

A Draft Paper on Principles and Process

This paper is designed to help guide discussions and conclusions formed at the 10th November 2014 kick off meeting on the formation of a common training framework for hospital pharmacy specialisation in Europe. It is of a draft nature, intended as a stimulus to thinking about the best manner to proceed with the project.

Principles of the project

The aims of the common training framework project can be understood as:

- Enabling pharmacists in Europe who have acquired post graduate qualifications in hospital pharmacy to more easily contribute their skills and experience in other European countries (**Labour mobility**)
- To provide a benchmark for post graduate licensing/registration training in hospital pharmacy that can be widely taken up across European countries with the goal of raising standards of care and patient safety in all countries (**Quality of care and patient safety**)
- To endorse and augment achievements in hospital pharmacy workforce development made across many countries over the past 30 years (**Embedding specialisation achievements already made**)
- To aid the international expression of developmental competencies required by a hospital pharmacist (**International professional development**)

The project does not aim to mandate a single hospital pharmacy development framework to aid competency development in Europe, curriculum, form of delivery or duration periods. Instead, it intends to make full use of the flexibilities inherent in the new 'common training framework tool' to permit innovation, change and uniqueness to remain within national hospital pharmacy education systems.

Terminologies

We use in this paper the term "Specialisation" for any post-registration training in hospital pharmacy which fulfills the criteria to achieve the competencies defined in any agreed common training framework. This could be mandatory in a country but not necessarily in all countries.

We use the term ‘common training framework’ to refer to the new tool for automatic recognition of qualifications created via [Directive 2013/55/EU](#)¹ amending Directive 2005/36/EC² on the recognition of professional qualifications.

Potential process for CTF formation

Below, the EAHP secretariat sets out some early thoughts on a process that *might* be deployed towards the goal of forming a common training framework for hospital pharmacy specialisation. It is draft of nature and can be altered according to advice received from the European Commission, other professions with experience of international competency harmonisation and the multinational workshop discussion to take place on Monday 10th November 2014.

i) A Working Group on competency agreement

To form a common training framework for hospital pharmacy specialisation in Europe, there is an underlying need for EAHP’s participating member countries to agree the broad competencies that should be mandated within any such framework.

EAHP therefore makes an early suggestion that a working group be formed to outline what these agreed competencies and framework might be.

The Working Group’s terms of reference could be: *“To agree a draft set of agreed competencies within a developmental structure that will underpin a future common training framework for hospital pharmacy specialisation in Europe”*.

The group should consist in the first instance of 1 representative of EAHP’s member associations from Belgium, Italy, France, Spain, Portugal and the Netherlands, and 1 representative from the competent authority for pharmacy qualification recognition in each of these 6 countries. The group should also include 2 members of the EAHP Board. The Group may choose to expand its membership to include representatives from unrepresented countries with interest in being part of the eventual common training framework.

The Working Group should elect a chair and vice-chair from among itself, and provide either an interim or concluding report within a year of its formation (e.g. by close of 2015), depending on progress.

The Working Group may appoint other individuals to support its work as appropriate. The Group should also conduct liaison with relevant education

¹ <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2013:354:0132:0170:en:PDF>

² <http://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:02005L0036-20140117>

providers across Europe to ensure both their awareness of the project, and opportunities to input to the work. Communication with the European Association of Faculties of Pharmacy (EAFP) and similar interested organisations should be established to this purpose.

The Working Group should make reference to the work of Pharmine (2011)³ and other studies in this area, as well as conduct any validating studies of its own.

The Working Group should consider use of the Delphi method to deliver reliable consensus on the draft set of agreed competencies.

The Working Group should, in the conduct of its task, conduct close consultation with EAHP's other member countries. The Group should be prepared to give formal report to the 2016 EAHP Congress and take other reasonable steps to ensure transparency and openness in its endeavours.

EAHP will support the work of the group through secretariat assistance, support in meeting organisation, provision of teleconference tools and support in the conduct of Delphi consultation if required. However, travel and accommodation expenses associated with the group will need to be met by the participant organisations.

EAHP envisages the Group meeting twice during the first year of its activities, with other activity conducted by virtual communication methods.

ii) A Working Group on Framework Organisation

Alongside the need to form agreement on the commonly understood competencies required for hospital pharmacy specialisation there is a need for matters relating to the organization of the framework to be considered in preparation for its establishment. A smaller working group could usefully begin this activity simultaneous to the competency agreement working group.

The Working Group's terms of reference could be: *"To develop an organisational plan for the achievement and long term management of the common training framework for hospital pharmacy specialisation in Europe"*.

Within this, the Group should consider:

- How all of the technical requirements for establishing legal recognition of the framework can be met. Many of these details are still emerging.
- How assurance on the quality of hospital pharmacy education within the common training framework can be achieved, to the satisfaction of all participating competent authorities for qualification recognition
- The processes for new countries to join the framework, including those outside of the European Union

³ <http://www.pharmine.org/>

- The best means for ensuring the framework is kept continuously up to date in accordance with practice and scientific developments

As management of the framework is likely to be more within the remit of professional associations rather than competent authorities (as the UEMS⁴ and other specialisation models would suggest), this group could be a smaller cohort of EAHP member representatives (6) and EAHP Board Members (2). The Working Group may appoint other individuals to support its work as appropriate. The Working Group should elect a chair and vice-chair from among itself, and provide a concluding or interim report within a year of its formation (e.g. by close of 2015), depending on progress.

The Working Group should conduct liaison with both the European Commission, and other organisations pursuing formation of a common training framework (e.g. Intensive Care specialists, specialist veterinarians, specialist nurses, healthcare assistants⁵ and laboratory medicine practitioners).

The Group should be prepared to give formal report to the 2016 EAHP Congress and take other reasonable steps to ensure transparency and openness in its endeavours.

EAHP can support the work of the group through secretariat support, support in meeting organisation, and provision of teleconference tools. However, travel and accommodation expenses associated with the group will need to be met by the participant organisations.

EAHP envisages the Group meeting twice during the year of its activities, with other activity conducted by virtual communication methods.

⁴ <http://www.uems.eu/>

⁵ http://ec.europa.eu/chafea/health/tender-04-2014_en.html