

DRAFT STRATEGY FOR CONSULTING ON THE CTF

May 2016



Background and introduction

Working Group 1 of the [Common Training Framework project](#) has almost completed the construction of a first draft of a common training framework for hospital pharmacy in Europe: a proposed agreement on the competencies required to practice hospital pharmacy at a post-registration (post license) level.

The European Association of Hospital Pharmacists (EAHP)'s first aspiration is to secure a voluntary agreement across our membership on the competency framework for hospital pharmacy that should have application across Europe. This will establish a clear benchmark for what continued hospital pharmacy training consists of, and create a framework that all countries may make use of.

Further to this, a longer-term aspiration is to establish the framework as the basis of a legal tool for professional qualification recognition for hospital pharmacists to more easily move and work between countries. This is made possible by recent revision to the EU's Professional Qualifications Directive that enable professional associations to lead in creating such pan-European competency frameworks. As a legal requirement however, such frameworks must demonstrate that they were developed in a clearly transparent manner.

The CTF project earnestly desires to develop the most robust and well-scrutinised framework that it can, that benefits from the input of the diverse community of stakeholders that hospital pharmacy serves, and collaborates with. For these reasons and more, it is intended that in 2016/17 a structured process of consultation on the content of the hospital pharmacy framework be launched and conducted across EAHP member countries. The consultation process should be completed, and a final framework articulated to EAHP members in May 2017 ahead of a confirming vote of the 2017 General Assembly. This will mark the completion of stage 1 of the CTF project: the establishment of a voluntarily agreed non-legal framework.

This paper is circulated to national delegates to the 2016 EAHP GA for feedback and further development.

Key questions for answer from national delegations

- Does the proposed consultation strategy appear fit for purpose? Are there missing components?
- Please provide feedback about your association's core needs from EAHP when commencing the task of recruiting your national competent authority for pharmacy qualification recognition to the consultation

Essential requirements from the consultation strategy

1. The process should be open

ALL stakeholders with an interest in the future of hospital pharmacy education and services in Europe should be enabled to contribute their input to the final framework.

2. The process should be transparent

Contributions made, and the analysis and results of the responses received, should be made available openly.

3. The wide breadth of impacted stakeholder communities should be reached and encouraged to respond.

This includes, but is not limited to, Governments, regulators (e.g. competent authorities at the national level for professional qualification recognition), health system planners and managers, education providers, other branches of pharmacy, trade unions, education providers, other healthcare professions and patients.

4. The diversity of practice and health system organisation should be reached and engaged

This includes soliciting feedback from across regions in large countries, and ensuring responses reflect the complex diversity of European health systems scenarios. Respecting the potential international impact of a European hospital pharmacy CTF, international responses from outside Europe's borders should also be encouraged.

5. The net outcome of the consultation activity should be to achieve a greater sense of consensus around the content of the CTF

From the establishment of this consensus, the finalised CTF should have the credibility and necessary awareness to take up a useful lifespan. This relates not only to assisting in the direction of hospital pharmacy competency provision across Europe, but also in progressing the potential for a common training framework for hospital pharmacy recognised at the EU level within the Professional Qualifications Directive.

Proposed methodology for consultation

In order to meet the above identified needs, it is suggested that the draft CTF be subject to an independently moderated Delphi-style consultation, similar to that put in place for the development of the European Statements of Hospital Pharmacy in May 2014.

Such a method is open (open call to participate to be issued, circulated and marketed), transparent (comments made visible to all, alongside reports of independent moderators), and can take place across countries and sectors (online tools). Delphi is a well-recognised and respected technique for driving consensus.

Attracting the audiences to participate: an imperative for member action

Priority audiences

The priority audiences for this consultation exercise are those organisations at a national level with the legal responsibility for overseeing pharmacy qualification recognition: known in EU legal language as "competent authorities". In some countries this may be the chamber of pharmacists, in others the Ministry of Health or Education. In respect to the long term aspiration of EAHP to create a common training framework with EU legal standing, it is imperative that such competent authorities understand their opportunity to contribute to the framework's development and provide input in respect to their national perspective.

GA delegates should understand that, in keeping with its European role, EAHP itself is never able to be the main relationship holder with national bodies. This is a role for the EAHP member in that country. For the purposes of this consultation activity therefore, recruitment of national organisations to take part in the CTF consultation will need to be driven by EAHP member associations. The EAHP secretariat will of course support with template tools such as the central website www.hospitalpharmacy.eu, template letters, and encouragement of relevant European associations (e.g. for doctors, nurses, patients etc) to disseminate information to their national memberships.

Other audiences

Many other stakeholders at national levels are impacted by the future direction of hospital pharmacy education, including patient groups, fellow healthcare professionals, education providers, trade unions, health system decision-makers, planners and managers and other branches of pharmacy.

Efforts should also be made by EAHP members at the national level to recruit representatives of such additional stakeholder organisations to take part in the 2016/17 CTF consultation activity.

Other issues for consultation: quality assurance and content management

Beyond the content of the framework itself, other issues that inevitably and logically arises when seeking opinion about the common training framework are the topics of **a) quality assurance** (how can stakeholders be assured that systems of hospital pharmacy education stating they apply the common training framework are indeed meeting all of its components) and **b) systems for continual management of the framework content** (i.e. keeping it up-to-date with developments in practice and science)

It is suggested these also be subject to consultation in the period 2016/17. However, these matters are more conceptual than the more tangible content of the common training framework. In this case, Delphi consultation appears a less suitable methodology. A separate open consultation will therefore be held of the more regular kind i.e. publication of a document of intended EAHP strategy on these matters with set questions for feedback.

Linkage to Statement Implementation

In all of this activity there will be a need to ensure good linkage with concurrent activity by the Statement Implementation team, especially in view of the fact that the common training framework is intended to be a tool for the delivery of the statements. Meetings with competent authorities, or others at the national level, are therefore opportunities to promote BOTH the CTF, AND the statements.

Timeline

June 2016: CTF WG1 finalises draft framework

July and August 2016: Contact database (International, European, National) for invitation to consultation finalised

September 2016: Consultation process publicly announced and invitation to participate issued

October and November 2016: Delphi Round 1

December 2016: Analysis of results

January and February 2017: Delphi Round 2

March 2017: Results so far shared. Decision made if Delphi Round 3 is necessary

April 2017: Finalised framework shared with EAHP membership

June 2017: EAHP General Assembly votes on final framework

Budget

Costs to cover Delphi portal software provision, independent moderation and promotional activities (including potential reserve for accompanying members to meeting with competent authorities) are provided for within the budget submitted to the 2016 General Assembly.