

## DRAFT Capabilities in practice (CiPs) for Haematology - September 2019

Capabilities in practice (CiPs) describe the professional tasks or work within the scope of Rehabilitation Medicine. CiPs are based on the concept of entrustable professional activities which use the professional judgement of appropriately trained, expert assessors as a defensible way of forming global judgements of professional performance.

Each CiP has a set of descriptors associated with that activity or task. Descriptors are intended to help trainees and trainers recognise the knowledge, skills and attitudes which should be demonstrated. The descriptors are not a comprehensive list and there are many more examples that would provide equally valid evidence of performance.

### Generic CiPs

The six generic CiPs cover the universal requirements of all specialties as described in GMP and the GPC framework. Assessment of the generic CiPs will be underpinned by the descriptors for the nine GPC domains and evidenced against the performance and behaviour expected at that stage of training. Satisfactory sign off will indicate that there are no concerns. It will not be necessary to assign a level of supervision for these non-clinical CiPs.

### Specialty CiPs

The specialty CiPs describe the clinical tasks or activities which are essential to the practice of Rehabilitation Medicine. The CiPs have been mapped to the nine GPC domains to reflect the professional generic capabilities required to undertake the clinical tasks.

Satisfactory sign off will require educational supervisors to make entrustment decisions on the level of supervision required for each CiP and if this is satisfactory for the stage of training, the trainee can progress.

### KEY TO TABLES

CbD	Case-based discussion	DOPS	Direct observation of procedural skills
FRCPath	Fellowship examination of The Royal College of Pathologists	GCP	Good Clinical Practice
Mini-CEX	Mini-clinical evaluation exercise	MCR	Multiple consultant report
MSF	Multi source feedback	PS	Patient survey
QIPAT	Quality improvement project assessment tool	TO	Teaching observation

### Generic capabilities in practice (CiPs)

#### Category 1: Professional behaviour and trust

#### 1. Able to function successfully within NHS organisational and management systems

#### Descriptors

- Aware of and adheres to the GMC professional requirements
- Aware of public health issues including population health, social detriments of health and global health perspectives

	<ul style="list-style-type: none"> <li>• Demonstrates effective clinical leadership</li> <li>• Demonstrates promotion of an open and transparent culture</li> <li>• Keeps practice up to date through learning and teaching</li> <li>• Demonstrates engagement in career planning</li> <li>• Demonstrates capabilities in dealing with complexity and uncertainty</li> <li>• Aware of the role of and processes for commissioning</li> <li>• Aware of the need to use resources wisely</li> </ul>
<b>GPCs</b>	Domain 1: Professional values and behaviours Domain 3: Professional knowledge <ul style="list-style-type: none"> <li>• professional requirements</li> <li>• national legislative requirements</li> <li>• the health service and healthcare systems in the four countries</li> </ul> Domain 9: Capabilities in research and scholarship
<b>Evidence to inform decision</b>	MCR MSF Active role in governance structures Management course End of placement reports
<b>2. Able to deal with ethical and legal issues related to clinical practice</b>	
<b>Descriptors</b>	<ul style="list-style-type: none"> <li>• Aware of national legislation and legal responsibilities, including safeguarding vulnerable groups</li> <li>• Behaves in accordance with ethical and legal requirements</li> <li>• Demonstrates ability to offer apology or explanation when appropriate</li> <li>• Demonstrates ability to lead the clinical team in ensuring that medical legal factors are considered openly and consistently</li> </ul>
<b>GPCs</b>	Domain 3: Professional knowledge <ul style="list-style-type: none"> <li>• professional requirements</li> <li>• national legislative requirements</li> <li>• the health service and healthcare systems in the four countries</li> </ul> Domain 4: Capabilities in health promotion and illness prevention Domain 7: Capabilities in safeguarding vulnerable groups Domain 8: Capabilities in education and training Domain 9: Capabilities in research and scholarship
<b>Evidence to inform decision</b>	MCR MSF CbD DOPS Mini-CEX End of life care and capacity assessment End of placement reports
<b>Category 2: Communication, teamworking and leadership</b>	
<b>3. Communicates effectively and is able to share decision making, while maintaining appropriate situational awareness, professional behaviour and professional judgement</b>	
<b>Descriptors</b>	<ul style="list-style-type: none"> <li>• Communicates clearly with patients and carers in a variety of settings</li> <li>• Communicates effectively with clinical and other professional colleagues</li> <li>• Identifies and manages barriers to communication (eg cognitive impairment, speech and hearing problems, capacity issues)</li> <li>• Demonstrates effective consultation skills including effective verbal and nonverbal interpersonal skills</li> </ul>

