

# NTRC- novice/beginner researchers

- The NTRC website/discussion forum is a source of key research development info.
- My pharmacy department is an organisational member of the NTRC. This means there is an NTRC liaison within my hospital pharmacy department. They are kept informed of NTRC initiatives and processes.
- I can discuss my research proposal with the NTRC liaison.
- They can support my application for consideration by the NTRC Scientific Advisory Committee (SAC). The NTRC SAC can provide NTRC brand endorsement of my research if it meets robust methodology and scientific quality criteria.
- I can access practitioner research development grants e.g. to attend SHPA's Research Bootcamp.
- I can access expert research mentors through the NTRC network.

# But what impact will the NTRC have... for experienced researchers?



I am an SHPA member and consider myself an expert researcher. What's in it for me as an NTRC member? Why should I join?

# NTRC- experienced researchers

- Opportunities for collaborative research
- Established networks to upscale research (e.g. from single site to multi-centre)
- Guidance & support to improve quality of methodology via SAC
- Access to more significant funds; either targeted grants OR SHPA funds if research aligns with SHPA goals
- NTRC branding of your research- endorsed network research more likely to win external grant funds
- I can be an NTRC liaison at my hospital: invites to NTRC Scientific Meeting and other symposium and training
- I can nominate as a research mentor/supervisor to ECP researchers.

# But what impact will the NTRC have... for hospital pharmacies/organisational members?



I am a Director of Pharmacy and I've signed up my pharmacy department as an NTRC organisational member. What's in it for me and my Department?



# NTRC- Organisational members

- Opportunities for collaborative research across multi-centres
- Staff development and research capacity/capability building
- Recognition locally (and externally) as a research active hospital/organisation
- Access to other research funding
- Participate as a data collection site for multi-centred projects
- Evidence, guidance and tools to translate research into everyday practice
- 3-way communication across the NTRC network: from SHPA to sites; from sites to SHPA; between sites

# National Translational Research Collaborative

## DRIVING RESEARCH FURTHER

- **Building pharmacist and pharmacy organisation research capability and capacity**
- **Providing better funding models and access to funds**
- **Enhancing the quality and impact of pharmacist research**

# Technician Redesign

# Why change?

*To continue to deliver effective health care that meets the needs of the public, the **pharmaceutical workforce\*** must evolve to ensure it has the capacity, capability and flexibility to function within an ever-changing healthcare system.*



# Why change?

## FIP Workforce Development Goals:

‘Pharmaceutical workforce’ refers to the whole of the pharmacy related workforce including pharmacy technicians/assistants and other pharmacy support workforce cadres in a diversity of settings and with a diversity of scope of practice.



# Foundations for change...

## **Exploring the role of hospital pharmacy technicians and assistants to enhance the delivery of patient centred care**

**A White Paper on the findings and outcomes of the  
'Pharmacy Technician and Assistant Role Redesign  
within Australian Hospitals (Redesign) Project'**

# Foundations for change...

## METHOD:

- literature review
- review of supporting frameworks
- primary research
  - national survey: 154 responses representing >170 hospitals
  - focus groups
  - structured interviews
  - mini case studies

# Foundations for change...

- Pharmacy technicians/assistants are employed in 95% of hospital pharmacies across Australia
- Large variation of activities undertaken by pharmacy technicians/assistants
- Limited career structure and the lack of opportunities to advance practice
- No consistency in education requirements for employment
- In-house credentialing systems
- No national regulation
- Rural and remote environments pose particular challenges

# Vision

... for Australian hospital pharmacy technicians and assistants for 2026:

***A national environment where entry level technicians/ assistants have a sound understanding of their role and access to education that supports the development of entry and advanced level competencies. Where technicians/assistants can undergo credentialing for specific practice areas with national certification, enabling movement between hospitals across Australia.***

***Where technician/assistant leaders are grown from within to assist in the ongoing development of the profession, working in partnership with pharmacists to provide enhanced patient care.***



