

AHP Advanced Practice Education and Development Framework (Musculoskeletal) • • •

Development needs
Analysis Tool



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Designed in-house by the NES Corporate Communications team.



Contents

Foreword

This development needs analysis tool (DNAT) has been designed to help AHPs working at or aspiring to Advanced Practice level within MSK services to identify areas within their role which may benefit from learning and development opportunities.

You will be assessing yourself against each of the capabilities within all four pillars of practice which are outlined within the framework (Clinical practice, facilitating learning, research and leadership). It is crucial you are honest and provide an accurate reflection to enable you to identify the most appropriate and relevant learning opportunities for you.

- ✱ **Step 1** Using the DNAT consider each capability and identify how confident you currently consider yourself to be when applying the capability within your practice.
- ✱ **Step 2** Outline evidence you could use to demonstrate your confidence level
- ✱ **Step 3** Identify what further learning and development you might need to improve your confidence level.
- ✱ **Step 4** Use this assessment to inform your future personal development plans.
- ✱ **Step 5** Once you have accessed your identified development need review your confidence level.

Completion of this self assessment can also be used to support evidence gathering for your HPC and KSF requirements.

OR

You may have completed HPC and KSF evidence which you could use to complete part of this self-assessment.

The evidence examples given are for guidance only.

Pillar of Practice: 1. CLINICAL PRACTICE - guidance in relation to Advanced Practice in MSK

	Capability	How confident do you feel about applying this capability in your own practice?			How can you demonstrate your application of this capability in your own practice? Provide examples.	What are your learning and development needs to improve your confidence level?	Evidence Examples
		Most of the time	Sometimes	Not often			
The Advanced Practitioner is able to / is further developing their abilities to Communicate effectively to a high level:							
1.1	use different methods and models of communication to optimise interactions in complex situations, for example, where individuals have varied psychosocial needs, mental health problems, or long-term conditions and when working with service users and professionals across health and social care.						Use of translation services and motivational interviewing. Development of DVD's and written information.
1.2	demonstrate effective communication with other members of the multidisciplinary team, with full awareness of their roles and scope of practice.						Case study reports, written and verbal communication with team members and GP. Attendance and contribution to team discussions/meetings.

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		Most of the time	Sometimes	Not often			
The Advanced Practitioner is able to / is further developing their abilities to Communicate effectively to a high level:							
1.3	ensure that the defined duty of care is honoured during changing responsibilities within the context of multidisciplinary care, by: <ul style="list-style-type: none">maintaining effective lines of communication,developing common understanding of professional boundaries,developing processes for appropriate disclosure of information, andconducting relevant risk assessment and subsequent management.						Development of communication framework, Discussion on clarity of scope of practice and relevant risk assessments, with team. Signed patient consent prior to disclosure of information. Provision of discharge summaries if appropriate.
The Advanced Practitioner is able to / is further developing their abilities to Collect information:							
1.4	conduct complex assessments of clinical status and use other relevant assessments to enable complex differential diagnosis and to explore the impact of the condition on an individual's general health, mental well-being, employment status and functional and meaningful activities including physical activity.						Confirmation of diagnosis from peers and consultants through audit. Assessment using a range of parameters including clinical skills and interpretation of x-ray and blood results. Use of documentation which records/indicates assessment process and outcomes e.g. SOAP guidelines.

Pillar of Practice: 1. CLINICAL PRACTICE - guidance in relation to Advanced Practice in MSK

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		Most of the time	Sometimes	Not often			
The Advanced Practitioner is able to / is further developing their abilities to Collect information:							
1.5	request relevant investigations within the scope of their practice and where they are the most appropriate person to make the request in the specific clinical context - requiring: <ul style="list-style-type: none">• advanced knowledge of the role of investigations in facilitating a diagnosis,• the limitations of the information generated by the investigation, including sensitivity and specificity of tests involved, and• knowledge of the legislation, indications and contraindication of the investigation.						Relevant post graduate qualification at M level. Application of regulations e.g. IMER (radiography).team discussion with radiologists and consultants on correlating results with clinical diagnosis.

