



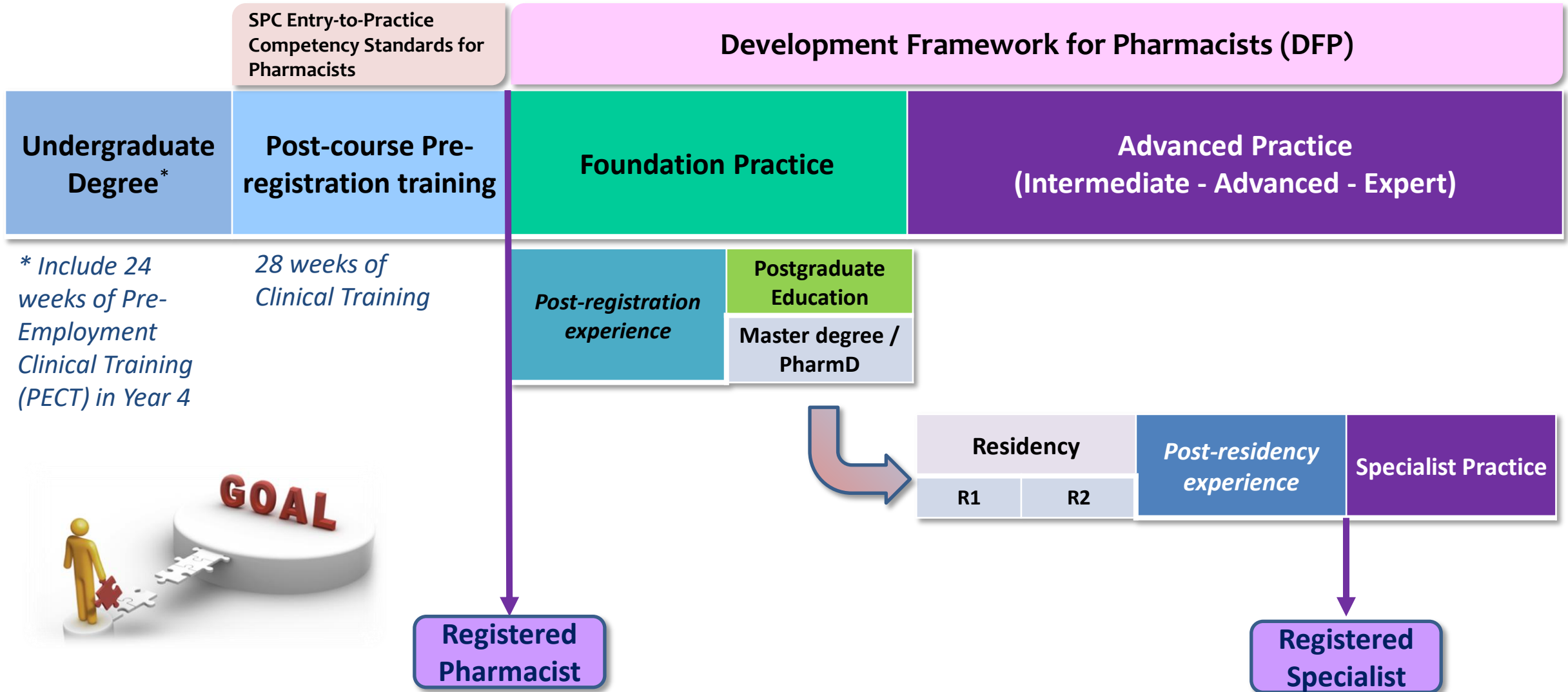
MINISTRY OF HEALTH
SINGAPORE

Introduction to
DEVELOPMENT
FRAMEWORK FOR
PHARMACISTS

Chief Pharmacist's Office
June 2021



Education & Training Continuum for Pharmacists



Development Framework for Pharmacists (DFP)

The developmental journey...

