

BOARD NOTICE 513 OF 2023
SOUTH AFRICAN PHARMACY COUNCIL

COMPETENCY STANDARDS FOR SPECIALIST PHARMACISTS IN SOUTH AFRICA

The South African Pharmacy Council intends to publish the **Competency Standards for a pharmacist who provides public health pharmacy and management services in South Africa** in terms of Section 33(o) of the Pharmacy Act, 53 of 1974.

Interested parties are invited to submit, within **60 days** of publication of this notice, substantiated comments on or representation regarding the proposed Competency Standards for a pharmacist who provides public health pharmacy and management services in South Africa. Comments must be addressed to the Registrar, the South African Pharmacy Council by way of email BN@sapc.za.org (for the attention of the Company Secretary and Legal Services)

SCHEDULE

1. **Competency Standards for a pharmacist who provides public health pharmacy and management services in South Africa**



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South African
Pharmacy Council

**COMPETENCY STANDARDS FOR A PHARMACIST WHO
PROVIDES PUBLIC HEALTH PHARMACY AND
MANAGEMENT SERVICES IN SOUTH AFRICA**

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ACRONYMS

The following acronyms have been included; however, the list is not exhaustive-

GPP: Good Pharmacy Practice.

GxP: Good Practice Guidelines and Regulations, e.g., Good Manufacturing Practice (GMP), Good Laboratory Practice (GLP), Good Wholesaling Practice (GWP), Good Radiopharmacy Practice (GRPP) and other pharmaceutical practices.

HTA: Health Technology Assessment

OMR: Outcomes Measurement and Reporting

DEFINITIONS

“Public health” is defined as the science and art of promoting and protecting health and wellbeing, preventing ill health and prolonging life through the organised efforts of society.

“Public health pharmacy” and **“pharmaceutical public health”** are commonly used terms to describe the role or involvement of the pharmacist in public health. Pharmaceutical public health has been defined as the application of pharmaceutical knowledge, skills and resources to the science and art of preventing disease, prolonging life, and promoting, protecting, and improving health for all through the organised efforts of society.

“Specialist pharmacist” means a pharmacist who is registered as such in terms of the Pharmacy Act, 53 of 1974.

“Speciality” means a specialist qualification in one of the fields of pharmacy approved and published in the rules made by the South African Pharmacy Council.

“Public Health and Management Pharmacist” means a pharmacist registered with the South African Pharmacy Council to offer public health pharmacy and management services.

INTRODUCTION

The World Health Organisation (WHO) states that public health refers to all organised measures, whether public or private, to prevent disease, promote health, and prolong life amongst the population.

Public health activities are, therefore, aimed at improving health for entire populations and not only individual patients or a particular disease. The WHO and Royal Pharmaceutical Society identified three main public health functions or domains. The pharmacy profession has a role to play across all three:

- Health protection, which entails the assessment and monitoring of the health of communities and populations at risk to identify health problems and priorities. This includes infectious diseases, environmental hazards and emergency preparedness.
- Health service delivery and quality, including service planning, efficiency, audit, evaluation, and the formulation of public policies designed to solve identified local and national health problems and priorities.
- Health improvement, which includes health promotion and disease prevention services, to ensure that all populations have access to appropriate and cost-effective care.

Pharmaceutical public health focuses on the development of pharmacy services and expertise to enhance the health and well-being of a whole population. This definition does not, however, cover all the key aspects and potential roles of pharmacists in public health, categorised previously as micro and macro-level activities. ***Micro-level activities focus on individual health promotion and disease prevention services, while macro-level activities comprise population-wide approaches, including policy formulation, planning and management functions.***

The specialist qualification in public health pharmacy and management will predominantly be appropriate for pharmacists involved in macro-level activities in the public and private sectors.

A public health and management pharmacist is a pharmacist registered with the South African Pharmacy Council (hereafter “Council”) who plays a key role in the assessment and monitoring of the health of a community or the general population. They formulate public health policies which address identified health problems and health improvement needs, including health promotion and disease prevention. Therefore, a public health and management pharmacist can specialise in public health promotion, disease prevention, policy formulation, planning and management in public and private healthcare sectors, amongst others.