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		Most of the time	Sometimes	Not often			

The Advanced Practitioner is able to / is further developing their abilities to **Collect information:**

1.6	make use of appropriate measurements to enable monitoring of progress, with critical knowledge of the range of possible outcome measurements, their utility, development, validity, and reliability, and methods for analysing the results.						Using and interpreting patient outcome measurement tools as appropriate.g. Keele Start Back Screening Tool in low back pain patients. Postal follow up of post op patients.
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Pillar of Practice: 1. CLINICAL PRACTICE - guidance in relation to Advanced Practice in MSK

	Capability	How confident do you feel about applying this capability in your own practice?			How can you demonstrate your application of this capability in your own practice? Provide examples.	What are your learning and development needs to improve your confidence level?	Evidence Examples
		Most of the time	Sometimes	Not often			

The Advanced Practitioner is able to / is further developing their abilities to **Interpret information and come to appropriate clinical decisions:**

1.7	<p>clinically reason to a very high level, incorporating into decision-making:</p> <ul style="list-style-type: none">• expert knowledge of common and rare MSK conditions,• critical and analytical awareness of current evidence, theory, principles and systems,• the ability to identify issues that are beyond their scope of practice and that require referral or consultation to or with another health care professional,• identification of situations that require more and less urgent action, and• critical reflection on clinical experiences.						<p>Relevant post graduate qualification at M level. Participation in journal clubs, conferences and national forums.</p> <p>Clinical audit projects. Onward referral letters.</p>
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Pillar of Practice: 1. CLINICAL PRACTICE - guidance in relation to Advanced Practice in MSK

	Capability	How confident do you feel about applying this capability in your own practice?			How can you demonstrate your application of this capability in your own practice? Provide examples.	What are your learning and development needs to improve your confidence level?	Evidence Examples
		Most of the time	Sometimes	Not often			
The Advanced Practitioner is able to / is further developing their abilities to Take appropriate action:							
1.8	ensure complex ethical decision making that meets user views and expectations and is practised within a legal, moral and ethical framework, ensuring respect and dignity of individuals.						Informed consent prior to treatment including realistic goals which meet individual needs and expectations. Case conferences.
1.9	undertake appropriate investigations and implement evidence based appropriate treatment / management / rehabilitation strategies to a high level of capability and modify these to achieve optimal outcomes.						Adherence to departmental/ national evidence based treatment standards and guidelines. e.g. SIGN guidelines.

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		Most of the time	Sometimes	Not often			
The Advanced Practitioner is able to / is further developing their abilities to Take appropriate action:							
1.10	Identify the need for changes in pain management strategies and take action and/or refer as appropriate.						Relevant post graduate pain management training including non medical prescribing. Regular liaison with GP/consultant regarding effectiveness of pain medication. Use of drug strategies e.g. TENS. Use of outcome measures to evaluate pain e.g.visual analogue scores.
1.11	Prescribe, supply or administer medicines within their scope of practice and within legislation.						Work under a patient group directive (PGD) to administer steroid injections.

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		Most of the time	Sometimes	Not often			

The Advanced Practitioner is able to / is further developing their abilities to **Promote health and well-being:**

1.12	<p>facilitate patients and carers to achieve optimal wellbeing by:</p> <ul style="list-style-type: none">• using knowledge of principles of, and strategies used in, health and physical activity promotion and self-management,• contributing to the design and implementation of strategies that facilitate groups or communities in optimising well-being, including provision of information,• collaborating with multiple stakeholders and agencies in supporting people and communities to manage their health and well-being and• ensuring user / carer involvement in all aspects of the patient journey and service redesign.						<p>Design and delivery of group self management programmes. Referral to other services including dietetics, pain management, psychology and leisure. Provision of a range of health promotion resources.</p>
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	Capability	How confident do you feel about applying this capability in your own practice?			How can you demonstrate your application of this capability in your own practice? Provide examples.	What are your learning and development needs to improve your confidence level?	Evidence Examples
		Most of the time	Sometimes	Not often			

