

Revolutionising Pharmacy Recognition: Evolution of the Australian and New Zealand College of Advanced Pharmacy

Contact: anzcap@shpa.org.au

What was done?

The Australian and New Zealand College of Advanced Pharmacy (ANZCAP) is a landmark initiative recognising the career progress and specialisation of pharmacists and pharmacy technicians working across Australia and New Zealand, mapped to relevant national competency standards and developed by the Society of Hospital Pharmacists of Australia (SHPA) in partnership with the New Zealand Hospital Pharmacy Association (NZHPA).

Why was it done?

ANZCAP's recognition programs will enable the achievements of practitioner to be clearly and concisely understood by their employers and peers, by healthcare colleagues and, most importantly, by the patients in their care.

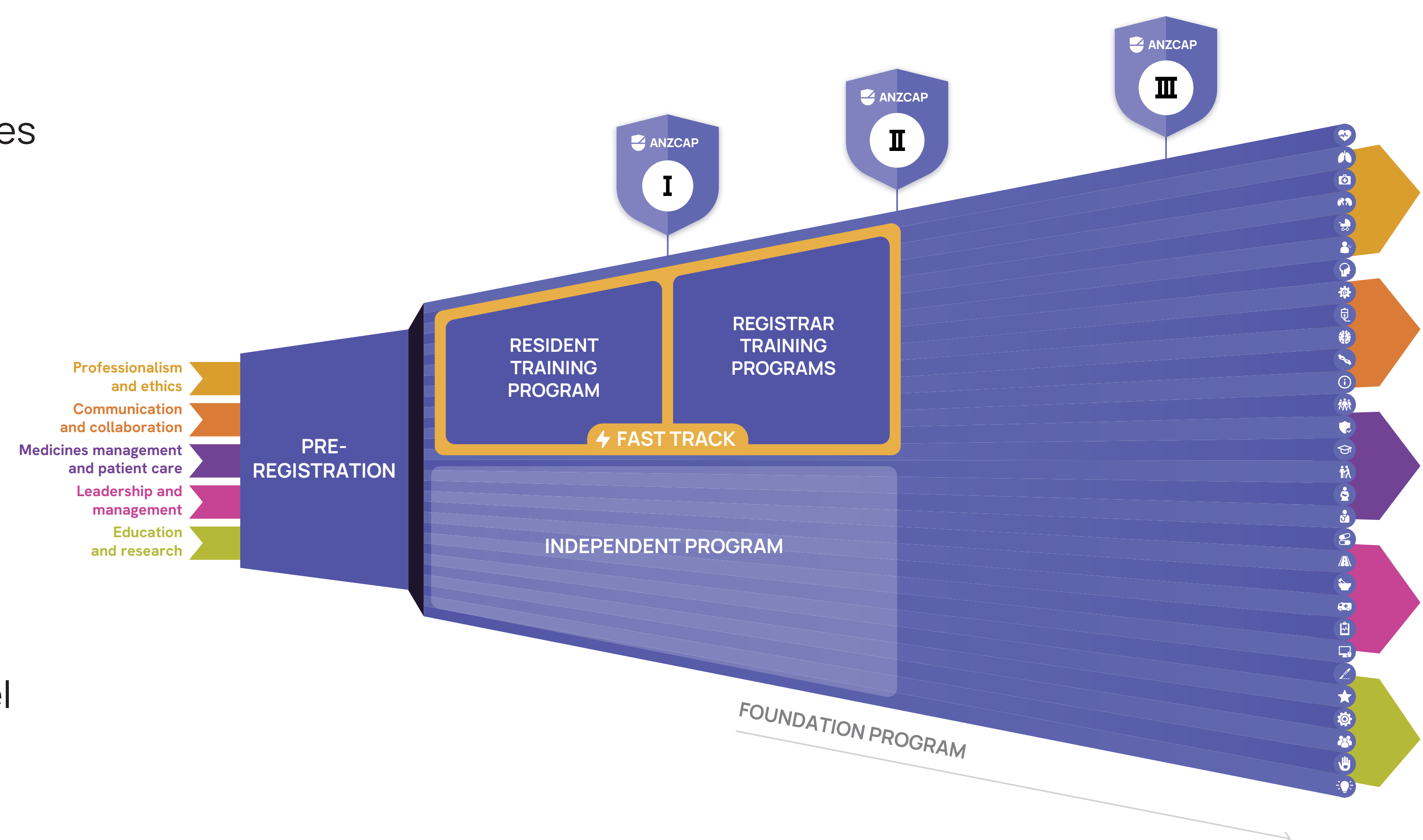
How was it done?

ANZCAP's evolution consisted of three main phases

1. Acquisition of the initial Australian Advancing Practice credentialing program.
2. Evaluation and comprehensive review of this program incorporating
 - qualitative surveys
 - workshops
 - focus groups
 - expert consultations.
3. Development of the ANZCAP recognition model and online portal.

