



# Utilisation of the Society of Hospital Pharmacists of Australia Clinical Competency Assessment Training Across WACHS Pharmacy Departments Procedure

## 1. GUIDING PRINCIPLES

Competency based training is a component of the National Safety and Quality Health Service Standards (NSQHS).

The Australian Commission on Safety and Quality in Health Care supports quality practice programs including credentialing for Health Professionals. A component of the quality practice credentialing programs is peer review.

The Society of Hospital Pharmacists of Australia (SHPA) clinCAT Program is a structured national competency assessment tool aimed to support pharmacists' professional development in the clinical settings.

## 2. PROCEDURE

In line with statewide recommendations, all WA Country Health Service (WACHS) regions are to utilise the SHPA clinCAT program for peer review and competency assessment of pharmacists.

Each region is to provide and support at least one pharmacist to be trained as a clinCAT evaluator. After completing the SHPA training, the evaluators are to work towards the requirements for credentialing.

Trained evaluators are to undertake peer review of pharmacists across WACHS. This review will include the need to travel to other regions to undertake evaluations.

All pharmacists across WACHS are to undergo a clinCAT evaluation annually (as a minimum).

The completed Professional Development Plan(s) are to be provided to the pharmacist's manager for all clinCAT assessments undertaken.

## 3. DEFINITIONS

<b>clinCAT evaluators</b>	Pharmacists who have undertaken the two days SHPA training course and have completed (or are progressing to complete), the required assessments to received SHPA credentialing in clinCAT evaluations.
<b>Credentialing</b>	Refers to the formal process used to verify the qualifications, experience, professional standing and other relevant professional attributes of medical practitioners for the purpose of forming a view about their competence, performance and professional suitability to provide safe, high quality health care services within specific organisational environments.
<b>SHPA clinCAT</b>	A structured national competency assessment tool aimed to support pharmacists' professional development in the clinical settings.

## 4. ROLES AND RESPONSIBILITIES

### All Staff

All staff are required to work within policies and guidelines to make sure that WACHS is a safe, equitable and positive place to be.

### Pharmacists

All pharmacists are to participate in the clinCAT evaluation process as part of their employment in WACHS.

### clinCAT Evaluators

Pharmacists trained as clinCAT evaluators are to maintain their credentialing with SHPA. They will work as a group to ensure uniform implementation of the clinCAT process within WACHS.

### Regional and Executive Management

Regional and Executive Management commit to provide support for the training of clinCAT evaluators, and support for the trained evaluators to attend other regions to complete competency assessments. The region receiving a visiting trained assessor is responsible for meeting the travel and accommodation costs incurred by the assessor.

## 5. COMPLIANCE

Failure to comply with this policy may constitute a breach of the WA Health Code of Conduct (Code). The Code is part of the [Integrity Policy Framework](#) issued pursuant to section 26 of the [Health Services Act 2016](#) (WA) and is binding on all WACHS staff which for this purpose includes trainees, students, volunteers, researchers, contractors for service (including all visiting health professionals and agency staff) and persons delivering training or education within WACHS.

WACHS staff are reminded that compliance with all policies is mandatory.

## 6. EVALUATION

Monitoring of compliance with this document is to be carried out by the WACHS Chief Pharmacists, every year using the following means / tools:

- Confirmation of participation in clinCAT for all WACHS pharmacists
- Review of regional and WACHS-wide practice changes that have arisen from clinCAT recommendations.

## 7. REFERENCES

[SHPA clinCAT](#)

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