

## **Advanced pharmacy practice: Aligning national action with global targets**

**Authors:** **Kirstie Galbraith**, Director, Postgraduate Studies and Professional Development Unit, Faculty of Pharmacy and Pharmaceutical Sciences, Monash University, Monash, Australia <sup>1</sup>; and Domain Lead Advanced Competency, FIP Education; **Ian Coombes**, Director of Pharmacy, Royal Brisbane and Women's Hospital and Federal Vice President Society of Hospital Pharmacists of Australia, Australia; **Andrew Matthews**, General Manager Workforce Transformation, Society of Hospital Pharmacists of Australia, Australia; **Debra Rowett**, Director, Drug and Therapeutics Information Service, Repatriation General Hospital, Australia; and President, Australian Pharmacy Council; **Lina R. Bader**, Division of Pharmacy Practice and Policy, School of Pharmacy, University of Nottingham, UK; **Ian Bates**, Director of FIP Education Development, FIP Collaborating Centre, University College London School of Pharmacy, UK.

<sup>1</sup> Corresponding author

Address for correspondence: 381 Royal Parade, Parkville, Australia, 3052

Email address: [kirstie.galbraith@monash.edu](mailto:kirstie.galbraith@monash.edu)

Abstract word count: 100

Text word count: 1671

## **Abstract**

Formalised advanced pharmacy practice is needed now more than ever for pharmacists to be able to competently manage increasingly complex patient services and demanding healthcare needs.

Principally spearheaded by the International Pharmaceutical Federation, global efforts are guiding the development of foundation and advanced frameworks and facilitating their implementation.

Australian action on practitioner development is largely aligned with international goals, but challenges remain in the face of establishing a sustainable national formal credentialing pathway.

This paper reports on the latest global and local developments and discusses the opportunities available to continue to advance this agenda in line with global targets.

## **Background**

Defined advancement of pharmacy practice is a global imperative in order to meet and fulfil the increasingly complex needs of patients in the changing healthcare landscape. These changes require pharmacists to provide more complex services and to take on clinically-oriented roles that are more advanced, extended and specialised than current entry level practice scopes. In addition to direct patient care, these extended roles are associated with leading and educating the wider pharmacy workforce, as well as undertaking research and evidence-based interventions in medicine management. [1]

In 2015, the International Pharmaceutical Federation Education (FIPed) published a global report on advanced and specialised practice. [2] It is the first publication of its kind to examine the needs for professional recognition of advanced pharmacy practice worldwide. For the workforce to be able to competently cater for complex health needs, the report states that “pharmacists will need clear professional developmental pathways from foundation practice to established practice which is more advanced, and to have the opportunity to be formally recognised along the continuum of practitioner development”. The report also emphasises the benefits of recognising advanced-level pharmacists which includes improved patient safety and better health outcomes through the effective management of complex cases in expert practice areas.

Many aspects of the report are highly consistent with Australian thinking on practitioner development, and there is a significant level of resonance with outputs from the Pharmacy Practitioner Development Committee (PPDC, formerly known as the Advanced Pharmacy Practice Steering Committee) such as the Advanced Pharmacy Practice Framework (APPF). [3] In the twelve months since the release of the FIP report [2] there has been substantial global and local activity relating to advanced practice, and it is timely to reflect on the role of

the Society of Hospital Pharmacists of Australia (SHPA) in the progression of this agenda, across the spectrum of foundation through advanced practice.