# Enabling change

1. Update current SHPA Standards and workforce definitions available in the SHPA Standards of Practice for Clinical Pharmacy Services
2. Develop an Australian pharmacy technician/assistant competency standards framework and explore SHPA's role in credentialing individuals for defined competency areas from entry level to advanced level
3. Explore SHPA's role in improving accreditation and delivery of national qualifications
4. Document current innovative and advanced practice in each jurisdiction and consider SHPA support required to broaden this level of practice Australia-wide
5. Hospital pharmacy technician/assistant leadership development

# Advanced Practice

# WHAT is advanced practice?

*“**Advanced Practice** is practice that is so significantly different from that achieved at initial registration that it warrants recognition by professional peers and the public of the expertise of the practitioner and the education, training and experience from which that capability was derived.”*

From:

- Pharmacy Practitioner Development Committee. National competency standards framework for pharmacists in Australia 2016. Canberra; 31 May 2017
- Advanced Pharmacy Practice Framework Steering Committee. An Advanced Pharmacy Practice Framework for Australia. Canberra: APPFSC Secretariat; October 2012. Available from: <http://advancedpharmacypractice.com.au/publications/>




# Locally and Internationally

## Pharmaceutical Workforce Development Goals

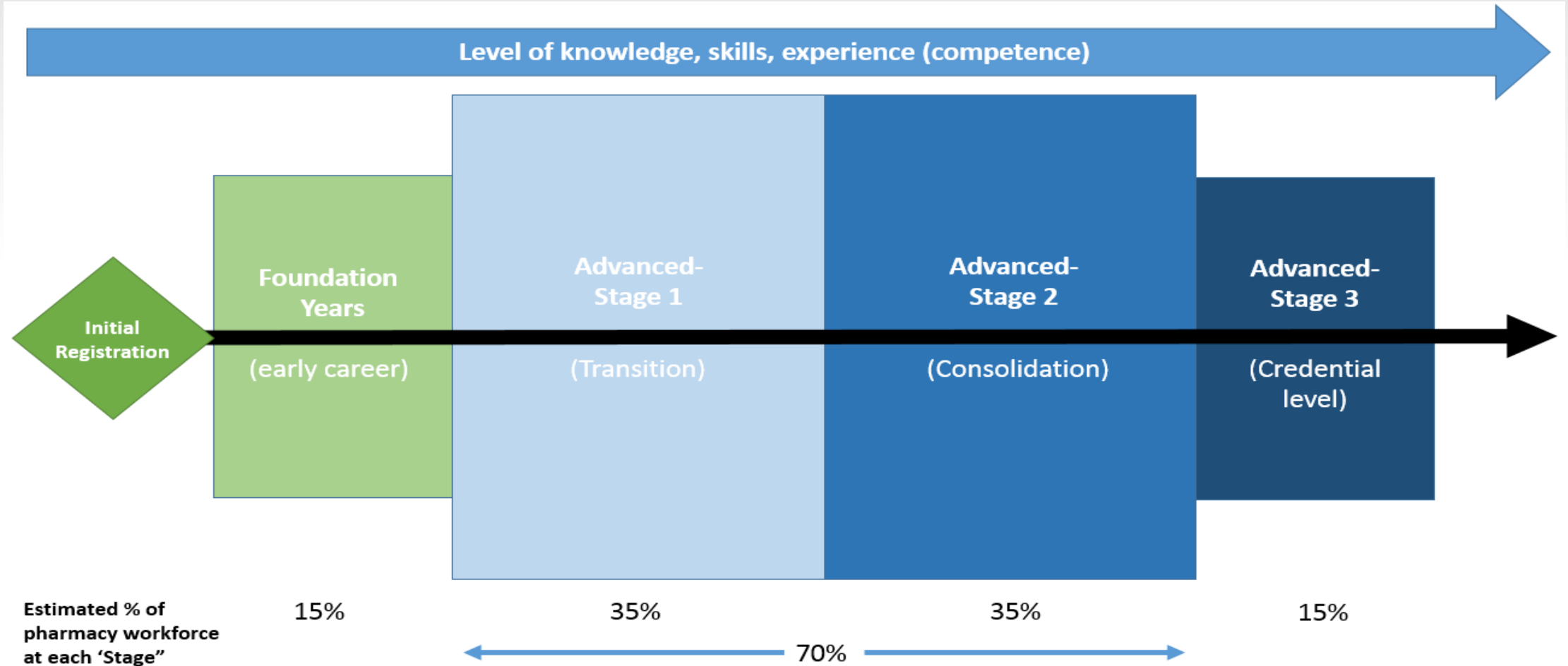
Presented at the global conference on pharmacy and pharmaceutical sciences education