The purpose of this professional master’s degree is to extend the public health and pharmacy management competencies of pharmacists to become specialists in the field of public health pharmacy and management, apply their expertise in this field and add value to the provision of pharmaceutical services within the health system. Completing this qualification will enable specialist pharmacists to contribute to public health outcomes and the management of pharmaceutical services. The degree is inherently practice-based with a large component of work-integrated learning.

BACKGROUND

In 2018, the South African Pharmacy Council published *Competency Standards for Pharmacists*. Competency standards have been developed and used as the basis for pharmacy education and practice since 2006. These competency standards are developed to

encompass the scope of practice for a public health and management pharmacist as a specialist pharmacist.

SCOPE OF PRACTICE FOR A PUBLIC HEALTH AND MANAGEMENT PHARMACIST

In addition to the acts and services which form part of the scope of practice of the pharmacist as prescribed in terms of Regulations 3 and 4 of the *Regulations relating to the practice of pharmacy*; a pharmacist who has completed a master's degree in public health pharmacy and management must be allowed to provide the following services or acts pertaining to the scope of practice of public health pharmacy and management pharmacists:

- (a) Perform acts and services specially pertaining to the profession of a pharmacist;
- (b) Lead and manage surveillance and assessment of pharmaceutical services;
- (c) Lead projects to protect and promote public health and wellbeing, including communicable disease control and environmental health;
- (d) Manage, analyse, and interpret information and statistics;
- (e) Develop and analyse pharmaceutical public health policy for the better use of existing and new medicines/technologies and the rational use of all medicines to improve health services;
- (f) Provide strategic leadership for medicine supply management;
- (g) Provide education and training related to public health and management;
- (h) Manage knowledge and transfer research evidence into practice;
- (i) Develop policies and procedures for public health and management;
- (j) Manage, analyse, interpret, and advise on pharmaco-economic information for the rational use of medicines; and
- (k) Perform research, teach, and publish in the field of public health and management.

RATIONALE FOR THE DEVELOPMENT OF COMPETENCY STANDARDS FOR A PUBLIC HEALTH AND MANAGEMENT PHARMACIST

South Africa has a need for specialist public health and management pharmacists in line with the progressive need for an additional role in pharmacy, which is the delivery of pharmaceutical services aimed at improving the health and wellbeing of the community.

The training of these specialist pharmacists is aligned with the health needs of the population of the country and will contribute to the better management of pharmaceutical services. This specialist pharmacist will have the necessary skills and expertise to implement public health standards and management principles in the delivery of pharmaceutical services.

Public health and management pharmacists are required to understand and apply knowledge of epidemiology and biostatistics in disease prevention, health promotion, healthcare delivery and policy development.

The competency standards have been developed to encompass the changes and developments including new technologies, work processes, changes in legislation and international trends, primarily to ensure the promotion of good public health policies and practices.

REGISTRATION OF PUBLIC HEALTH AND MANAGEMENT PHARMACISTS

Public health and management pharmacists are obliged to be registered with Council for the purposes of offering the acts relating to their scope of practice as follows:

- (a) Specialist pharmacist student;
- (b) Specialist pharmacist resident; and
- (c) Specialist pharmacist.

QUALIFICATIONS OF PUBLIC HEALTH AND MANAGEMENT PHARMACISTS

The following qualification/s shall be required for purposes of registration as a public health and management pharmacist with Council-

- (a) a professional master's degree in public health pharmacy and management as determined by Council and published from time to time; or
- (b) a qualification deemed to be equivalent or higher than the professional master's degree in public health pharmacy and management as assessed by Council.

STRUCTURE OF THE COMPETENCY STANDARDS AND DOMAINS

A competency framework consisting of six (6) domains suitable for the South African context was developed, together with several associated competencies. A domain represents an organised cluster of competencies within a framework and the domains, with associated competencies, are summarised in Table 1. The behavioural statements indicating how individuals working within the competency framework should behave in practice have also been drafted.