### **Foundation Practice**

It is widely recognised that pharmacists are required to demonstrate appropriate levels of foundation practice before acquiring the competencies and capabilities needed to be considered specialised or advanced practitioners. [2] There are two principal reasons for this; firstly, early career specialisation is now generally considered a poor strategy (for all healthcare professionals) which undermines workforce flexibility. Secondly, urgent health system needs are focussed on community care, and clinically managing an increasing proportion of complex patients across a spectrum of co-morbidities. [4]

In their 2013 report to the UK's Royal Pharmaceutical Society (RPS), "Professional Recognition and Professional Advancement", the Joint Partners Credentialing Task group identified that the ability of healthcare professionals to enhance patients' quality of life and therapeutic outcomes, and to advance scientific and public health imperatives, depends on a solid foundation of capability and competency built during initial education and experiential training. [5] The necessity for pharmacists to be supported by programmes targeting foundation in addition to advanced and speciality practice has also been highlighted by the recent launch and publication of the FIP Workforce Development Goals (WDGs). [6] The WDGs are a pro-active, and shared, response to the need to develop a flexible and competent global workforce that will meet the needs of patients in complex health care systems. The WDGs provide a framework for global and national action planning for pharmacy workforce development. Two of the WDGs are particularly pertinent to this discussion: WDG 2: 'Foundation training and early career development', and WGD 4: 'Advanced and specialist expert development'.

The adaptation of the United Kingdom's General Level Competency Framework [7] (later to become the RPS Foundation Practice Framework) in Australia facilitated a needs-based learning response to practitioner development, and was shown to improve and support clinical performance of pharmacists. [8] This led to SHPA implementing a national tool, the Clinical Competency Assessment Tool (clinCAT) to guide the development of consistent general level or foundation practice. [9, 10] SHPA has significantly advanced the national agenda for foundation training, with the forthcoming introduction (in 2017) of a structured, formalised and accredited two-year residency programme for pharmacists; the programme aims to produce competent general level pharmacists who are prepared to progress along the advanced practice continuum. The APPF has been adopted as the Competency Framework for SHPA Residency Programmes with the expectation that residents will demonstrate performance at the Transition level in all domains by the completion of the programme. The clinCAT will be utilised to provide feedback to residents on their clinical practice, and their wider impact and experience will be mapped against the competencies in the five APPF domains and documented in a personal portfolio. (See Figure 1).

### **Advancing Practice**

The clinical decision-making and patient care abilities of advanced pharmacy practitioners are recognized to be at significantly higher levels than those of entry-level pharmacists. [2] To further support advanced practitioners in delivering optimal patient care, there is a need for formal recognition of advanced practice and for competency development frameworks that support the progression of advanced and speciality pharmacists. Evaluation of competency development frameworks in pharmacy education has recommended developing a formal structure to offer support of post-registration pharmacists through mentoring and supervision. [4, 11] This has been reinforced by FIP's WDG 4: 'Advanced and specialist expert development', which maintains that Countries/Territories and Member Organisations

should have “education and training infrastructures in place for the recognised advancement of the pharmacy workforce as a basis for enhancing patient care and health system deliverables” (See Table 1). [6]

In the period 2010 to 2016 the Australian pharmacy profession made great progress in the development and implementation of a practitioner development pathway. This included a survey to gauge the perspective of the Australian pharmacy profession with respect to advanced practice recognition, the results of which demonstrated a clear preference for assessment by submission of a professional portfolio and the desire for a credential to recognise advanced practice. [12] The APPF was published in October 2012, and the Australian Pharmacy Council (APC) was endorsed in December 2013 as the independent entity being responsible for the credentialing of advanced practitioners in Australia. In 2014, APC began a credentialing of advanced practice pharmacists’ pilot programme, to evaluate the assessment processes prior to full implementation of the programme. Fifty-three pharmacists were selected to participate in the pilot from 138 expressions of interest. This ensured diversity by reflecting all areas of pharmacy practice. Forty-three practice portfolios were subsequently submitted for evaluation. SHPA acted as a Readiness Support Organisation (RSO) providing support to members in the development of their portfolios for submission. Fourteen participants were evaluated at Advanced-Stage 2, 1 portfolio was unable to be evaluated and 28 participants were evaluated at the credential level (Advanced-Stage 3) and are entitled to use the post-nominal *Adv. Prac. Pharm.* (Advanced Practice Pharmacist).