	<ul style="list-style-type: none"> <li>• Shares decision making by informing the patient, prioritising the patient's wishes, and respecting the patient's beliefs, concerns and expectations</li> <li>• Shares decision making with children and young people</li> <li>• Applies management and team working skills appropriately, including influencing, negotiating, re-assessing priorities and effectively managing complex, dynamic situations</li> </ul>
<b>GPCs</b>	<p>Domain 2: Professional skills</p> <ul style="list-style-type: none"> <li>• practical skills</li> <li>• communication and interpersonal skills</li> <li>• dealing with complexity and uncertainty</li> <li>• clinical skills (<i>history taking, diagnosis and medical management; consent; humane interventions; prescribing medicines safely; using medical devices safely; infection control and communicable disease</i>)</li> </ul> <p>Domain 5: Capabilities in leadership and teamworking</p>
<b>Evidence to inform decision</b>	<p>MCR MSF PS End of placement reports</p>
<b>Category 3: Safety and quality</b>	
<b>4. Is focussed on patient safety and delivers effective quality improvement in patient care</b>	
<b>Descriptors</b>	<ul style="list-style-type: none"> <li>• Makes patient safety a priority in clinical practice</li> <li>• Raises and escalates concerns where there is an issue with patient safety or quality of care</li> <li>• Demonstrates commitment to learning from patient safety investigations and complaints</li> <li>• Shares good practice appropriately</li> <li>• Contributes to and delivers quality improvement</li> <li>• Understands basic Human Factors principles and practice at individual, team, organisational and system levels</li> <li>• Understands the importance of non-technical skills and crisis resource management</li> <li>• Recognises and works within limit of personal competence</li> <li>• Avoids organising unnecessary investigations or prescribing poorly evidenced treatments</li> </ul>
<b>GPCs</b>	<p>Domain 1: Professional values and behaviours</p> <p>Domain 2: Professional skills</p> <ul style="list-style-type: none"> <li>• practical skills</li> <li>• communication and interpersonal skills</li> <li>• dealing with complexity and uncertainty</li> <li>• clinical skills (<i>history taking, diagnosis and medical management; consent; humane interventions; prescribing medicines safely; using medical devices safely; infection control and communicable disease</i>)</li> </ul> <p>Domain 3: Professional knowledge</p> <ul style="list-style-type: none"> <li>• professional requirements</li> <li>• national legislative requirements</li> <li>• the health service and healthcare systems in the four countries</li> </ul> <p>Domain 4: Capabilities in health promotion and illness prevention</p> <p>Domain 5: Capabilities in leadership and teamworking</p> <p>Domain 6: Capabilities in patient safety and quality improvement</p> <ul style="list-style-type: none"> <li>• patient safety</li> </ul>

