

# AFPC Educational Outcomes for First Professional Degree Programs in Pharmacy in Canada 2017

## USER MANUAL – SECTION B

### Crosswalk to Canadian Interprofessional Health Collaborative (CIHC) National Interprofessional Competency Framework



Association of Faculties  
of Pharmacy of Canada

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de pharmacie du Canada

## INTRODUCTION

The Association of Faculties of Pharmacy of Canada (AFPC) Educational Outcomes focus on what graduates are able to do at the end of a Baccalaureate or Doctorate program that is the first professional degree in pharmacy (i.e. entry-to-practice pharmacy degree programs). The AFPC Task Force on Educational Outcomes was struck by the AFPC Council of Faculties to revise the 2010 version. The 2017 Educational Outcomes for First Professional Degree Programs in Pharmacy in Canada were approved by the AFPC Board of Directors in June 2017.

The 2017 Educational Outcomes (EO2017) comprises multiple Role Statements: Care Provider, Communicator, Collaborator, Leader-Manager, Health Advocate, Scholar and Professional. Key Competencies define what graduates need to achieve by the end of the program. To support the 2017 version, several documents are included in an Educational Outcomes 2017 User Manual:

- A. Orientation Resource – Conceptual Framework for 2017 Educational Outcomes
- B. Crosswalk to CIHC National Interprofessional Competency Framework
- C. Sample Learning Objectives
- D. Glossary of Terms.

The Canadian Interprofessional Health Collaborative (CIHC) National Interprofessional Competency Framework ([http://www.cihc.ca/files/CIHC\\_IPCompetencies\\_Feb1210.pdf](http://www.cihc.ca/files/CIHC_IPCompetencies_Feb1210.pdf)) is used widely in Canadian schools of pharmacy as a supplement or alternative to the AFPC Educational Outcomes 2010 for curriculum development and mapping. Accordingly, this document is provided as a resource for Curriculum Committees as they revise and re-map curriculum to align with the AFPC Educational Outcomes AFPC Educational Outcomes 2017.

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<b>CIHC Interprofessional Competency: ROLE CLARIFICATION</b>	<b>AFPC Educational Outcomes 2017</b>
Describe their own role and that of others	Collaborator 1.2 Care Provider 1.3, 1.4
Recognize and respect the diversity of other health and social care roles, responsibilities and competencies	Collaborator 1.2, 2.2 Leader-Manager 1, 3 Professional 1.1
Perform their own roles in a culturally respectful way	Care Provider 1.2 Communicator 2.1, 2.2 Professional 1.1
Communicate roles, knowledge, skills and attitudes using appropriate language	Communicator 1 Professional 1
Access others' skills and knowledge appropriately through consultation	Care Provider 2.4.2, 2.5 Collaborator 2.1
Consider the roles of others in determining their own professional and interprofessional roles	Collaborator 2.1 Care Provider 1.5, 2.3-2.5
Integrate IP competencies/roles seamlessly into models of service delivery	Care Provider 1.1, 1.2

<b>CIHC Interprofessional Competency: PATIENT/CLIENT/FAMILY/COMMUNITY-CENTRED CARE</b>	<b>AFPC Educational Outcomes 2017 Role &amp; Key/Enabling Competency</b>
Support participation of patients/clients and their families, or community representatives as integral partners with those health care personnel providing their care or service planning, implementation and evaluation	Care Provider 2.3-2.5 Leader-Manager 1 Health Advocate 1, 2 Scholar 1
Share information with patients/clients (or family and community) in a respectful manner and in such a way that it is understandable, encourages discussion and enhances participation in decision-making	Communicator 1, 2 Health Advocate 1, 2 Scholar 1 Professional 1. 1
Ensure that appropriate education and support is provided by learners/practitioners to patients/clients, family members and others involved with their care or service	Care Provider 2.4.5 Health Advocate 1, 2 Scholar 4 Professional 1.1
Listen respectfully to the expressed needs of all parties in shaping and delivering care or services	Communicator 1.4, 1.6, 2.1 Collaborator 2.1-2.3 Leader-Manager 1 Health Advocate 1, 2 Professional 1.1

