</i>
<input type="checkbox"/> Not relevant to my scope of practice	
Statement explaining your self-assessment:	
<i>Since registering, I update my knowledge of best practice in the use of new medicines and therapeutics, and associated counselling, through reading monthly journals. I will need to continue to do this to stay abreast of what is happening in the environment.</i>	
<i>Administration of medicines in our pharmacy currently includes opioid substitution therapy. I undertook training offered through the state health department during my intern year, have my first aid certificate and have more recently completed online training relating to rescheduling of naloxone for opioid overdose. With the introduction of the vaccination service, I will need to develop my skills in administering vaccines.</i>	
<i>I haven't had any real proactive or formal role in facilitating continuity of care, other than talking to regular patients after they have been discharged from hospitals. With the vaccination service, processes for ensuring information is transferred about patients to their GP will be important to develop.</i>	

3.3 Do I monitor and evaluate medication management?

3.3.1 Do I undertake a clinical review?

3.3.2 Do I apply clinical review findings to improve health outcomes?

3.3.3 Do I document clinical review findings and changes in medication management?

Relevant to my current or future/planned scope of practice

Development is not required

Ongoing development is required for current scope
(Describe what you need to work on.)

Development is required for future/planned scope
(Describe what you need to work on.)

Not relevant to my scope of practice

Statement explaining your self-assessment:

As mentioned previously, when our pharmacy started offering MedsChecks last year, we all did comprehensive training in this process. We also have followed up with in-pharmacy discussions (every 2 months) to discuss how we are going with implementing this service.

I update my knowledge of best practice in the use of new medicines and therapeutics, through reading monthly journals. I also make sure I have a good selection of current reference sources that I can refer to.

3.4 Do I compound medicines?

3.4.1 Do I determine the required formulation?

3.4.2 Do I confirm the availability of suitable resources?

3.4.3 Do I apply risk management strategies?

3.4.4 Do I prepare products non-aseptically?

3.4.5 Do I prepare products aseptically?

3.4.6 Do I prepare cytotoxic or other hazardous drug products?

3.4.7 Do I complete appropriate documentation?

3.4.8 Do I optimise packaging and supplementary labelling?

Relevant to my current or future/planned scope of practice

Development is not required

Ongoing development is required for current scope
(Describe what you need to work on.)

Development is required for future/planned scope
(Describe what you need to work on.)

Not relevant to my scope of practice

Statement explaining your self-assessment:

We do very basic compounding - mainly creams and ointments. Patients tend to be referred to a compounding pharmacy near us for more complex requirements. I make enough creams to feel my skills from university and my intern year are being maintained, and I know there is a good section in the APF that I can refer to if I want a refresher.

3.5 Do I support Quality Use of Medicines?

3.5.1 Do I review trends in medicine use?

3.5.2 Do I promote evidence-based medicine use?

<input checked="" type="checkbox"/> Relevant to my current or future/planned scope of practice	<input type="checkbox"/> Development is not required
	<input checked="" type="checkbox"/> Ongoing development is required for current scope <i>(Describe what you need to work on.)</i>
	<input type="checkbox"/> Development is required for future/planned scope <i>(Describe what you need to work on.)</i>

Not relevant to my scope of practice

Statement explaining your self-assessment:

My efforts here are largely driven by NPS Pharmacy Practice Reviews. I read them as I think they provide a good idea of trends in medicines use that we should be watching out for, even though I don't always formally complete them.

3.6 Do I promote health and wellbeing?

3.6.1 Do I assist the development of health literacy?

3.6.2 Do I support health promotion activities and health services intended to maintain and improve health?

3.6.3 Do I support evidence-based public health programs?

<input checked="" type="checkbox"/> Relevant to my current or future/planned scope of practice	<input type="checkbox"/> Development is not required
	<input type="checkbox"/> Ongoing development is required for current scope <i>(Describe what you need to work on.)</i>
	<input checked="" type="checkbox"/> Development is required for future/planned scope <i>(Describe what you need to work on.)</i>

Not relevant to my scope of practice

Statement explaining your self-assessment:

In my current role I use a number of resources developed for patients to help them understand health information. The Professional Services Team leads a lot of health promotion activities in the pharmacy. As the vaccination service is introduced, we will need to work together to promote this initiative in a professionally responsible manner.

Name: Date completed: / / 20

Domain 4

Leadership and management

4.1 Do I show leadership of myself?*

4.1.1 Do I display emotional awareness and effective self-regulation of emotions?

4.1.2 Do I apply reflective skills for self-assessment?

4.1.3 Do I display self-motivation, an innovative mindset and motivate others?

Relevant to my current or future/planned scope of practice

Development is not required

Ongoing development is required for current scope
(Describe what you need to work on.)

