

Draft Revalidation Standards

PHARMACEUTICAL MEDICINE

(Numbers following Standards in the framework refer to paragraph numbers in *Good Medical Practice* (GMC))

Domain 1 – Knowledge, Skills and Performance

Attribute	Standard	Supporting Information
<p>Maintain your professional performance</p>	<p><u>Maintain knowledge of the law & other regulation relevant to practice (13)</u> The Pharmaceutical Physician will maintain knowledge of the law and regulation relevant to Pharmaceutical Medicine.</p> <p><u>Keep knowledge and skills up to date (13)</u> The Pharmaceutical Physician will maintain competence in the areas in which they have been trained and currently practise.</p> <p><u>Participate in professional development & educational activities (12)</u> The Pharmaceutical Physician will participate in Continuing Professional Development relevant to Pharmaceutical Medicine.</p> <p><u>Take part in regular and systematic audit (14)</u> The Pharmaceutical Physician will participate in organisational, departmental audits and / or self-audit related to their professional performance and role.</p>	<p>Peer Feedback</p> <ul style="list-style-type: none"> • Multisource Feedback • Peer Review • References and Letters <p>Education, Training and Development</p> <ul style="list-style-type: none"> • CPD • Evidence-based learning • Specialty Certificates & Courses • Internal Training • Education relating to therapeutic areas in which you work <p>Audit</p> <ul style="list-style-type: none"> • Practice Audit <p>Practice</p> <ul style="list-style-type: none"> • Portfolio containing evidence from practice of competence and performance in modules from the current PMST curriculum or other Faculty approved items

<p>Apply knowledge and experience to practice</p>	<p><u>Recognise and work within the limits of your competence (3a)</u> The Pharmaceutical Physician will understand when to seek advice in relation to their experience, competence and level of authority in the organisation.</p>	<p>Peer Feedback</p> <ul style="list-style-type: none"> • Multisource Feedback • Peer Review • References and Letters <p>Patient Feedback</p> <ul style="list-style-type: none"> • Patient Surveys - for PM doctors with direct responsibility for clinical services or patient care <p>Practice</p> <ul style="list-style-type: none"> • Complaints and Compliments • Incidents - reflective summary and critical event investigations • Research Outcomes • Publications / Reports • Practice Based Discussion • Evidence of adoption of relevant guidance in Faculty of Pharmaceutical Medicine Ethical Issues Report and Guiding Principles. <p>Audit</p> <ul style="list-style-type: none"> • Practice Audit <p>Education, Training and Development</p> <ul style="list-style-type: none"> • CPD <p>Governance</p> <ul style="list-style-type: none"> • Documentation of Compliance with relevant Medical Governance Policies and Protocols applicable within the local setting • Guidelines and Regulations (e.g. International Conference on Harmonisation (ICH) Guidelines for GCP; Declaration of Helsinki). • Participation in staff induction and development programmes
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<p>Keep clear, accurate and legible records</p>	<p><u>Keep clear, accurate & legible records (3f)</u> The Pharmaceutical Physician will maintain clear, accurate and legible records of their work.</p> <p><u>Make records at the same time as the events you are recording or as soon as possible afterwards (3f)</u> The Pharmaceutical Physician will seek to make records in close temporal relationship with events that are being recorded or observed.</p>	<p>Peer Feedback</p> <ul style="list-style-type: none"> • Multisource Feedback • Peer Review • References and Letters <p>Patient Feedback</p> <ul style="list-style-type: none"> • Patient Surveys - for PM doctors with direct responsibility for clinical services or patient care <p>Audit</p> <ul style="list-style-type: none"> • Practice Audit • Records Review <p>Practice</p> <ul style="list-style-type: none"> • Practice Based Discussions
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Domain 2 – Safety and Quality

