

CORE COMPETENCY TOOL FOR THE PURPOSES OF RESTORATION TO THE REGISTER

Derived from the Core Competency Framework

LEVEL	RATING
1	Strongly Agree
2	Agree
3	Neither Agree or Disagree
4	Disagree
5	Strongly Disagree

DOMAIN	COMPETENCY
Professional Practice	Practises 'patient-centred' care Practises professionally Practises legally Practises ethically Engages in appropriate continuing professional development
Personal Skills	Leadership skills Decision-making skills Team working skills Communication skills
Supply of Medicines	Manufactures and compounds medicines Manages the medicines supply chain Reviews and dispenses medicines accurately
Safe and rational use of medicines	Patient consultation skills Patient counselling skills Reviews and manages patient medicines Identifies and manages medication safety issues Provides medicines information and education
Public Health	Population health Health promotion Research skills
Organisation and management skills	Self-management skills Workplace management skills Human resources management skills Financial management skills Quality assurance

DOMAIN 1: PROFESSIONAL PRACTICE

1.1 PRACTICES 'PATIENT-CENTRED CARE								
Competency – Behaviours:	Rating					Applicable to my area of practice	Remedial Action required & Identified	Anticipated Completion Date
I am able to demonstrate a 'patient-centred' approach to practice	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐	Yes: ☐ No: ☐		
I am able to ensure patient safety and quality are at the centre of the pharmacy practice	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to educate and empower the patient to manage their own health and medicines	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to act as a patient advocate to ensure that patient care is not jeopardised	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to monitor the medicines and other healthcare needs of the patient on a regular basis and makes recommendations for improvement to the patient and other healthcare professionals as appropriate	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to understand patients' rights to receive safe and high quality healthcare including pharmacy care and ensure that patient care delivered reflects evidence-based practice	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		

1.2 PRACTICES PROFESSIONALLY								
Competency – Behaviours:	Rating					Applicable to my area of practice	Remedial Action required & Identified	Anticipated Completion Date
I am able to carry out duties as a pharmacist in a professional manner	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐	Yes: ☐ No: ☐		
I am able to demonstrate awareness of the position of trust in which the profession is held and practise in a manner that upholds that trust	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		

Competency – Behaviours:	Rating					Applicable to my area of practice	Remedial Action required & Identified	Anticipated Completion Date
I am able to treat others with sensitivity, empathy, respect and dignity	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐	Yes: ☐ No: ☐		
I take responsibility for my own actions and for patient care	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I maintain patient confidentiality	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to obtain patient consent as required	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to recognise my scope of practice and the extent of my current competency and expertise and work accordingly	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to maintain a consistently high standard of work	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		

1.3 PRACTICES LEGALLY

Competency – Behaviours:	Rating					Applicable to my area of practice	Remedial Action required & Identified	Anticipated Completion Date
I understand and apply the Pharmacy Act 2007, as amended, and the orders, regulations and rules made thereunder	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐	Yes: ☐ No: ☐		
I am able to understand and apply the requirements of both Irish and European pharmacy and medicines law	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to demonstrate an awareness of other legislation relevant to their practice setting including as appropriate data protection law, health and safety law, employment law, consumer law, equality law and intellectual property rights	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to demonstrate an understanding of the requirements of the regulatory framework to authorise a medicinal product including the quality, safety and efficacy requirements	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to demonstrate an awareness of and adhere to professional indemnity requirements	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		

1.4 PRACTICES ETHICALLY								
Competency – Behaviours:	Rating					Applicable to my area of practice	Remedial Action required & Identified	Anticipated Completion Date
I am able to understand my obligations under the principles of the statutory Code of Conduct for Pharmacists and act accordingly	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐	Yes: ☐ No: ☐		
I am able to make and justify decisions in a manner that reflects the statutory Code of Conduct for pharmacists and pharmacy and medicines law	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to recognise ethical dilemmas in practice scenarios and reason through dilemmas in a structured manner	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		

1.5 ENGAGES IN APPROPRIATE CONTINUING PROFESSIONAL DEVELOPMENT								
Competency – Behaviours:	Rating					Applicable to my area of practice	Remedial Action required & Identified	Anticipated Completion Date
I am able to understand and accept the importance of life-long learning for pharmacists	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐	Yes: ☐ No: ☐		
I am able to demonstrate the ability to critically reflect on my own practice and skills, to identify learning and development needs	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to take personal responsibility for engaging in CPD and achieving learning and professional development goals	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to identify and undertake appropriate learning activities and programmes that meet identified learning needs	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to keep knowledge and skills up to date	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		

