

Review of 2023/24 MyRecert portfolios

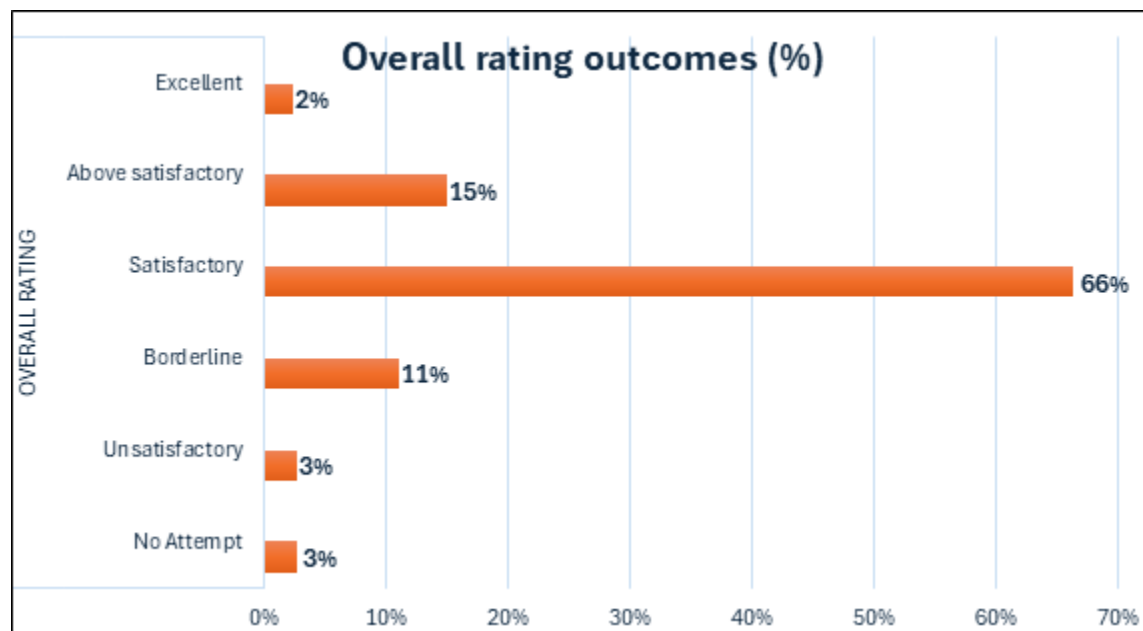
Council recently reviewed a random selection of MyRecert portfolios for the 2023/24 practising year. This article provides a brief update on what we found.

Review process

Following training, the eight pharmacist reviewers chosen by Council were allocated randomly selected, anonymised portfolios and asked to review each of the six requirements separately against objective criteria. The quality, quantity and relevance of the pharmacist's professional development was also considered. The whole portfolio was then given an overall rating, using a 5-point Likert scale. Possible ratings were; 1 = Unsatisfactory, 2 = Borderline, 3 = Satisfactory, 4 = Above satisfactory, 5 = Excellent. If the portfolio was blank, it was given a score of 0.

Results of the review

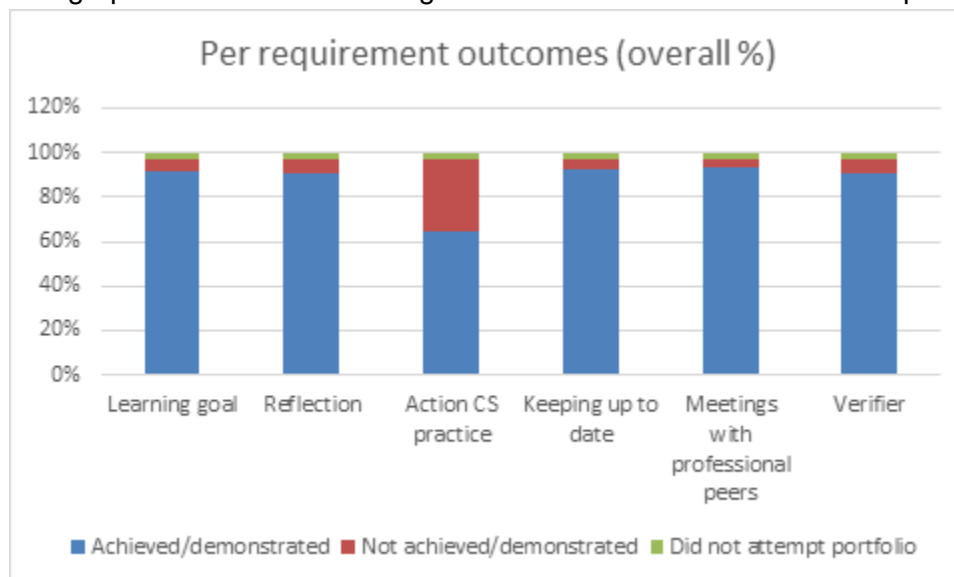
As expected, the majority (83%) of portfolios reviewed were to an acceptable level. The graph below shows the spread of rating outcomes.



We understand that some pharmacists whose portfolios were rated “3” were disappointed by this result. They shouldn't be. As you can see in the graph, most of the pharmacist portfolios reviewed, achieved a “3,” which means that all, or most of, the six activities were completed to the “expected standard” (i.e., a level that assured us that the pharmacist was engaging seriously in professional development as a way to maintain/enhance their fitness and competence). This is all Council requires.

Only a small number of portfolios received a rating of 4 or 5. These pharmacists achieved all activities, their documentation demonstrated they fully understood the requirements, was comprehensive, and there was a clear link between the activities chosen and the pharmacist's area of practice.

The graph below shows the range of outcomes for each of the six requirements.



Feedback given to the pharmacists reviewed

Every pharmacist whose portfolio was reviewed was provided their review results and personalised feedback where applicable. The feedback was intended to help the pharmacists identify if they are at the required level, or where further improvements might be made.

General themes identified in the review

The review identified some general themes, which were consistent with the findings of the 2022/23 Review. In summary, we found the following improvements could be made:

- Documentation in general – pharmacists should provide sufficient, clear and complete documentation that demonstrates they have understood and met each requirement.
- Professional development goals – better focus on these being SMART goals (Specific, Measurable, Achievable, Relevant and Time-Bound). Pharmacists should ensure that the full learning cycle is completed, including evaluation of the learning and the impact on practice outcomes.
- Reflection – many pharmacists missed the key elements of critical reflection i.e., clearly identifying the insights gained, and how these will be applied in their practice.
- Cultural safety – pharmacists should recognise the difference between cultural competency and cultural safety. Aside from acknowledging differences and disparities, any action towards cultural safety must take the next step and reflect personally on any

power imbalance, racism, or personal (your own) biases, thoughts, and behaviours in this context.

- Peer groups – a reminder that team meetings/dispensary meetings and/or discussion of operational matters do not meet the definition of a peer group meeting.

Further information on these topics can be found in our recent emailed series of MyRecert communications. The next in the series will cover cultural safety.