

Digital Capabilities Framework for Foundation Pharmacists

The RPS Post registration foundation framework has five domains which mirror the domain structure of the RPS advanced and consultant level curricula. These are:

1. Person- Centred Care and Collaboration
2. Professional Practice
3. Leadership and Management
4. Education
5. Research

The Digital Capabilities Framework (DCF) has six domains that is used to determine a person's digital literacy. These are:

1. Communication, collaboration, and participation
2. Teaching, learning and self-development
3. Information, data and content literacies
4. Creation, innovation and research
5. Technical proficiency
6. Digital Identity, Wellbeing, Safety and Security

The DCF framework categorises each domain into four levels starting at level one and increasing in complexity to level four.

The table below illustrates where there are similarities between the RPS post registration framework and the NHS DCF framework. The colours are used to highlight where there are areas of overlap between the two frameworks.

RPS Post Registration Foundation Framework			Digital Capabilities Framework		
Domain	Capability	Outcomes	Domain	Capability	Outcomes
1. Person – centred care and collaboration	Communicates effectively, placing the person at the centre of any interaction	1.1 Communicates effectively with people receiving care and colleagues Descriptors examples for 1.1 Assimilates and communicates information clearly and confidently, employs a full range of media including face to face, telephone, written, video, social media and digital, and takes into consideration the needs of the recipient(s). Considers the advantages, limitations and how to reduce the risks associated with different formats of communication, including non-face to face methods. Identifies barriers to effective communication and adapts verbal and non-verbal communication styles in a way that is responsive to the person/carer/family's communication and language needs, preferences and abilities (e.g. speech and hearing problems, and different languages, cultures and levels of health and IT literacy) 1.2 Treats others as equals and with dignity and respect, supporting them regardless of individual circumstances or	1. Information, data and content	a. The ability to find, manage, organise, store and share digital information, data and content b. The ability to understand and act upon appropriate guidelines, protocols, regulations and safeguards in the use of differing media, information, data and content to meet legal, ethical, cultural and security rules, requirements and expectations when working with personal, public, professional and/or confidential information, data and content c. The ability to critically analyse, evaluate and/or interpret information, data, content and their sources d. The ability to understand and adhere to digital copyright, intellectual property and privacy rules and regulations	Level 3 1. I am confident and capable in the use of a wide range of digital devices, technologies, software and applications in order to create, access, edit, monitor, store and share information, data and content for personal and/or professional purposes. 2. I am confident and proactive in the adoption of new/innovative digital devices, technologies, software and applications that promote effective, secure and efficient use and sharing of information, data and content 3. I am confident and capable in the appropriate use of a wide variety of data and file formats in most contexts. 4. I can provide guidance to others on the use, editing, storage and sharing of information, data and content in a wide variety of formats. 5. I always abide by legislation, guidelines, policies and protocols to protect privacy, copyright and intellectual property in the use and sharing of digital information, data and content. 6. I am confident and proficient in testing information, data and content for accuracy and ensuring the accuracy, reliability, safety and security of information, data and

		background; actively promotes this in their practice Descriptor examples 1.2 Demonstrates cultural competence. Respects peoples and colleagues' religious, cultural and ethical beliefs, and their ideas and feelings without judgement, understanding the impact these have on health.		e. The ability to work with and champion the effective, secure, appropriate and innovative use of information, data and content in order to solve problems, make decisions and to achieve successful outcomes for specific goals and objectives	content that I create and/or am responsible for. 7. I am confident and proficient in being able to recognise, analyse and evaluate a wide range of digital information, data and content to test for bias, spin, misinformation and lies and to identify techniques of marketing, persuasion and messaging. 8. I am confident and capable in the effective, secure, appropriate and innovative use of information, data and content in order to solve problems, make decisions and to achieve successful outcomes for specific goals and objectives. 9. I am confident and proficient in promoting and modelling fair, equitable access to information, data and content.
	Delivers person centred care	1.3 Consults with people through open conversation; explores physical, psychological and social aspects for that person, remaining open to what a person might share; empowers the person creating an environment to support shared decision making around personal healthcare outcomes and changes to health behaviour Descriptor examples 1.3 Employs a variety of methods for consulting, appropriate to the person's need e.g. face to face, phone, video, email and newer technologies. Tailors	2. Teaching learning and self-development	a. The ability to use digital technologies and tools for personal learning and b. The ability to use a wide range of digital technologies and tools in teaching, coaching, mentoring others c. The ability to demonstrate and champion a positive attitude in seeking out appropriate and innovative digital technologies to enhance learning for self and others d. The ability to design digital tools/resources/activities to support the teaching and learning of self and others e. The ability to manage/monitor the learning and development of	Level 3 1. I can confidently and capably use a wide and flexible range of digital tools and technologies to support my own personal and professional learning and development needs. 2. I regularly participate in/engage with and/or deliver online learning sessions e.g. forums, podcasts, video tutorials, telephone conferencing. 3. I am confident in my use of a wide range of software and productivity tools that supports my learning and/or teaching both online and offline. 4. I am confident in the creation of online/digital resources, tools,