DOMAIN 2: PERSONAL SKILLS

2.1 LEADERSHIP SKILLS								
Competency – Behaviours:	Rating					Applicable to my area of practice	Remedial Action required & Identified	Anticipated Completion Date
I am able to inspire confidence and apply assertiveness skills as appropriate	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐	Yes: ☐ No: ☐		
I am able to lead by example by acting to ensure patient safety and quality within the pharmacy environment	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to build credibility and portray the profession in a positive light by being professional and well informed	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to contribute to the initiation, development and continuous improvement of services for patients	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to provide appropriate supervision to non-pharmacist staff and students	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		

2.2 DECISION MAKING SKILLS								
Competency – Behaviours:	Rating					Applicable to my area of practice	Remedial Action required & Identified	Anticipated Completion Date
I am able to demonstrate the ability to make accurate, evidenced based and timely decisions in relation to clinical decision-making and the management of patients	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐	Yes: ☐ No: ☐		
I am able to make decisions and solve problems in a timely manner	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to gather information from a number of reliable sources and people to enable them to make well-founded decisions	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to communicate decisions comprehensively including the rationale behind decisions	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		

Competency – Behaviours:	Rating					Applicable to my area of practice	Remedial Action required & Identified	Anticipated Completion Date
I am able to ensure that relevant professional, ethical and patient safety factors are fully considered in decisions	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐	Yes: ☐ No: ☐		
I am able to distinguish between important and unimportant issues	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to demonstrate an attention to detail and accuracy in decision-making	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to recognise when it is appropriate to seek advice from experienced colleagues, refer decisions to a higher level of authority or to include other colleagues in the decision	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		

2.3 TEAM WORKING SKILLS

Competency – Behaviours:	Rating					Applicable to my area of practice	Remedial Action required & Identified	Anticipated Completion Date
I am able to recognise the value and structure of the pharmacy team and of a multi-professional team	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐	Yes: ☐ No: ☐		
I am able to collaborate with other healthcare professionals to manage the care of a patient	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to ensure effective handover between team members or to another healthcare professional to ensure continuity of patient care	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to participate, collaborate and advise on therapeutic decision-making and use appropriate referral in a multi-professional team	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to demonstrate a broad understanding of the services delivered by other healthcare professionals and disciplines	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		

2.4 COMMUNICATION SKILLS										
Competency – Behaviours:	Rating					Applicable to my area of practice	Remedial Action required & Identified	Anticipated Completion Date		
I am able to use effective verbal, non-verbal, listening and written communication skills to communicate clearly, precisely and appropriately	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐	Yes: ☐ No: ☐				
I am able to communicate effectively with patients and their carers, with other healthcare professionals, other support staff, and other relevant third parties	☐	☐	☐	☐	☐	Yes: ☐ No: ☐				
I am able to use appropriate language and check understanding	☐	☐	☐	☐	☐	Yes: ☐ No: ☐				
I am able to demonstrate respect, cultural awareness, sensitivity and empathy when communicating	☐	☐	☐	☐	☐	Yes: ☐ No: ☐				
I am able to demonstrate influencing and negotiation skills to resolve conflicts and problems	☐	☐	☐	☐	☐	Yes: ☐ No: ☐				
I am able to demonstrate the ability to build positive relationships with patients, carers, colleagues and other healthcare professionals	☐	☐	☐	☐	☐	Yes: ☐ No: ☐				
I am able to listen to patients and respect their views about their health and medicines	☐	☐	☐	☐	☐	Yes: ☐ No: ☐				

DOMAIN 3: SUPPLY OF MEDICINES

3.1 MANUFACTURE AND COMPOUNDS MEDICINES								
Competency – Behaviours:	Rating					Applicable to my area of practice	Remedial Action required & Identified	Anticipated Completion Date
I am able to remain up to date with and apply pharmaceutical knowledge on the requirements of formulating and compounding of medicines	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐	Yes: ☐ No: ☐		
I am able to demonstrate the ability to perform pharmaceutical calculations accurately	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to apply pharmaceutical knowledge to select the appropriate route of administration and dosage form for the medicine	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to apply pharmaceutical knowledge to select appropriate ingredients and excipients of the required quality standard for the manufacture and compounding of medicines	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to effectively use technical skills to prepare pharmaceutical products as appropriate to my or the practice setting	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to prepare pharmaceutical products according to the standards required including local standard operating procedures (SOPs), guidelines, or good manufacturing practice (GMP) as appropriate	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to apply knowledge to ensure the appropriate quality controls and monitoring are in place	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to maintain appropriate records and documentation	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to demonstrate an understanding of the legislative framework and requirements that govern the manufacture of medicinal products, including GMP	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		

