

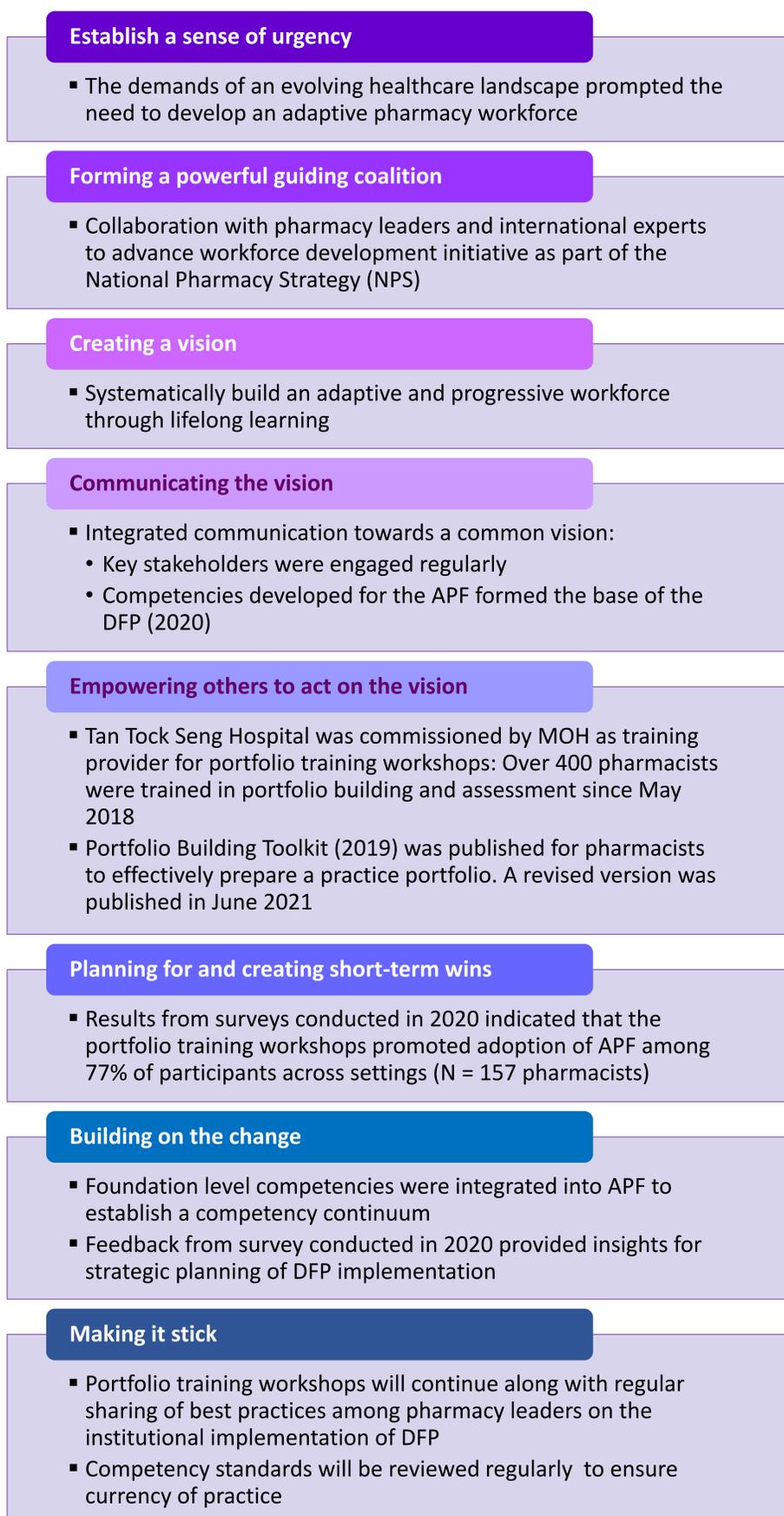
BACKGROUND

An Entry-to-practice framework had been used since 2011 for licensure in Singapore. In 2016, the Advanced Practice Framework (APF) was introduced as a developmental framework for pharmacists progressing into advanced practice under the National Pharmacy Strategy (NPS). There was no formal adoption of a framework between entry-to-practice and advanced practice resulting in variations in foundation training and competence. Using the Kotter's change management approach, we describe the formation and adoption of the Development Framework for Pharmacists (DFP) for seamless transition from entry to advanced level practice.

METHODOLOGY

A coalition was formed with local and international experts, to first define the performance criteria at foundation level and identify the required competencies (Figure 1). Alignment to descriptors at the various performance levels was validated. To ensure content validity, the Singapore Pharmacy Council (SPC) and education leads from healthcare institutions were engaged. Portfolio workshops established since 2018 were continued to enable adoption of the framework. In 2020, surveys were conducted to measure APF adoption and collect feedback at institutional and individual levels.

