The EAHP statements and the CTF: How to get the Needed Competencies

Andreia Bruno, BScPharm, PhD
Ordine dei Farmacisti Portoghesi | Lead for Professional Development
Chair of the Working Group 1 - “Competency Mapping” | CTF
3 PRIMARY NEEDS TO DELIVER THE CTF PROJECT

- Develop a credible framework that ALL can support
- Support the framework and communication with evidence
- Communicate the framework and evidence persuasively and effectively
PATHWAY TO THE COMMON TRAINING FRAMEWORK

Stage 1
Framework

Stage 2
Evidence

Stage 3
Communication

Common Training Framework
PATHWAY TO THE COMMON TRAINING FRAMEWORK

**Framework** Chair: Dr Andreia Bruno
- Draft version June 2016
- Member engagement activities – Feb 2017 to May 2017
- Framework for voting - June 2017

**Evidence** Chair: Dr Roberto Frontini
- Gathering since 2015
- Literature review in advanced development
- Landmark survey of HP views and attitudes on labour mobility

**Communication** Chair: Mrs Joan Peppard
- Leading EU level representations with Commission and other CTF professions
- Preparing strategy and materials for national level campaigning

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CAR BREAK
“the creation of a strong agreement on the knowledge, skills and competencies required to practice hospital pharmacy at an advanced level in Europe.”

Phases:

1. **Consolidate information** and understanding on the current status of specialisation and HP education across Europe;

2. **Review and make analysis** about the hospital pharmacist competencies provided by national programmes;

3. **Propose** the core knowledge, skills and competencies that should form **a draft** CTF for hospital pharmacist in Europe.
WORKING GROUP 1 | COMPETENCY MAPPING

Its members are:

Andreia Bruno | Portugal, Chair
Alfons Verbruggen | Belgium
Ana Lozano | Spain
Antonio Gouveia | Portugal
Aurélie Guerin | France
Evgeni Evgeniev Grigorov | Bulgaria
Gyöngyver Soos | Hungary
Hanna Kortejärvi | Finland
Inese Sviestina | Latvia

Kees Neef | The Netherlands
Kersti Teder | Estonia
Marcela Heislerova | Czech Republic
Natasa Faganeli | Slovenia
Paolo Serra | Italy
Petur S. Gunnarsson | Iceland
Pierre Voirol | Switzerland
Steffen Amann | Germany
Background

- PHARMINE (2011)
- European Statements of Hospital Pharmacy
- Existing post graduate Hospital Pharmacists programmes (e.g. ELOZ III)
THE 44 EUROPEAN STATEMENTS OF HOSPITAL PHARMACY

On the basis of FIP Basel statements 2008 EAHP aimed to create a European practice model

Concise statements in 6 Hospital Pharmacy practice fields (sections) were agreed by patients, HCPs and HPs in May 2014

Published in October 2014
THE VISION: THE EUROPEAN STATEMENTS OF HOSPITAL PHARMACY

44 statements - 6 sections

- 1. Introductory Statements and Governance
- 2. Selection, Procurement and Distribution
- 3. Production and Compounding
- 4. Clinical Services
- 5. Patient Safety and Quality Assurance
- 6. Education and Research
### PROCESS

**Step 1**
**EAHP Hospital Statements**

**44 Statements** analysed

**15 countries** surveyed

**Visual Map** developed – current practice; not completely clear; not current practice or not applicable.
Step 2

21 Overall Themes identified

45 Competencies identified

Initial identification of the competencies in the PHARMINE framework
**Step 3**

Framework Template

3 options provided

One chosen as a structure for the draft framework (Option 2).

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**Context taken from the source:**

The competency framework is designed to help pharmacists understand and develop the extended knowledge and skills they will require to provide services beyond the scope of their roles. Such developments are expected to occur within a negotiated local framework.

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**Context taken from the source:**

This structure, with competency clusters as the highest level of the behavioural indicator as the most detailed statement, means one of the most common bases for a competency framework.
## Pharmaceutical care and clinical pharmacy skills competencies

