

pharmacy matters



Leadership framework is an NHS first

Pharmacy has forged ahead to produce a Leadership Competency Framework specific to the profession says **Rob Darracott**, chief executive of Pharmacy Voice

How many times have you heard the complaint about a government document 'It doesn't mention pharmacy?' Quite a few. While inclusion or exclusion of the 'P' word can result from indifference, lack of knowledge or just plain ignorance, we also have to recognise that in the overall scheme of things, pharmacy is a relatively small profession, certainly when compared to the doctors and nursing.

So it makes a change, then, for pharmacy to be at the forefront, and that is just where the recently published Leadership Competency Framework for pharmacy professionals (see p7) puts us. The framework, which is the result of over nine months of hard work by a small team

working across the profession, is the first uni-professional framework to be published and it is already being viewed enviously by other groups, who are rushing to develop their own versions.

The framework does not reinvent, but it puts into a pharmacy context the recently published NHS Leadership Framework, so that pharmacists and their teams can examine excellence in leadership against a background of examples drawn entirely from pharmacy practice.

Chief credit for getting pharmacy first out of the blocks should go to Paul Long, project director, Clinical Leadership Competency Framework Project, NHS Institute of Innovation and Improvement,

and my colleagues Deirdre Doogan and Liz Stafford, who put their heads together after an initial conversation in November 2010. Their work was brought together with that the team at the Royal Pharmaceutical Society had started on identifying clinical leaders and leadership across the profession earlier this year. The resulting framework document had contributions from pharmacists in the community, in primary care, in secondary care, and also had input from technicians through APT(UK).

A genuine joint effort, and for once, a document endorsed by the NHS and the Health Minister which mentions pharmacy on every page.