Development is required for future/planned scope
(Describe what you need to work on.)

Not relevant to my scope of practice

Statement explaining your self-assessment:

The Pharmacist Manager told me they selected me for leading work on introducing the vaccination service because they have confidence in my capability. They see me as being self-motivated and someone who responds appropriately to issues (emotionally and professionally) while having the potential to motivate others.

4.2 Do I manage my professional contribution?*

4.2.1 Do I work with established systems?

4.2.2 Do I plan and prioritise work?

4.2.3 Do I maintain productivity?

4.2.4 Do I monitor progress and priorities?

Relevant to my current or future/planned scope of practice

Development is not required

Ongoing development is required for current scope
(Describe what you need to work on.)

Development is required for future/planned scope
(Describe what you need to work on.)

Not relevant to my scope of practice

Statement explaining your self-assessment:

The Pharmacist Manager told me they selected me for leading work on introducing the vaccination service because I work well, following policies and procedures, but also I am considered to be flexible and have initiative to ensure tasks are completed appropriately and in a timely way.

4.3 Do I show leadership in practice?

- 4.3.1 Do I inspire a strategic vision and common purpose?
- 4.3.2 Do I foster initiative and contribute to innovation, improvement and service development?
- 4.3.3 Do I encourage, influence and facilitate change?
- 4.3.4 Do I serve as a role model, coach and mentor for others?

Relevant to my current or future/planned scope of practice

Development is not required

Ongoing development is required for current scope
(Describe what you need to work on.)

Development is required for future/planned scope
(Describe what you need to work on.)

Not relevant to my scope of practice

Statement explaining your self-assessment:

As we introduce the vaccination service, I will need to show an increased level of leadership. As I read through the enabling competencies, I feel a little overwhelmed about how to do these things in a practical sense.

4.4 Do I participate in organisational planning and review?

- 4.4.1 Do I undertake strategic and/or operational planning?
- 4.4.2 Do I develop a business plan and monitor performance?
- 4.4.3 Do I establish suitable premises and infrastructure?
- 4.4.4 Do I undertake workforce planning?
- 4.4.5 Do I develop and maintain supporting systems and strategies?

Relevant to my current or future/planned scope of practice

Development is not required

Ongoing development is required for current scope
(Describe what you need to work on.)

Development is required for future/planned scope
(Describe what you need to work on.)

Not relevant to my scope of practice

Statement explaining your self-assessment:

As we introduce the vaccination service, I think I will need to participate in organisational planning and review. However, as I read through the enabling competencies, I realise I need to better understand to what extent the Pharmacist Manager would like me to do these things in relation to these.

4.5 Do I plan and manage physical and financial resources?

4.5.1 Do I plan and manage finances?

4.5.2 Do I maintain the physical environment and acquire required resources?

4.5.3 Do I contribute to the efficient and effective use of resources?

Relevant to my current or future/planned scope of practice

Development is not required

Ongoing development is required for current scope
(Describe what you need to work on.)

Development is required for future/planned scope
(Describe what you need to work on.)

Not relevant to my scope of practice

Statement explaining your self-assessment:

As we introduce the vaccination service, I may need to contribute to planning and managing associated physical and financial resources. However, I need to better understand how I work with the Pharmacist Manager in relation to this.

4.6 Do I plan, manage and build human resource capability?

4.6.1 Do I recruit and retain personnel?

4.6.2 Do I establish role clarity and performance standards?

4.6.3 Do I supervise personnel?

4.6.4 Do I develop personnel and promote improved performance?

4.6.5 Do I manage interpersonal relationships with supervised personnel?

Relevant to my current or future/planned scope of practice

Development is not required

Ongoing development is required for current scope
(Describe what you need to work on.)

Development is required for future/planned scope
(Describe what you need to work on.)

Not relevant to my scope of practice

Statement explaining your self-assessment:

In my current role, I understand from a professional perspective, the obligations around supervision of staff in the dispensary. Feedback in my performance review included how well I manage relationships with staff members, and so I think I am ok from an interpersonal/communication perspective. However, with the introduction of the vaccination service, it will be important to understand more about the role student and intern pharmacists can have in the service and the legal requirements for supervision of these persons.

4.7 Do I participate in organisational management?

- 4.7.1 Do I understand and contribute to organisational/corporate and clinical governance?
- 4.7.2 Do I support and assist implementation of health care priorities?
- 4.7.3 Do I undertake project management?
- 4.7.4 Do I contribute to professional activities planning with consideration of strategic context?
- 4.7.5 Do I apply and monitor standards of practice?
- 4.7.6 Do I work across service delivery boundaries?
- 4.7.7 Do I contribute to the effective management of risk, including threats to service continuity?

