

National Competency Standards Framework for Pharmacists in Australia (2016) review

Please complete the survey in ONE sitting. Answers CANNOT be saved. Responses will be collated to inform Framework. The survey contains a mixture of compulsory and non-compulsory questions. Compulsory questions are marked with an asterisk (*).

About you

The following information will be used to understand your perspectives when interpreting results.

1. Which best describes you? (tick all that apply) *

- Registered pharmacist
- Intern pharmacist
- Pharmacy student
- Employer/manager
- Educator/academic
- Professional/peak body representative
- Regulator/policy
- Consumer/carer/advocate
- Other

2. What is your current practice setting? (tick all that apply) *

- Community
- Hospital
- Pharmacy student
- Aged care
- General practice/primary care
- Industry
- Digital health/virtual care
- Academia/research
- Aboriginal health service
- Disability care setting
- Other

3. State/territory of practice *

- ACT
- NSW
- NT
- QLD
- SA
- TAS
- VIC
- WA
- Outside of Australia

4. Years registered (if applicable) *

- 0–2
- 3–5
- 6–10
- 11–20
- 21+

5. Do you have a specific professional focus or passion? (Tick all that apply)

- No particular focus
- Aboriginal and Torres Strait Islander people's health
- Health of culturally and linguistically diverse communities
- Rural, regional and remote health
- Consumer health literacy
- Digital health
- Telehealth and virtual care
- Sustainability in health care
- Collaborative and team based care
- Other

Purpose and scope

The National Competency Standards Framework 2016 (the Framework) is being updated to reflect contemporary and emerging pharmacy practice across all settings. It will remain distinct from the entry-to-practice capability framework and support registered pharmacists throughout their careers. We are seeking your views to help shape the revised Framework.

5. In the last 3 years, I have used the framework to support my work as a pharmacist

- Never
- Occasionally
- Frequently

6. What features of the framework impact your use of it? <Tick all that apply>

- It is not relevant to my area of practice
- It is too long
- It is too detailed
- I was not aware of the document
- Other (please provide details)

7. What do you see as the **primary purpose** of the revised Framework? *

- To define the benchmark for safe and competent pharmacy practice
- To guide professional development and CPD planning
- To inform education, training and accreditation standards
- To support career progression, including advanced or extended practice
- To support performance and career development conversations
- Other

8. Thinking about the current version of the Framework, do you consider this document adequately describes: *

- The role of the pharmacist: Yes/ No / Unsure
- The skills and knowledge pharmacists can contribute to the multidisciplinary team: Yes/ No / Unsure

9. Are there things you feel are important to add or remove from the Framework? *

Enter your answer

10. Does the current version of the Framework describe pharmacists' skills and knowledge in a way that is clear and meaningful to other health professionals?

Yes Mostly Somewhat No Unsure

11. If you answered 'No' or 'Unsure' in question 10, please tell us what could be clearer or more useful to other health professionals.

Enter your answer

11. The Framework should equip pharmacists to **adapt** as practice evolves. Which practice elements must it explicitly support? (*tick all that apply*)

*

- Reflective practice and self-assessment
- Professional judgement and risk management
- Progression beyond minimum competence
- Scope specific CPD and career planning
- Collaborative (including interprofessional) practice
- Cultural safety and inclusivity
- Sustainable and low-waste practice
- Other

12. Please rate how important it is that the Framework **explicitly references** the following areas (recognising jurisdictional variation). *

Options: Not needed Nice to have Important Critical

- Digital health integration
- Telehealth pharmacy services
- Prescribing within scope
- Preparing, dispensing, supplying and administering medicines
- Electronic prescriptions

- Unapproved medicines
- Environmentally sustainable

14. In your experience, are there any areas of practice where the current Framework does not provide enough guidance? *

Enter your answer

15. How often should the Framework be **updated** to stay current? *

- Every 3 years
- Every 5 years
- Only when major changes occur
- Other

Framework architecture

We are aiming for a clear, usable structure that complements other standards and avoids duplication.

16. What overall **length** would feel most usable for day-to-day reference?

*

- ~15–25 pages (concise, principle based)
- 30–40 pages (concise with examples)
- 60+ pages (comprehensive)
- No preference

17. Indicate what level of detail the Framework should include for each of these areas of evolving practice *

	High-level	Principles +	Competencies	Separate guidance	Not sure
Digital health	<input type="radio"/>				
Telehealth	<input type="radio"/>				
Prescribing	<input type="radio"/>				
Administering medicines	<input type="radio"/>				
Unapproved medicines	<input type="radio"/>				

18. Which changes or features would make the Framework more useful to you? (*tick all that apply*) *

- A visual overview or summary map
- Clear domains with plain-English descriptors
- Short practice examples relevant to different settings
- Clear alignment with PSA Professional Practice Standards
- Glossary of key terms
- Jurisdiction-specific guidance or explanatory notes
- A digital, searchable version with filtering options
- No changes needed
- Other

19. Which types of content should the Framework include? (*tick all that apply*) *

- Domains and subdomains
- Performance indicators/behaviours
- Practice principles
- Practice examples
- Descriptive case scenarios
- Advanced practice descriptors
- Reflective practice tools
- Checklists or self-assessment prompts
- Other

20. Should advanced practice expectations appear: *

- Within each domain (e.g. domain specific descriptors)
- In a standalone “Advancing Practice” section
- In a separate advanced practice framework

- Not sure
- Other

21. How should the Framework connect with related guidance (without duplicating it)? *(tick all that apply)*

- Cross references to PSA Professional Practice Standards for practice behaviours
- Alignment statements with APC Capability Framework at high level
- Standalone (minimal cross referencing) with links in an appendix
- Other

22. What is the best way for the Framework to handle **jurisdictional differences** (e.g. authorisations, programs)?

*

- Principle based statements with "check your local authorisations" prompt
- Jurisdiction specific annexes or links
- Avoid jurisdictional specifics. Keep it national and role agnostic
- Other

23. How can the Framework balance clarity and assurance with flexibility, so it supports progression toward advanced practice without needing constant revision as models of care evolve?

Enter your answer

Advancing practice

The 2016 Framework includes three performance levels (Transition, Consolidation, Advanced) to signal growth. Some professions avoid fixed levels to reduce "ceilings," instead using post-registration pathways and credentialing for recognition. We are considering how best to represent advancing/extended practice while keeping the Framework usable and future-focused.

24. How should growth be shown in the Framework?

- *
- Keep three levels with clearer descriptions
- Use a continuum (descriptive progression without fixed levels)
- Remove levels; point to external recognition/credentialing for advancement
- Other

25. In your experience, do levels help plan development or feel restrictive?

Very helpful Somewhat help Neutral Somewhat restrictive Very restrictive

26. Does the name "National Competency Standards Framework" maintain relevance now and into the future, if the Framework's main role is to support post-registration development across a continuum?

*

- Yes
- No
- Unsure
- Other

27. If no, please suggest a suitable alternative name for the Framework

Enter your answer

28. If you have used or are familiar with other professional competency frameworks (in pharmacy or other health professions), please tell us:

1. Which framework(s)?
2. What features worked well?
3. What lessons could inform future revisions of the Framework?

Enter your answer

29. What other comments or suggestions would you like to make to help to future-proof the Framework?

Enter your answer

30. Any other comments

Enter your answer

31. Would like to discuss your responses with PSA?

Yes

No

32. If yes, please provide your contact details (*name, email, phone, organisation, preferred contact time*) and a PSA staff member will contact you.

Enter your answer