

## Competencies for Independent Prescribers

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Competencies	Behavioural indicators
IP1 The consultation: clinical and pharmaceutical knowledge	IP1a Understands the medical conditions being treated, their natural progress and how to assess the severity IP1b Understands different non-pharmacological and pharmacological approaches to modifying conditions and promoting health, desirable and undesirable outcomes and how to identify and assess them IP1c Understands the mode of action and pharmacokinetics of medicines, how these mechanisms may be altered (e.g. by age, renal impairment) and how this affects dosage IP1d Understands the potential for unwanted effects, (e.g. adverse drug reactions [ADRs], drug interactions, allergy) and how to avoid/minimise and manage them IP1e Maintains an up-to-date knowledge of relevant products (e.g. doses, formulations, pack sizes, storage conditions and cost) IP1f Appreciates the misuse potential of drugs IP1g Applies the principles of evidence-based medicine, and clinical and cost-effectiveness IP1h Understands how medicines are licensed, sourced, supplied and monitored (e.g. how ADRs are reported) IP1i Understands the public health issues related to medicines and their use IP1j Is aware of infection control procedures
IP2 The consultation: establishing options	IP2a Takes a comprehensive medical history and medication history (including complementary medicines, herbal remedies, over-the-counter medicines) IP2b Assesses the clinical condition using appropriate techniques and equipment IP2c Accesses and interprets all relevant patient records to ensure knowledge of the patient's management IP2d Reviews/identifies the nature, severity and significance of the clinical problem (i.e

	<p>formulates a 'working' diagnosis from a 'differential' diagnosis)</p> <p>IP2e Requests, and interprets, relevant investigations</p> <p>IP2f Views and assesses the patient's needs holistically (e.g. psychosocial, physical)</p> <p>IP2g Considers non-treatment, non-drug and drug treatment options (including referral and preventive measures)</p> <p>IP2h Assesses the effect of multiple pathologies, existing medication and contraindications on treatment options</p> <p>IP2i Assesses the risks and benefits to the patient of taking/not taking a medicine (or using/not using a treatment)</p> <p>IP2j Selects the most appropriate drug, dose and formulation for the individual patient and prescribes appropriate quantities</p> <p>IP2k Monitors effectiveness of treatment and potential unwanted effects</p> <p>IP2l Makes changes within the clinical management plan in light of ongoing monitoring and the patient's condition and preferences</p> <p>IP2M Establishes and maintains a plan for reviewing the therapeutic objective, discharge or end point of treatment</p> <p>IP2N Ensures that patients can access ongoing supplies of their medication</p>
<p>IP3 The consultation: communicating with patients</p>	<p>IP3a Listens to and understands patients' beliefs, ideas, concerns and expectations</p> <p>IP3b Understands the cultural and religious implications of the diagnosis/prescribing</p> <p>IP3c Undertakes the consultation in an appropriate setting and adapts to meet the needs of different patients (e.g. language, level of understanding, physical impairments)</p> <p>IP3d Deals sensitively with patients' emotions and concerns</p> <p>IP3e Creates a relationship which does not encourage the expectation that a prescription will be supplied</p> <p>IP3f Explains the nature of the patient's condition, the rationale behind and potential risks and benefits of management options</p> <p>IP3g Enables patients to make informed choices about their management</p> <p>IP3h Negotiates an outcome of the consultation that both patient and prescriber are satisfied with</p> <p>IP3i Encourages patients to take responsibility for their own health and self manage their</p>