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<b>Professional development</b> Focus on the pharmaceutical workforce*	 <b>4. Advanced and specialist expert development</b>	Education and training infrastructures in place for the recognised advancement of the pharmaceutical workforce* as a basis for enhancing patient care and health system deliverables.	<ul style="list-style-type: none"><li>• Need for a common and shared understanding of what is meant by “specialisation” and “advanced practice” in the context of scope of practice and the responsible use of medicines.</li><li>• Ensure competency and capability of an advanced and expert pharmacist in all sectors (including specialisations extending into industry and administration settings) for greater optimisation of complex pharmaceutical patient care. This may now include prescribing roles within a recognised scope of practice.</li><li>• Systematic use of professional recognition programmes/systems as markers for advancement and specialisation across the workforce*, including advanced pharmaceutical scientists.</li></ul>
	 <b>5. Competency development</b>	Clear and accessible developmental frameworks describing competencies and scope of practice for all stages of professional careers. This should include leadership development frameworks for the pharmaceutical workforce*.	<ul style="list-style-type: none"><li>• Use of evidence-based developmental frameworks to support the translation of pharmaceutical science within scope of practice, across all settings and according to local/national needs.</li><li>• Support professional career development by using tools, such as competency frameworks, describing competencies and behaviours across all settings.</li><li>• Evidence of clear policy that links leadership development (from early years) with competence attainment for the advancement of practice activities.</li></ul>
	 <b>6. Leadership development</b>	Strategies and programmes in place that develop professional leadership skills (including clinical and executive leadership) for all stages of career development, including pharmaceutical sciences and initial education and training.	<ul style="list-style-type: none"><li>• Creation of programmes/strategies for the development of leadership skills (including tools and mentoring systems), to support pharmacists and pharmaceutical scientists through their careers.</li><li>• Advocacy for leadership development in health care teams, linked to collaborative working activities (for example, promotion of team-based approaches to health care service delivery).</li><li>• Ideally, this should be linked with competency and foundation and early year career development activities.</li></ul>

