

EXAMPLE: COMPLETED FORM FOR ASSESSMENT OF EPA-1 DISPENSING MEDICINES - ANTICOAGULANT SCENARIO

Intern name	Intern EPA-1B	Ahpra registration	PHA000XYZ123
Practice setting	<input type="checkbox"/> Hospital <input checked="" type="checkbox"/> Community <input type="checkbox"/> Other (describe):	SPO date	DD/MM/YYYY
Medication(s) dispensed for this Short Practice Observation (SPO):			
Apixaban 2.5mg tab			

Instructions for interns

Ask your supervisor to observe you dispensing prescription(s). This is referred to as a short practice observation (SPO). SPOs should be spaced out throughout the period of supervised practice to allow for observation of improvement as you progress towards independent practice. Complete section 2 of this form after the SPO and schedule time for feedback and discussion. Use the feedback to document your development plan (Section 5) and check that your supervisor agrees with it.

Instructions for supervisors

Observe the intern dispensing. This is referred to as a short practice observation (SPO). SPOs provide opportunity for formal observation of intern dispensing practice. SPOs should be spaced throughout the period of supervised practice to allow for observation of improvements in performance. Ask the intern to complete Section 2 after the SPO and schedule time for discussion and feedback. The discussion does not have to occur immediately after the SPO but should be scheduled within a reasonable time period to maximise opportunity for learning and development. Document your feedback (Section 3). Record your entrustment decision (Section 4) and ensure intern understands what this means. Provide guidance on what their development plan should look like (Section 5). It is useful to have a quick check in with your intern on the development plan they have created.

Section 1: Expected outcome

Medications are safely, accurately, and appropriately dispensed for the correct patient, according to name, brand, strength, quantity, and formulation, with accurate directions on the label; dispensing reflects the intentions of the prescriber. Prior to commencement of dispensing activities, it is important that consensus is reached between the intern, the preceptor, and all supervising pharmacists as to the dispensing procedure to be adopted as the standard against which intern performance is assessed. Interns should already be practicing dispensing using an agreed procedure. The short practice observation should therefore be based on evaluating intern performance against the agreed dispensing procedure.

Section 2: Intern reflection

What I did well	What I could improve
<p>I took a good history.</p> <p>I asked about over-the-counter (OTC) medication use and identified that the patient was using non-prescription ibuprofen as needed and identified that ibuprofen should be avoided while taking an anticoagulant due to increased risk of bleeding.</p> <p>I was able to identify that the dose of apixaban 2.5mg BD prescribed for Pulmonary Embolism (PE) treatment was incorrect and I talked to the doctor and recommended appropriate dose.</p> <p>I was very happy with how I talked to the doctor and the response I got.</p>	<p>Learning and asking patients about life style and other social behaviours that could also affect either the patients condition or the medicine they are taking.</p>

Section 3: Entrustment discussion

The discussion should encompass more than simply providing feedback about the SPO. Discuss the intern reflection on the SPO and review dispensing and error logs. The supervisor should also seek to understand the intern's ability to perform in future scenarios when the context, patient and parameters may be different to what has been observed. 'What-if' questions are a useful technique designed to evaluate the intern's ability to adapt and use their knowledge and skills in different contexts. Guide the intern on what their development plan should look like and ask them to check in with you after they have created the plan (Section 5).

Example What If questions: What would you do if... you were unable to read the prescription? A possible forgery was presented? You were unable to contact the prescriber? The prescribed medicine was not the correct dose for the patient? The patient told you they had an allergy to the dispensed medicine?

Supervisor feedback
KEEP: <i>(focuses on actions or behaviours an intern should continue doing which are having positive effect on task performance)</i> <ul style="list-style-type: none"> You demonstrated really good skills with medication history taking. Keep doing that. It was really important because you identified the patient was taking ibuprofen which should be avoided while taking an anticoagulant Keep using drug references to check dosing. You really contributed to a positive outcome for the patient by identifying the incorrect dose of apixaban. Excellent communication with the doctor
START: <i>(focuses on actions or behaviours an intern should commence to improve task performance)</i> <ul style="list-style-type: none"> Along with medication history you could also considering enquiring about lifestyle/social behaviours. For example (e.g smoking, alcohol consumption, recent travel, recent period of immobility etc), medication changes (e.g. that the COCP was recently commenced) and compliance to optimise patient outcomes.
STOP: <i>(focuses on actions or behaviours an intern should reduce or stop which are, or may have, a negative effect on task performance)</i> <ul style="list-style-type: none"> I have no concerns or anything else to point out.

Section 4: Entrustment decision

Entrustment decisions are NOT a rating of the intern's performance. Entrustment involves making a holistic decision about the level of supervision the intern will need to continue to practice based on triangulation of all the information gathered about the intern's capability to safely and effectively dispense. This information is based on the supervisor's professional judgement on the SPO(s), review of dispensing and error logs, intern reflection and the feedback discussions. Simply put, an entrustment decision answers the question "What level of supervision will this intern require going forward, based on what I have gathered about their performance and abilities?"

Entrustment decision (to be completed by supervisor)	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input checked="" type="checkbox"/> 3	<input type="checkbox"/> 4
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Level 1	Observe only, even with direct supervision
Level 2	Perform with direct, proactive supervision and intervention
Level 3	Perform with indirect proximal (nearby) supervision, on request and quickly available
Level 4	Perform with minimal supervision, available if needed, essentially independent performance
	<i>It is critical to note, however, that even when an intern has been deemed entrustable at level 4, the Pharmacy Board requirements for supervision while the intern is provisionally registered still apply. In addition, at least one pharmacist with general registration must be physically present on the premises in accordance with legal requirements under the Health Practitioner Regulation National Law.</i>

Section 5: Development plan

Even if the intern meets all expectations, it is likely that further improvements to some aspects of the activity are still possible. The intern should create a SMART development plan based on feedback and discussion. Interns are encouraged to check in with their supervisors within a reasonable time on the plan. This plan can be maintained in the Intern's individualised development/learning plan. An excel template for Intern individualised learning/development plan is available at www.pharmacycouncil.org.au/workplace-based-assessment/.

A SMART development plan is: Specific-Measurable-Achievable-Relevant-Timebound.

<p>S: I am going to ensure to check for lifestyle social behaviours that could impact on the medicine-disease state interactions for every patient that I encounter. I am going to be especially mindful of including these questions in my review of the medication order when managing discharge prescriptions for patients with newly diagnosed medical conditions.</p> <p>M: I will write up my next reflection where I encounter this problem; and ask my preceptor/supervisor to perform an ad hoc SPO on another discharge prescription to get feedback on how I'm going.</p> <p>A: I will aim to do this before my board oral exam in 6 weeks</p> <p>R: I am planning on staying in hospital pharmacy after I am registered and so getting better at reviewing patients wholistically will give me more confidence with decisions I am making.</p> <p>T: I will complete the reflection activity and ask my supervisor to complete a SPO within 6 weeks as practice for my exam</p>
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Supervising pharmacist name: Name

Date: 31/06/2023