

A global perspective on pharmacy education:

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Linking national, regional and global trends in workforce development

FIPed representing over 3 million pharmacists from 127 countries



Early days...



International
Pharmaceutical
Federation

A short history...



Worries about education & training - *especially leadership and direction*

Worries about standards of practice

Patient safety agenda – going where?

Medicines optimisation – PC? going where?

Progressing the professional workforce – how?

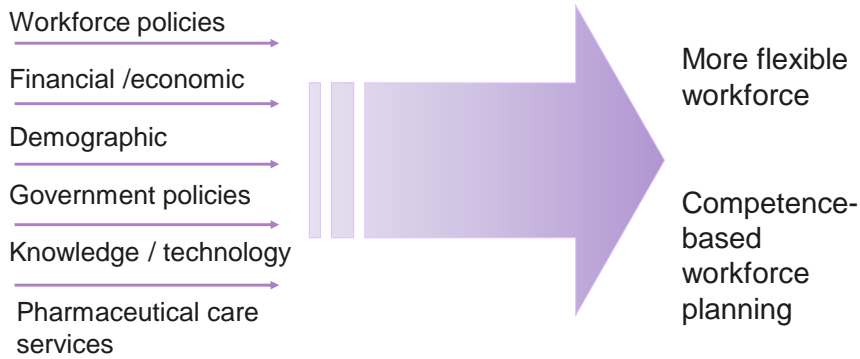
Tackling (real) workforce problems?



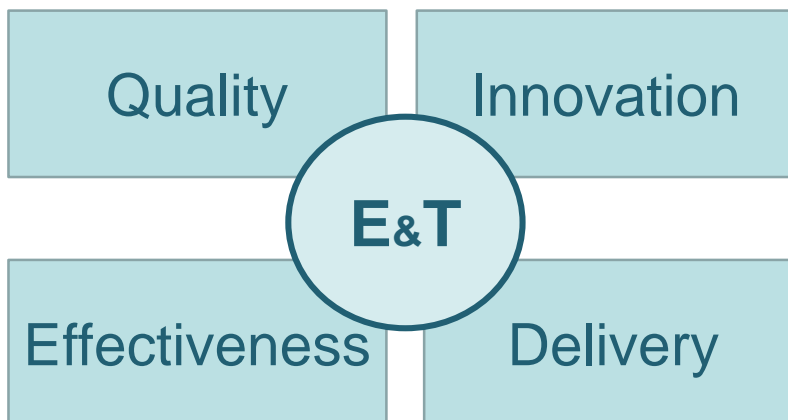
Policy – government - professionalism



A Convergence of strategic drivers



Health services in 2014...



What's needed from the healthcare workforce...



Adaptability:

In a changing healthcare environment

Flexibility:

Recognition that enables the development of a flexible and adaptable workforce

Demonstrability/capability:

Demonstration of the benefit of pharmacy to health – competence and beyond

...the benefit to patients and the public



Professional development?



What's the journey for me...?



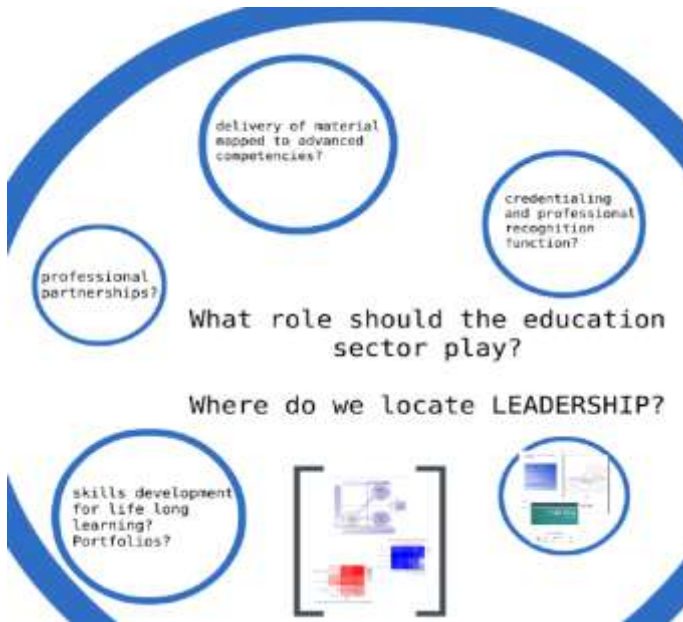
Workforce development...

...also known as educational progression...

Support, pathways, mentorship and a seamless continuation of training...

Why aren't we focusing on our early year practitioners...?