<input checked="" type="checkbox"/> Relevant to my current or future/planned scope of practice	<input type="checkbox"/> Development is not required
	<input type="checkbox"/> Ongoing development is required for current scope <i>(Describe what you need to work on.)</i>
	<input checked="" type="checkbox"/> Development is required for future/planned scope <i>(Describe what you need to work on.)</i>

Not relevant to my scope of practice

Statement explaining your self-assessment:

In my current role, I participate in the management of the pharmacy appropriately. With taking some leadership in the introduction of the vaccination service, I will need to ensure I am effectively managing associated risks, so will need to make sure I am across sources of risk and processes for effectively managing them.

Name: Date completed: / / 20

Domain 5

Education and research

5.1 Do I deliver education and training?

- 5.1.1 Do I plan education and training?
- 5.1.2 Do I conduct education and training consistent with educational practice?
- 5.1.3 Do I contribute to continuing professional development of others?
- 5.1.4 Do I link practice and education?

Relevant to my current or future/planned scope of practice

Development is not required

Ongoing development is required for current scope
(Describe what you need to work on.)

Development is required for future/planned scope
(Describe what you need to work on.)

Not relevant to my scope of practice

Statement explaining your self-assessment:

With the introduction of the vaccination service, I will need to train dispensary and pharmacy assistant staff. I will need to think about how I identify and prioritise their learning needs and how best to conduct training for most effective translation of those lessons into our pharmacy.

5.2 Do I participate in research?

- 5.2.1 Do I establish research partnerships?
- 5.2.2 Do I identify gaps in the evidence-base?
- 5.2.3 Do I undertake critical evaluation activities?
- 5.2.4 Do I design and deliver research projects to address gaps in the evidence-base and identify areas for innovation and advances in practice?
- 5.2.5 Do I supervise others undertaking research?

Relevant to my current or future/planned scope of practice

Development is not required

Ongoing development is required for current scope
(Describe what you need to work on.)

Development is required for future/planned scope
(Describe what you need to work on.)

Not relevant to my scope of practice

Statement explaining your self-assessment:

n/a

5.3 Do I research, synthesis and integrate evidence into practice?

- 5.3.1 Do I identify information needs and resource requirements?
- 5.3.2 Do I retrieve relevant information/evidence in a timely manner?
- 5.3.3 Do I apply research evidence into practice?
- 5.3.4 Do I provide advice and recommendations?

<input type="checkbox"/> Relevant to my current or future/planned scope of practice	<input type="checkbox"/> Development is not required
	<input type="checkbox"/> Ongoing development is required for current scope <i>(Describe what you need to work on.)</i>
	<input type="checkbox"/> Development is required for future/planned scope <i>(Describe what you need to work on.)</i>

Not relevant to my scope of practice

Statement explaining your self-assessment:

n/a

Name: Date completed: / / 20

Mary's professional development goals

Self-assessment summary

Mark those competency standards (below) that you have identified in your self-assessment that development is required (for your current scope and future/planned roles and services).

Domain 1 Professionalism and ethics	Domain 2 Communication and collaboration	Domain 3 Medicines management and patient care	Domain 4 Leadership and management	Domain 5 Education and research
<input type="checkbox"/> 1.1	<input type="checkbox"/> 2.1	<input type="checkbox"/> 3.1	<input type="checkbox"/> 4.1	<input checked="" type="checkbox"/> 5.1
<input type="checkbox"/> 1.2	<input checked="" type="checkbox"/> 2.2	<input checked="" type="checkbox"/> 3.2	<input type="checkbox"/> 4.2	<input type="checkbox"/> 5.2
<input checked="" type="checkbox"/> 1.3	<input type="checkbox"/> 2.3	<input type="checkbox"/> 3.3	<input checked="" type="checkbox"/> 4.3	<input type="checkbox"/> 5.3
<input type="checkbox"/> 1.4	<input type="checkbox"/> 2.4	<input type="checkbox"/> 3.4	<input checked="" type="checkbox"/> 4.4	
<input type="checkbox"/> 1.5		<input checked="" type="checkbox"/> 3.5	<input checked="" type="checkbox"/> 4.5	
<input checked="" type="checkbox"/> 1.6		<input checked="" type="checkbox"/> 3.6	<input checked="" type="checkbox"/> 4.6	
			<input checked="" type="checkbox"/> 4.7	

Goals*

Review the areas where you have self-assessed that development is required and convert these into professional development goals. You are likely to have many goals, typically four to six. Describe what you want to achieve. You may need to prioritise the goals you focus on this CPD year.

