**Capabilities for Advanced Clinical Practice in England - Assessment of Current Posts**

 **Name…………………………………………………………… Area of practice/Title………………………………………………………………………………**

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| **Clinical Practice** | **Method of Assurance** | **Individual response( Define how you are meeting this area of Clinical Practice )** | **Mentor/Supervisor response/Evidence****( Define how your Mentee/supervisee is meeting this area of clinical practice)** |
| **Health and care professionals working at the level of ACP should be able to:** |  |  |  |
| 1.1 Practise in compliance with their respective codeof professional conduct and within their scope ofpractice, being responsible and accountable fortheir decisions, actions and omissions at this level ofpractice. | Evidence |  |  |
| 1.2 Demonstrate a critical understanding of theirbroadened level of responsibility and autonomy and of own competence and professional scope of practice, including when working with complexity,risk, uncertainty and incomplete information. | Describe |  |  |
| 1.3 Act on professional judgement about when toseek help, demonstrating critical reflection on ownpractice, self-awareness, emotional intelligence, andOpenness to change. | Reflective practice/evidence |  |  |
| 1.4 Work in partnership with individuals, familiesand carers, using a range of assessment methodsas appropriate (e.g. of history-taking; holisticassessment; identifying risk factors; mental health. | Evidence |  |  |
| 1.5 Demonstrate effective communication skills,supporting people in making decisions, planningcare or seeking to make positive changes, usingHealth Education England’s framework to promoteperson-centred approaches in health and care. | Evidence/Observation evidence |  |  |
| 1.6 Use expertise and decision-making skills to informclinical reasoning approaches when dealing withdifferentiated and undifferentiated individualpresentations and complex situations, synthesisinginformation from multiple sources to makeappropriate, evidence-based judgements and/ordiagnoses. | Evidence |  |  |
| 1.7 Initiate, evaluate and modify a range of interventions which may include prescribingmedicines, therapies, life style advice and care.  | Show/evidence reflection and rational behind choices |  |  |
| 1.8 Exercise professional judgement to manage riskappropriately, especially where there may becomplex and unpredictable events and supportingteams to do likewise to ensure safety of individuals,families and carers. | Show adherence to policy, reflection of Risk Assessment |  |  |
| 1.9 Work collaboratively with an appropriate rangeof multi-agency and inter-professional resources,developing, maintaining and evaluating links to manage risk and issues across organisations and settings. | References/Feedback |  |  |
| 1.10 Act as a clinical role model/advocate for developingand delivering care that is responsive to changingrequirements, informed by an understandingof local population health needs, agencies andnetworks. | Feedback |  |  |
| 1.11 Evidence the underpinning subject-specificcompetencies i.e. knowledge, skills and behavioursrelevant to the role setting and scope, and demonstrate application of the capabilities to these,in an approach that is appropriate to the individualrole, setting and scope. | Competency Framework/feedback |  |  |
| **Leadership and management** | **Method of Assurance** | **Individual response( Define how you are meeting this area of Clinical Practice )** | **Mentor/Supervisor response/Evidence****( Define how your Mentee/supervisee is meeting this area of clinical practice)** |
| **Health and care professionals working at the level of ACP should be able to:** |  |  |  |
| 1.1Pro-actively initiate and develop effectiverelationships, fostering clarity of roles within teams,to encourage productive working. |  |  |  |
| 2.2 Role model the values of their organisation/place ofwork, demonstrating a person-centred approach toservice delivery and development. |  |  |  |
| 2.3 Evaluate own practice, and participate inmulti-disciplinary service and team evaluation,demonstrating the impact of advanced clinicalpractice on service function and effectiveness,and quality (i.e. outcomes of care, experience andsafety). |  |  |  |
| 2.4 Actively engage in peer review to inform own andother’s practice, formulating and implementingstrategies to act on learning and makeimprovements. |  |  |  |
| 2.5 Lead new practice and service redesign solutionsin response to feedback, evaluation and need,working across boundaries and broadening sphereof influence. |  |  |  |
| 2.6 Actively seek feedback and involvement fromindividuals, families, carers, communities andcolleagues in the co-production of service improvements. |  |  |  |
| 2.7 Critically apply advanced clinical expertise inappropriate faciliatory ways to provide consultancyacross professional and service boundaries,influencing clinical practice to enhance quality,reduce unwarranted variation and promote thesharing and adoption of best practice. |  |  |  |
| 2.8 Demonstrate team leadership, resilience anddetermination, managing situations that areunfamiliar, complex or unpredictable and seeking tobuild confidence in others. |  |  |  |
| 2.9 Continually develop practice in response tochanging population. |  |  |  |
| 2.10 Demonstrate receptiveness to challenge andpreparedness to constructively challenge others,escalating concerns that affect individuals’,families’, carers’, communities’ and colleagues’safety and well-being when necessary. |  |  |  |
| 2.11 Negotiate an individual scope of practice withinlegal, ethical, professional and organisationalpolicies, governance and procedures, with a focuson managing risk and upholding safety. |  |  |  |