3.2 MANAGES THE MEDICINES AND SUPPLY CHAIN									
Competency – Behaviours:	Rating					Applicable to my area of practice	Remedial Action required & Identified	Anticipated Completion Date	
I am able to demonstrate knowledge of the medicines supply chain and select reliable and appropriately authorised suppliers of medicinal products	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐	Yes: ☐ No: ☐			
I am able to ensure that medicines are stored in appropriate facilities and environmental conditions to ensure stability, quality and safety of the medicinal product over its shelf life	☐	☐	☐	☐	☐	Yes: ☐ No: ☐			
I am able to store medicines in a safe, organised, systematic and secure manner	☐	☐	☐	☐	☐	Yes: ☐ No: ☐			
I am able to work with documented policies and procedures to implement an effective stock management and rotation system, including systems for forecasting patient needs and demands and contingency plans for shortages and discontinuations	☐	☐	☐	☐	☐	Yes: ☐ No: ☐			
I am able to work with documented policies and procedures to manage the recall of medicines, including the assessment of impact on patient care and required patient follow-up	☐	☐	☐	☐	☐	Yes: ☐ No: ☐			
I am able to ensure there is no conflict of interest or inappropriate inducements in the sourcing and supply of medicines	☐	☐	☐	☐	☐	Yes: ☐ No: ☐			
I am able to demonstrate an understanding of the legislative framework and requirements that govern the distribution of medicinal products including Good Distribution Practice (GDP)	☐	☐	☐	☐	☐	Yes: ☐ No: ☐			
I am able to encourage patients to return any unused, unwanted or expired medicines to the pharmacy for safe disposal	☐	☐	☐	☐	☐	Yes: ☐ No: ☐			

3.3 REVIEWS AND DISPENSES MEDICINES ACCURATELY									
Competency – Behaviours:	Rating					Applicable to my area of practice	Remedial Action required & Identified	Anticipated Completion Date	
I am able to validate prescriptions ensuring that prescriptions are authentic, correctly interpreted and in line with legal requirements	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐	Yes: ☐ No: ☐			
I am able to manage, organise and prioritise the dispensing of prescriptions according to professional judgement and up to date clinical knowledge	☐	☐	☐	☐	☐	Yes: ☐ No: ☐			
I am able to apply knowledge to undertake a therapeutic review of the prescription to ensure pharmaceutical and clinical appropriateness of the treatment for the patient	☐	☐	☐	☐	☐	Yes: ☐ No: ☐			
I am able to consult the available patient medical and medicine history or record	☐	☐	☐	☐	☐	Yes: ☐ No: ☐			
I am able to screen and manage the prescription or other medicines requisition for any potential clinical problems including therapeutic duplication, interaction with other medicinal products (including interactions with non-prescription medicinal products, herbal products or foods), incorrect dosage or duration of treatment, allergic reactions and clinical abuse and/or misuse	☐	☐	☐	☐	☐	Yes: ☐ No: ☐			
I am able to consult with the prescriber or patient for further information and clarification when required	☐	☐	☐	☐	☐	Yes: ☐ No: ☐			
I am able to document and record clinical and professional interventions	☐	☐	☐	☐	☐	Yes: ☐ No: ☐			
I am able to select the correct medicine, strength and pharmaceutical form in accordance with the prescription	☐	☐	☐	☐	☐	Yes: ☐ No: ☐			
I am able to accurately dispense medicines in an organised, safe and systematic way according to procedures and apply sequential accuracy checks	☐	☐	☐	☐	☐	Yes: ☐ No: ☐			
I am able to identify the inter-changeability and bioequivalence of different proprietary products where applicable	☐	☐	☐	☐	☐	Yes: ☐ No: ☐			

