

Competency standards for pharmacists in South Africa

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South African
Pharmacy Council

3rd NATIONAL PHARMACY CONFERENCE

3-5 OCTOBER 2019
SUN CITY, SOUTH AFRICA



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OVERVIEW

- Legislative framework
- Competence vs Competency
- Development of competency standards
- Structure of competency standards
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- Impact on practice
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LEGISLATIVE FRAMEWORK

3. Objects of Council —The objects of the council shall be—

(d) to uphold and safeguard the rights of the general public to universally acceptable standards of pharmacy practice in both the public and the private sector”



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Competence vs Competency

Competence

“Ability to carry out a job or task. The evaluation of competence is based on the exit level outcomes (ELO) developed for the pharmacy profession.”

Competency

“A quality or characteristic of a person related to effective or superior performance. Competency consists of aspects such as attitudes, motives, traits and skills.”



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Development of competency standards

2006

- Competence standards focusing on knowledge and skills
 - Task driven
 - No consideration of new developments

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- Consultative process with stakeholders
- International benchmarking

2018

- Competency standards for pharmacists developed in line with 2012 FIP global competency framework
 - Suitable to the South African context



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Structure of competency standards Domains



Public health



Safe and rational use of medicines and medical devices



Supply of medicines and medical devices



Organisation and management skills



Professional and personal practice



Education, critical analysis and research



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Competencies

- ▶ A domain represents an organised cluster of competencies that a pharmacist must acquire in their career

Domain	Competencies
1. Public health	1.1 Promotion of health and wellness 1.2 Medicines information 1.3 Professional and health advocacy 1.4 Health economics 1.5 Epidemic and disaster management 1.6 Primary healthcare



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Behaviours

- ▶ The competencies have been further broken down into behavioural statements indicating how individuals working within a competency should behave in practice
- ▶ 3 levels of practice
 - (a) Entry level into practice:** generally recognised as the first three years of practice
 - (b) Intermediate practice:** generally recognised as between three and seven years of practice
 - (c) Advanced practice:** generally recognised as more than seven years of practice



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Behaviours

DOMAIN 1

Competencies	Item no.	Entry level	Intermediate level	Advanced level
1.6 Primary healthcare	1.6.3	Advise patients on self-care and adherence to treatment regimens.	Implement strategies to encourage patients to take responsibility for their own health and adherence to treatment guidelines.	Develop strategies to encourage patients to take responsibility for their own health and adherence to treatment guidelines.



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Behaviours – a twist

Pharmacist in practice for 15 years in a community pharmacy

Competency 2.1 Patient consultation

2.1.6.3 Develop and review a care plan based on patient records and monitor patient outcomes.

Behaviour at advanced level of practice

Competency 2.8 Clinical trials

2.8.1.1 Apply master documents (e.g. SOPs) according to GxP.

Behaviour at entry level of practice



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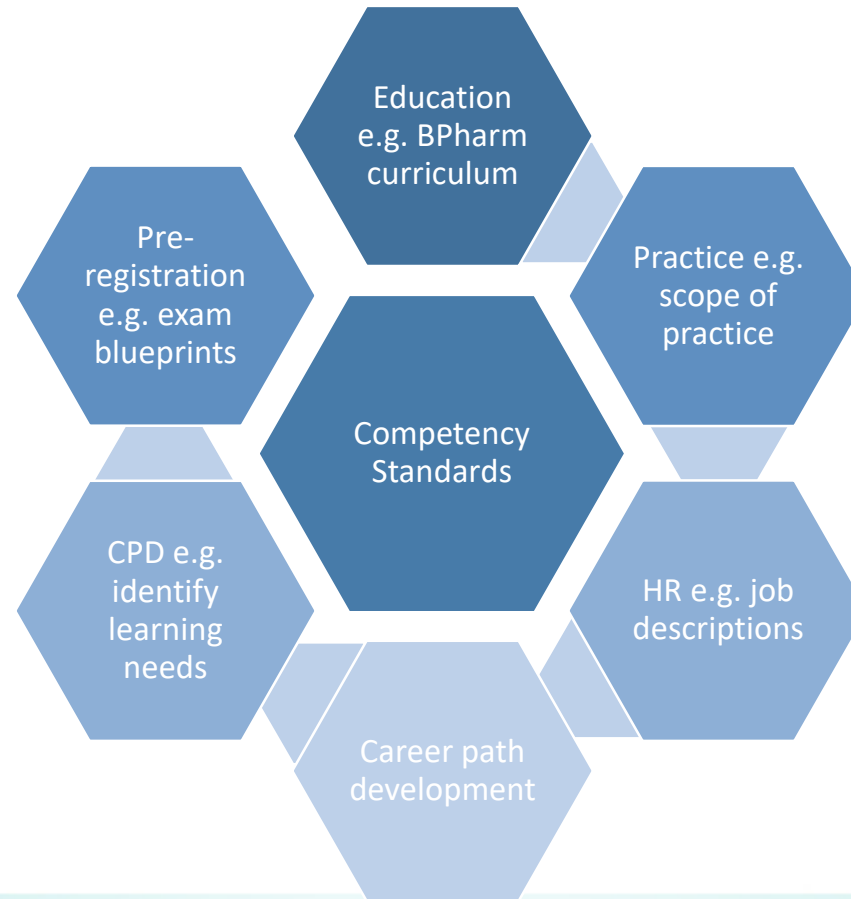
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Influence on practice



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Summary

- Pharmacists to uphold the dignity of the profession
- Pharmacists to remain competent
- **Competencies are defined at three levels of attainment:**
 - ❖ Level 1 – knowledge and understanding
 - ❖ Level 2 – application of knowledge and understanding
 - ❖ Level 3 – reasoned advice and depth of technical knowledge.



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QUESTIONS



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