The rationale, drivers and potential indicators for WDG 4 (see Table 1) provide guidance for progress towards meeting the goal. Through the PPDC, which includes representation from all national pharmacy organisations, and through additional work completed by SHPA (see Figure 1), these indicators have been largely met in the Australian setting.

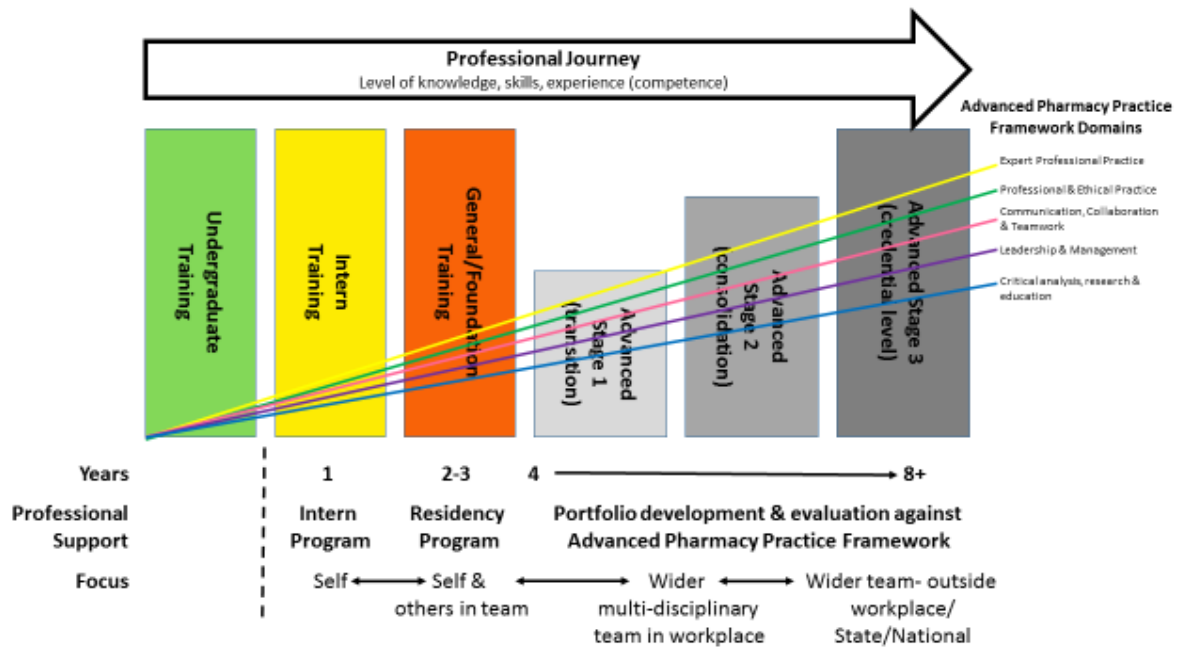


Figure 1: SHPA practitioner development pathway linking foundation practice (WDG 2) and advanced practice (WDG 4). It demonstrates the enhancement of performance across all five APPF Domains as practitioners gain in breadth and depth of experience and skills including communication, collaboration, teamwork, leadership, management, critical evaluation, research and provision of education through professional development.

<b>Workforce Development Goal 4 description</b>	<b>Rationale, drivers and potential indicators</b>
<p>Countries/Territories and Member Organizations should have education and training infrastructures in place for the recognized advancement of the pharmacy workforce as a basis for enhancing patient care and health system deliverables.</p>	<p>Need for a common and shared understanding of what is meant by “specialization” and “advanced practice” in context of scope of practice.</p> <p>Enhance competency and capability of an advanced and expert pharmacist (including specializations extending into industry and administration settings) for greater optimization of complex pharmaceutical patient care.</p> <p>Systematic use of professional recognition programmes/systems as markers for advancement and specialization.</p>