	<ul style="list-style-type: none"> <li>quality improvement</li> </ul>
<b>Evidence to inform decision</b>	MCR MSF QIPAT End of placement reports
<b>Category 4: Wider professional practice</b>	
<b>5. Carrying out research and managing data appropriately</b>	
<b>Descriptors</b>	<ul style="list-style-type: none"> <li>Manages clinical information/data appropriately</li> <li>Understands principles of research and academic writing</li> <li>Demonstrates ability to carry out critical appraisal of the literature</li> <li>Understands the role of evidence in clinical practice and demonstrates shared decision making with patients</li> <li>Demonstrates appropriate knowledge of research methods, including qualitative and quantitative approaches in scientific enquiry</li> <li>Demonstrates appropriate knowledge of research principles and concepts and the translation of research into practice</li> <li>Follows guidelines on ethical conduct in research and consent for research</li> <li>Understands public health epidemiology and global health patterns</li> <li>Recognises potential of applied informatics, genomics, stratified risk and personalised medicine and seeks advice for patient benefit when appropriate</li> </ul>
<b>GPCs</b>	Domain 3: Professional knowledge <ul style="list-style-type: none"> <li>professional requirements</li> <li>national legislative requirements</li> <li>the health service and healthcare systems in the four countries</li> </ul> Domain 7: Capabilities in safeguarding vulnerable groups Domain 9: Capabilities in research and scholarship
<b>Evidence to inform decision</b>	MCR MSF GCP certificate (if involved in clinical research) Evidence of literature search and critical appraisal of research Use of clinical guidelines Quality improvement and audit Evidence of research activity End of placement reports
<b>6. Acting as a clinical teacher and clinical supervisor</b>	
<b>Descriptors</b>	<ul style="list-style-type: none"> <li>Delivers effective teaching and training to medical students, junior doctors and other health care professionals</li> <li>Delivers effective feedback with action plan</li> <li>Able to supervise less experienced trainees in their clinical assessment and management of patients</li> <li>Able to supervise less experienced trainees in carrying out appropriate practical procedures</li> <li>Able to act a clinical supervisor to doctors in earlier stages of training</li> </ul>
<b>GPCs</b>	Domain 1: Professional values and behaviours Domain 8: Capabilities in education and training
<b>Evidence to inform decision</b>	MCR MSF TO

	Relevant training course End of placement reports
--	--

<b>Specialty CiPs</b>	
<b>1. Laboratory Haematology</b> Providing a comprehensive haematology laboratory service, including investigation, reporting and blood transfusion	
<b>Descriptors</b>	<ul style="list-style-type: none"> <li>• Demonstrates professional behaviour with regards to patients, carers, colleagues and others</li> <li>• Demonstrates ability to interpret and report normal and abnormal laboratory results</li> <li>• Formulates an appropriate differential diagnosis when interpreting laboratory investigations</li> <li>• Recommends appropriate specialist/further investigations, using specialist knowledge of interpretation of laboratory investigations in combination with clinical information</li> <li>• Prioritises further investigations and communicates their urgency effectively to laboratory staff, other colleagues, patients and carers</li> <li>• Communicates test results and their implications effectively to patients and their carers, and involves them in shared decision making</li> <li>• Participates in internal and external quality assurance</li> <li>• Demonstrates knowledge of laboratory management structures and the processes involved in laboratory accreditation</li> </ul>
<b>GPCs</b>	Domain 1: Professional values and behaviours Domain 2: Professional skills <ul style="list-style-type: none"> <li>• practical skills</li> <li>• communication and interpersonal skills</li> <li>• dealing with complexity and uncertainty</li> </ul> Domain 3: Professional knowledge <ul style="list-style-type: none"> <li>• professional requirements</li> <li>• national legislative requirements</li> <li>• the health service and healthcare systems in the four countries</li> </ul> Domain 5: Capabilities in leadership and teamworking Domain 6: Capabilities in patient safety and quality improvement <ul style="list-style-type: none"> <li>• patient safety</li> <li>• quality improvement</li> </ul>
<b>Evidence to inform decision</b>	FRCPATH CBD MCR Reflective notes log book Relevant training course Regional teaching End of placement reports Reflection
<b>2. Liaison Haematology</b> Providing safe clinical advice to colleagues on interpretation of haematology laboratory results, blood transfusion practice and haematological disorders	
<b>Descriptors</b>	<ul style="list-style-type: none"> <li>• Demonstrates professional behaviour with regards to patients, carers, clinical</li> </ul>

