Symposium
Clinical Practice

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Clinical practice

This presentation seeks:

1. To set out challenges and opportunities for clinical pharmacy across the globe
2. To identify the associations between medicines, patients, complexity and the workforce development goals
3. To describe the UK programmes of professional support, development, advancement and recognition and link these to workforce development and patient care
Challenges vs opportunities

Increasing life expectancy and managing long term conditions alongside acute and urgent care
Advances in technologies
Medicines use increasing, bringing about complexities with medicines and their use
Costs / benefits / outcomes

Evolving roles: new and existing
Aspiring to excellence
Responsive care and responsive services = Responsive workforce

It’s all about the patients

Evolving workforce: based on patient and public need

I. We need a workforce that is Flexible, Capable, Demonstrable, Adaptable, able to move across sectors and adapt to changing care models.

II. Developing consensus that generalist skills, rather than specialist pathways provide a more holistic approach to patient care: same across all pharmaceutical disciplines.

III. Education and development must be lifelong, accessible and adapt to meet workforce needs.
Needs-based workforce development model*

Quality assured

Professional development: Undertaken by the workforce to achieve these competencies

Health needs: National imperatives; locally driven

Nationally connected

Workforce Vision

Services: Provided by the pharmacy workforce to meet these needs

Locally determined

Competencies: Demonstrated by the pharmacy workforce to provide these services

Professionally accountable


The Complexity of Competency as a construct

skills
knowledge
values
behaviours
experiences

competency

WORKFORCE DEVELOPMENT GOALS
Shifting the workforce as a whole...

Workforce capability distribution

We tend to view clinical practice as managing...?

Simple patients with simple problems

Simple patients with complex problems

Complex patients with simple problems

Complex patients with complex problems
but, we should really consider clinical practice as managing...

Simple patients with simple problems

Complex patients with simple problems

Simple patients with complex problems

Complex patients with complex problems

Core components of RPS Professional Development Programmes
The direction of travel for the pharmacy workforce over the coming years must put **patients at the centre** of all that we do, promote proactive, compassionate pharmaceutical care and encourage professionals, services and organisations to **work together**.

Pharmacists some in **existing roles**, some in **new roles** will be ensuring the optimal use of medicines for **patients** who are, as a result, **empowered and informed**.

Clinical practice is core and key……
RPS early careers development (RPS Foundation Programme)

Highly structured, supported, safe development for novice pharmacists and those changing sector, returning to work
**RPS Advanced Practice Development (RPS Faculty)**

Less structure needed, broader skill sets, building practitioner independence and flexibility of career and scope

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**The RPS Education and development strategy**

The Role of a Royal College in the provision of education and development of the workforce through THREE main routes

1. Provision through RPS accredited providers
2. Provision through the RPS Affiliated groups
3. Direct Provision, either in partnership or direct to market
National Training Programme Modules will be patient focused

- Consultant / Highly specialist
- Expert / Career grades / AS I and AS II
- Accreditation of continued education
- Use of Medicines
- Pharmaceutical care
- Other Modules
- Public Health
- Elderly
- Children
- Post-foundation
VISION

PURPOSEFUL
- Transformative: based on NEEDS of civil society & policy
- Progressive: based on innovation & aspiration
- Preparative: for known/unknown Futures

STRUCTURAL BUILDING
- Foundation Practice/Training
- Advanced (and specialist)
- National Frameworks
- Overt professional standards
- Workforce intelligence (skills, capacity, scope)
- Credentials and professional recognition

Workforce dimensions in service delivery

Service level

Workforce competency:
- Training
- CPD
- Career pathway

Service cover
- Workforce size:
  - Resources
  - Supply
  - Recruitment
  - Retention

Service scope
- Workforce capacity:
  - Skill mix
  - Environment
  - Support systems

A strategic platform for professional education and development
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