**Table 1:** FIP Workforce Development Goal 4: ‘Advanced and specialist expert practice’ description and rationale, drivers and potential indicators [6]



## **Challenges and opportunities**

After the successful conduct of the 2015 pilot by the APC, a formal programme of advanced practice credentialing commenced in March 2016. Based on the recommendations of the pilot, the APC implemented a National Credentialing of Advanced Practice Pharmacists programme which incorporated an important role for RSOs and encouraged submission of portfolios for assessment at all three stages of the APPF. Unfortunately, a lack of marketing and promotion within and outside of the pharmacy profession of the long-term benefits and impact of recognised advanced practitioners has seen a poor uptake by the profession for an ongoing programme of advanced practice recognition and credentialing. This is despite a high proportion of respondents to the survey indicating they considered they were working at, or working towards achieving an advanced level of practice. [12]

Due to sustainability issues with the model the credentialing programme ended in October 2016. [13] The APPF remains an important framework to describe advanced practice in Australia and is being integrated into the national competency standards for the profession, rather than as a stand-alone advanced practice framework, to truly reflect the continuum of practitioner development. The profession now needs to review the means by which to recognise advancement at all stages including the credential level.

One of the greatest challenges in encouraging pharmacists to seek recognition of more advanced pharmacy practice is that tangible benefits are not yet perceived by the majority of the profession. [2] In Australia, these challenges include a lack of external drivers for pharmacists to pursue formal recognition of more advanced practice, such as links to career progression, remuneration, and employer expectations. Clinical Service Capability frameworks for some Australian state and territory health services are now mandating breadth and depth of pharmacy services required. [14] However, unlike our medical colleagues, the

criteria for recognition of hospitals as formal training programme sites for pharmacy interns and residents are yet to stipulate the requirement for recognised advanced practitioners as leaders, managers, educators and evaluators; but this would appear a logical next step in the formalisation of pharmacist practitioner and workforce development.

SHPA and the Pharmaceutical Society of Australia have affirmed their commitment to developing advanced practice and progressing professional recognition. [15,16] SHPA is currently working in consultation with the pharmacy profession to continue the development and recognition of Advanced Practice, to maintain an evidence-based, collaborative approach to formalised evaluation, feedback and recognition of practitioners against the APPF. Formal recognition of advanced practice is a high priority for SHPA because it builds on SHPA's Residency Programme and other ongoing workforce transformation projects.

## **Conclusion**

As a profession we have a new and exciting opportunity to develop and implement a sustainable recognition pathway for advanced practice. The successful uptake of the FIP WDGs and the development of effective foundation and advanced practice programmes rely on collective support from all professional pharmacy leadership bodies and the use of professional development frameworks to guide pharmacists along their professional journeys. The WDGs reinforce the importance of ensuring competency and capability of foundation, advanced and expert pharmacists in all pharmacy sectors for greater optimisation of complex pharmaceutical patient care.

## References

1. Coombes I, Bates I, Duggan C, Galbraith K. Developing and recognising advanced practitioners in Australia: an opportunity for a maturing profession? *J Pharm Pract Res.* 2011;41(1):17-18.
2. International Pharmaceutical Federation (FIP). *Advanced Practice and Specialisation in Pharmacy: Global Report 2015.* The Hague: International Pharmaceutical Federation; September 2015. Report ISBN: 978-0-902936-33-1. Available from: [www.fip.org/educationreports](http://www.fip.org/educationreports)
3. Advanced Pharmacy Practice Framework Steering Committee. *An Advanced Pharmacy Practice Framework for Australia.* Canberra: APPFSC Secretariat; October 2012. Available from: <http://advancedpharmacypractice.com.au/publications/>
4. Kopelman P., Ward E., Bates I., Duggan C. *The RPS Roadmap To Advanced Practice: Supporting the development and assessment of Advanced Practitioners, both specialist and generalist.* London: Royal Pharmaceutical Society, 2016. ISBN: 978-0-85711-313-9 Available from: <http://www.rpharms.com/you-and-your-career/developing-your-practice.asp>
5. Joint Partners Credentialing Task group. *Professional Recognition and Professional Advancement: For Our Practitioners, For Our Profession and For Our Patients;* February 2013. Available from: <http://www.ukcpa.net/resource-centre>
6. International Pharmaceutical Federation (FIP). *Pharmaceutical Workforce Development Goals.* The Hague: International Pharmaceutical Federation; November 2016. Available from [www.fip.org/educationreports](http://www.fip.org/educationreports)
7. Antoniou S, Webb DG, McRobbie D, Davies JG, Wright J, Quinn J, et al. A controlled study of the general level framework: Results of the South of England competency study. *Pharm Educ.* 2005;5(3-4):201-7.