		the style, amount, frequency, and content of information to the person to support informed decision making and self-care Uses a structured approach to accurately document the outcomes of consultations in the appropriate format and location, including in the digital environment. 1.4 Demonstrates empathy, seeking to understand a situation from the perspective of each person 1.5 Always keeps the person at the centre of their approach to care 1.6 Supports and facilitates the seamless continuity of care for each person Descriptor example 1.6 Ensures prompt, accurate and complete information sharing and collaboration with the relevant health and social care teams to ensure an effective transition between settings		self and/or others through digital technologies and tools.	technologies to support the learning of others. 5. I work confidently online and/or using digital tools and technologies with others to support my own and others' learning e.g. email, webinars, teleconferencing. 6. I regularly record my own learning activities for personal and professional purposes. 7. I work actively at seeking out online and digital opportunities on a regular basis to support my own learning and self-development and/or my teaching. 8. I actively promote digital learning and support/encourage/assist others in using digital to learn and develop. 9. I regularly review my own learning/developmental needs and act upon identified areas for learning and development.
	Collaborates with the wider pharmacy and multidisciplinary team	1.7 Builds strong relationships across the multidisciplinary team; works in partnership to promote positive outcomes 1.8 Demonstrates confidence in speaking to healthcare professionals across the multidisciplinary team; seeking to use appropriate language to influence others 1.9 Recognises the value of members of the pharmacy and	2 Communication , collaboration and participation	a. The ability to use a wide range of digital technologies to communicate with people and to understand the different nature, purpose and function of different methods of digital communication, acting accordingly and appropriately. b. The ability to use digital technologies to communicate respectfully and appropriately	Level 2 1. I can use a range of different methods of digital communication e.g. email, webinars. 2. I can use a range of different methods of digital communication in different ways according to purpose and audience. 3. I can communicate using a range of digital tools in ways that respect differing needs, expectations, cultures and experience.

		multidisciplinary team across the whole care pathway, drawing on those both present and virtually, to develop breadth of skills and support own practice; delegates and refers appropriately, using the expertise and knowledge of others 1.10 Supports members of the multidisciplinary team in the safe use of medicines and to meet the individual needs of those receiving care; effectively influences the decision-making process across the team regarding medicines, where appropriate Descriptor example 1.10 Anticipates and identifies issues that may arise with people or medicine supply, proactively collaborating with others across the wider healthcare system to resolve and ensure seamless patient care		with all people and to recognise one's responsibility to not engage in or allow others to engage in inappropriate, irresponsible, offensive or harmful communication activities. c. The ability to work collaboratively with others using digital technologies and tools to produce shared outcomes to meet shared goals. d. The ability to participate actively in and across digital networks. e. The ability to demonstrate and champion ethical, positive, sensitive and appropriate attitudes and behaviours in communicating, collaborating and participating with anybody and everybody.	4. I can communicate in different and appropriate ways according to the online or digital space I am operating in e.g. personal, informal, professional and formal. 5. I abide by rules and regulations that apply to appropriate online/digital communication and participation. 6. I can work and collaborate with people digitally using a range of tools and technologies e.g. document sharing, cloud storage systems. 7. I can participate in/contribute to digital networks, forums, conversations and/or co-created work/spaces. 8. I demonstrate and champion ethical, positive, sensitive and appropriate attitudes and behaviours in relation to online/digital communication, collaboration and participation.
2. Professional practice	Applies clinical knowledge and skills in practice	2.1 Applies evidence based clinical knowledge and up to date guidance to make suitable recommendations or take appropriate actions with confidence Descriptor example 2.1 Considers the application of innovative healthcare technologies including genomic medicine, artificial intelligence, and advanced therapeutic medicinal	4. Technical proficiency	a. The ability to use a wide range of technical devices in a personal and professional context both individually and with others b. The ability to use a wide range of software and applications for personal and professional use both individually and with others c. The ability to resolve technical challenges and problems both individually and with others	Level 3 1. I am confident and proficient in the use of a wide range of digital devices, technologies, software and applications. 2. I am confident and proficient in the use of specialist, new and emerging digital devices, technologies, software and applications and/or can become confident and proficient through learning/training/support. 3. I am confident and proactive in the adoption of new/innovative digital devices, technologies, software and