TABLE 1: SUMMARY OF PUBLIC HEALTH PHARMACY AND MANAGEMENT COMPETENCY STANDARDS

DOMAIN	COMPETENCY STANDARD
1. Public health	1.1 Health Systems 1.2 Epidemiology and Biostatistics 1.3 Policy development, implementation, and management 1.4 Health promotion and disease prevention 1.5 Disaster management
2. Safe and rational use of medicine and medical devices	2.1 Pharmacoeconomics 2.2 Formulary development 2.3 Rational medicines and medical devices utilisation 2.4 Medicines and medical devices safety 2.5 Outcomes Measurement and Reporting (OMR) 2.6 Pharmacovigilance
3. Supply of medicines and medical devices	3.1 Supply chain management 3.2 Medicine dispensing 3.3 Medicine disposal/destruction
4. Organisation and management skills	4.1 Human Resources Management. 4.2 Financial Management. 4.3 Pharmaceutical infrastructure management 4.4 Quality assurance and management
5. Professional and personal practice	5.1 Patient-centred care 5.2 Professional practice 5.3 Ethical and legal practice 5.4 Continuing professional development 5.5 Leadership 5.6 Collaborative practice
6. Education, training, and research	6.1 Practice embedded education or workplace education 6.2 Research

DOMAIN 1: PUBLIC HEALTH

INTRODUCTION

Domain 1 covers public health, which is concerned with protecting the health of entire populations. It can be described as the science of protecting and improving the health of people and their communities. This can be achieved by promoting healthy lifestyles, treating disease, preventing injuries, and detecting, preventing, and responding to infectious diseases. Public health and management pharmacists implement educational programmes, develop policies, deliver services, and conduct research. A large part of public health involves promoting healthcare equity, quality and accessibility. The public health domain competencies are:

- 1.1 Health Systems;
- 1.2 Epidemiology and Biostatistics;
- 1.3 Policy development, implementation and management;
- 1.4 Health promotion and disease prevention; and
- 1.5 Disaster management.

DOMAIN 1: PUBLIC HEALTH	
COMPETENCIES	BEHAVIOURAL STATEMENTS
1.1 Health systems	<p>1.1.1 Critically explore and analyse health systems.</p> <p>1.1.2 Optimise pharmaceutical services within the health system.</p> <p>1.1.3 Identify and understand the pharmaceutical and health needs of the community and population.</p> <p>1.1.4 Develop, implement, and evaluate the effectiveness and outcomes of pharmacy interventions and services to improve and protect community and population health.</p> <p>1.1.5 Monitor health systems for the delivery of pharmaceutical services.</p> <p>1.1.6 Advocate for public health equity.</p> <p>1.1.7 Provide high-quality public health services to improve health and help reduce health inequalities in the population.</p> <p>1.1.8 Apply strategic management in the design of public health projects to promote community health.</p>
1.2 Epidemiology and biostatistics	<p>1.2.1 Apply the principles and methods of epidemiology in public health.</p> <p>1.2.2 Appraise the effectiveness and efficiency of healthcare delivery using epidemiological data.</p> <p>1.2.3 Design appropriate studies and surveillance tools to determine causes of death, disease, disability, prognosis, prevention, and the evaluation of therapy in a particular community in the planning and design of health programmes.</p> <p>1.2.4 Apply key biostatistical concepts and methods to summarise, display, evaluate and interpret medical and healthcare data.</p> <p>1.2.5 Conduct surveillance and assessment of the public's health and well-being to:</p> <p style="padding-left: 40px;">1.2.5.1 understand the health needs of the local population to be able to plan healthcare and public health programmes.</p> <p style="padding-left: 40px;">1.2.5.2 identify who is and who is not accessing pharmacy services.</p>

DOMAIN 1: PUBLIC HEALTH	
COMPETENCIES	BEHAVIOURAL STATEMENTS
	<p>1.2.5.3 demonstrate how pharmacy services are improving health outcomes.</p> <p>1.2.5.4 demonstrate how pharmacy services are improving the health and well-being of the community.</p> <p>1.2.5.5 demonstrate how pharmacy services are improving access to public health services.</p> <p>1.2.6 Demonstrate the ability to maintain surveillance records.</p> <p>1.2.7 Develop reporting systems to determine whether pharmaceutical services are in accordance with the burden of disease.</p>
1.3 Policy development, implementation, and management	<p>1.3.1 Identify, analyse and evaluate the main determinants of health for potential implementation into health policy and health services.</p> <p>1.3.2 Influence the development and support of the implementation of antimicrobial guidelines and policies for primary care, helping to reduce antimicrobial resistance.</p> <p>1.3.3 Participate in the formulation and implementation of national health and medicines policy and guidelines, including practising at the organisational level.</p> <p>1.3.4 Evaluate reports and develop interventions to improve formularies and guidelines.</p> <p>1.3.5 Explain, appraise, and apply the design, implementation, evaluation and review of public health policies and procedures.</p> <p>1.3.6 Explain and evaluate the application of the pharmaceutical policy process at the relevant levels of pharmaceutical service delivery.</p> <p>1.3.7 Demonstrate the ability to develop public health policies for the management and rational use of medicines to improve health services.</p> <p>1.3.8 Analyse policy instruments for the delivery of pharmaceutical services.</p> <p>1.3.9 Demonstrate the ability to implement policy instruments and a policy and procedure manual.</p>