8. Coombes I, Avent M, Cardiff L, Bettanay K, Coombes J, Whitfield K, Stokes J, Davies G, Bates I. Improvement in Pharmacists Performance facilitated by an adapted Competency Based General Level Framework. *J Pharm Pract Res.* 2010;40 (2):111-118.
9. The Society of Hospital Pharmacists of Australia (SHPA). Clinical Competency Assessment Tool (shpaclinCAT version 2). *J Pharm Pract Res.* 2013; 43:2 (suppl).
10. Coombes, I., Kirsa, SW., Dowling, HV., Galbraith, K., Duggan, C., Bates, I. Advancing Pharmacy Practice in Australia: the importance of National and Global Partnerships. *J Pharm Pract Res.* 2012; 42(4):261-263.
11. Modernising Pharmacy Careers: An Independent Evaluation of Frameworks for Professional Development in Pharmacy. Report of the MPC Workstream 2 Project: Independent evaluation of competency frameworks within pharmacy education in the UK (on-line). Available from:  
<http://hee.nhs.uk/healtheducationengland/files/2012/10/Independent-evaluation-of-professional-development-frameworks.pdf>
12. Jackson, S., Martin, G., Bergin, J., Clark, B., Halstead, P., Rowett, D., Stupans, I., Galbraith, K., Yeates, G., Nissen, L., Marty, S., Gysslink, P., Kirsa, S., Coombes, I., Matthews, A., Deans, K. and Sorimachi, K. Advanced practice: a survey of current perspectives of Australian pharmacists. *J Pharm Pract Res* 2015; 45: 186–192.
13. Australian Pharmacy Council (Media Release) [internet]. APC disappointed about ending National Credentialing Program. Canberra: APC; 21 October 2016. Available from: [https://www.pharmacycouncil.org.au/media/1224/20161012-mr-credentialing\\_v4-final.pdf](https://www.pharmacycouncil.org.au/media/1224/20161012-mr-credentialing_v4-final.pdf)
14. Queensland Health. Clinical Services Capability Framework service modules (CSCF v3.2) – Medication services [internet]. 2016. Available from:

<https://www.health.qld.gov.au/publications/clinical-practice/guidelines-procedures/service-delivery/cscf/cscf-medication.pdf>

15. The Society of Hospital Pharmacists of Australia (Media Release) [internet]. SHPA Will Take Action to Support Continuation of Advanced Practice Recognition. Melbourne: SHPA; 12 October 2016. Available from: [www.shpa.org.au/news/shpa-will-take-action-to-support-continuation-of-advanced-practice-recognition](http://www.shpa.org.au/news/shpa-will-take-action-to-support-continuation-of-advanced-practice-recognition)
16. Pharmaceutical Society of Australia (Media Release) [Internet]. Support to continue for Advanced Practice Pharmacists. Canberra: PSA; 14 October 2016. Available from: [www.psa.org.au/media-releases/support-to-continue-for-advanced-practice-pharmacists](http://www.psa.org.au/media-releases/support-to-continue-for-advanced-practice-pharmacists)