Advanced Practice Framework (APF) Development (2010-2016)



APF Guidebook (2017)



Review of APF Implementation (2019)

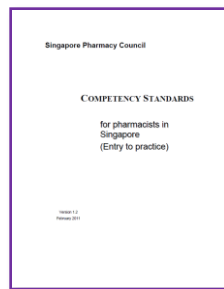


Development Framework for Pharmacists (2020)

Scan to find out more



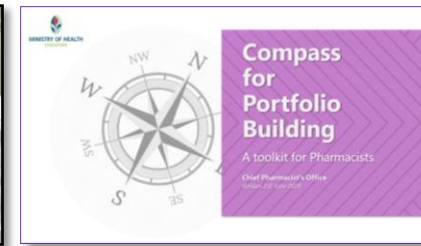
SPC Competency Standards for Pharmacists (Entry-to-Practice) (2011)



Portfolio Training Workshops (2018-2020)



Portfolio Building Toolkit (2019)



Integration of SPC Entry-to-Practice Competency Standards into DFP (Ongoing)

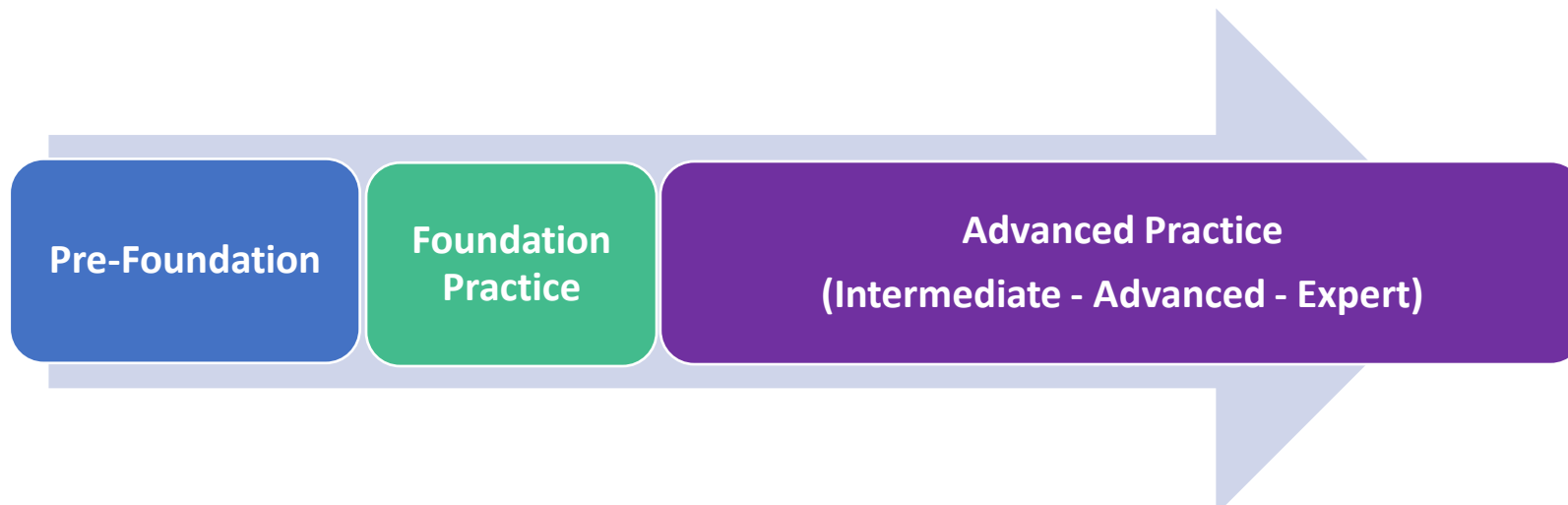
Development Framework for Pharmacists

Empowering pharmacists to take charge of their professional development

- Provide clarity on scope of practice and the competencies required for pharmacists to gear up, post licensure, towards advanced practice
- Facilitate effective use of resources for training and development of pharmacists
- Promote a culture of lifelong learning



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or scan the QR code



Development Framework for Pharmacists

The DFP establishes a competency continuum across 7 domains

The DFP comprises 28 competency standards across 7 domains. **Domains 1 to 6** are competency standards in the Advanced Practice Framework (APF) extended to include foundation level standards.

Domain 7 on professionalism was added for seamless transition from Entry-to-Practice Competency Standards by SPC. Competencies on professionalism are to be attained in foundation years.