Competency – Behaviours:	Rating					Applicable to my area of practice	Remedial Action required & Identified	Anticipated Completion Date
I am able to package medicines to optimise safety and stability including any appropriate re-packaging and inclusion of patient information	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐	Yes: ☐ No: ☐		
I am able to label medicines with all the relevant required clinical and cautionary or advisory information and in line with legal requirements	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to use patient counselling skills to educate the patient and provide all the required information to ensure safe and rational use of the medicines	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to keep accurate, up-to-date records on supplies in line with full legal requirements and to ensure a complete patient medication record	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to demonstrate extensive knowledge of dispensary practice software I employ and an appreciation of the potential and limitations of systems	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to effectively supervise staff in carrying out tasks in relation to dispensing	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		

DOMAIN 4: SAFE AND RATIONAL USE OF MEDICINES

4.1 PATIENT CONSULTATION SKILLS								
Competency – Behaviours:	Rating					Applicable to my area of practice	Remedial Action required & Identified	Anticipated Completion Date
I am able to consult with the patient and/or carer to obtain relevant patient medication and disease history	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐	Yes: ☐ No: ☐		
I am able to use appropriate communication and questioning techniques to gather relevant patient information	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to structure consultations against a protocol and use the patient consultation area appropriately	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		

Competency – Behaviours:	Rating					Applicable to my area of practice	Remedial Action required & Identified	Anticipated Completion Date
I am able to assess symptoms and diagnose based on objective and subjective measures, if appropriate, using appropriate diagnostic aids and tests	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐	Yes: ☐ No: ☐		
I am able to select appropriate non-prescription medicines for minor ailments taking into account patients' preferences	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to advise patients when and what circumstances in which to seek further medical intervention	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to apply first aid when required and act to arrange follow-up care	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to maintain, review and update patient medication history and records in a manner respectful of the confidentiality of patient information and in line with legal requirements	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to ensure medicines selection and advice reflects best evidence and guidance in the relevant area	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to provide honest, accurate and evidenced-based information on complementary and alternative medicines and therapies	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to effectively supervise non-pharmacist staff in relation to non-prescription medicines	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to document interventions and maintain appropriate records	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		

4.2 PATIENT CONSULTATION SKILLS								
Competency – Behaviours:	Rating					Applicable to my area of practice	Remedial Action required & Identified	Anticipated Completion Date
I am able to discuss and agree with patients the appropriate use of medicines	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐	Yes: ☐ No: ☐		
I am able to maximise opportunities for counselling and providing information and advice to patients	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to counsel patients in a structured logical manner	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to counsel patients in a manner respectful of the privacy of the patient including use of the patient consultation area when appropriate	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to provide the patient with sufficient information to assure the safe and proper use of the medicine	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to assess patients' understanding and knowledge of the medicines and provide appropriate information and education	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to use language the patient is likely to understand	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to educate patients in correct use of devices	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to use counselling aids to help the patient understand the information	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to respond appropriately to more challenging or complex scenarios	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		

4.3 REVIEWS AND MANAGES PATIENT MEDICINES								
Competency – Behaviours:	Rating					Applicable to my area of practice	Remedial Action required & Identified	Anticipated Completion Date
I am able to identify, prioritise and resolve medicines management problems	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐	Yes: ☐ No: ☐		
I am able to monitor medicines use and patient adherence, as appropriate, to ensure positive clinical outcomes are achieved and patient needs are met	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to encourage and facilitate patient adherence	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to liaise with and provide advice to the prescriber or other healthcare professionals to ensure optimal use of medicines by patients	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to contribute to the cost-effective use of medicines	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to recognise and manage adverse drug reactions	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to recognise and manage inappropriate medicines including dosage problems	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to recognise and advise on any additional patient monitoring required	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to contribute to strategies on medication management including monitoring and improving medicines use	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		