Attribute	Standard	Supporting Information
<p>Put into effect systems to protect patients and improve care</p>	<p><u>Respond constructively to the outcome of audit, appraisals & performance reviews (14e)</u> The Pharmaceutical Physician will have available procedures and processes to undertake remedial and corrective actions as a result of audit findings, outcomes from appraisals and performance reviews.</p> <p><u>Take part in systems of quality assurance & quality improvement (14)</u> The Pharmaceutical Physician works within a quality-managed environment, and is able to participate in QC,QM and QA procedures connected with work and / or educational systems as appropriate and as defined.</p> <p><u>Comply with risk management & clinical governance procedures</u> The Pharmaceutical Physician will maintain knowledge of and adhere to extant research governance guidelines and regulations, and risk management procedures.</p> <p><u>Cooperate with legitimate requests for information from organisations monitoring public health (14i)</u> The Pharmaceutical Physician will cooperate with public health bodies in fulfilling their legitimate requests for information.</p> <p><u>Provide information for confidential enquiries, significant event reporting (14g)</u> The Pharmaceutical Physician will provide information for confidential enquiries, as applicable, and within the rules and limitations laid down by his/her employing authority.</p>	<p>Peer Feedback</p> <ul style="list-style-type: none"> • Multisource Feedback • Peer Review • References and Letters <p>Practice</p> <ul style="list-style-type: none"> • Complaints and Compliments • Practice Based Discussion • Evidence of adoption of relevant guidance in Faculty of Pharmaceutical Medicine Ethical Issues Report and Guiding Principles. <p>Audit</p> <ul style="list-style-type: none"> • Practice Audit <p>Education, Training and Development</p> <ul style="list-style-type: none"> • CPD <p>Governance</p> <ul style="list-style-type: none"> • Documentation of Compliance with relevant Medical Governance Policies and Protocols applicable within the local setting • Participation in staff induction, training and workplans • Quality Management System and your involvement in it • Risk Management and medical governance standards • Meetings – attendance at governance meetings

<p>Respond to risks to safety</p>	<p><u>Report risks in the health care environment to your employing or contracting bodies (6)</u> The Pharmaceutical Physician working within a managed environment is able to raise concerns with senior management regarding risks arising in the healthcare environment which might impact staff, research subjects or projects.</p> <p><u>Safeguard & protect the health & well-being of vulnerable people, including children & the elderly & those with learning disabilities (26,28)</u> The Pharmaceutical Physician will seek to protect the health and well-being of vulnerable people, including children and the elderly and those with learning disabilities.</p> <p><u>Take action where there is evidence that a colleague's conduct, performance or health may be putting patients at risk (43,44)</u> The Pharmaceutical Physician working within a managed environment is able to raise concerns with senior management regarding the performance and attitude / behaviour of colleagues under supervision.</p>	<p>Peer Feedback</p> <ul style="list-style-type: none"> • Multisource Feedback • Peer Review • References and Letters <p>Practice</p> <ul style="list-style-type: none"> • Practice Based Discussion • Evidence of adoption of relevant guidance in Faculty of Pharmaceutical Medicine Ethical Issues Report and Guiding Principles <p>Education, Training and Development</p> <ul style="list-style-type: none"> • Specialty Certificates & Courses • Internal Training
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Domain 3 – Communication, Partnership and Teamwork

Attribute	Standard	Supporting Information
<p>Communicate effectively</p>	<p><u>Communicate effectively with colleagues within & outside the team (41b)</u> The Pharmaceutical Physician will possess a high level of communication skills, both oral and written.</p> <p><u>Explain to patients (colleagues; management) when something has gone wrong (30)</u> The Pharmaceutical Physician will proactively raise issues with colleagues and higher project and company management when they detect that something is going wrong – in relation to projects, services, systems, people arrangements or an agreed course of action.</p>	<p>Peer Feedback</p> <ul style="list-style-type: none"> • Multisource Feedback • Peer Review • References and Letters <p>Patient Feedback</p> <ul style="list-style-type: none"> • Patient Surveys - for PM doctors with direct responsibility for clinical services or patient care <p>Practice</p> <ul style="list-style-type: none"> • Complaints and Compliments • Presentations and Reports • Practice Based Discussions • Evidence of adoption of relevant guidance in Faculty of Pharmaceutical Medicine Ethical Issues Report and Guiding Principles <p>Education, Training and Development</p> <ul style="list-style-type: none"> • CPD <p>Governance</p> <ul style="list-style-type: none"> • Patient Education • Documentation of Compliance with relevant Medical Governance Policies and Protocols applicable within the local setting <ul style="list-style-type: none"> • Consent Forms and Information Sheets • Management reports • Training in equal opportunities • Business Plans • Meetings – attendance at governance meetings

