A common training framework for hospital pharmacy

What is it, and what are the legal aspects?
A common training framework for hospital pharmacy: what is it, and what are the legal aspects?

1. The story behind the common training framework

2. What IS the common training framework?

3. What are the potential legal aspects to think about?
1
The story behind the common training framework
To start the story, we need to go back to the 1970s.

Across Europe countries begin to develop specific post graduate training and education programmes specific to hospital pharmacy.

In 1972 EAHP forms to represent the common interests of hospital pharmacy across Europe.

...the seeds of the common training framework are sown...
Throughout the 1980s, 1990s and 2000s...

More countries develop programmes of specialised education provision

Dark Green = Mandatory 4Y (3Y)
Green = 4y or longer
Cyan = 3y
Orange = master courses
Red = no specialisation

- 4 years
- Mandatory
- University associated specialisation school
- First established

Source: Analysis of Dr. Roberto Frontini, EAHP President 2009-2015
Meanwhile, the reach and ambition of EAHP for the development of the profession also grows.

Now representing hospital pharmacists across 35 countries in Europe, EAHP has set itself clear missions and goals...
Our Mission

EAHP represents and develops the hospital pharmacy profession within Europe in order to ensure the continuous improvement of care and outcomes for patients in the hospital setting. This is achieved through science, research, education, practice, as well as sharing best-practice and responsibility with other healthcare professionals.
And so on our 40th anniversary in 2012 is was time to take stock and think for the future.

If one does not know to which port one is sailing, no wind is favorable.

— Lucius Annaeus Seneca
The need for a vision
(& the tools to achieve it)

EAHP surveys were evidencing slower rates of practice development in many parts of Europe.

To fulfill EAHP’s professional development mandate a shared vision of practice was necessary.
The vision: the European Statements of Hospital Pharmacy

Agreed by hospital pharmacists from across Europe, alongside patients and other healthcare professionals.

44 distinct aspirations for the profession to strive for together
## Examples

Level of agreement achieved in total and by group

<table>
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<th>No.</th>
<th>Statement</th>
<th>% of maximum points</th>
<th>Pharmacists</th>
<th>Patients</th>
<th>HCP</th>
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<tr>
<td></td>
<td><strong>Maximum agreement among all groups</strong></td>
<td></td>
<td></td>
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<tr>
<td>5.11</td>
<td>Hospital pharmacists should support and implement systems that allow traceability of all medicines dispensed by the pharmacy.</td>
<td>95.0</td>
<td>93.5</td>
<td>100</td>
<td>92.9</td>
</tr>
<tr>
<td>3.4</td>
<td>Hospital pharmacists must ensure that an appropriate system for quality control, quality assurance and traceability is in place for pharmacy prepared and compounded medicines.</td>
<td>94.9</td>
<td>91.9</td>
<td>95.8</td>
<td>100</td>
</tr>
<tr>
<td>5.6</td>
<td>Hospital pharmacists should identify high-risk medicines and ensure appropriate procedures are implemented in procurement, prescribing, preparing, dispensing, administration and monitoring processes to minimise risk.</td>
<td>94.3</td>
<td>98.4</td>
<td>87.5</td>
<td>92.9</td>
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<td>1.1</td>
<td>The overarching goal of the hospital pharmacy service is to optimise patient outcomes through working collaboratively within multidisciplinary teams in order to achieve the responsible use of medicines across all settings.</td>
<td>93.6</td>
<td>95.0</td>
<td>91.7</td>
<td>92.9</td>
</tr>
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</table>
A goal without a plan is just a wish.
Vision: The European Statements of Hospital Pharmacy

Strategy: Both at European (EAHP) and national (Member) level

Supported by survey information

Tools:
- Learning from others (e.g. Good Practice Initiatives, Journal)
- EAHP annual Congress

Tools:
- The common training framework!
- Benchmarking

Execution
What IS the common training framework?
The Common Training Framework...

…will represent an agreement on the competencies, knowledge, skills and attitudes required by the profession to deliver the 44 European Statements of Hospital Pharmacy.

Thereafter, it is intended to be a general tool for hospital pharmacy development.
The Common Training Framework: a tool with many uses e.g...

1. An inspiration for the development of competency-based education and training programmes for hospital pharmacy...

...especially in those countries where formal structures of this kind may be under consideration.
The Common Training Framework: a tool with many uses e.g...

2. An opportunity for cross-border cooperation in the provision of hospital pharmacy education and training
The Common Training Framework: a tool with many uses e.g...

3. A European benchmark to which existing national programmes of hospital pharmacy education and training can be compared
The Common Training Framework: *a tool with many uses e.g.*

4. A reference tool for personnel managers in the provision of **workplace systems of training and development**

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| NAME: |  |
| MONTH: |  |
| LINE MANAGER/MENTOR: |  |
| YEAR: |  |

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EAHP also has long term aspirations that the common training framework could in future underpin enhanced hospital pharmacist labour mobility in Europe.

This brings us to a discussion about EU law…
3

Potential legal aspects to the common training framework
The EU’s legal framework for qualification recognition

Also known as “sectoral professions” or “Chapter III professions”

Pharmacy, Medicine, Dentistry, Veterinary, Nursing, Midwifery, Architects

e.g. teachers, paramedics etc

Not automatic. Case-by-case

Directive 2005/36/EC

Freedom of establishment

Automatic Recognition

Minimum Training Requirements

General System

Case-by-case basis

Temporary service provision

Prior declaration

Case-by-case basis
Things changed in 2013

Until 2013, among the 7 “automatically recognised professions”, only medicine and dentistry were able to create automatic recognition for specialties.

EAHP lobbied with vets, nurses, and indeed the medical profession, to enable ALL automatically recognised professions to achieve EU level recognition for specialties via “common training frameworks”.
The common training framework tool is described in the legal text of the 2013 amendments to the Professional Qualifications Directive (Article 49a) as...

"...a common set of minimum knowledge, skills and competences necessary for the pursuit of a specific profession."
A common training framework must meet the following conditions, as set out in the 2013 Directive amendments):

- the common training framework enables more professionals to move across Member States;
- the profession is regulated, or the education and training leading to the profession is regulated in at least one third of the Member States;
- it shall be irrelevant whether the knowledge, skills and competences have been acquired as part of a general training course at a university or higher education institution or as part of a vocational training course;
- the common training framework shall be based on the European Qualifications Framework for lifelong learning;
- It has been prepared following a transparent due process;
Individual hospital pharmacists benefit from their skillset and qualifications becoming more transportable. Professional associations can take the lead. Health systems benefit from knowledge transfer and increased talent pool. (In EU legal terms) Linked to the European Qualifications Framework. Operates on a voluntary basis. Minimum of 10 EU states. ‘automatic recognition’ across countries.
Gaining the agreement....Take part in the consultation!

Register for the February 2017 consultation at:
www.hospitalpharmacy.eu/ctf-consultation/
More information at www.hospitalpharmacy.eu
See you in Cannes?

22nd Congress of the EAHP
22-24 March, 2017, Cannes, France

"Hospital pharmacists – catalysts for change"
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