Where are we?



Developmental Frameworks...

CoDEG GLF

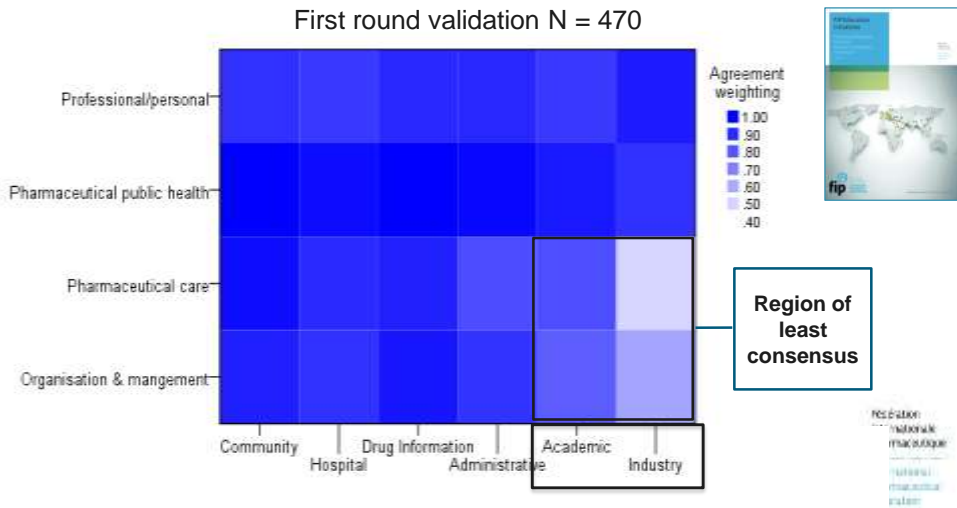
CoDEG ACLF

IFP Education Pillars

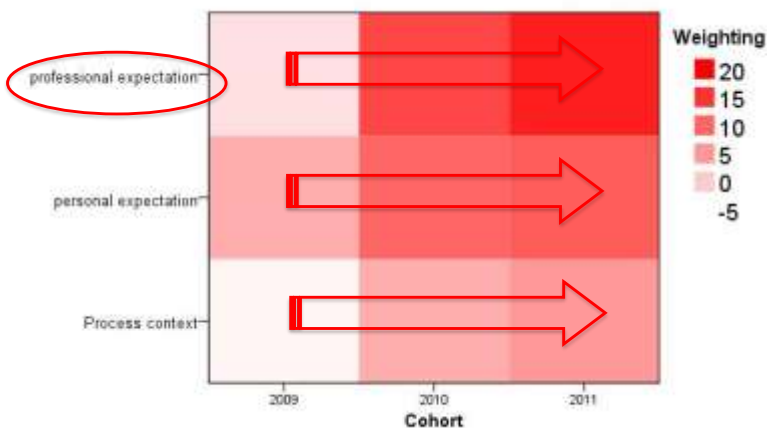
IFP Qualification Working Framework

EAHP
 PGEU
 EPSA
 EIPA
 EAFF

A Global Framework (Foundation)...