DOMAIN 1: PUBLIC HEALTH	
COMPETENCIES	BEHAVIOURAL STATEMENTS
	<p>1.3.10 Ensure that policies, guidelines, protocols, and procedures relevant to pharmacy public health practice are adopted and implemented.</p> <p>1.3.11 Engage with public health policy leads to ensure that pharmacy's contribution to public health is recognised and helps to inform new policy developments.</p> <p>1.3.12 Incorporate public health and medicines policy and guidelines into organisational practices.</p>
1.4 Health promotion and disease prevention	<p>1.4.1 Determine the health promotion and disease prevention needs of communities.</p> <p>1.4.2 Apply psychosocial and behavioural aspects in health promotion and disease prevention, and the design of interventions for the health and wellbeing of the community.</p> <p>1.4.3 Create platforms to provide the public with advice and information to support self-care.</p> <p>1.4.4 Provide information on the range of public health services available from the pharmacy to support access to services by a wide range of individuals.</p> <p>1.4.5 Effectively communicate information on threats to the health of the public.</p> <p>1.4.6 Work collaboratively with other organisations and healthcare professionals to recommend pharmacy engagement in public health programmes to improve community health and resilience, e.g., immunisation programmes.</p> <p>1.4.7 Provide evidence-based advice and information to raise awareness of communicable and non-communicable diseases and their prevention.</p> <p>1.4.8 Develop pharmacy public health improvement and wellness strategies and interventions with demonstratable population health benefits and outcomes.</p> <p>1.4.9 Plan, develop, and implement evidence-based public health campaigns.</p>
1.5 Disaster management	<p>1.1.1 Participate in emergency planning and response.</p> <p>1.1.2 Ensure that business continuity plans are in place during disasters.</p>

DOMAIN 1: PUBLIC HEALTH	
COMPETENCIES	BEHAVIOURAL STATEMENTS
	<p>1.1.3 Participate in the development of reporting systems for the identification of potential hazards such as seasonal and pandemic influenza and other communicable diseases.</p> <p>1.1.4 Implement, monitor, and evaluate the rollout of an outbreak/disaster pharmaceutical response plan.</p> <p>1.1.5 Identify possible threats for the outbreak of disease/disasters in the population.</p> <p>1.1.6 Identify and report the incidence and prevalence of disease in the population with the detection of the source and cause of infectious diseases.</p>

DOMAIN 2: SAFE AND RATIONAL USE OF MEDICINE AND MEDICAL DEVICES

INTRODUCTION

Public health and management pharmacists must ensure that members of the public receive medicines and medical devices that are appropriate to their health needs. The competencies included in this domain are:

- 2.1 Pharmacoeconomics;
- 2.2 Formulary development;
- 2.3 Rational medicines and medical devices use;
- 2.4 Medicines and medical devices safety;
- 2.5 Outcomes measurement and reporting (OMR); and
- 2.6 Pharmacovigilance.