	<p>colleagues and laboratory staff</p> <ul style="list-style-type: none"> <li>• Demonstrates effective communication with patients, laboratory staff, GPs and other clinicians regarding laboratory results and blood transfusion</li> <li>• Demonstrates good judgment by giving safe and appropriate advice and guidance to colleagues in primary and secondary care regarding investigation and management of haematological disorders and triages referrals appropriate.</li> <li>• Clearly explains clinical reasoning behind haematological diagnostic and management advice to patients/carers/guardians and colleagues responsible for the overall management of the patient</li> <li>• Demonstrates appropriate management of haematological problems in patients under the care of other specialties</li> </ul>
<b>GPCs</b>	<p>Domain 1: Professional values and behaviours</p> <p>Domain 2: Professional skills</p> <ul style="list-style-type: none"> <li>• practical skills</li> <li>• communication and interpersonal skills</li> <li>• dealing with complexity and uncertainty</li> </ul> <p>Domain 3: Professional knowledge</p> <ul style="list-style-type: none"> <li>• professional requirements</li> <li>• national legislative requirements</li> <li>• the health service and healthcare systems in the four countries</li> </ul> <p>Domain 5: Capabilities in leadership and teamworking</p>
<b>Evidence to inform decision</b>	<p>CBD</p> <p>Mini-CEX</p> <p>MSF</p> <p>MCR</p> <p>TO</p> <p>FRCPath</p> <p>Regional teaching</p> <p>End of placement reports</p> <p>Reflection</p>
<p><b>3. Outpatient Haematology</b></p> <p>Managing patients with suspected or known haematological disorders in the outpatient setting</p>	
<b>Descriptors</b>	<ul style="list-style-type: none"> <li>• Demonstrates professional behaviour with regards to patients, carers, colleagues and others</li> <li>• Demonstrates appropriate use of clinical and laboratory tests to establish a diagnosis</li> <li>• Formulates an appropriate management plan, taking into account patient preferences</li> <li>• Demonstrates understanding of, and follows local and national guidelines and clinical trial protocols</li> <li>• Explains clinical reasoning behind diagnostic and clinical management decisions to patients/carers/guardians and other colleagues</li> <li>• Safe prescription and management of specialist haematological treatments, including chemotherapy</li> <li>• Liaises with other specialty services when appropriate</li> <li>• Understands the function of haematological multidisciplinary team meetings, refers suitable cases and presents information appropriately</li> <li>• Demonstrates understanding of transitional care from paediatric to adult services</li> </ul>