The Advanced Practitioner is able to / is further developing their abilities to **Operate within scope of practice:**

1.13	establish mechanisms that ensure all activities are within personal and professional scopes of practice in a context where the boundaries of advancing practice are changing, including: <ul style="list-style-type: none">• maintaining current awareness regarding legal and professional frameworks, regulations and requirements, and• establishing or ensuring awareness of relevant protocols, guidelines, or thresholds for referral to specialists.						Adhering to organisational policies, clinical guidelines and professional bodies' guidelines, standards and codes of conduct. Membership of Specialist Interest Groups
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Mapping to the KSF Core Dimensions

C1 Communication, C4 Service Improvement, C5 Quality, G2 Development and Innovation, HWB1 Promotion of Health and Wellbeing, HWB2 Assessment and Care Planning

Pillar of Practice: 2. FACILITATING LEARNING - guidance in relation to Advanced Practice in MSK

	Capability	How confident do you feel about applying this capability in your own practice?			How can you demonstrate your application of this capability in your own practice? Provide examples.	What are your learning and development needs to improve your confidence level?	Evidence Examples
		Most of the time	Sometimes	Not often			
The Advanced Practitioner is able to / is further developing their abilities to Learning Environment							
2.1	promote the culture of a learning organisation which values learning and provides a positive learning environment, incorporating principles of inter-professional learning, effective work-based learning and contribution to development of a supportive infrastructure for all staff and students within all departments / teams.						e.g.Informal staff/team updates including feedback from training attended.Set up journal clubs, shadowing opportunities (across professions) and practice supervision for staff and students. Lead staff CPD programmes.
The Advanced Practitioner is able to / is further developing their abilities to Facilitation of Learning							
2.2	be responsible and accountable for developing / maintaining skills and knowledge as a facilitator of learning.						Undertaking relevant post graduate training in facilitation of learning. Take into account learning and teaching styles when delivering any training.

Pillar of Practice: 2. FACILITATING LEARNING - guidance in relation to Advanced Practice in MSK

	Capability	How confident do you feel about applying this capability in your own practice?			How can you demonstrate your application of this capability in your own practice? Provide examples.	What are your learning and development needs to improve your confidence level?	Evidence Examples
		Most of the time	Sometimes	Not often			

The Advanced Practitioner is able to / is further developing their abilities to **Facilitation of Learning**

2.3	<p>use their expertise to contribute to the design, development, delivery and assessment of:</p> <ul style="list-style-type: none">• formal learning* within their profession, including involvement in the development of relevant programmes within Higher Education Institutions• E-learning• informal learning* (e.g. critical companionship*, mentoring, coaching, student supervision including adaptive placements). <p>* see definitions on page 11</p>						<p>Deliver lectures to undergraduate students within HEI's. External Assessor for HEI under graduate programmes. Assessment of student placements. design and delivery of work based learning programmes.</p> <p>Participate in review and revalidation of HEI programmes.</p>
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Pillar of Practice: 2. FACILITATING LEARNING - guidance in relation to Advanced Practice in MSK

	Capability	How confident do you feel about applying this capability in your own practice?			How can you demonstrate your application of this capability in your own practice? Provide examples.	What are your learning and development needs to improve your confidence level?	Evidence Examples
		Most of the time	Sometimes	Not often			
The Advanced Practitioner is able to / is further developing their abilities to Facilitation of Learning							
2.4	facilitate selection of learning strategies that are appropriate for their own learning or that of an individual and/or group, enabling progression (making use of principles of learning and teaching).						Identification of participants learning styles. Study and use of appropriate learning activities to meet learning outcomes such as case studies, presentations, workshops, group discussions and shadowing.
2.5	enable all staff and students to apply learning from different contexts and sources (e.g. clinical practice and academic learning).						Provide study time for reading, attendance at relevant training / courses, supervision/ mentoring, reflection and completion of CPD portfolios.