Three recognition programs were developed.

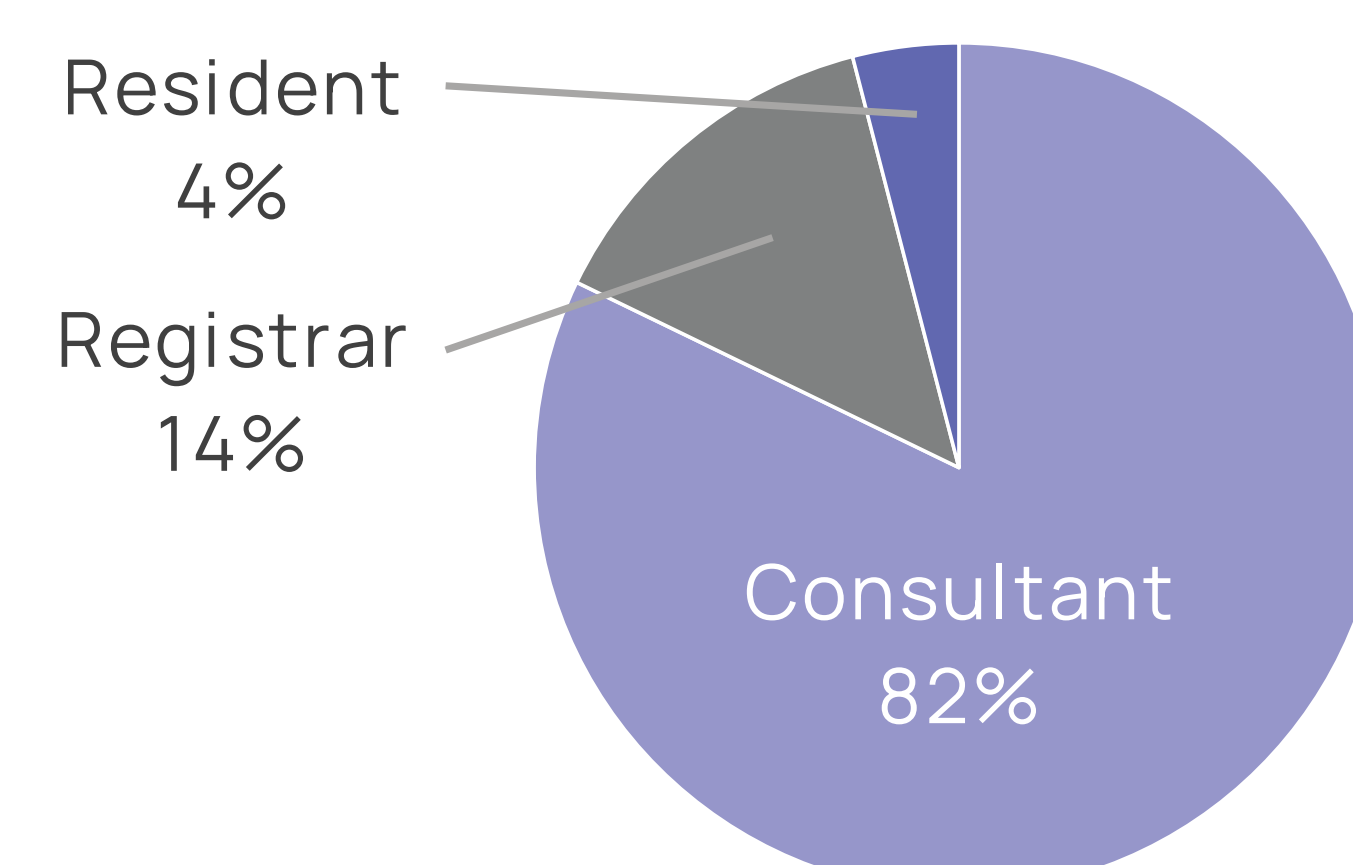
- Foundation program: recognition conferred based on evidence of Prior Professional Experience.
- Independent program: recognition through development and submission of a portfolio of forty learning experiences.
- Training programs: adaptation of existing 2-year intensive workplace-based programs for pharmacists working towards Resident or Registrar recognition.



What has been achieved?

- To date, through the Foundation program, over 800 pharmacists across Australia and New Zealand have been recognised at all levels.
- Initial portfolio submissions from the Independent program, launched in November 2023, are expected from mid-late 2024.
- Existing training program candidates are being transitioned to the ANZCAP platform with new candidates automatically enrolled.

Foundation program recognition by level



What next?

- For pharmacists, work is underway to align ANZCAP recognition with promotion and remuneration.
- Work has commenced on a pharmacy technician competency framework and corresponding ANZCAP recognition program to provide this group with meaningful career opportunities.
- In the broader landscape, ANZCAP's journey involves cultivating partnerships with international pharmacy associations, leveraging collective expertise, and fostering an inclusive recognition culture.

ER13211