4.4 IDENTIFIES AND MANAGES MEDICATION SAFETY ISSUES									
Competency – Behaviours:	Rating					Applicable to my area of practice	Remedial Action required & Identified	Anticipated Completion Date	
I am able to identify medication safety as a priority	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐	Yes: ☐ No: ☐			
I am able to take action to prevent, minimise, resolve and follow up medicines related problems	☐	☐	☐	☐	☐	Yes: ☐ No: ☐			
I am able to maintain and contribute to a reporting system of pharmacovigilance	☐	☐	☐	☐	☐	Yes: ☐ No: ☐			
I am able to report adverse drug reactions and quality defects to the Irish Medicines Board	☐	☐	☐	☐	☐	Yes: ☐ No: ☐			
I am able to take steps to improve the safe use of medicines for patients in all practice settings	☐	☐	☐	☐	☐	Yes: ☐ No: ☐			
I am able to encourage patients to be knowledgeable about their medication	☐	☐	☐	☐	☐	Yes: ☐ No: ☐			
I am able to keep abreast of emerging medication safety information through notifications, alerts, newsletters and other publications; react to and implement new safety information including any required patient follow-up and further staff education	☐	☐	☐	☐	☐	Yes: ☐ No: ☐			
I am able to contribute to the implementation, auditing and addressing of risk management to avoid adverse events with medication	☐	☐	☐	☐	☐	Yes: ☐ No: ☐			
I am able to contribute to implementing and maintaining a 'near misses' reporting system and error reporting system	☐	☐	☐	☐	☐	Yes: ☐ No: ☐			
I am able to review, learn from and act upon previous 'near misses' and 'dispensing errors'	☐	☐	☐	☐	☐	Yes: ☐ No: ☐			
I am able to identify, document, act upon and report errors to include clear and open communication with patients	☐	☐	☐	☐	☐	Yes: ☐ No: ☐			

Competency – Behaviours:	Rating					Applicable to my area of practice	Remedial Action required & Identified	Anticipated Completion Date
I am able to discuss medication safety issues with other staff, identify hazardous practices, contribute to the implementation of new procedures and practices to deal with medication safety risks or issues	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐	Yes: ☐ No: ☐		
I am able to identify medicines at higher risk of medication errors or with increased safety risks and takes steps to minimise and mitigate risks	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		

4.5 PROVIDES MEDICINES INFORMATION AND EDUCATION

Competency – Behaviours:	Rating					Applicable to my area of practice	Remedial Action required & Identified	Anticipated Completion Date
I am able to provide accurate, quality and safe information and advice to patients, the public and other healthcare professionals regarding medicines	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐	Yes: ☐ No: ☐		
I am able to advise patients, the public and other healthcare professionals on the safe and rational use of medicines and devices including the use, contraindications, storage, and side effects of non-prescription and prescription medicines	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to identify and utilise appropriate evidenced based sources of information on medicines	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to provide medicines information in response to queries in a manner appropriate to the recipient	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to manage information appropriately including documentation	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to access reliable information to ensure cost effective use of medicines	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to provide education to patients, the public, students and other healthcare professionals on medicines	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		

DOMAIN 5: PUBLIC HEALTH

5.1 POPULATION HEALTH								
Competency – Behaviours:	Rating					Applicable to my area of practice	Remedial Action required & Identified	Anticipated Completion Date
I am able to identify the primary healthcare needs of patients taking into account the cultural and social setting of the patient	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐	Yes: ☐ No: ☐		
I am able to engage with and implement national health and medicines policies and guidelines	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to identify the need for, plan and implement new services according to patients' needs	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to demonstrate an awareness of the public health resources available to patients and aid patients in availing of or contacting these services	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		

5.2 HEALTH PROMOTION								
Competency – Behaviours:	Rating					Applicable to my area of practice	Remedial Action required & Identified	Anticipated Completion Date
I am able to provide information, advice and education for patients and the public on health awareness, disease prevention and control, and healthy lifestyle and wellness	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐	Yes: ☐ No: ☐		
I am able to identify opportunities to engage in health promotion	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to demonstrate support for initiatives in relation to health promotion	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to identify and utilise evidenced based sources of information on health	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		

5.3 RESEARCH SKILLS								
Competency – Behaviours:	Rating					Applicable to my area of practice	Remedial Action required & Identified	Anticipated Completion Date
I am able to apply principles of scientific enquiry to investigate a medicine or practice related issue	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐	Yes: ☐ No: ☐		
I possess the skills to initiate research and practice development activities	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to understand and adhere to ethical research principles	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to communicate and apply research findings	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		

DOMAIN 6: ORGANISATION AND MANAGEMENT SKILLS

6.1 SELF MANAGEMENT								
Competency – Behaviours:	Rating					Applicable to my area of practice	Remedial Action required & Identified	Anticipated Completion Date
I am able to demonstrate organisation and efficiency in carrying out my work	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐	Yes: ☐ No: ☐		
I am able to ensure my work time and processes are appropriately planned and managed	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to demonstrate the ability to prioritise work appropriately	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to take responsibility as appropriate in the workplace	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to demonstrate awareness of the responsibility of my position	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to ensure punctuality and reliability	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		
I am able to reflect on and demonstrate learning from critical incidents	☐	☐	☐	☐	☐	Yes: ☐ No: ☐		