Pillar of Practice: 2. FACILITATING LEARNING - guidance in relation to Advanced Practice in MSK

	Capability	How confident do you feel about applying this capability in your own practice?			How can you demonstrate your application of this capability in your own practice? Provide examples.	What are your learning and development needs to improve your confidence level?	Evidence Examples
		Most of the time	Sometimes	Not often			
The Advanced Practitioner is able to / is further developing their abilities to Facilitation of Learning							
2.6	use advanced written and oral communication skills to educate others on best practice in local, national and international settings to positively influence changes in practice.						Ensure communication meets the needs of the learner's profiles (jargon free). Development of resources such as leaflets and guidelines. Present at conferences and study days.
2.7	justify and ensure access to essential resources (e.g. facilitators' time and experience, learner time and learning materials) to support work-based learning opportunities.						Evidence of advocacy for resources, e.g. business plan; meeting minutes.

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	Capability	How confident do you feel about applying this capability in your own practice?			How can you demonstrate your application of this capability in your own practice? Provide examples.	What are your learning and development needs to improve your confidence level?	Evidence Examples
		Most of the time	Sometimes	Not often			
The Advanced Practitioner is able to / is further developing their abilities to Facilitation of Learning							
2.8	develop mechanisms to assure and improve quality of educational opportunities within the work environment.						Use of Quality Standards for Practice Placements (NES 2010). Ongoing evaluation of training provided.
2.9	create opportunities to evaluate the effectiveness of learning to enhance future educational development.						e.g. Development of evaluation strategies for all learning opportunities including reflective practice to inform and enhance future action plans.

Pillar of Practice: 2. FACILITATING LEARNING - guidance in relation to Advanced Practice in MSK

	Capability	How confident do you feel about applying this capability in your own practice?			How can you demonstrate your application of this capability in your own practice? Provide examples.	What are your learning and development needs to improve your confidence level?	Evidence Examples
		Most of the time	Sometimes	Not often			
The Advanced Practitioner is able to / is further developing their abilities to Service Improvement							
2.10	facilitate the learning of service users and carers in relation to optimising their own wellbeing.						Provision of patient information leaflets and other resources. Provide opportunities for users/ carers discussion to agree care plans which take into consideration individual needs.
2.11	contribute constructively and confidently to consultation processes that aim to improve services, strategies and guidelines, and appropriately target research activities.						Invite users and carers to participate in consultation processes. Actively contribute to development of patient pathways.

Pillar of Practice: 2. FACILITATING LEARNING - guidance in relation to Advanced Practice in MSK

	Capability	How confident do you feel about applying this capability in your own practice?			How can you demonstrate your application of this capability in your own practice? Provide examples.	What are your learning and development needs to improve your confidence level?	Evidence Examples
		Most of the time	Sometimes	Not often			

The Advanced Practitioner is able to / is further developing their abilities to **Service Improvement**

2.12	facilitate the application of learning into practice and evaluate impact.						Provide time and support for staff to enable implementation of learning into practice, ensuring all stakeholders are informed and solutions to potential barriers are identified.
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Definitions:

- ‘Formal learning’ is defined by the SCQF (2009 p7) as taking place “within the context of programmes delivered by learning and training providers; it is assessed and leads to recognised qualifications.”
- ‘Informal learning’ is defined by the SCQF (2009 p7) as “experiential learning and takes place through life and work experiences. It is often unintentional learning. The learner may not recognise at the time of the experience that it contributed to the development of their skills and knowledge. This recognition may only happen retrospectively through the RPL process, unless the experiences take place as part of a planned experiential or work-based learning programme.”
- ‘Critical companionship’ is defined by Titchen (2003) as “a helping relationship in which an experienced facilitator accompanies another on an experiential learning journey, using methods of ‘high challenge’ and ‘high support’ in a trusting relationship”.