# WHO is advanced practice for?

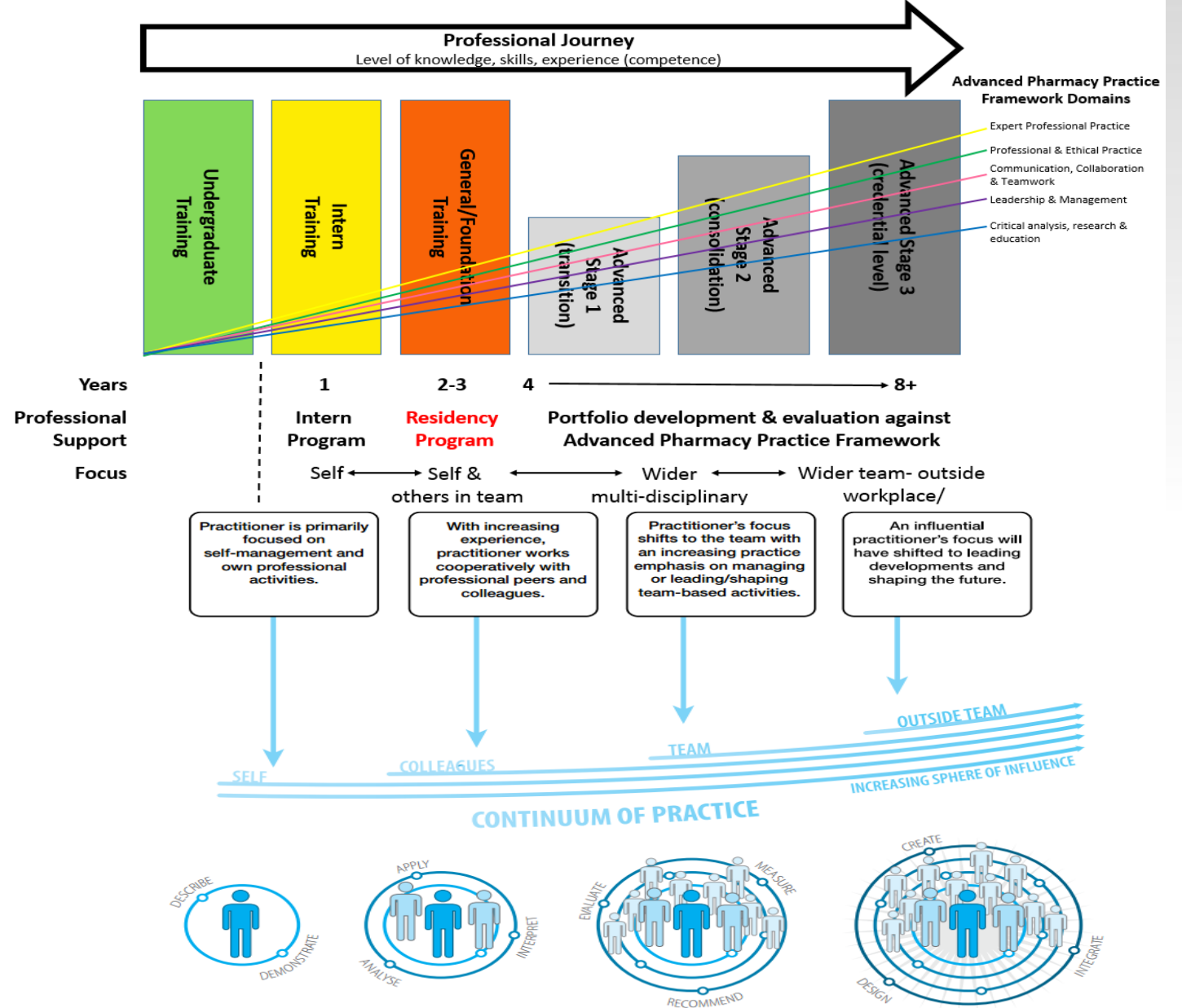




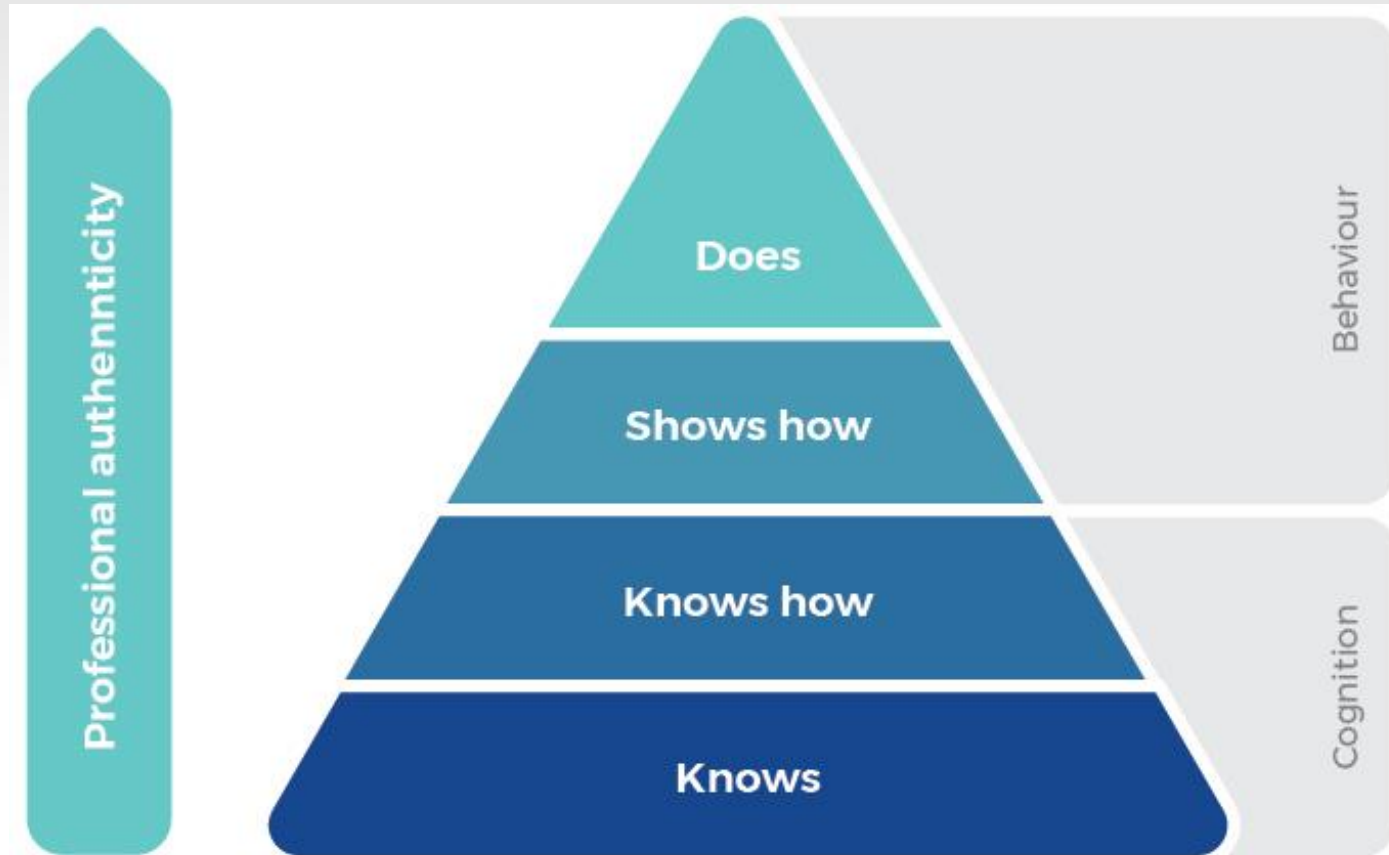
Galbraith K, Coombes, I, Matthews A, Rowett D, Bader L, Bates I. Advanced pharmacy practice: Aligning national action with global targets. J Pharm Pract Res 2017; 47(2), 131-135. doi: 10.1002/jppr.1333

# Practitioner Impact...

Pharmacy Practitioner Development Committee. National competency standards framework for pharmacists in Australia 2016. Canberra; 31 May 2017.



# Knows it, shows it or does it?



Adaptation of 'Millers Pyramid' *Portfolio Building Guide Advancing Practice; February 2018.*

# Real-world excellence...

- Advanced practice credentialing is not about gaining new knowledge in order to undertake a new service.
- Instead, is more about recognition for what the practitioner has already achieved in their career through their professional development.
- NOT just about attainment of educational qualifications.
- **Real-world excellence requires more than commitment to just educational achievement.**



# Advancing Practice

[advancingpractice.com.au](http://advancingpractice.com.au)

Toward a more skilled, flexible  
and adaptable Australian  
pharmacy workforce.

- A pathway to **measure your influence** and **maximise your impact** on Australian pharmacy practice
- Catalyst for, and milestone of, **career achievement**
- Secure **online portal**; cloud-based software
- Portfolio of evidence; **independent review**
- Authority to confer credentials

# Thank you

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