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| **Education** | **Method of Assurance** | **Individual response( Define how you are meeting this area of Clinical Practice )** | **Mentor/Supervisor response/Evidence****( Define how your Mentee/supervisee is meeting this area of clinical practice)** |
| **Health and care professionals working at the level of ACP should be able to:** |  |  |  |
| 3.1 Critically assess and address own learning needs,negotiating a personal development plan thatreflects the breadth of ongoing professional development across the four pillars of advanced clinical practice. |  |  |  |
| 3.2 Engage in self-directed learning, critically reflectingto maximise clinical skills and knowledge, as well asown potential to lead and develop both care and services. |  |  |  |
| 3.3 Engage with, appraise and respond to individuals’motivation, development stage and capacity,working collaboratively to support health literacyand empower individuals to participate in decisionsabout their care and to maximise their health andwell-being. |  |  |  |
| 3.4 Advocate for and contribute to a culture oforganisational learning to inspire future and existingstaff. |  |  |  |
| 3.5 Facilitate collaboration of the wider team and support peer review processes to identify individual and team learning. |  |  |  |
| 3.6 Identify further developmental needs for the individual and the wider team and supporting themto address these. |  |  |  |
| 3.7 Supporting the wider team to build capacity and capability through work-based and interprofessionallearning, and the application oflearning to practice. |  |  |  |
| 3.8 Act as a role model, educator, supervisor, coachand mentor, seeking to instill and develop theconfidence of others. |  |  |  |

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| **Research** | **Method of Assurance** | **Individual response( Define how you are meeting this area of Clinical Practice )** | **Mentor/Supervisor response/Evidence****( Define how your Mentee/supervisee is meeting this area of clinical practice)** |
| **Health and care professionals working at the level of ACP should be able to:** |  |  |  |
| 4.1 Critically engage in research activity, adhering togood research practice guidance, so that evidencebasedstrategies are developed and applied toenhance quality, safety, productivity and value for money. |  |  |  |
| 4.2 Evaluate and audit own and others’ clinical practice,selecting and applying valid, reliable methods, thenacting on the findings. |  |  |  |
| 4.3 Critically appraise and synthesise the outcome ofrelevant research, evaluation and audit, using theresults to underpin own practice and to inform thatof others. |  |  |  |
| 4.4 Take a critical approach to identify gaps in theevidence base and its application to practice,alerting appropriate individuals and organisationsto these and how they might be addressed in a safeand pragmatic way.and applying for research funding.  |  |  |  |
| 4.5 Actively identify potential need for further researchto strengthen evidence for best practice. This mayinvolve acting as an educator, leader, innovator andcontributor to research activityix and/or seeking out. |  |  |  |
| 4.6 Develop and implement robust governance systemsand systematic documentation processes, keepingthe need for modifications under critical review. |  |  |  |
| 4.7 Disseminate best practice research findings andquality improvement projects through appropriatemedia and fora (e.g. presentations and peer reviewresearch publications) |  |  |  |
| 4.8 Facilitate collaborative links between clinical practiceand research through proactive engagement,networking with academic, clinical and other active researchers |  |  |  |