Mapping to the KSF

C1 Communication, C2 Personal and People Development, C4 Service Improvement,C5 Quality, G1 Learning and Development, G2 Development and Innovation

Pillar of Practice: 3. LEADERSHIP - guidance in relation to Advanced Practice in MSK

	Capability	How confident do you feel about applying this capability in your own practice?			How can you demonstrate your application of this capability in your own practice? Provide examples.	What are your learning and development needs to improve your confidence level?	Evidence Examples
		Most of the time	Sometimes	Not often			
With reference to the: <ul style="list-style-type: none">Model for Leadership and Development across NHS Scotland (MLD; NHS Scotland, 2009) andLeadership Qualities Framework (LQF: NHS Institute for Innovation and Improvement, 2010) The Advanced Practitioner is able to / is further developing their leadership abilities to support themselves, their team and organisation to: Self							
3.1	be aware of their personal qualities and how these relate to their ability to shape current and future services even when challenged.						Awareness of leadership styles such as Myers Briggs, and how this can be used positively to influence service development.
3.2	be a positive role model through provision of strong and effective leadership across professional and organisational teams and boundaries at local and national level.						Chair meetings, lead working groups, membership of professional bodies, organise national meetings.

Pillar of Practice: 3. LEADERSHIP - guidance in relation to Advanced Practice in MSK

	Capability	How confident do you feel about applying this capability in your own practice?			How can you demonstrate your application of this capability in your own practice? Provide examples.	What are your learning and development needs to improve your confidence level?	Evidence Examples
		Most of the time	Sometimes	Not often			
With reference to the: <ul style="list-style-type: none">Model for Leadership and Development across NHS Scotland (MLD; NHS Scotland, 2009) andLeadership Qualities Framework (LQF: NHS Institute for Innovation and Improvement, 2010) The Advanced Practitioner is able to / is further developing their leadership abilities to support themselves, their team and organisation to: Self							
3.3	Understand the principles of emotional intelligence and apply at a high level to build relationships and facilitate effective change management.						Change management training. Increased self awareness by completion of 360 degree feedback.
3.4	demonstrate personal integrity within all situations.						Reflective account on demonstrating fairness and elimination of bias when managing a situation of conflict. Completion of equality and diversity training.

Pillar of Practice: 3. LEADERSHIP - guidance in relation to Advanced Practice in MSK

	Capability	How confident do you feel about applying this capability in your own practice?			How can you demonstrate your application of this capability in your own practice? Provide examples.	What are your learning and development needs to improve your confidence level?	Evidence Examples
		Most of the time	Sometimes	Not often			

With reference to the:

- Model for Leadership and Development across NHS Scotland (MLD; NHS Scotland, 2009) and
- Leadership Qualities Framework (LQF: NHS Institute for Innovation and Improvement, 2010)

The Advanced Practitioner is able to / is further developing their leadership abilities to support themselves, their team and organisation to: **Self**

3.5	be politically and strategically astute						Actively contributing to working group to develop national guidance/ standards. Being aware of how policy influences service delivery.
3.6	motivate themselves and others to take action to shape future services around the needs of patients.						Lead on service redesign initiatives. Maintain up to date knowledge on evidence based practice and audit practice against current evidence. Reflective account to demonstrate delegation skills.

Pillar of Practice: 3. LEADERSHIP - guidance in relation to Advanced Practice in MSK

	Capability	How confident do you feel about applying this capability in your own practice?			How can you demonstrate your application of this capability in your own practice? Provide examples.	What are your learning and development needs to improve your confidence level?	Evidence Examples
		Most of the time	Sometimes	Not often			

With reference to the:

- Model for Leadership and Development across NHS Scotland (MLD; NHS Scotland, 2009) and
- Leadership Qualities Framework (LQF: NHS Institute for Innovation and Improvement, 2010)

The Advanced Practitioner is able to / is further developing their leadership abilities to support themselves, their team and organisation to: **Self**