<b>GPCs</b>	<p>Domain 1: Professional values and behaviours</p> <p>Domain 2: Professional skills</p> <ul style="list-style-type: none"> <li>• practical skills</li> <li>• communication and interpersonal skills</li> <li>• dealing with complexity and uncertainty</li> <li>• clinical skills (<i>history taking, diagnosis and medical management; consent; humane interventions; prescribing medicines safely; using medical devices safely; infection control and communicable disease</i>)</li> </ul> <p>Domain 3: Professional knowledge</p> <ul style="list-style-type: none"> <li>• professional requirements</li> <li>• national legislative requirements</li> <li>• the health service and healthcare systems in the four countries</li> </ul> <p>Domain 4: Capabilities in health promotion and illness prevention</p> <p>Domain 9: Capabilities in research and scholarship</p>
<b>Evidence to inform decision</b>	<p>CBD</p> <p>Mini-CEX</p> <p>MCR</p> <p>MSF</p> <p>PS</p> <p>FRCPATH</p> <p>Regional teaching</p> <p>End of placement reports</p> <p>Reflection</p>
<p><b>4. Day Unit Haematology</b></p> <p>Managing patient in an ambulatory/day unit environment including specialist haematological treatments</p>	
<b>Descriptors</b>	<ul style="list-style-type: none"> <li>• Demonstrates professional behaviour with regards to patients, carers, colleagues and others</li> <li>• Delivers patient centred care including shared decision making</li> <li>• Understands the importance of clinical leadership to ensure safe, effective and timely care</li> <li>• Demonstrates effective teamwork with nursing and other professional colleagues</li> <li>• Formulates an appropriate diagnostic and management plan, taking into account patient preferences, and the urgency required</li> <li>• Explains clinical reasoning behind diagnostic and clinical management decisions to patients/carers/guardians and other colleagues</li> <li>• Provides safe prescribing of specialist haematological treatments (including chemotherapy, blood products and replacement of coagulation factors) and manages complications</li> <li>• Demonstrates competency in bone marrow aspiration and trephine biopsies</li> <li>• Demonstrates safe prescription, safety checks and delivery of intrathecal chemotherapy</li> </ul>
<b>GPCs</b>	<p>Domain 1: Professional values and behaviours</p> <p>Domain 2: Professional skills</p> <ul style="list-style-type: none"> <li>• practical skills</li> <li>• communication and interpersonal skills</li> <li>• dealing with complexity and uncertainty</li> <li>• clinical skills (<i>history taking, diagnosis and medical management; consent; humane interventions; prescribing medicines safely; using</i></li> </ul>

	<p><i>medical devices safely; infection control and communicable disease)</i></p> <p>Domain 3: Professional knowledge</p> <ul style="list-style-type: none"> <li>• professional requirements</li> <li>• national legislative requirements</li> <li>• the health service and healthcare systems in the four countries</li> </ul> <p>Domain 5: Capabilities in leadership and teamworking</p> <p>Domain 6: Capabilities in patient safety and quality improvement</p> <ul style="list-style-type: none"> <li>• patient safety</li> <li>• quality improvement</li> </ul>
<b>Evidence to inform decision</b>	<p>CBD</p> <p>Mini-CEX</p> <p>DOPS</p> <p>MSF</p> <p>MCR</p> <p>PS</p> <p>FRCPATH</p> <p>Regional teaching</p> <p>End of placement reports</p> <p>Reflection</p>
<b>5. In-patient Haematology</b>	
Providing continuity of care to inpatients with haematological conditions	
<b>Descriptors</b>	<ul style="list-style-type: none"> <li>• Demonstrates professional behaviour with regard to patients, carers, colleagues and others</li> <li>• Delivers patient centred care including shared decision making</li> <li>• Demonstrates effective consultation skills including in challenging circumstances</li> <li>• Formulates and explains an appropriate diagnostic and management plan, taking into account patient preferences and the urgency required</li> <li>• Appropriately manages comorbidities in haematological inpatients</li> <li>• Provides clinical leadership and demonstrates team working and management skills in managing patients including those with complex conditions</li> <li>• Recognises need to liaise with other specialty services and refers where appropriate</li> <li>• Demonstrates safe prescription and delivery of specialist haematological treatments, including chemotherapy and transfusion support</li> <li>• Recognises and manages the deteriorating patient and refers appropriately for intensive care</li> <li>• Demonstrates understanding of, and follows local and national guidelines and clinical trial protocols</li> <li>• Ensures continuity of patient care through the appropriate transfer of information in hospital and community demonstrating safe and effective handover and discharge planning</li> </ul>
<b>GPCs</b>	<p>Domain 1: Professional values and behaviours</p> <p>Domain 2: Professional skills</p> <ul style="list-style-type: none"> <li>• practical skills</li> <li>• communication and interpersonal skills</li> <li>• dealing with complexity and uncertainty</li> <li>• clinical skills (<i>history taking, diagnosis and medical management; consent; humane interventions; prescribing medicines safely; using medical devices safely; infection control and communicable disease)</i></li> </ul>



