

2016

Using the 2016 National Competency Standards Framework for Pharmacists in Australia to meet the Pharmacy Board of Australia's CPD registration standard

All health practitioners have a professional responsibility to practise safely and effectively, with the care of patients or clients their first concern. This includes a lifelong commitment to:

- recognising and working within the limits of their competence and scope of practice;
- keeping their skills and knowledge up-to-date;
- reflecting regularly on whether they are practising effectively;
- refining and developing their judgement as they gain experience; and
- when moving into a new area of practice, ensuring they have achieved competency in that area.¹

Your scope of practice is specific to you and your CPD should reflect this.

As a pharmacist, you can use your expertise in medicines to optimise health outcomes and minimise medication misadventure through working in many different types of roles, in different kinds of services and in an ever-changing environment.

Every pharmacist has their own scope of practice. Your scope of practice encompasses all roles held, whether remunerated or not, in which you use your skills, knowledge and expertise as a pharmacist. Practice is not restricted to the provision of direct clinical care. It also includes working in a direct, non-clinical relationship with clients; working in management, administration, education, research, advisory, regulatory or policy development roles; and other roles that impact on safe, effective delivery of services in the profession.² Your scope of practice is time-sensitive and dynamic, and may be across multiple settings.

Once you have described your scope of practice, you need to identify the competency standards in the *2016 National Competency Standards Framework for Pharmacists in Australia* ('the Framework') relevant to your scope of practice to create your own *Professional Practice Profile*. Not all competency standards will be relevant to every scope of practice. By selecting those that are relevant, your profile can capture all of the roles held and settings in which you practice.

Understanding the skills expected in your scope of practice allows you to then systematically reflect on whether you are maintaining them.

You can also use the Framework to look at how you can extend and advance your current role and the services you provide.

An ***** means this competency is relevant in **ALL** scopes of practice.

For the other competencies, you need to determine whether they are relevant to your scope of practice.

Domain 1	Professionalism and ethics
*Standard 1.1	Uphold professionalism in practice
*Standard 1.2	Observe and promote ethical standards
*Standard 1.3	Practise within applicable legal framework
*Standard 1.4	Maintain and extend professional competence
*Standard 1.5	Apply expertise in professional practice
*Standard 1.6	Contribute to continuous improvement in quality and safety
Domain 2	Communication and collaboration
*Standard 2.1	Collaborate and work in partnership for the delivery of patient-centred, culturally responsive care
*Standard 2.2	Collaborate with professional colleagues
*Standard 2.3	Communicate effectively
*Standard 2.4	Apply interpersonal communication skills to address problems
Domain 3	Medicines management and patient care
Standard 3.1	Develop a patient-centred, culturally responsive approach to medication management
Standard 3.2	Implement the medication management strategy or plan
Standard 3.3	Monitor and evaluate medication management
Standard 3.4	Compound medicines
Standard 3.5	Support Quality Use of Medicines
Standard 3.6	Promote health and well-being
Domain 4	Leadership and management
*Standard 4.1	Show leadership of self
*Standard 4.2	Manage professional contribution
Standard 4.3	Show leadership in practice
Standard 4.4	Participate in organisational planning and review
Standard 4.5	Plan and manage physical and financial resources
Standard 4.6	Plan, manage and build human resource capability
Standard 4.7	Participate in organisational management
Domain 5	Education and research
Standard 5.1	Deliver education and training
Standard 5.2	Participate in research
Standard 5.3	Research, synthesise and integrate evidence into practice

You have registration requirements that involve using the Framework to plan your CPD.

Each year the Pharmacy Board of Australia requires you to plan your continuing professional development (CPD) using the 2016 *National Competency Standards Framework for Pharmacists in Australia* ('the Framework').

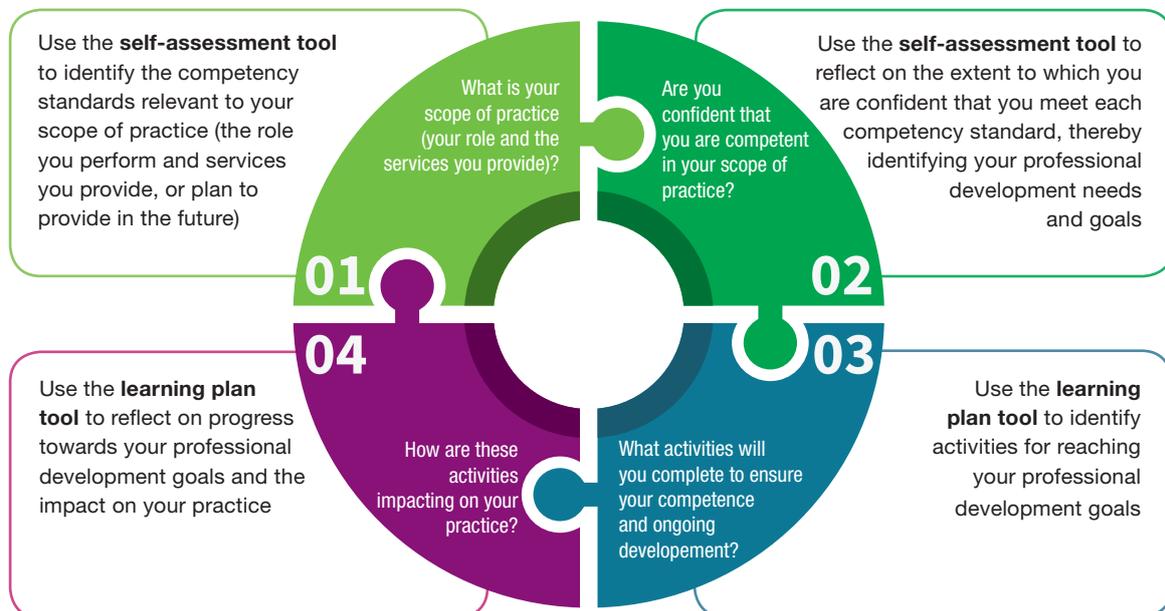
To meet your registration requirements, you will need to use the Framework to:

- identify the competency standards relevant to the role you perform and services you provide (i.e. to your scope of practice) and to any proposed changes to your practice; and
- identify professional development needs relevant to those competency standards, and take action to address those needs.²

There are tools to help you through the process.

There are two tools that are available to all pharmacists to guide you through the process: a self-assessment tool and a learning plan tool. (Note: the use of these tools is not mandatory. You may use other tools, such as ones provided by a professional organisation.)

Self-assessment tool



Learning plan tool

An **Implementation guide** is available to step you through the process.

There are also **case studies** to show you how different pharmacists have used these tools to meet the CPD registration standard, but also to their own benefit in:

- ensuring they are maintaining the knowledge and skills expected for their scope of practice; and
- supporting their own growth, development and change in the roles they perform and the services they provide.

For detailed information about and background to the 2016 National Competency Standards Framework for Pharmacists in Australia, please refer to the full document.

References

1. Code of conduct for registered health practitioners. Pharmacy Board of Australia; 2010.
2. Registration standard: Continuing professional development. Pharmacy Board of Australia; 2015.