<p>Work constructively with colleagues and delegate effectively</p>	<p><u>Treat colleagues fairly & with respect (46)</u> The Pharmaceutical Physician will treat colleagues and others fairly and with respect.</p> <p><u>Support colleagues who have problems with their performance, conduct or health (41d)</u> The Pharmaceutical Physician will seek to recognise and support colleagues who have problems with their performance, conduct or health.</p> <p><u>Act as a positive role model for colleagues (41)</u> The Pharmaceutical Physician will seek to act as a positive role model for non-medical colleagues and doctors joining the pharmaceutical industry.</p> <p><u>Ensure colleagues to whom you delegate have appropriate qualifications, experience (54)</u> The Pharmaceutical Physician will ensure that colleagues to whom they delegate project activities have appropriate qualifications and experience.</p>	<p>Peer Feedback</p> <ul style="list-style-type: none"> • Multisource Feedback • Peer Review • References and Letters <p>Practice</p> <ul style="list-style-type: none"> • Presentations and Reports • Practice Based Discussions • Evidence of adoption of relevant guidance in Faculty of Pharmaceutical Medicine Ethical Issues Report and Guiding Principles <p>Education, Training and Development</p> <ul style="list-style-type: none"> • Evidence of training in equal opportunities <p>Governance</p> <ul style="list-style-type: none"> • Documentation of Compliance with relevant Medical Governance Policies and Protocols applicable within the local setting • Records from induction meetings, communications and scenario reports • Participation in leadership development programmes
<p>Establish and maintain partnerships with patients</p>	<p>Encourage patients to take an interest in their health and take action to improve and maintain it The Pharmaceutical Physician will, in the context of their role, encourage patients and the public to take an interest in their health and take action to improve and maintain it</p>	<p>Peer Feedback</p> <ul style="list-style-type: none"> • Multisource Feedback • Peer Review • References and Letters <p>Practice</p> <ul style="list-style-type: none"> • Complaints and compliments • Examples of patient education or explanation • Any other relevant examples or feedback <p>Governance</p> <ul style="list-style-type: none"> • Copies of policies and procedures • Copies of Information material

Domain 4 – Maintaining Trust

Attribute	Standard	Supporting Information
<p>Show respect for patients</p>	<p><u>Implement & comply with systems to protect patient confidentiality (37)</u> The Pharmaceutical Physician in undertaking their work will ensure the necessary safeguards are met to respect the confidentiality of patients, research subjects, colleagues, and project-derived data.</p>	<p>Peer Feedback</p> <ul style="list-style-type: none"> • Multisource Feedback • Peer Review • References and Letters <p>Patient Feedback</p> <ul style="list-style-type: none"> • Patient Surveys - for PM doctors with direct responsibility for clinical services or patient care <p>Practice</p> <ul style="list-style-type: none"> • Evidence of adoption of relevant guidance in Faculty of Pharmaceutical Medicine Ethical Issues Report and Guiding Principles. <p>Governance</p> <ul style="list-style-type: none"> • Documentation of Compliance with relevant Medical Governance Policies and Protocols applicable within the local setting • Confidentiality – procedures, directions and reviews detailing compliance with safeguards and levels of confidentiality for work and communications • Informed Consent Forms
<p>Treat patients and colleagues fairly and without discrimination</p>	<p><u>Be honest & objective when appraising or assessing colleagues & when writing references (18-19)</u> The Pharmaceutical Physician will maintain the highest degree of honesty and objectivity when assessing, appraising, reviewing or endorsing the work or performance of colleagues.</p> <p><u>Respond promptly & fully to complaints (31)</u></p>	<p>Peer Feedback</p> <ul style="list-style-type: none"> • Multisource Feedback • Peer Review • References and Letters <p>Patient Feedback</p> <ul style="list-style-type: none"> • Patient Surveys - for PM doctors with direct responsibility for clinical services or patient care

	<p>The Pharmaceutical Physician will respond promptly and fully to complaints made either against him or herself, or in connection with work projects or the organisation.</p>	
<p>Act with honesty and integrity</p>	<p><u>Ensure you have adequate indemnity or insurance cover for your practice (34)</u> The Pharmaceutical Physician will ensure that appropriate indemnity or insurance cover is provided by in connection with work conducted by him or herself.</p> <p><u>Be honest in financial & commercial dealings (73)</u> The Pharmaceutical Physician will be honest in financial & commercial dealings.</p> <p><u>Ensure any published information about your services is factual and verifiable (60,61)</u> The Pharmaceutical Physician will ensure that all publications over which they have editorial or review oversight are factual and verifiable and meet the codified standards established for such material.</p> <p><u>Be honest in any formal statement or report, whether written or oral, making clear the limits of your knowledge or competence (63-65, 67-68)</u> The Pharmaceutical Physician will be honest in any formal statement or report, whether written or oral, making clear the limits of their knowledge and competence.</p>	<p>Peer Feedback</p> <ul style="list-style-type: none"> • Multisource Feedback • Peer Review • References and Letters <p>Governance</p> <ul style="list-style-type: none"> • Documentation of Compliance with relevant Medical Governance Policies and Protocols applicable within the local setting • Financial transactions with reflective commentary covering context and outcome • Adoption of relevant provisions in the ABPI Code of Practice for the Pharmaceutical Industry. <p>Practice</p> <ul style="list-style-type: none"> • Evidence of adoption of relevant guidance in Faculty of Pharmaceutical Medicine Ethical Issues Report and Guiding Principles.

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