Entry to Practice Competencies for Pharmacists and Pharmacy Technicians

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By
R. J. (Ray) Joubert, BSP
Registrar
Saskatchewan College of Pharmacists
Introduction and Background

- Technician = regulated
  - Licensed with a PRA and accountable to practice in a defined scope with title protection

- NAPRA Entry to Practice Competencies (EPCs) foundational to national model licensing program. They support:
  - National educational outcomes for training programs (AFPC and CPTEA)
  - Accreditation standards for educational programs (CCAPP)
  - National entry to practice examination (PEBC)
Background (continued)

- **NAPRA EPCs**
  - Pharmacists
    - Since 1997 (response to federal labor mobility)
    - Revised March 2007
  - Technicians
    - Since September 2007
  - Both being reviewed simultaneously
    - Both practice in same environment
    - Changes in roles impact each other
## Current Competency Categories (Similarities)

<table>
<thead>
<tr>
<th>Pharmacist</th>
<th>Technician</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Professional collaboration and teamwork</td>
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</tr>
<tr>
<td>• Ethical, legal and professional responsibilities</td>
<td>• Legal, ethical and professional responsibilities</td>
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<tr>
<td>• Communication and education</td>
<td>• Communication and education</td>
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<tr>
<td>• Understanding management principles</td>
<td>• Management knowledge and skills</td>
</tr>
</tbody>
</table>
## Current Competency Categories (Differences)

<table>
<thead>
<tr>
<th>Pharmacist</th>
<th>Technician</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Patient care</td>
<td>• No</td>
</tr>
<tr>
<td>• Drug, therap. &amp; practice information</td>
<td>• No</td>
</tr>
<tr>
<td>• Drug distribution</td>
<td>• No</td>
</tr>
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<tr>
<td></td>
<td>- Rx &amp; patient information</td>
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<tr>
<td></td>
<td>- Product preparation</td>
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<td></td>
<td>- Product release</td>
</tr>
<tr>
<td></td>
<td>- System &amp; inventory controls</td>
</tr>
<tr>
<td></td>
<td>• Quality assurance</td>
</tr>
</tbody>
</table>
EPC Review Goals

• Consistency – framework, terms, categories
• Emphasize
  – Patient safety and quality assurance – competency category
  – Pharmacist clinical and prof’l activities
    • Elaborate on patient care category
    • Add health promotion category
  – Need for technicians to recognize responsibilities
EPC Review Goals (cont’d)

- Better reflect
  - Expanded scope of practice (injections, prescribing, adapting, lab tests)
  - Competencies needed for pharmacists to be decision makers AND action takers
  - Increased importance of inter-professional collaboration for pharmacists
  - Trends towards shifting of other non-distributive, non-clinical duties to technician (e.g. history taking) to allow pharmacist to focus more on clinical, patient-focused services
EPC Review Goals (cont’d)

• Better reflect
  – Use of technology including electronic medical/health records
  – Importance of documentation
  – Maintaining patient privacy and confidentiality
EPC Review Approach

- Federal funding grant
- Expert consultants – Assessment Strategies
- Steered by National Advisory Committee on Pharmacy Practice
- Environmental scan and background information
- 3 day multi-stakeholder workshop
- NACPP meetings
- Drafts and consultations
EPC Review Status

• NACPP reviewing feedback, documents being changed. Main:
  – Strengthen patient care section
  – Approach drug distribution differently for pharmacists
• Targeted consultations (examiners and educators) August and September
• Final approval Nov/13 NAPRA Board
EPC Review Status

• Roles not defined, but described as:

*Pharmacist manages the overall pharmacy environment and as a drug therapy expert, focuses on the clinical aspects of direct patient care while the technician focuses on the technical aspects of the prescription, the gathering of patient information for the pharmacist to review, product preparation, product distribution and inventory control. Both assume responsibility for their actions, are accountable to the public and contribute to the overall functioning of the pharmacy to ensure a safe and healthy environment.*
EPC Review Status

• Proposed competency categories (both)
  – Ethical, legal and professional responsibilities
  – Patient care
  – Drug and product distribution
  – Practice setting
  – Health promotion
  – Knowledge and research application
  – Communication and education
  – Intra and inter professional collaboration
  – Quality and safety
Conclusion

Information
Pharmacists: http://www.napra.org/pages/Licensing_Registration/Licensing_Program.aspx
Technicians: http://www.napra.org/pages/PharmacyTechnicians/pharmacytechnicianscompetencies.aspx

Thank you for the opportunity!
Questions, comments, dialogue