		products to promote the effective use of medicines and to improve patient care 2.2 Undertakes a holistic clinical review of a person and their medicines to ensure they are appropriate Descriptor example 2.2 Utilises the systems and technologies required to prescribe medicines safely and effectively Uses a structured approach to accurately document the management plan and prescribing decisions in the appropriate format and location, including the digital environment. Maintains records sufficiently to enable optimal patient care 2.3 Gathers information and takes histories proficiently; conducts clinical examinations and assessments; develops diagnostic skills 2.4 Accesses and critically evaluate appropriate information to make evidence-based decisions in an efficient and systematic manner; ensures high attention to detail is maintained when making decisions regarding the person receiving care 2.5 Manages uncertainty and risk appropriately 2.6 Takes the cost-effectiveness of a decision into account where		d. The ability to use technical knowledge to problem solve and achieve expected outputs e. The ability to support others with resolving technical challenges and problems and/or acting on technical opportunities	applications in order to meet personal or professional changing needs. 4. I am confident and proficient in the diagnosis and remedying of a range of technical challenges and issues independently and/or collaboratively. 5. I am confident and proficient in choosing between a range of digital devices, technologies, software and applications in order to carry out the most appropriate actions and activities for a desired goal or outcome. 6. I am confident and proficient in configuring, calibrating and the setting up of a wide range of digital devices, technologies, software and applications. 7. I am confident and proficient in carrying out a wide range of maintenance tasks and technical challenges associated with the devices, technologies, software and applications that others use. 8. I am confident and proficient in a range of specific technical skills that support the smooth running of digital devices, technologies, software, applications and the overall effectiveness of a digital organisation e.g. web development, server and database administration across platforms, software development in a variety of languages. 9. I keep up-to-date with digital technology evolution and innovation.
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		necessary, working to the appropriate formulary 2.7 Proactively recognises and corrects the overuse of medicines; positively impacts on the usage and stewardship of medicines at an individual and population level			
	Understands the value that data and digital technology can have, drawing upon these where necessary to drive care and improve outcomes	2.8 Analyses and uses data and digital technologies to inform clinical decision making, and improve clinical outcomes and patient safety	5. Creation, innovation and research	a. The ability to create new digital resources and/or curate existing ones working individually or in collaboration with others b. The ability to use devices, technologies, techniques and applications in research, quality improvement, audit and scholarly activities c. The ability to use digital technologies to support or create new ideas, methods, solutions and decisions d. The ability to act as a digital champion or change agent e. The ability to lead on and champion the effective, appropriate, creative and innovative use of digital technologies in research, scholarship and other activities.	Level 3 1. I am confident and capable in the use a range of digital devices, technologies, software and applications to create and/or edit, modify, refine, improve and integrate items of new content and information to create new and original digital resources, media, information e.g. photo or film creation/editing, social media messages, digital audio, electronic magazines or books. 2. I can express myself through the creation of the most appropriate digital means and guide others to do so. 3. I have developed my understanding of existing digital tools and technologies to inform future digital development. 4. I am confident and capable in the effective, appropriate and creative use of digital technologies in research, audit, quality improvement and/or scholarship activities. 5. I regularly demonstrate the use of digital as a means to bring about positive change and benefits. 6. I am confident and capable in proposing new ideas and processes relating to digital.

