



Hospital pharmacists work in an environment in which the most acute need patients receive treatment, often with the riskiest, most expensive, personally tailored and novel medications.

In order to practice safely and with independent competence, hospital pharmacists require a set of specific competencies that go above and beyond the basic education of 5 years for pharmacists described in the **European Directive on Mutual Recognition of Professional Qualifications**^[1]. These needs are evidenced and supported by the 2011 European Commission-sponsored **Pharmine** ^[2] project, the 2008 **FIP Global statements**^[3] on hospital pharmacy, and the 44 European Statements of Hospital Pharmacy.

Areas of additional education need in respect to hospital include:

- intensive care treatment;
- rare diseases;
- emergency treatment;
- practice interface management;
- clinical development and research; and,
- specialist practice in areas such as oncology, radiopharmacy, advanced therapies and paediatrics.

For this reason most European countries have in place some form of post graduate qualification to raise the skills and competences of pharmacists to that required in hospital practice. Indeed in some countries, possession of such qualification can be a requirement of practice.

EAHP supports the raising of standards in hospital pharmacist knowledge and qualification that comes with a hospital pharmacy qualification and see it as an essential element of being able to continue to practice safely in an environment of high innovation and risk.

EAHP's policy activity in this area is also supported by a position paper of its membership agreed at its General Assembly in 2011. More information **HERE** [4].

A Common Training Framework

To achieve this goal, EAHP and its 35 national membership platforms, are leading a project to develop a common training framework for hospital pharmacy in Europe [5].

A common training framework for hospital pharmacy will represent an important international agreement on the competencies, knowledge, skills and attitudes required by the profession to deliver on the **44 European Statements of Hospital Pharmacy** [6]. [7]

Thereafter, it is intended that the common training framework will be initially used as a flexible tool for hospital pharmacy development across Europe, fully reflecting national and regional realities. This includes being:

- an inspiration for the development of competency-based education and training programmes for hospital pharmacy, especially in those countries where formal structures of this kind may be under consideration.
- an opportunity for cross-border cooperation in the provision of hospital pharmacy education and training.
- a European benchmark to which existing national programmes of hospital pharmacy education and training can be compared.
- a reference tool for those with responsibility for the provision of workplace based systems of training and development.

In the longer term, it is hoped that ongoing and enhanced agreement between countries on the competencies required for practice of hospital pharmacy may present new opportunities for labour mobility.

A range of further information about the common training framework project is available **HERE** [5].

Labour Mobility Report

The task of CTF Working Group 2 was "the compilation of supporting evidence of the value that can be created in forming a common training framework for hospital pharmacy". The Labour Mobility Survey report was prepared by EAHP as a compilation of the data gathered by CTF Working Group 2.

This report included the findings of the survey activity on the attitudes and perspectives of hospital pharmacists on labour mobility by the EAHP. The results collected from the 1039 participating hospital, clinical and community pharmacists in this document are descriptive and represent a snapshot of the current position. Nonetheless, they show that hospital pharmacists have an appetite for labour mobility which is currently not realised due to recognition barriers.

Overall, 85% of hospital pharmacists and heads of hospital pharmacy that participated in the survey would support the creation of a common training framework for the hospital pharmacy specialisation. Development of the profession, facilitation of exchange of expertise, standardisation in the quality of education and increase of mobility opportunities are in their

opinion benefits to be gained by creating a new tool for automatic recognition of the hospital pharmacy specialisation across border. EAHP believes there is a clear benefit to health systems and patients by increasing and improving the exchange of information and expertise.

The labour mobility report is available [HERE](#) [8].

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Links

[1] http://ec.europa.eu/growth/single-market/services/free-movement-professionals/policy/legislation_en

[2] <http://www.pharmine.org/>

[3] <http://www.fip.org/baselstatements>

[4]

<http://www.eahp.eu/sites/default/files/files/EAHP%20statement%20on%20hospital%20pharmacy%20specialisation.p>

[5] <http://www.hospitalpharmacy.eu>

[6] <http://statements.eahp.eu/statements/final-statements>

[7] <http://ejhp.bmj.com/content/21/5/256>

[8] https://www.eahp.eu/sites/default/files/eahp_ctf_labour_mobility_report_0.pdf