Domain 1 Expert Professional Practice

Domain 2 Building Working Relationships

Domain 3 Leadership

Domain 4 Management

Domain 5 Education, Training and Development

Domain 6 Research & Evaluation

Domain 7 Professionalism

Development Framework for Pharmacists

4 performance levels associated with learning and career progression



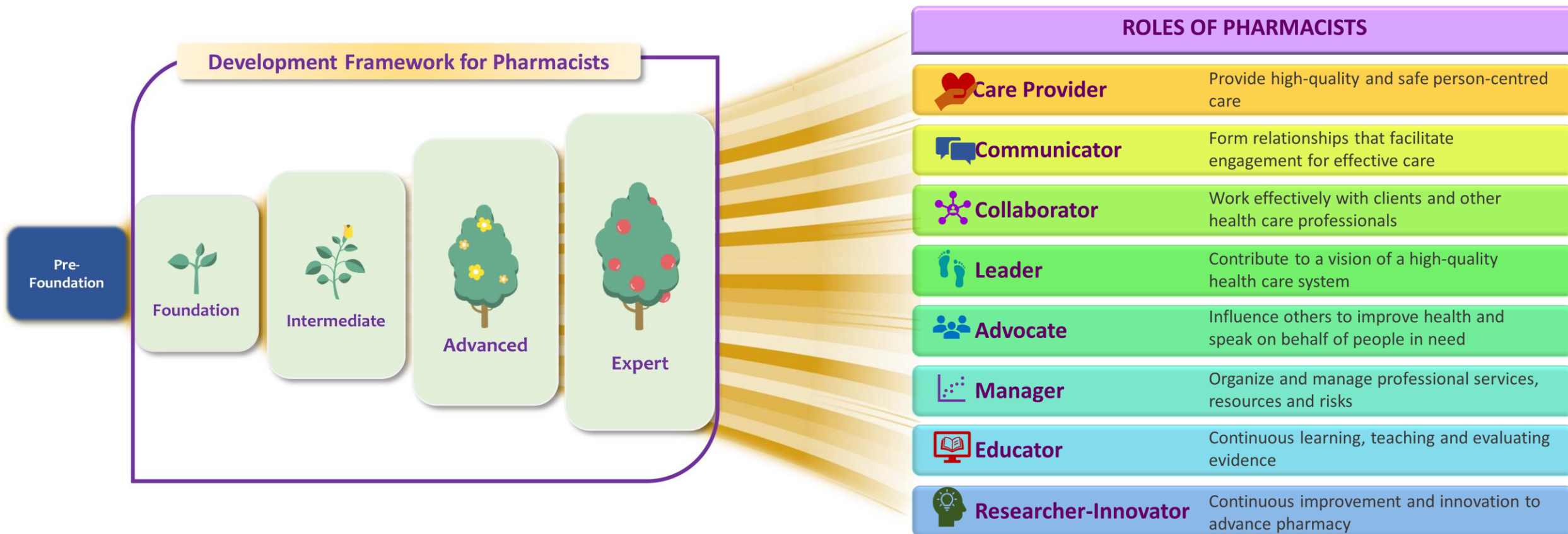
Each of the competency standards for the first 6 domains is presented at four performance levels of Foundation, Intermediate, Advanced and Expert. The four performance levels reflect the performance continuum associated with learning and career progression and are defined as¹:



1. Adapted from Competencies Proficiency Scale. Office of Human Resources at the National Institute of Health. Accessed at <https://hr.nih.gov/working-nih/competencies/competencies-proficiency-scale> on 11 May 2020

Development Framework for Pharmacists

Continuum of Competency towards 8 key roles



Development Framework for Pharmacists

Implementation timeline

2019 > CREATE	2020 > LAUNCH	2021 > TRANSIT	2022 > REVIEW
<p>Consulting and developing the framework</p> <ul style="list-style-type: none">▪ Review of APF implementation by HMDP VE Prof Michael Dooley▪ Development of foundation level competency standards▪ Consultation with SPC council members and education leads across clusters	<p>Introducing the DFP</p> <ul style="list-style-type: none">▪ Consultation with education leads across sectors▪ Launch Development Framework for Pharmacists (DFP) in May 2020▪ Conduct APF surveys	<p>Clarifying the vision of success</p> <ul style="list-style-type: none">▪ Engagement with pharmacy workforce and relevant stakeholders▪ Portfolio training workshops and consultations for institutions▪ Launch Portfolio Toolkit V2.0	<p>Formalising the DFP and charting the next phase</p> <ul style="list-style-type: none">▪ Continued engagements with pharmacy workforce and relevant stakeholders▪ Review of DFP implementation and CPD readiness (with SPC/NUS)▪ End of transitional implementation phase of DFP

THANK YOU!

We hope that you find this information useful for communication on the Development Framework for Pharmacists.

For queries and feedback, connect with us at go.gov.sg/cpo-moh