DOMAIN 2: SAFE AND RATIONAL USE OF MEDICINES AND MEDICAL DEVICES	
COMPETENCIES	BEHAVIOURAL STATEMENTS
2.1 Pharmacoeconomics	<p>2.1.1 Appraise and correctly apply the appropriate pharmacoeconomic tools to conduct analyses for the rational use of pharmaceuticals.</p> <p>2.1.2 Critique pharmacoeconomic literature for application in pharmacoeconomic analyses and decision-making.</p> <p>2.1.3 Apply pharmacoeconomic principles in Health Technology Assessment (HTA).</p>
2.2 Formulary development	<p>2.2.1 Contribute to a multi-disciplinary approach by influencing the inclusion/exclusion of medicines within the formulary and ensuring medicines are used optimally.</p> <p>2.2.2 Promote stewardship systems to preserve the effectiveness of medicines thereby helping to mitigate risks e.g., antimicrobial resistance.</p>
2.3 Rational medicines and medical devices use	<p>2.3.1 Critically evaluate and appraise information sources, literature and research on pharmaceuticals and practices for evidence-based decision-making.</p> <p>2.3.2 Identify and analyse priorities for rational medicine use interventions and design strategies for interventions.</p> <p>2.3.3 Demonstrate the ability to implement and monitor medicine-use interventions.</p> <p>2.3.4 Demonstrate the ability to implement and monitor health systems for the monitoring of patient treatment plans.</p>
2.4 Medicines and medical devices safety	<p>2.3.1 Develop and implement evidence-based guidance and protocols on the safe and appropriate use of medicines and medical devices.</p> <p>2.3.2 Support medicines safety surveillance systems.</p> <p>2.3.3 Design, implement and monitor an antimicrobial stewardship plan to meet the disease burden to mitigate the risk of antimicrobial resistance.</p> <p>2.3.4 Support antimicrobial stewardship by monitoring and encouraging evidence-based prescribing of antimicrobials and ensuring adherence to guidelines.</p>

DOMAIN 2: SAFE AND RATIONAL USE OF MEDICINES AND MEDICAL DEVICES	
COMPETENCIES	BEHAVIOURAL STATEMENTS
2.5 Outcomes Measurement and Reporting (OMR)	<p>2.5.1 Measure, track and report on patient health outcomes over time in relation to treatment.</p> <p>2.5.2 Implement and monitor guidelines and procedures for reporting on public health issues such as communicable and non-communicable diseases and identified potential hazards.</p>
2.6 Pharmacovigilance	<p>2.6.1 Design pharmacovigilance and surveillance programmes for patient safety.</p> <p>2.6.2 Encourage and support prescribers and members of the public to report adverse drug reactions.</p> <p>2.6.3 Respond in a timely manner to medicine recalls and safety alerts.</p>

DOMAIN 3: SUPPLY OF MEDICINES AND MEDICAL DEVICES

INTRODUCTION

The public health and management pharmacist plays an important role in the planning and coordination of all activities involved in sourcing, procurement, and logistics management of medicines and medical devices.

The supply of medicines and medical devices competencies are:

- 3.1 Supply chain management;
- 3.2 Medicine dispensing; and
- 3.3 Medicine disposal/destruction.

DOMAIN 3: SUPPLY OF MEDICINES AND MEDICAL DEVICES	
COMPETENCIES	BEHAVIOURAL STATEMENTS
3.1 Supply chain management	<p>3.1.1 Participate in the coordination and distribution of medicines and essential resources for population-based control measures during communicable disease outbreaks, epidemics, pandemics, or other similar scenarios.</p> <p>3.1.2 Design tools to monitor and evaluate the pharmaceutical supply chain system and provide feedback to relevant stakeholders.</p> <p>3.1.3 Analyse and implement the framework and components of pharmaceutical supply systems.</p> <p>3.1.4 Utilise data systems for decision-making and to ensure the availability of pharmaceuticals.</p> <p>3.1.5 Appraise and apply good financial management principles to ensure the continuous supply of pharmaceuticals.</p> <p>3.1.6 Demonstrate the ability to manage and develop human resources for the effective supply of pharmaceuticals.</p> <p>3.1.7 Demonstrate the ability to implement a quality and risk management programme for effective pharmaceutical supply and use.</p>
3.2 Medicine dispensing	<p>3.2.1 Advocate for appropriate pharmaceutical care plans for implementation.</p> <p>3.2.2 Demonstrate the ability to formulate and implement medicine treatment plans for individual patients.</p>
3.3 Medicine disposal/destruction	3.3.1 Develop and implement policies for the safe disposal/destruction of medicines.

