**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 code  of professional conduct and within their scope of  practice, being responsible and accountable for  their decisions, actions and omissions at this level of  practice. | Evidence | | |  | |  |
| 1.2 Demonstrate a critical understanding of their  broadened 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 to  seek help, demonstrating critical reflection on own  practice, self-awareness, emotional intelligence, and  Openness to change. | Reflective practice/evidence | | |  | |  |
| 1.4 Work in partnership with individuals, families  and carers, using a range of assessment methods  as appropriate (e.g. of history-taking; holistic  assessment; identifying risk factors; mental health. | Evidence | | |  | |  |
| 1.5 Demonstrate effective communication skills,  supporting people in making decisions, planning  care or seeking to make positive changes, using  Health Education England’s framework to promote  person-centred approaches in health and care. | Evidence/Observation evidence | | |  | |  |
| 1.6 Use expertise and decision-making skills to inform  clinical reasoning approaches when dealing with  differentiated and undifferentiated individual  presentations and complex situations, synthesising  information from multiple sources to make  appropriate, evidence-based judgements and/or  diagnoses. | Evidence | | |  | |  |
| 1.7 Initiate, evaluate and modify a range of interventions which may include prescribing  medicines, therapies, life style advice and care. | Show/evidence reflection and rational behind choices | | |  | |  |
| 1.8 Exercise professional judgement to manage risk  appropriately, especially where there may be  complex and unpredictable events and supporting  teams 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 range  of 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 developing  and delivering care that is responsive to changing  requirements, informed by an understanding  of local population health needs, agencies and  networks. | Feedback | | |  | |  |
| 1.11 Evidence the underpinning subject-specific  competencies i.e. knowledge, skills and behaviours  relevant to the role setting and scope, and demonstrate application of the capabilities to these,  in an approach that is appropriate to the individual  role, 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 effective  relationships, fostering clarity of roles within teams,  to encourage productive working. | |  |  | |  | |
| 2.2 Role model the values of their organisation/place of  work, demonstrating a person-centred approach to  service delivery and development. | |  |  | |  | |
| 2.3 Evaluate own practice, and participate in  multi-disciplinary service and team evaluation,  demonstrating the impact of advanced clinical  practice on service function and effectiveness,  and quality (i.e. outcomes of care, experience and  safety). | |  |  | |  | |
| 2.4 Actively engage in peer review to inform own and  other’s practice, formulating and implementing  strategies to act on learning and make  improvements. | |  |  | |  | |
| 2.5 Lead new practice and service redesign solutions  in response to feedback, evaluation and need,  working across boundaries and broadening sphere  of influence. | |  |  | |  | |
| 2.6 Actively seek feedback and involvement from  individuals, families, carers, communities and  colleagues in the co-production of service improvements. | |  |  | |  | |
| 2.7 Critically apply advanced clinical expertise in  appropriate faciliatory ways to provide consultancy  across professional and service boundaries,  influencing clinical practice to enhance quality,  reduce unwarranted variation and promote the  sharing and adoption of best practice. | |  |  | |  | |
| 2.8 Demonstrate team leadership, resilience and  determination, managing situations that are  unfamiliar, complex or unpredictable and seeking to  build confidence in others. | |  |  | |  | |
| 2.9 Continually develop practice in response to  changing population. | |  |  | |  | |
| 2.10 Demonstrate receptiveness to challenge and  preparedness 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 within  legal, ethical, professional and organisational  policies, governance and procedures, with a focus  on 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 that  reflects the breadth of ongoing professional development across the four pillars of advanced clinical practice. |  |  |  |
| 3.2 Engage in self-directed learning, critically reflecting  to maximise clinical skills and knowledge, as well as  own 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 literacy  and empower individuals to participate in decisions  about their care and to maximise their health and  well-being. |  |  |  |
| 3.4 Advocate for and contribute to a culture oforganisational learning to inspire future and existing  staff. |  |  |  |
| 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 them  to address these. |  |  |  |
| 3.7 Supporting the wider team to build capacity and capability through work-based and interprofessional  learning, and the application of  learning to practice. |  |  |  |
| 3.8 Act as a role model, educator, supervisor, coach  and mentor, seeking to instill and develop the  confidence 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 to  good research practice guidance, so that evidencebased  strategies are developed and applied to  enhance quality, safety, productivity and value for money. |  |  |  |
| 4.2 Evaluate and audit own and others’ clinical practice,  selecting and applying valid, reliable methods, then  acting on the findings. |  |  |  |
| 4.3 Critically appraise and synthesise the outcome of  relevant research, evaluation and audit, using the  results to underpin own practice and to inform that  of others. |  |  |  |
| 4.4 Take a critical approach to identify gaps in the  evidence base and its application to practice,  alerting appropriate individuals and organisations  to these and how they might be addressed in a safe  and pragmatic way.  and applying for research funding. |  |  |  |
| 4.5 Actively identify potential need for further research  to strengthen evidence for best practice. This may  involve acting as an educator, leader, innovator and  contributor to research activityix and/or seeking out. |  |  |  |
| 4.6 Develop and implement robust governance systems  and systematic documentation processes, keeping  the need for modifications under critical review. |  |  |  |
| 4.7 Disseminate best practice research findings and  quality improvement projects through appropriate  media and fora (e.g. presentations and peer review  research publications) |  |  |  |
| 4.8 Facilitate collaborative links between clinical practice  and research through proactive engagement,  networking with academic, clinical and other active researchers |  |  |  |