The case studies available may provide you with useful guidance on how to write a goal.

1. *To stay abreast of therapeutic evidence/best practice and any changes in medicine regulations*
2. *To become authorised to administer vaccines in the pharmacy, with appropriate knowledge and skills*
3. *To introduce a vaccination service with policies and procedures that meet legal and professional standards, with appropriate supervision and delegations. This will require undertaking appropriate training of pharmacy staff within the pharmacy.*
- 4.
- 5.

*If you want to add more goals, add more rows to this table.

You are now ready to move onto your learning plan tool.

Name: Date completed: / / 20

Mary starts completing her learning plan

Step 3: Identify the activities you can take to reach each of your goals

Step 4: Reflect on progress towards or, achievement of, each of your goals

Goal 1:

To stay abreast of therapeutic evidence/best practice and any changes in medicine regulations

Identify activities you could take to reach your goal.

Once completed, reflect on how the activity has helped achieve this goal and impacted on your practice.

Activity 1	Activity: <i>Read October pharmacy journal, and complete assessments if available</i>	
	Activity completed <input checked="" type="checkbox"/>	Reflection:
	Competencies covered: <i>1.5, 2.1, 2.2, 3.1, 3.2, 3.3, 3.5, 3.6</i>	<i>This provided general reading about roles pharmacists are playing in improving the health outcomes of vulnerable groups (e.g. Aboriginal Australians). It made me think about how it is important to understand the population in our area. I will talk to the Manager about what information is available in the pharmacy.</i>
	CPD credits: <i>1 Group 1; 5 Group 2</i>	<i>In assessed articles, I learned the latest evidence around vitamin D supplementation, medicinal cannabis introduction, changes to codeine scheduling, pain management alternatives to codeine, and the role pharmacists can have in oral health.</i>
Activity 2	Activity: <i>Read November pharmacy journal, and complete assessments if available</i>	
	Activity completed <input checked="" type="checkbox"/>	Reflection:
	Competencies covered: <i>2.1, 2.2, 2.3, 2.4, 3.1, 3.2, 3.3, 3.5, 3.6</i>	<i>General reading about pharmacists introducing different models of care in their pharmacies and the changes with the MyHealthRecord and how it will impact on care.</i>
	CPD credits: <i>2 Group 1; 5 Group 2</i>	<i>In assessed articles, learned about current factors to consider when assessing obesity, how to access and use the MyHealthRecord, changes to CVD risk assessment and how to use it in practice as well as the, current management of cystic fibrosis.</i>
Activity 3	Activity: <i>Read December pharmacy journal, and complete assessments if available</i>	
	Activity completed <input type="checkbox"/>	Reflection:
	Competencies covered:	<i>Still to do</i>
	CPD credits:	

Activity 4	Activity: <i>Read January pharmacy journal, and complete assessments if available</i>	
	Activity completed <input type="checkbox"/>	Reflection:
	Competencies covered:	<i>Still to do</i>
	CPD credits:	

Activity 5	Activity: <i>Read February pharmacy journal, and complete assessments if available</i>	
	Activity completed <input type="checkbox"/>	Reflection:
	Competencies covered:	<i>Still to do</i>
	CPD credits:	

Activity 6	Activity: <i>Read March pharmacy journal, and complete assessments if available</i>	
	Activity completed <input type="checkbox"/>	Reflection:
	Competencies covered:	<i>Still to do</i>
	CPD credits:	

Activity 7	Activity: <i>Read April pharmacy journal, and complete assessments if available</i>	
	Activity completed <input type="checkbox"/>	Reflection:
	Competencies covered:	<i>Still to do</i>
	CPD credits:	

Activity 8	Activity: <i>Read May pharmacy journal, and complete assessments if available</i>	
	Activity completed <input type="checkbox"/>	Reflection:
	Competencies covered:	<i>Still to do</i>
	CPD credits:	

Activity 9	Activity: <i>Read June pharmacy journal, and complete assessments if available</i>	
	Activity completed <input type="checkbox"/>	Reflection:
	Competencies covered:	<i>Still to do</i>
	CPD credits:	

Activity 10	Activity: <i>Read July pharmacy journal, and complete assessments if available</i>	
	Activity completed <input type="checkbox"/>	Reflection:
	Competencies covered:	<i>Still to do</i>
	CPD credits:	

Name: Date completed: / / 20



Goal 2:

To become authorised to administer vaccines in the pharmacy, with appropriate knowledge and skills

Identify activities you could take to reach your goal.

Once completed, reflect on how the activity has helped achieve this goal and impacted on your practice.