6.2 WORKPLACE MANAGEMENT SKILLS				
Competency – Behaviours:	Rating	Applicable to my area of practice	Remedial Action required & Identified	Anticipated Completion Date
I am able to demonstrate an understanding of the principles of organisation and management	1 ○ 2 ○ 3 ○ 4 ○ 5 ○	Yes: ○ No: ○		
I am able to work effectively with the documented procedures and policies within the workplace	○ ○ ○ ○ ○	Yes: ○ No: ○		
I am able to understand my role in the organisational structure and work effectively within the management structure of the organisation	○ ○ ○ ○ ○	Yes: ○ No: ○		
I am able to work effectively with my supervising and superintendent pharmacist(s)	○ ○ ○ ○ ○	Yes: ○ No: ○		
I am able to address and manage day to day management issues as required in my position of responsibility	○ ○ ○ ○ ○	Yes: ○ No: ○		
I am able to identify pharmacy resource requirements and manage those resources effectively as appropriate to my level of responsibility	○ ○ ○ ○ ○	Yes: ○ No: ○		
I am able to contribute to the management of the workplace in relation to medicines	○ ○ ○ ○ ○	Yes: ○ No: ○		

6.3 HUMAN RESOURCES MANAGEMENT SKILLS				
Competency – Behaviours:	Rating	Applicable to my area of practice	Remedial Action required & Identified	Anticipated Completion Date
I am able to identify and manage human resources and staffing issues as required in my position of responsibility	1 ○ 2 ○ 3 ○ 4 ○ 5 ○	Yes: ○ No: ○		
I am able to recognise and understand my supervision role in relation to non-pharmacist staff and medicines	○ ○ ○ ○ ○	Yes: ○ No: ○		
I am able to engage with systems and procedures for performance management	○ ○ ○ ○ ○	Yes: ○ No: ○		
I am able to support and contribute to staff training and continuing professional development	○ ○ ○ ○ ○	Yes: ○ No: ○		

6.4 FINANCIAL MANAGEMENT SKILLS									
Competency – Behaviours:	Rating					Applicable to my area of practice	Remedial Action required & Identified	Anticipated Completion Date	
I am able to demonstrate the ability to effectively analyse and manage financial data and budgetary information	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐	Yes: ☐ No: ☐			
I am able to demonstrate awareness of the health service reimbursement schemes through which patients are entitled to receive medication	☐	☐	☐	☐	☐	Yes: ☐ No: ☐			
I am able to submit appropriate and accurate claims for reimbursement	☐	☐	☐	☐	☐	Yes: ☐ No: ☐			
I am able to ensure appropriate reference sources are used to support applications for service reimbursement	☐	☐	☐	☐	☐	Yes: ☐ No: ☐			
I am able to understand the principles of pharmacoeconomic assessment and medicines cost benefits analysis	☐	☐	☐	☐	☐	Yes: ☐ No: ☐			

6.5 QUALITY ASSURANCE									
Competency – Behaviours:	Rating					Applicable to my area of practice	Remedial Action required & Identified	Anticipated Completion Date	
I am able to recognise quality as a core principle of medicines management and healthcare provision	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐	Yes: ☐ No: ☐			
I am able to understand the role of policies and procedures in the organisational structure and in the provision of healthcare	☐	☐	☐	☐	☐	Yes: ☐ No: ☐			
I am able to contribute to the development, implementation, maintenance and training of staff on standard operating procedures, as appropriate to my level of responsibility	☐	☐	☐	☐	☐	Yes: ☐ No: ☐			
I am able to contribute to regular audit activities and reports and act upon findings	☐	☐	☐	☐	☐	Yes: ☐ No: ☐			
I am able to identify and evaluate the evidence-base to improve the use of medicines and services, including risk management	☐	☐	☐	☐	☐	Yes: ☐ No: ☐			
I am able to use feedback from complaints and audit to improve and develop services in conjunction with my manager	☐	☐	☐	☐	☐	Yes: ☐ No: ☐			
I am able to implement a system for documentation and record keeping?	☐	☐	☐	☐	☐	Yes: ☐ No: ☐			