Introduction to Development Framework for Pharmacists

Chief Pharmacist’s Office
June 2021
Education & Training Continuum for Pharmacists

Undergraduate Degree*

Post-course Pre-registration training

SPC Entry-to-Practice Competency Standards for Pharmacists

Foundation Practice

Post-registration experience

Postgraduate Education

Master degree / PharmD

Advanced Practice (Intermediate - Advanced - Expert)

Residency

Post-residency experience

Specialist Practice

Registered Pharmacist

Registered Specialist

28 weeks of Clinical Training

* Include 24 weeks of Pre-Employment Clinical Training (PECT) in Year 4

Development Framework for Pharmacists (DFP)

The developmental journey...

Advanced Practice Framework (APF) Development (2010-2016)
APF Roadshows (2016-2017)
APF Guidebook (2017)
Review of APF Implementation (2019)
Portfolio Building Toolkit (2019)
Development Framework for Pharmacists (2020)

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)

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
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.
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 as:

- **Foundation**: Able to successfully complete tasks with help from an expert. Focus on acquisition of knowledge or skill.
- **Intermediate**: Able to successfully complete tasks with occasional help from an expert. Focus on applying and enhancing knowledge or skill.
- **Advanced**: Routinely manages complex situations and a recognized “person to ask” in the organization. Focus on broad organizational or professional issues.
- **Expert**: Recognized as an authority in that area of expertise, alongside a breadth of experience. Able to explain issues in relation to broader organizational issues, creates new applications and processes. Focus on strategic planning.

Development Framework for Pharmacists

Continuum of Competency towards 8 key roles

- Care Provider: Provide high-quality and safe person-centred care
- Communicator: Form relationships that facilitate engagement for effective care
- Collaborator: Work effectively with clients and other health care professionals
- Leader: Contribute to a vision of a high-quality health care system
- Advocate: Influence others to improve health and speak on behalf of people in need
- Manager: Organize and manage professional services, resources and risks
- Educator: Continuous learning, teaching and evaluating evidence
- Researcher-Innovator: Continuous improvement and innovation to advance pharmacy
# Development Framework for Pharmacists

## Implementation timeline

<table>
<thead>
<tr>
<th>2019 &gt; CREATE</th>
<th>2020 &gt; LAUNCH</th>
<th>2021 &gt; TRANSIT</th>
<th>2022 &gt; REVIEW</th>
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</thead>
<tbody>
<tr>
<td><strong>Consulting and developing the framework</strong></td>
<td><strong>Introducing the DFP</strong></td>
<td><strong>Clarifying the vision of success</strong></td>
<td><strong>Formalising the DFP and charting the next phase</strong></td>
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<td>- Review of APF implementation by HMDP VE Prof Michael Dooley</td>
<td>- Consultation with education leads across sectors</td>
<td>- Engagement with pharmacy workforce and relevant stakeholders</td>
<td>- Continued engagements with pharmacy workforce and relevant stakeholders</td>
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<td>- Development of foundation level competency standards</td>
<td>- Launch Development Framework for Pharmacists (DFP) in May 2020</td>
<td>- Portfolio training workshops and consultations for institutions</td>
<td>- Review of DFP implementation and CPD readiness (with SPC/NUS)</td>
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<td>- Consultation with SPC council members and education leads across clusters</td>
<td>- Conduct APF surveys</td>
<td>- Launch Portfolio Toolkit V2.0</td>
<td>- End of transitional implementation phase of DFP</td>
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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