	<p>Domain 3: Professional knowledge</p> <ul style="list-style-type: none"> <li>• professional requirements</li> <li>• national legislative requirements</li> <li>• the health service and healthcare systems in the four countries</li> </ul> <p>Domain 5: Capabilities in leadership and teamworking</p> <p>Domain 6: Capabilities in patient safety and quality improvement</p> <ul style="list-style-type: none"> <li>• patient safety</li> <li>• quality improvement</li> </ul> <p>Domain 9: Capabilities in research and scholarship</p>
<b>Evidence to inform decision</b>	<p>Mini-CEX</p> <p>CBD</p> <p>MSF</p> <p>MCR</p> <p>PS</p> <p>Regional teaching</p> <p>End of placement reports</p> <p>Reflection</p>
<b>6. Haematological Emergencies</b>	
Managing acute haematological emergencies in all environments	
<b>Descriptors</b>	<ul style="list-style-type: none"> <li>• Demonstrates professional behaviour with regard to patients, carers, colleagues and others</li> <li>• Demonstrates prompt assessment and safe management of haematological emergencies</li> <li>• Formulates and explains an appropriate diagnostic and management plan, taking into account patient preferences, and the urgency required</li> <li>• Understands the importance of clinical leadership to ensure safe, effective and timely care</li> <li>• Participates effectively in decision making with regard to resuscitation decisions, including decisions not to attempt CPR, and involves patients and their families</li> <li>• Recognises need to liaise with other specialty services and refers where appropriate for intensive care</li> </ul>
<b>GPCs</b>	<p>Domain 2: Professional skills</p> <ul style="list-style-type: none"> <li>• practical skills</li> <li>• communication and interpersonal skills</li> <li>• dealing with complexity and uncertainty</li> <li>• clinical skills (<i>history taking, diagnosis and medical management; consent; humane interventions; prescribing medicines safely; using medical devices safely; infection control and communicable disease</i>)</li> </ul> <p>Domain 3: Professional knowledge</p> <ul style="list-style-type: none"> <li>• professional requirements</li> <li>• national legislative requirements</li> <li>• the health service and healthcare systems in the four countries</li> </ul> <p>Domain 5: Capabilities in leadership and teamworking</p>
<b>Evidence to inform decision</b>	<p>CBD</p> <p>MCR</p> <p>MSF</p> <p>Mini-CEX</p> <p>Regional teaching</p> <p>End of placement reports</p>

	Reflection
<b>7. Managing end of life and palliative care skills</b>	
<b>Descriptors</b>	<ul style="list-style-type: none"> <li>• Identifies patients with limited reversibility of their medical condition and determines palliative and end of life care needs</li> <li>• Identifies the dying patient and develops an individualised care plan, including anticipatory prescribing at end of life</li> <li>• Demonstrates safe and effective use of syringe pumps in the palliative care population</li> <li>• Able to manage non complex symptom control including</li> <li>• pain</li> <li>• Facilitates referrals to specialist palliative care across all settings</li> <li>• Demonstrates effective consultation skills in challenging circumstances</li> <li>• Demonstrates compassionate professional behaviour and clinical judgement</li> </ul>
<b>GPCs</b>	<p>Domain 1: Professional values and behaviours</p> <p>Domain 2: Professional skills</p> <ul style="list-style-type: none"> <li>• practical skills</li> <li>• communication and interpersonal skills</li> <li>• dealing with complexity and uncertainty</li> <li>• clinical skills (<i>history taking, diagnosis and medical management; consent; humane interventions; prescribing medicines safely; using medical devices safely; infection control and communicable disease</i>)</li> </ul> <p>Domain 3: Professional knowledge</p> <ul style="list-style-type: none"> <li>• professional requirements</li> <li>• national legislative requirements</li> <li>• the health service and healthcare systems in the four countries</li> </ul>
<b>Evidence to inform decision</b>	<p>MCR</p> <p>CbD</p> <p>Mini-CEX</p> <p>MSF</p> <p>Regional teaching</p> <p>End of placement reports</p> <p>Reflection</p>