EAFP – PharQA

**The European Pharmacy Competences Framework**

*Version 2 of June 2016*

Competences for pharmacy practice were developed by the Phar-QA consortium using a Delphi methodology in which community pharmacists, hospital pharmacists, industrial pharmacists, students and pharmacy faculty were consulted. The results of the first round (with more than 1500 respondents), describing 68 competences in 11 domains, are discussed in a large number of publications (see http://eec-pet.eu/support/publications). In a second Delphi round (with more than 2200 respondents) this second version was produced. Requirements for pharmacy practice are defined and ranked here as 50 competences in 11 domains. Details of the ranking by different groups of practitioners can be found in the source publication.

Source:

Atkinson J, De Paepe K, Sanchez-Pozo A, Rekkas D, Volmer D, Hirvonen J, Bozic B, Skowron A, Mircioiu C, Marcincal A, Koster AS, Wilson KA, Van Schravendijk C. The second round of the PHAR-QA survey of competences for pharmacy practice. Pharmacy (online) 2016, 4, art. 27 (19 pags.). Doi: 10.3390/pharmacy4030027

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|  | **Domain 1: Personal competences - learning and knowledge** |
| 1 | Ability to identify learning needs and to learn independently (including continuous professional development, CPD). |
| 2 | Ability to apply logic to problem solving. |
| 3 | Ability to critically appraise relevant knowledge and to summarise the key points. |
| 4 | Ability to evaluate scientific data in line with current scientific and technological knowledge. |
| 5 | Ability to apply preclinical and clinical evidence-based medical science to pharmaceutical practice. |
| 6 | Ability to apply current knowledge of relevant legislation and codes of pharmacy practice. |
|  | **Domain 2: Personal competences - values** |
| 7 | A professional approach to tasks and human relations. |
| 8 | Ability to maintain confidentiality. |
| 9 | Ability to take full responsibility for patient care. |
| 10 | Ability to inspire the confidence of others in one's actions and advise. |
| 11 | Knowledge of appropriate legislation and of ethics. |
|  | **Domain 3: Personal competences - communication and organisational skills** |
| 12 | Ability to communicate effectively - both oral and written - in the locally relevant language. |
| 13 | Ability to effectively use information technology. |
| 14 | Ability to work effectively as part of a team. |
| 15 | Ability to implement general legal requirements that impact upon the practice of pharmacy (e.g. health and safety legislation, employment law). |
| 16 | Ability to contribute to the training of staff. |
| 17 | Ability to manage risk and quality of service issues. |
| 18 | Ability to identify the need for new services. |
| 19 | Ability to understand a business environment and develop entrepreneurship. |
|  | **Domain 4: Personal competences - research and industrial pharmacy** |
| 20 | Knowledge of design, synthesis, isolation, characterisation and biological evaluation of active substances. |
| 21 | Knowledge of good manufacturing practice and of good laboratory practice. |
| 22 | Knowledge of European directives on qualified persons. |
| 23 | Knowledge of drug registration, licensing and marketing. |
| 24 | Knowledge of the importance of research in pharmaceutical development and practice. |
|  | **Domain 5: Patient care competences - patient consultation and assessment** |
| 25 | Ability to interpret basic medical laboratory tests. |
| 26 | Ability to perform appropriate diagnostic tests e.g. measurement of blood pressure or blood sugar. |
| 27 | Ability to recognise when referral to another member of the healthcare team is needed. |
|  | **Domain 6: Patient care competences - need for drug treatment** |
| 28 | Ability to retrieve and interpret information on the patient's clinical background. |
| 29 | Ability to compile and interpret a comprehensive drug history for an individual patient. |
| 30 | Ability to identify non-adherence to medicine therapy and make an appropriate intervention. |
| 31 | Ability to advise to physicians on the appropriateness of prescribed medicines and - in some cases – to prescribe medication. |
|  | **Domain 7: Patient care competences - drug interactions** |
| 32 | Ability to identify and prioritise drug-drug interactions and advise appropriate changes to medication. |
| 33 | Ability to identify and prioritise drug-patient interactions, including those that prevent or require the use of a specific drug, based on pharmaco-genetics, and advise on appropriate changes to medication. |
| 34 | Ability to identify and prioritise drug-disease interactions (e.g. NSAIDs in heart failure) and advise on appropriate changes to medication. |
|  | **Domain 8: Patient care competences - drug dose and formulation** |
| 35 | Knowledge of the bio-pharmaceutical, pharmacodynamic and pharmacokinetic activity of a substance in the body. |
| 36 | Ability to recommend interchangeability of drugs based on in-depth understanding and knowledge of bioequivalence, bio-similarity and therapeutic equivalence of drugs. |
| 37 | Ability to undertake a critical evaluation of a prescription ensuring that it is clinically appropriate and legally valid. |
| 38 | Knowledge of the supply chain of medicines thus ensuring timely flow of quality drug products to the patient. |
| 39 | Ability to manufacture medicinal products that are not commercially available. |
|  | **Domain 9: Patient care competences - patient education** |
| 40 | Ability to promote public health in collaboration with other professionals within the healthcare system. |
| 41 | Ability to provide appropriate lifestyle advice to improve patient outcomes (e.g. advice on smoking, obesity, etc.). |
| 42 | Ability to use pharmaceutical knowledge and provide evidence-based advice on public health issues involving medicines. |
|  | **Domain 10: Patient care competences - provision of information and service** |
| 43 | Ability to use effective consultations to identify the patient's need for information. |
| 44 | Ability to provide accurate and appropriate information on prescription medicines. |
| 45 | Ability to provide evidence-based support for patients in selection and use of non- prescription medicines. |
|  | **Domain 11: Patient care competences - monitoring of drug therapy** |
| 46 | Ability to identify and prioritise problems in the management of medicines in a timely and effective manner and so ensure patient safety. |
| 47 | Ability to monitor and report Adverse Drug Events and Adverse Drug Reactions (ADEs and ADRs) to all concerned, in a timely manner, and in accordance with current regulatory guidelines on Good Pharmacovigilance Practices (GVPs). |
| 48 | Ability to undertake a critical evaluation of prescribed medicines to confirm that current clinical guidelines are appropriately applied. |
| 49 | Ability to monitor patient care outcomes to optimise treatment in collaboration with the prescriber. |
| 50 | Ability to contribute to the cost effectiveness of treatment by collection and analysis of data on medicines use. |