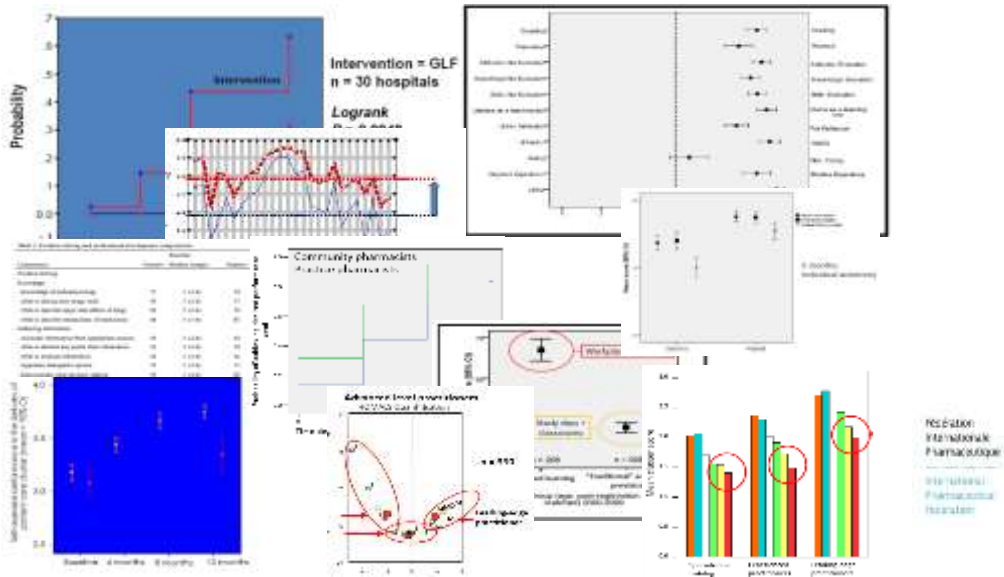


Advanced practice & Professional recognition

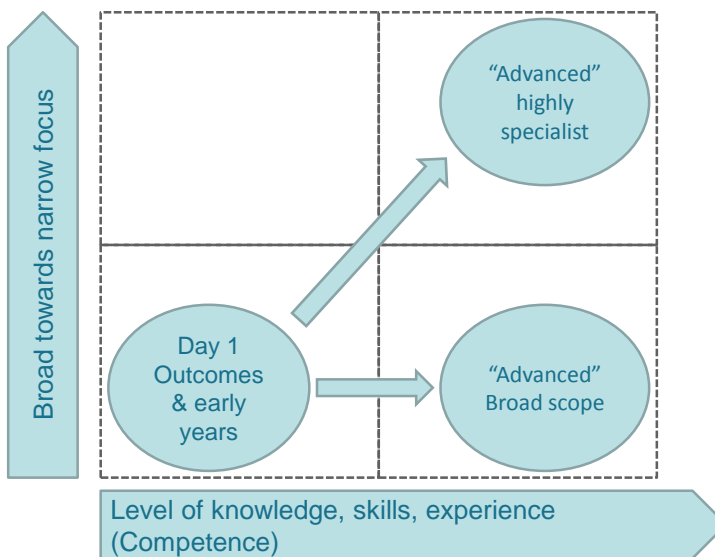


Using the Advanced Level Framework in a credentialing model

The global validity is now proven...



Practitioner progression pathways



Better training, better care...



“zooming in” - a local (national) example...

The Royal Pharmaceutical Society – our Royal College



Full range of professional leadership functions
– most importantly professional recognition



Foundation programme	1-2 years	
Advanced Stage 1 - <i>experienced</i>	Early stages of specialisation & advancement	MIFRPS
Advanced Stage 2 - <i>expert</i>	A recognised expert in an area of practice	MIIFRPS
Faculty Fellow – <i>exceptional</i>	Recognised leader / Consultant	FFRPS

1. Formal, national portfolio based on APF
2. Scope of Practice
3. Peer review (MSF)



The education development process...



Support acquisition of complex skills through work-based learning models;
Put competency at the heart of experience;
Meet the patient safety/optimisation agenda;
Be accessible for all practitioners;
Recognise poor performance and provide a system for dealing with it;

Demonstrate appropriate and consistent quality:
of the workplace
of the 'educators' – mentors, supervisors, seniors...



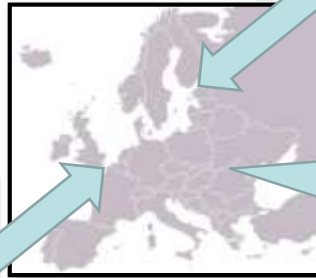
A view from a senior clinician...



zooming back out - global connections...

its starting to happen across many nations

Practitioner development frameworks:
 Acute care to community care
 Medicines management
 Accessing to medicines and self care
 Cognitive pharmaceutical care services (all sectors)
 Not just "clinical"



FIP
 (WHO/UNESCO)
 60+ countries contributing

PHARMINE:
 EAFP
 EAHP
 EIPG
 PGEU
 EPSA

Grass roots (foundation & advanced)
 150 hospitals/PCTs;
 Wales and Northern Ireland (Eire)
 Royal College

Res École
 International
 Pharmacologique
 International
 Pharmaceutical
 Federation

Global model...



Res École
 International
 Pharmacologique
 International
 Pharmaceutical
 Federation

In an ideal world of workforce development...



1. Professional recognition by peers (and Leadership bodies);
2. Availability of robust, transparent process for development;
3. Defined career pathways linked with recognition;
4. A focus on journey (for many) - rather than just the endpoint – developmental frameworks linked to performance & competence

Res Édition
International
Pharmacologique
International
Pharmacological
Federation

A view from the next generation...



Res Édition
International
Pharmacologique
International
Pharmacological
Federation

Careering towards the future...



Partnerships are now key...

Universities
Workplaces/employers
Professional Leadership Organisations

...and don't forget the reasons

Better training, better care
Education saves lives



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