3.7	lead projects that fulfil strategic planning and service objectives, making use of excellent time and people management skills and influencing and negotiating skills.						Review of referral protocols to be more time efficient for staff and ensure patients are referred to the appropriate professional.
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Pillar of Practice: 3. LEADERSHIP - guidance in relation to Advanced Practice in MSK

	Capability	How confident do you feel about applying this capability in your own practice?			How can you demonstrate your application of this capability in your own practice? Provide examples.	What are your learning and development needs to improve your confidence level?	Evidence Examples
		Most of the time	Sometimes	Not often			
The Advanced Practitioner is able to / is further developing their abilities for self, team and organisation to: Team							
3.8	create a supportive ethos to empower teams to achieve agreed targets, with mutual accountability and contribute to the development of flexible and responsive services.						Consult and listen to all team members. Ensure all targets are realistic and achievable by the team taking into account resources available. Reflection of a consultative process and ability to delegate tasks and create a shared vision.
3.9	manage team members in the distribution and performance of roles and responsibilities, ensuring compliance with professional standards, legislation and policy and optimising job satisfaction as much as possible.						KSF reviewer. Provide learning opportunities to support agreed PDPs.

Pillar of Practice: 3. LEADERSHIP - guidance in relation to Advanced Practice in MSK

	Capability	How confident do you feel about applying this capability in your own practice?			How can you demonstrate your application of this capability in your own practice? Provide examples.	What are your learning and development needs to improve your confidence level?	Evidence Examples
		Most of the time	Sometimes	Not often			
The Advanced Practitioner is able to / is further developing their abilities for self, team and organisation to: Team							
3.10	enhance team confidence, capability, dynamics and effectiveness to achieve better services for users.						Organise and participate in team learning and discussions. Undertake training in managing conflict and difficult situations. Reflection on utilisation of the individual strengths within a team to achieve a common goal.
3.11	provide coaching and mentoring to team members						Attendance at relevant training course. Responsible for implementation of mentorship guidance. Reflection of 'on the job' mentorship e.g. observation/work shadowing.

Pillar of Practice: 3. LEADERSHIP - guidance in relation to Advanced Practice in MSK

	Capability	How confident do you feel about applying this capability in your own practice?			How can you demonstrate your application of this capability in your own practice? Provide examples.	What are your learning and development needs to improve your confidence level?	Evidence Examples
		Most of the time	Sometimes	Not often			
The Advanced Practitioner is able to / is further developing their abilities for self, team and organisation to: Organisation							
3.12	lead innovation and service improvement to deliver person-centred, safe and effective care.						
3.13	effectively manage risk, resources and processes that fall within their remit, ensuring optimal efficiency and efficacy of use.						

Pillar of Practice: 3. LEADERSHIP - guidance in relation to Advanced Practice in MSK

	Capability	How confident do you feel about applying this capability in your own practice?			How can you demonstrate your application of this capability in your own practice? Provide examples.	What are your learning and development needs to improve your confidence level?	Evidence Examples
		Most of the time	Sometimes	Not often			
The Advanced Practitioner is able to / is further developing their abilities for self, team and organisation to: Organisation							
3.14	develop networks, including service users and carers, that provide opportunities to learn about and influence future developments.						Establishment of a local support network for patients with chronic pain.
3.15	use high levels of effective and strategic influencing and negotiating skills in complex situations to enhance service delivery.						GPs, service managers, professional bodies, Health Improvement Scotland, Social Care and voluntary sector.
Mapping to the KSF C2 Personal and People Development, C4 Service Improvement, C5 Quality, G1 Learning and Development, G2 Development and Innovation, G6 People Management							

Pillar of Practice: 4. RESEARCH - guidance in relation to Advanced Practice in MSK

	Capability	How confident do you feel about applying this capability in your own practice?			How can you demonstrate your application of this capability in your own practice? Provide examples.	What are your learning and development needs to improve your confidence level?	Evidence Examples
		Most of the time	Sometimes	Not often			
The Advanced Practitioner is able to / is further developing their abilities to:							
4.1	lead and develop a culture of enquiry that promotes, supports and encourages participation in evidence-based practice, including research, service evaluation and audit.						Monthly team meetings to discuss specific cases. Journal clubs. Audit of national and local guidelines and standards. Service user satisfaction questionnaires and focus groups.
4.2	identify gaps in knowledge and formulate appropriate questions for clinical research, service evaluation or audit.						Development of PDPs. Initiate service improvement projects for self and others.