<b>CIHC Interprofessional Competency: TEAM FUNCTIONING</b>	<b>AFPC Educational Outcomes 2017 Role &amp; Key/Enabling Competency</b>
Understand the process of team development	Leader-Manager 1.1, 4.1
Develop a set of principles for working together that respects the ethical values of members	Collaborator 1, 2 Scholar 1.3 Professional 1.3, 2.6
Effectively facilitate discussion and interactions among team members	Care Provider 2.3-2.5 Communicator 1 Leader-Manager 1.1, 4.1 Scholar 4
Participate and be respectful of all members' participation in collaborative decision-making	Communicator 1, 2 Collaborator 1, 2 Scholar 1, 2
Regularly reflect on their functioning with team learners/practitioners and patients/clients/families	Leader-Manager 4.2 Professional 2.5, 3
Establish and maintain effective and healthy working relationships with learners/practitioners, patients/clients and families, whether or not a formalized team exists	Communicator 2 Collaborator 1
Respect team ethics, including confidentiality, resource allocation and professionalism	Collaborator 1 Communicator 2 Scholar 1.3 Professional 1

<b>CIHC Interprofessional Competency: COLLABORATIVE LEADERSHIP</b>	<b>AFPC Educational Outcomes 2017 Role &amp; Key/Enabling Competency</b>
Work with others to enable effective patient/client outcomes	Care Provider 2.3-2.5 Communicator 1, 2 Collaborator 1, 2 Leader-Manager 1 Health Advocate 1, 2 Scholar 4 Professional 1.1
Advance interdependent working relationships among all participants	Care Provider 2.3-2.5 Communicator 1, 2 Collaborator 1, 2 Leader-Manager 1 Health Advocate 1, 2 Scholar 4 Professional 1.1
Facilitate effective team processes	Communicator 1, 2 Collaborator 1, 2 Leader-Manager 1-4
Facilitate effective decision-making	Care Provider 2 Communicator 1, 2 Collaborator 1, 2 Leader-Manager 1-4
Establish a climate for collaborative practice among all participants	Communicator 2 Collaborator 1 Professional 1
Co-create a climate for shared leadership and collaborative practice	Care Provider 2.3-2.5 Collaborator 1, 2
Apply collaborative decision-making principles	Care Provider 2.3-2.5 Collaborator 1, 2 Health Advocate 1, 2 Scholar 1
Integrate the principles of continuous quality improvement to work processes and outcomes	Care Provider 3 Leader-Manager 1 Professional 2.1

<b>CIHC Interprofessional Competency: INTERPROFESSIONAL COMMUNICATION</b>	<b>AFPC Educational Outcomes 2017 Role &amp; Key/Enabling Competency</b>
Establish team work communication principles	Communicator 1, 2 Scholar 4 Professional 1. 1
Actively listen to other team members including patients/clients/families	Communicator 1.4
Communicate to ensure common understanding of care decisions	Care Provider 2.3-2.5 Communicator 1 Collaborator 2.3
Develop trusting relationships with patients/clients/families and other team members	Communicator 1, 2 Collaborator 1, 2
Effectively use information and communication technology to improve interprofessional patient/client/community-centred care, assisting team members in: setting shared goals; collaboratively setting shared plans of care; supporting shared decision-making; sharing responsibilities for care across team members; demonstrating respect for all team members including patients/clients/families	Communicator 1 Leader-Manager 1.4 Professional 1.1

<b>CIHC Interprofessional Competency: INTERPROFESSIONAL CONFLICT RESOLUTION</b>	<b>AFPC Educational Outcomes 2017 Role &amp; Key/Enabling Competency</b>
Value the potential positive nature of conflict	Communicator 2.2
Recognize the potential for conflict to occur and take constructive steps to address it	Care Provider 2.4.6 Communicator 1, 2 Collaborator 1 Professional 1.3
Identify common situations that are likely to lead to disagreements or conflicts, including role ambiguity, power gradients and differences in goals	Care Provider 1.3 Communicator 2 Collaborator 2
Know and understand strategies to deal with conflict	Communicator 1, 2
Set guidelines for addressing disagreements	Communicator 2.2
Effectively work to address and resolve disagreements, including analyzing the causes of conflict and working to reach an acceptable solution	Communicator 2 Collaborator 1, 2
Establish a safe environment in which to express diverse opinions	Communicator 1, 2 Collaborator 1, 2 Leader-Manager 1-4 Scholar 4 Professional 1.1
Develop a level of consensus among those with differing views; allow all members to feel their viewpoints have been heard no matter what the outcome	Care Provider 2.3-2.5 Collaborator 1, 2 Leader-Manager 1-4 Professional 1.1



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