<table>
<thead>
<tr>
<th>Competencies</th>
<th>Attitude</th>
<th>Knowledge</th>
<th>Behaviour Competencies</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Patient consultation</td>
<td>Patient oriented and safety attentive, reliable and confident</td>
<td>1.1 Patient Assessment</td>
<td>Is able to take a health status and medication history by using appropriate questioning where possible or medical records to obtain relevant information from the patient, recognising conditions, symptoms and special needs of individual patients. (...)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>1.2 Patient consent <em>(if applicable)</em></td>
<td>Ensures that the informed consent of a patient is obtained when required (procedures/treatment/research).</td>
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<tr>
<td></td>
<td></td>
<td>1.3 Consultation or referral</td>
<td>Refers complex pharmaceutical and/or complex acute healthcare issues to a senior colleague, other healthcare professional or other service when appropriate. Ensures that the standard operating procedures and guidelines are always met, especially for complex situations.</td>
</tr>
<tr>
<td>2. Medicine, medication safety and medical devices issues</td>
<td>Safety attentive, reliable and confident</td>
<td>2.1 Interactions: medicine – medicine; medicine – patient; (...)</td>
<td>Is able to identify, priorities and act upon and document interactions. Is able to describe the different mechanisms of medicines interactions and identify which type of interaction applies.</td>
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</table>
4 Clusters:
Patient care and clinical pharmacy skills competencies
Medicines and their use related competencies
Management competencies
Professional competencies

- 26 Competencies
- 102 Knowledge items identified
- 221 Behaviour competencies
CAR BREAK
<table>
<thead>
<tr>
<th>Patient focus</th>
<th>Medicines focus</th>
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<td><strong>Patient care and clinical pharmacy skills competencies</strong></td>
<td><strong>Medicines and their use related competencies</strong></td>
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<tr>
<td>1. Patient consultation</td>
<td>7. Development, production, analyses and control of medicines</td>
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<td>4. Analysing and applying information</td>
<td>10. Monitoring medicines therapy and medical devices</td>
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<tr>
<td>5. Providing information</td>
<td>11. Interface management</td>
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<td><strong>System focus</strong></td>
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<tr>
<td>Management competencies</td>
</tr>
<tr>
<td>14. Hospital and medication safety management</td>
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<tr>
<td>15. Collaborative work</td>
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<td>17. Staff management</td>
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</table>
### Patient Focus

#### Pharmaceutical care and clinical pharmacy skills competencies

1. Patient consultation
2. Medicine, medication safety and medical devices issues
3. Gathering information
4. Analysing and applying information
5. Providing information
6. Information expertise

4. Clinical Services

5. Patient Safety and Quality Assurance
## MEDICINES FOCUS

### MEDICINES AND THEIR USE RELATED COMPETENCIES

<table>
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<tr>
<th>No.</th>
<th>Description</th>
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<td>7.</td>
<td>Development, production, analyses and control of medicines</td>
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</tr>
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<tr>
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<td>Evaluation of outcomes</td>
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2. **Selection, Procurement and Distribution**

3. **Production and Compounding**

4. **Clinical Services**

5. **Patient Safety and Quality Assurance**
FRAMEWORK & EAHP STATEMENTS

System Focus

Management competencies

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<td>Development and research</td>
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1. Introductory Statements and Governance
2. Selection, Procurement and Distribution
3. FRAMEWORK & EAHP STATEMENTS
4. Clinical Services
5. Patient Safety and Quality Assurance
6. Education and Research
### Practice Focus

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<td>19. Professionalism</td>
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<td>20. Effective communication skills</td>
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<td>21. Team work</td>
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<td>22. Organisation</td>
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<td>23. Service Provision</td>
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<tr>
<td>24. Costs systems</td>
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<tr>
<td>25. Training other healthcare professionals</td>
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<td>26. Leadership development</td>
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1. Introductory Statements and Governance

4. Clinical Services

5. Patient Safety and Quality Assurance

6. Education and Research
WHAT IS THEIR ESSENCE? THEY ARE ALL...

- Cars
- Red
- With 4 tires
- With a motor
- With side mirrors
- With front lights
- In the same perspective

Their purpose in essence is to protect the drivers while providing the best experience...
Pharmaceutical care and clinical pharmacy skills competencies

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NEXT STEPS...

Final framework to be approved by EAHP General Assembly in June 17:
- Discuss with Professional Bodies
- Discuss with European Commission
- Discuss with Regulatory Bodies

Then – identify the quality assurance framework

Finally – seek mutual recognition
GAINING THE AGREEMENT….TAKE PART IN THE CONSULTATION!

Register for the February 2017 consultation at:
www.hospitalpharmacy.eu/ctf-consultation/

WHAT CONSTITUTES ADVANCED PRACTICE HOSPITAL PHARMACY IN EUROPE? HAVE YOUR SAY!
A focus on humans, through medicines and pharmaceutical care, empowered by a transformed workforce.
GRAZIE MILLE

andreia.bruno@ordemfarmaceuticos.pt