Pillar of Practice: 4. RESEARCH - guidance in relation to Advanced Practice in MSK

	Capability	How confident do you feel about applying this capability in your own practice?			How can you demonstrate your application of this capability in your own practice? Provide examples.	What are your learning and development needs to improve your confidence level?	Evidence Examples
		Most of the time	Sometimes	Not often			
The Advanced Practitioner is able to / is further developing their abilities to:							
4.3	demonstrate understanding of research, research proposals, service evaluation and audit designs and methods that are appropriate to help answer the questions identified.						Undertake post graduate research modules at M level. Work with local research and development departments to design and implement evaluation strategies.
4.4	search for and locate current research evidence and clinical guidelines relating to relevant assessment and interventions strategies, and service delivery issues.						Undertake and critically appraise literature using systematic approaches to inform practice.

Pillar of Practice: 4. RESEARCH - guidance in relation to Advanced Practice in MSK

	Capability	How confident do you feel about applying this capability in your own practice?			How can you demonstrate your application of this capability in your own practice? Provide examples.	What are your learning and development needs to improve your confidence level?	Evidence Examples
		Most of the time	Sometimes	Not often			
The Advanced Practitioner is able to / is further developing their abilities to:							
4.5	critically evaluate and synthesise the evidence available and make appropriate judgements on implementation despite incomplete or paradoxical evidence.						Participation in the development of clinical guidelines, protocols and clinical pathways.
4.6	access appropriate support to enable analysis of information gathered and lead the team in the dissemination of results.						Link with local research and development departments, librarians and colleagues with research skills. Submission of abstracts to conferences.

Pillar of Practice: 4. RESEARCH - guidance in relation to Advanced Practice in MSK

	Capability	How confident do you feel about applying this capability in your own practice?			How can you demonstrate your application of this capability in your own practice? Provide examples.	What are your learning and development needs to improve your confidence level?	Evidence Examples
		Most of the time	Sometimes	Not often			
The Advanced Practitioner is able to / is further developing their abilities to:							
4.7	access appropriate support relating to governance issues, such as data protection and ethical review.						Link with local research ethics committee and governance departments.

Pillar of Practice: 4. RESEARCH - guidance in relation to Advanced Practice in MSK

	Capability	How confident do you feel about applying this capability in your own practice?			How can you demonstrate your application of this capability in your own practice?	What are your learning and development needs to improve your confidence level?	Evidence Examples
		Most of the time	Sometimes	Not often			
The Advanced Practitioner is able to / is further developing their abilities to:							
4.8	demonstrate a clear understanding of information and research governance and is able to apply to local policies and practice.						Evidence of supervision and advice supplied to support local research, clinical audit and service evaluations. Undertake or assist in the completion of research ethics applications.
	N.B. Some Advanced Practitioners will be required by nature of their post to undertake specific research relating to their area of expertise, which may require further development in this area. It may be useful to refer to an existing framework that relates to the development of research skills: Benchmarked EBP and Research Competencies Framework (Peters, 2010). This provides a ‘skills escalator’ for use by all NMAHP staff.						
Mapping to the KSF C1 Communication, C5 Quality: Health & Wellbeing, HWB1: 4 Information & Knowledge, IK1 Information Processing, IK2 Information Collection and Analysis, IK3 Knowledge and Information Resources							

INTEGRATED CAPABILITIES: guidance points - guidance in relation to Advanced Practice in MSK

	Capability	How confident do you feel about applying this capability in your own practice?			How can you demonstrate your application of this capability in your own practice? Provide examples.	What are your learning and development needs to improve your confidence level?	Evidence Examples
		Most of the time	Sometimes	Not often			

The following guidance points refer to roles that may be performed by the Advanced Practitioner that integrate capabilities from different pillars of practice:

When **facilitating evidence based practice**, the Advanced Practitioner

5.1	contributes to the development of <u>research</u> evidence through encouraging and supporting the involvement of others in research / service evaluation / audit.						
5.2	leads the development of a culture of evidence-based practice and <u>facilitating learning</u> by promoting development of core research-related knowledge and skills within teams.						