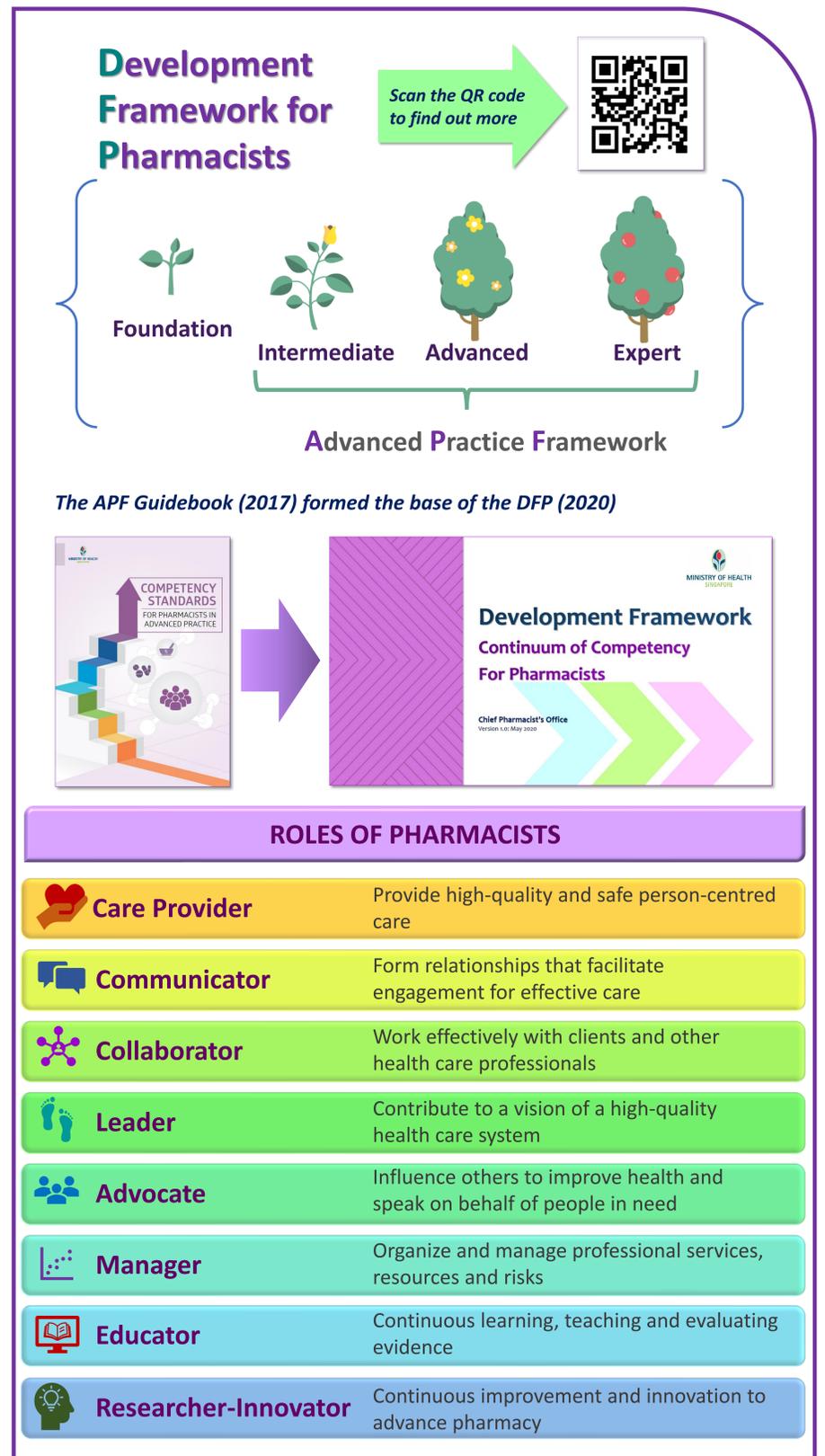
Figure 1: The formation and adoption of the DFP



RESULTS

The DFP establishes a competency continuum across seven domains, four performance levels and towards eight key roles for pharmacists (Figure 2).

Figure 2: Continuum of Competency leading to 8 Key Roles of Pharmacists



DISCUSSION

Feedback from the surveys conducted in 2020 showed that while the framework has been implemented across sectors, there was variability in implementation models. Enablers in terms of resource allocation and skills training are required to promote higher adoption rate of the framework. Moving forward, pre-foundation educational outcomes could be integrated into DFP to ensure seamless transition from university to workplace.

CONCLUSION

A continuum of competency was developed to enable a systematic and harmonized progression from foundation to advanced level practice across different settings. The DFP guides self-directed learning and career development towards advanced practice.

References:

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