	<p>conditions</p> <p>IP3j Gives clear instructions about the medication (e.g. what it is for, how to use it, where to get it from, possible unwanted effects)</p> <p>IP3k Checks the patients' understanding of, and commitment to, their management and follow up</p>
IP4 Prescribing effectively: prescribing safely	<p>IP4a Knows the limits of own knowledge and skill, and works within them</p> <p>IP4b Knows when and how to refer to, or seek guidance from, the independent prescriber, another member of the team or a specialist</p> <p>IP4c Only prescribes a medicine with adequate, up-to-date knowledge of its actions, indications, contraindications, interactions, cautions, dose and side-effects</p> <p>IP4d Checks doses and calculations to ensure accuracy and safety</p> <p>IP4e Keeps up-to-date with advances in practice and emerging safety concerns</p> <p>IP4f Knows about common types of medication errors and how to prevent them</p> <p>IP4g Makes prescribing decisions often enough to maintain confidence and competence</p> <p>IP4h Understands the need for and makes accurate, clear and timely records in shared patients notes</p> <p>IP4i Generates legible, clear and complete prescriptions, which meet legal requirements</p>
IP5 Prescribing effectively: prescribing professionally	<p>IP5a Accepts personal responsibility for own prescribing and understands the legal and ethical implications of doing so</p> <p>IP5b Makes prescribing decisions, based on the needs of patients and not the personal considerations of the prescriber</p> <p>IP5c Understands how current legislation affects prescribing practice</p> <p>IP5d Prescribes within current professional and organisational codes of practice/standards</p> <p>IP5e Maintains patient confidentiality</p> <p>IP5f Takes responsibility for own continuing professional development</p> <p>IP5g Keeps prescriptions safely and knows what to do if they are stolen/lost</p> <p>IP5h Protects the security of own access to electronic medical records and prescribing systems</p> <p>IP5i Understands the scope of own prescribing</p>

	<p>responsibility in the context of a shared clinical management plan</p> <p>IP5j Ensures that the patient has agreed to be managed by a prescribing partnership</p>
IP6 Prescribing effectively: improving prescribing practice	<p>IP6a Learns and changes from reflecting on own practice</p> <p>IP6b Shares and debates own and others prescribing practice</p> <p>IP6c Challenges inappropriate practice constructively</p> <p>IP6d Develops own networks for support, reflection and learning</p> <p>IP6e Understands and uses tools to improve practice (e.g. data, audit, and feedback)</p> <p>IP6f Reports prescribing errors and near misses, reviews practice to prevent recurrences</p> <p>IP6g Establishes multi-professional links with practitioners working in the same specialist area</p>
IP7 Prescribing in context: information in context	<p>IP7a Understands the advantages and limitations of different information sources</p> <p>IP7b Uses relevant, up-to-date information</p> <p>IP7c Critically appraises the validity of information sources (e.g. promotional literature, research)</p> <p>IP7d Applies information to the clinical context (linking theory to practice)</p> <p>IP7e Uses relevant patient record systems, prescribing and information systems, and decision-support tools</p> <p>IP7f Regularly reviews evidence behind therapeutic strategies</p>
IP8 Prescribing in context: the NHS in context	<p>IP8a Knows how local health service and partner organisations work and interact</p> <p>IP8b Follows relevant local and national guidance for medicines use (e.g. local formularies, care pathways, NICE guidance)</p> <p>IP8c Works within the NHS/organisational code of conduct when dealing with the pharmaceutical industry</p> <p>IP8d Understands budgetary constraints at local and national levels</p> <p>IP8e Understands national NHS frameworks relevant to medicines use (e.g. clinical governance, IT strategy)</p> <p>IP8f Understands the framework of supplementary prescribing and how it is applied in practice</p>

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<p>IP9 Prescribing in context: the team and individual context</p>	<p>IP9a Thinks and acts as part of a multidisciplinary team to ensure that continuity of care is not compromised</p> <p>IP9b Establishes relationships with colleagues based on understanding, trust and respect for each others roles</p> <p>IP9c Establishes and maintains credibility with colleagues in the health care team</p> <p>IP9d Recognises and deals with pressures that might result in inappropriate prescribing (e.g. pharmaceutical industry, patients and colleagues)</p> <p>IP9e Is proactive, adaptable, flexible and responsive to change</p> <p>IP9f Negotiates the appropriate level of support for role as a prescriber</p> <p>IP9g Seeks and/or provides support and advice to other prescribers, team members or support staff where appropriate</p> <p>IP9h Negotiates with the independent prescriber to develop and agree clinical management plans</p> <p>IP9i Relates to the independent prescriber as a partner</p> <p>IP9j Maintains the integrity of the prescribing partnership</p>
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