

EXECUTIVE SUMMARY

FIP Global Advanced Development Framework (GADF)

Supporting the advancement of the profession

2019

towards meeting the FIP Global Vision for Pharmaceutical Workforce & Education and the FIP Pharmaceutical Workforce Development Goals (PWDGs), particularly PWDG 4: Advanced practice and specialisation. It is about fully extending service delivery, be it for our communities and patients or for providing medicines expertise to our nations.

- 1.5 Following input from an expert internal reference groups, FIP is releasing Version Zero of the GADF, for member engagement and consultation to receive further feedback on the framework. The feedback and Input from our members will be used to further refine and Improve the global applicability of the framework, to be released as Version 1.0 in 2020.

2. How can the GADF be used?

- 2.1 The GADF is developed by FIP to support its members and stakeholders progress and advance medicines related practice at national and institutional levels. It can be used by individual practitioners and scientists to map and plan their professional development and develop their personal development portfolio and career pathway.
- 2.2 The GADF is designed to be applicable for all career options in our profession- pharmacists and pharmaceutical scientists. For our national member organisations and partners, the GADF is designed to be adopted and adapted for *any pharmaceutical sector, practice area or field and pharmacists, pharmaceutical scientists and the support workforce* to develop their advanced practice and specialisation and assist with their career progression. FIP is able to support professional leadership bodies directly in this adoption and adaptation process, enabling ownership at national level, through the FIP Workforce Transformation Programme (WTP). Implementing the GADF is a direct contribution to national progression for PWDGs 4, 5, 6, 7, 8, 9 and 11.
- 2.3 This framework complements the FIP GbCF for foundation or early career practice, which is already being globally implemented by our member organisations as part of the FIP WTP roll-out. The GADF will increase opportunities for transnational collaboration and will enhance learning opportunities between countries, directly linking to the FIP Strategic Plan and our members' priorities.

3. How can you get involved?

FIP wishes to engage with a broader constituency of practitioners to validate this framework to ensure it will meet general needs as a mapping and development tool. We invite all pharmacists and pharmaceutical scientists to engage by completing the survey through this following address: http://bit.ly/FIP_GADF_member_engagement

1. What is the GADF?

- 1.1 The FIP Global Advanced Development Framework (GADF) is a validated tool intended *to support the professional development and recognition* of the pharmacy workforce everywhere. The framework has the primary purpose of identifying broad areas for professional development and advancement for pharmacists and pharmaceutical scientists to develop their careers in a structured manner.
- 1.2 The GADF builds on the support provided by the FIP [Global Competency Framework \(GbCF¹\)](#). The FIP current workforce policy suggests that special attention is paid to “early-year careers” (the immediate post-licensure foundational period of perhaps 1 to 2 years). The GbCF¹ is designed as a focused support structure for our younger professionals. Our current evidence suggests that pharmacists should start professional development engagement with GADF following this early but crucial foundational career stage (see Pharmaceutical Workforce Development Goal 2).
- 1.3 At present, the GADF currently maps three broad-based advanced practice stages across developmental competencies focused on medicines expertise, leadership capabilities (e.g. clinical, medicines related activities, teamwork, etc.), managing health and professional delivery services and people, training and mentoring, and developing evaluation skills and innovation in health and professional service provision. FIP believes these capabilities are all common components of a rounded, flexible, effective and advanced pharmacist practitioner, and relatable to pharmaceutical scientists too.
- 1.4 The implementation of the GADF not only supports our individual members in their career progression but is crucial for progress in collectively working

¹ The GbCF is currently under review by FIP expert teams; several new language versions with additional support resource will be available during 2020