DOMAIN 4: ORGANISATION AND MANAGEMENT SKILLS

INTRODUCTION

Domain 4 includes competency standards that relate to the way public health and management pharmacists apply organisational and managerial skills to ensure the effective and efficient delivery of pharmaceutical services. It includes behavioural statements relating to the operation and maintenance of facilities and the application of sound fiscal principles to ensure sustainable pharmaceutical services that are adaptive to changing environments.

The organisation and management competencies are:

- 4.1 Human resources management;
- 4.2 Financial management;
- 4.3 Pharmaceutical infrastructure management; and
- 4.4 Quality assurance and management.

DOMAIN 4: QUALITY MANAGEMENT IN PUBLIC HEALTH PHARMACY AND MANAGEMENT	
COMPETENCIES	BEHAVIOURAL STATEMENTS
4.1 Human Resources Management	<p>4.1.1 Establish a public health lead within each pharmacy to encourage other members of the pharmacy team to develop their public health skills and knowledge.</p> <p>4.1.2 Identify human resource requirements and manage human resources effectively.</p> <p>4.1.3 Review performance management policies and processes.</p> <p>4.1.4 Ensure adherence to all relevant legislation.</p> <p>4.1.5 Apply motivational theories in performance management and development of human resources.</p>
4.2 Financial Management	<p>4.2.1 Analyse and interpret financial data and develop and manage budgets.</p> <p>4.2.2 Ensure adherence to all relevant legislation.</p> <p>4.2.3 Apply the principles of pharmacoeconomic assessments.</p>
4.3 Pharmaceutical infrastructure management	<p>4.3.1 Manage pharmaceutical facilities and equipment.</p> <p>4.3.2 Develop and review workplace procedures and policies as required.</p> <p>4.3.3 Develop and review workflow systems to manage, prioritise and organise work schedules.</p> <p>4.3.4 Ensure pharmaceutical infrastructure and equipment meet GxP, relevant legislative requirements and local procedures and policies.</p>
4.4 Quality assurance and management	<p>4.4.1 Conduct regular audits to review relevant public health and pharmaceutical services in accordance with GPP and relevant legislation.</p> <p>4.4.2 Use feedback from complaints and audits to implement improvement strategies and monitor and evaluate the outcomes.</p> <p>4.4.3 Develop and update systems for documentation and recordkeeping for quality assurance purposes.</p>

DOMAIN 5: PROFESSIONAL AND PERSONAL PRACTICE

INTRODUCTION

This domain relates to the practice of pharmacy in a professional, legal and ethical manner to manage and deliver pharmaceutical services in a multidisciplinary setting.

The competencies required in Domain 5 ensure good personal and professional practice and they are:

- 5.1 Patient-centred care;
- 5.2 Professional practice;
- 5.3 Ethical and legal practice;
- 5.4 Continuing professional development;
- 5.5 Leadership; and
- 5.6 Collaborative practice.

DOMAIN 5: PROFESSIONAL AND PERSONAL PRACTICE	
COMPETENCIES	BEHAVIOURAL STATEMENTS
5.1 Patient-centred care	<p>5.1.1 Develop and establish policies and approaches that support the use of technology and innovation to improve patient care.</p> <p>5.1.2 Demonstrate the ability to develop, implement, maintain, and monitor a patient records administration system in accordance with relevant legislation.</p> <p>5.1.3 Establish and maintain effective organisational and interdisciplinary teams to ensure quality patient care.</p>
5.2 Professional practice	<p>5.2.1 Develop strategies to ensure that pharmacy personnel practise in a manner that upholds professionalism.</p> <p>5.2.2 Recognise the diversity of individuals and populations.</p> <p>5.2.3 Put systems in place to ensure that pharmacy personnel consistently achieve a high standard of work.</p>
5.3 Ethical and legal practice	<p>5.3.1 Apply principles of ethics, diversity, equity, inclusion, and justice in pharmacy practice.</p> <p>5.3.2 Contribute to the development and sustainability of a diverse, inclusive, and competent public health workforce.</p> <p>5.3.3 Demonstrate knowledge and application of the legislation, guidelines, and procedures for public health and management.</p> <p>5.3.4 Develop and update protocols to ensure that public health pharmacy practice is in line with current legislation.</p> <p>5.3.5 Develop systems and processes to treat patients with sensitivity, empathy, respect, and dignity.</p> <p>5.3.6 Develop ethical and professional practice guidelines to establish appropriate boundaries among patients, pharmacy staff, and other healthcare professionals.</p> <p>5.3.7 Contribute to the development of new and amended pharmacy-related legislation and guidelines.</p> <p>5.3.8 Apply the principles of ethics in managing ethical dilemmas in a structured manner.</p>
5.4 Continuing professional development	<p>5.4.1 Develop, implement, and maintain continuous professional evidence of training and assessment.</p> <p>5.4.2 Identify knowledge and skills gaps to advance the role of a public health and management pharmacist.</p>