INTEGRATED CAPABILITIES: guidance points - guidance in relation to Advanced Practice in MSK

	Capability	How confident do you feel about applying this capability in your own practice?			How can you demonstrate your application of this capability in your own practice? Provide examples.	What are your learning and development needs to improve your confidence level?	Evidence Examples
		Most of the time	Sometimes	Not often			

The following guidance points refer to roles that may be performed by the Advanced Practitioner that integrate capabilities from different pillars of practice:

When **facilitating evidence based practice**, the Advanced Practitioner

5.3	uses <u>leadership</u> abilities to facilitate the translation of <u>research</u> knowledge and outputs into clinical practice, including working in networks to standardise the integration of existing and new evidence into protocols, guidelines, care pathways, service design, strategies and policies.						
5.4	uses <u>leadership</u> abilities to promote the appropriate dissemination of existing and emerging evidence for aspects of practice (e.g. clinical guidelines).						

INTEGRATED CAPABILITIES: guidance points - guidance in relation to Advanced Practice in MSK

	Capability	How confident do you feel about applying this capability in your own practice?			How can you demonstrate your application of this capability in your own practice? Provide examples.	What are your learning and development needs to improve your confidence level?	Evidence Examples
		Most of the time	Sometimes	Not often			
When acting as an advisor , the Advanced Practitioner is able to / is developing their abilities to:							
5.5	act as a <u>clinical</u> resource to patients, carers, professionals within their own and other fields, and relevant stakeholders: providing information and guidance that uses their expertise and knowledge relating to conditions, investigations, interventions, services, resources, strategies and policies (e.g. in relation to vocational rehabilitation).						
5.6	<u>facilitate learning</u> by acting as a resource to the designers of formal education programmes – providing information and guidance that uses their expertise and knowledge relating to conditions, investigations, interventions, services, resources, strategies and policies.						

INTEGRATED CAPABILITIES: guidance points - guidance in relation to Advanced Practice in MSK

	Capability	How confident do you feel about applying this capability in your own practice?			How can you demonstrate your application of this capability in your own practice? Provide examples.	What are your learning and development needs to improve your confidence level?	Evidence Examples
		Most of the time	Sometimes	Not often			
When acting as an advisor , the Advanced Practitioner is able to / is developing their abilities to:							
5.7	use leadership skills to advise on the development of policies, strategies, services, outcomes and evidence.						
5.8	act as a lead to promote the development of <u>research</u> activities by: <ul style="list-style-type: none">• ensuring their relevance to patient care, through enabling the involvement of service users and clinicians• providing information and guidance that uses their expertise and knowledge relating to conditions, investigations, interventions, services, resources, strategies and policies.						

INTEGRATED CAPABILITIES: guidance points - guidance in relation to Advanced Practice in MSK

	Capability	How confident do you feel about applying this capability in your own practice?			How can you demonstrate your application of this capability in your own practice? Provide examples.	What are your learning and development needs to improve your confidence level?	Evidence Examples
		Most of the time	Sometimes	Not often			
When managing information , the Advanced Practitioner is able to / is developing their abilities to:							
5.9	effectively lead change in the mechanisms and purposes of information management in a way that incorporates use of advancing technologies to enable ongoing service improvement.						
5.10	implement and use systems that facilitate learning, clinical practice and research.						

Mapping to the KSF

C5 Quality, G1 Learning and Development, G7 Capacity and Capability

AHP Advanced Practice Education and Development Framework (Musculoskeletal) ●●●

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