					7. I actively research new developments in digital and I am keen to try new and innovative devices, technologies and techniques. 8. I support and inform the development of new and emerging digital tools, technologies and techniques for myself and my organisation. 9. I protect and promote my own and my organisation's digital content through a range of different licences and respect the intellectual property of others.
	Practises professional	2.9 Actively practises honesty and integrity in all that they do; upholds a duty of candour 2.10 Is accountable and responsible for own decisions and actions, understanding the potential consequences of these decisions across the whole care pathway 2.11 Works within ethical guidelines and legal frameworks, including consent and confidentiality; seeks to gain permission from the person before accessing confidential records where necessary 2.12 Recognises and works safely within own level of competence, understanding the importance of working within this; knows when it is appropriate to escalate a situation or refer	6. Digital identify, wellbeing, safety and security	a. The ability to develop, promote and safeguard appropriate digital identity(-ies) that support a positive personal and organisational reputation b. The ability to use digital technologies in ways that support personal wellbeing and safety and the wellbeing and safety of others c. The ability to recognise and act upon digital situations and events that might compromise personal, professional or organisational security d. The ability to demonstrate and champion ethical, positive, healthy and appropriate attitudes and behaviours in relation to digital identity, wellbeing and safety of self and others e. The ability to understand and manage the impact of own and	Level 2 1. I can create appropriate digital identities. 2. I can create and protect my own digital identity/footprint and reputation. 3. I can create or contribute to an organisation's digital identity in appropriate ways. 4. I can protect my organisation's digital identity and reputation. 5. I understand the different kinds of serious consequences for breaches of safety, security and wellbeing rules and guidelines for me and other people and can act to prevent these. 6. I can behave online and in all digital interactions in ways that are respectful, ethical and appropriate to different audiences. 7. I can use digital in ways that promote safety of self and others, including physical security of equipment and devices and digital security online.

				others' activities on the environment.	8. I can use digital and online technologies in ways that contribute to good health and wellbeing. 9. I can act in ways that show proper consideration of the environmental impact of my own and others' digital activities.
3. Leadership and Management	Promotes pharmacy services and develops the profession	3.1 Proactively demonstrates and promotes the value of pharmacy to the public and other healthcare professionals 3.2 Communicates vision and goals to the wider pharmacy and multidisciplinary team to support with achieving group tasks			
	Recognises opportunities for change, innovation and quality improvement	3.3 Critically analyses business needs; is mindful of commercial aspects within the pharmacy context; recognises the changes to and the opportunities within the future role of pharmacists; seeks out opportunities to modify own approach and deliver / promote new pharmacy services. Draws upon networks to understand the range of clinical, medicines-related and public health activities offered by pharmacy across sectors and the care pathway 3.4 Is open to new approaches and ways of completing work tasks and appropriately challenges others to consider change to improve the quality of care; shares own innovative ideas to improve working practices, both internally and externally			

		3.5 Effectively identifies and raises concerns regarding patient safety; applies principles of risk management; seeks to improve the quality and safe use of medicines routinely			
	Demonstrate self – awareness, resilience and adaptability	3.6 Demonstrates self-awareness and emotional intelligence within the role, reflects on and understands the impact a situation may have on one's own health and wellbeing 3.7 Remains composed even in challenging or high-pressured situations; develops and draws upon support network in challenging situations 3.8 Effectively, efficiently and safely manages multiple priorities; maintains accuracy when in a challenging situation; manages own time and workload calmly, demonstrating resilience 3.9 Adapts and works effectively in different environments within pharmacy by applying previous learning to new settings			
4. Education	Develops personally through proactively identifying learning opportunities and reflecting on feedback	4.1 Demonstrates a positive attitude to self-development throughout current and towards future career; proactively seeks learning experiences to support own practice, and has a desire and motivation to try new things 4.2 Develops a personal development plan that reflects the breadth of ongoing professional development and includes potential innovations in			

		medicine and practice development 4.3 Seeks feedback and support from colleagues and service users where appropriate; is receptive to information or advice given to them by others to make changes to own practice			
	Supports the education and development of colleagues	4.4 Acts as a positive role model and mentor within the pharmacy and multidisciplinary team, where appropriate 4.5 Effectively uses own expertise to provide the pharmacy and multidisciplinary team with education and training; supports and supervises less experienced members of the team			
5. Research	Participates in research	5.1 Seeks to be involved in research activities; actively disseminates outcomes to appropriate audiences			