DOMAIN 5: PROFESSIONAL AND PERSONAL PRACTICE	
COMPETENCIES	BEHAVIOURAL STATEMENTS
	<p>5.4.3 Develop a personal development plan to keep abreast with the provision of pharmaceutical services as a public health and management pharmacist.</p> <p>5.4.4 Keep abreast with the current public health guidelines.</p> <p>5.4.5 Demonstrate the ability to provide and receive peer reviews.</p>
5.5 Leadership	<p>5.5.1 Develop and implement a vision for a healthy community.</p> <p>5.5.2 Provide leadership to promote personal, team and organisational development.</p> <p>5.5.3 Create opportunities for creativity and innovation.</p> <p>5.5.4 Practise effective leadership and management in a healthcare environment.</p> <p>5.5.5 Contribute to the initiation, development, and continuous improvement of pharmaceutical services.</p> <p>5.5.6 Play a leading role in pharmaceutical decision-making.</p> <p>5.5.7 Develop systems and processes to ensure that work is carried out in an organised and efficient manner.</p> <p>5.5.8 Educate pharmacy personnel on problem-solving and conflict-management skills.</p> <p>5.5.9 Educate pharmacy personnel on the importance of trust relationships to ensure effective communication with patients, pharmacy staff, and other healthcare professionals.</p>
5.6 Collaborative practice	<p>5.6.1 Provide evidence-based services, advice and information on health and well-being interventions to all healthcare professionals and other stakeholders.</p> <p>5.6.2 Work collaboratively with other healthcare professionals.</p> <p>5.6.3 Advocate for the inclusion of pharmacists in all multidisciplinary healthcare teams.</p>

DOMAIN 6: EDUCATION, TRAINING AND RESEARCH

INTRODUCTION

Education is essential for the development of pharmacists and is required throughout a pharmacist's career to maintain currency of knowledge, skills, attitudes, and values. Public health and management pharmacists should participate in the education and training of patients, pharmacy personnel and other healthcare practitioners. These pharmacists should also participate in research, which may include topics within the public health and pharmaceutical management areas.

The competencies required in the domain are:

- 6.1 Practice embedded education or workplace education; and
- 6.2 Research.

DOMAIN 6: EDUCATION, TRAINING AND RESEARCH

COMPETENCIES	BEHAVIOURAL STATEMENTS
6.1 Practice embedded education or workplace education	6.1.1 Demonstrate the ability to impart knowledge and skills needed to support patients and the public in improving and protecting their health. 6.1.2 Demonstrate the ability to provide technical coaching, support, and training to the pharmacy staff and other health care professionals. 6.1.3 Demonstrate the ability to develop, implement and maintain the record for training and assessment of healthcare teams, patients, and the public.
6.2 Research	6.2.1 Encourage pharmacy staff to engage in public health research projects. 6.2.2 Obtain ethical and other relevant approvals to conduct research projects. 6.2.3 Conduct a public health and/or pharmaceutical management research project in accordance with established research methodology and ethics, as well as GxP where necessary. 6.2.4 Support research or evaluation of public health interventions, for example by providing relevant data. 6.2.5 Present research/evaluation at a conference or publish it in a peer-reviewed journal. 6.2.6 Critically evaluate information sources, literature and research on medicines and practices in terms of evidence for decision-making and implementation in practice. 6.2.7 Apply the principles of research methodology in the development of a research protocol and obtain ethical clearance. 6.2.8 Analyse data, interpret findings and/or results and formulate conclusions and recommendations. 6.2.9 Write and submit a technical report, manuscript for publication or minor dissertation. 6.2.10 Lead a multidisciplinary research team.

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