Activity 1	Activity: Complete a state-approved vaccination training program	
	Activity completed <input checked="" type="checkbox"/>	Reflection:
	Competencies covered: 1.1, 1.4, 1.5, 1.6, 2.1, 3.1, 3.2, 3.3, 3.6	This program covered the theoretical and practical requirements for providing an immunisation service in pharmacy. Clinical knowledge covered (e.g. virology, clinical features, epidemiology, vaccines, dosage, features of minor and significant adverse events) was a good refresher for me. The new skill learnt was related to the actual administration of vaccines, being able to practise the process has given me a lot of comfort that this is a very straightforward skill that I can apply in the pharmacy.
	CPD credits: 11 Group 2	I have used the program materials to reflect on potential risks associated with offering an immunisation service in the pharmacy. This has reinforced what the pharmacy needs to include in the policies and procedures that are being developed. Once the policies and procedures are complete, I will review again to ensure risks are being managed appropriately.

Activity 2	Activity: CPR Refresher course	
	Activity completed <input checked="" type="checkbox"/>	Reflection:
	Competencies covered: 3.2, 4.1	As I completed my first aid certificate last year, I only needed to complete a CPR Refresher course as a prerequisite to the vaccination training program which is a mandatory requirement. However this will be useful as I haven't been required to conduct CPR since I did the full training, and it is good to have the process fresh in mind as you need to act quickly if this is ever needed.
	CPD credits: 6 Group 2	

Activity 3	Activity: ASCIA anaphylaxis e-training for pharmacists or health professionals	
	Activity completed <input checked="" type="checkbox"/>	Reflection:
	Competencies covered: 3.2, 3.6, 4.1	A mandatory prerequisite to the vaccination training program. It will support me to act quickly in the event a patient or client has an anaphylactic reaction to a vaccine. It will also help in general counselling when dispensing EpiPen, particularly with changes to instructions relating to the time for holding the injection and massage after injection no longer being recommended.
	CPD credits: 1 Group 2	

Name:

Date completed: / / 20

Goal 3:

To introduce a vaccination service with policies and procedures that meet legal and professional standards, leading and managing the team, with appropriate supervision and delegations

Identify activities you could take to reach your goal.

Once completed, reflect on how the activity has helped achieve this goal and impacted on your practice.

Activity 1	Activity: <i>Read state government standards/guidelines for provision of service</i>	
	Activity completed <input checked="" type="checkbox"/>	Reflection:
	Competencies covered: <i>1.3, 1.6, 4.4, 4.5, 4.6, 4.7</i>	<i>The document summarises the legal aspects for implementing a vaccination service – requirements for premises, equipment, the procedures that need to be developed, record-keeping, notification of adverse events etc. It also notes the Pharmacy Board’s confirmation that the final legal responsibility lies with the supervising pharmacist for activities undertaken by the intern pharmacist, so I will need to ensure policies and procedures assure this.</i>
	CPD credits: <i>3 Group 1</i>	
Activity 2	Activity: <i>Read PSA Practice guidelines for the provision of immunisation services within pharmacy</i>	
	Activity completed <input checked="" type="checkbox"/>	Reflection:
	Competencies covered: <i>1.3, 1.6, 2.1, 2.2, 3.1, 3.2, 3.3, 3.5, 3.6, 4.4, 4.5, 4.6, 4.7</i>	<i>The document gives me a framework of the aspects of a vaccination service that I need to consider as part of its implementation. Also provides tools (e.g. checklists) that can be used as part of our process.</i>
	CPD credits: <i>3 Group 1</i>	
Activity 3	Activity: <i>Read QCPP material on implementing a vaccination service</i>	
	Activity completed <input checked="" type="checkbox"/>	Reflection:
	Competencies covered: <i>1.3, 2.1, 4.4, 4.5, 4.6, 4.7, 5.1</i>	<i>The document gives me a framework of the aspects of a vaccination service that I need to consider as part of its implementation. I can use the checklist to validate our procedures, personnel, consultation space etc.</i>
	CPD credits: <i>3 Group 1</i>	
Activity 4	Activity: <i>Complete a leadership short course online</i>	
	Activity completed <input checked="" type="checkbox"/>	Reflection:
	Competencies covered: <i>4.3, 4.4, 4.6, 4.7</i>	<i>The online course equipped me to create connections between the pharmacy’s objectives, values and standards and the introduction of the vaccination service. It showed me how to create trust, confidence and respect through effective communication and consultation and the importance of being a positive role model. It gave me strategies for facilitating change across the pharmacy.</i>
	CPD credits: <i>6 Group 1</i>	

Name:

Date completed: / / 20