

Quick Start Guide to the Competency Standards

What are the competency standards?

The Australasian Competency Standards Framework is the first Trans-Tasman framework defining what pharmacy technicians need to know and do to provide safe, effective, and professional pharmacy services in hospitals and health services.

Developed by practicing technicians, pharmacists, and professional bodies from Australia and Aotearoa New Zealand through extensive consultation, these standards apply to ALL pharmacy technicians working in hospital and health service settings.

Why do these standards matter?

For you:

- Understand your professional role and responsibilities clearly
- Identify your strengths and areas for development
- Plan your career progression with defined pathways
- Demonstrate your competence to employers
- Build towards professional recognition (ANZCAP)

For your workplace:

- Clear expectations for technician roles at different levels
 - Evidence-based performance reviews and development planning
 - Consistent standards across departments and organizations
 - Support workforce planning and succession
-

The 6 domains of practice

Every pharmacy technician works across these 6 domains, regardless of setting.



Domain 1: Cultural inclusion & diversity

Culturally safe, equitable care

Domain 2: Professionalism & ethics

Legal, ethical, professional practice

Domain 3: Communication & collaboration

Effective communication & teamwork

Domain 4: Medicines management & patient care

Safe medicines supply & dispensing

Domain 5: Leadership & management

Leading yourself & others

Domain 6: Education & research

Learning & evidence-based practice

Each domain contains multiple standards and competencies that describe what you need to do.

How are the standards structured?

DOMAIN → STANDARD → ENABLING COMPETENCY

Example from Domain 4:

DOMAIN 4: Medicines Management and Patient Care



STANDARD 4.2: Safely and effectively prepares medicines



ENABLING COMPETENCY 4.2.4: Compounds / prepares medicines



EVIDENCE EXAMPLES:

- Compounds non-sterile medicines e.g. creams / mixtures
- Reconstitutes liquid antibiotics

The framework provides evidence examples for EVERY competency at General Level, and for Stage 2 and Stage 3 where applicable.

These examples guide you in identifying similar evidence from YOUR practice to demonstrate competence.

Levels of practice explained

General level

- The Foundation level all pharmacy technicians must achieve
- Evidence examples are provided in the framework for every enabling competency

Stage 2 & Stage 3 (Extended scope)

- Available for selected competencies marked with .
- Area where progression to more advanced practice is most evident and expected
- Evidence examples provided in the framework for Stage 2 and Stage 3 levels

General Level is the professional standard for all technicians. Stage 2 and Stage 3 represent advanced practice pathways for those working in extended scope roles.

How do I use the standards?

1. **Self-assessment:** Evaluate your current competence across the 6 domains → Identify strengths and development areas → Create a professional development plan
 2. **Performance reviews:** Discuss your competence and development with your manager → Set goals aligned with the standards → Track your progress over time
 3. **Career planning:** Map your career progression from entry level to advanced practice → Identify competencies needed for promotion or new roles → Build towards professional recognition (ANZCAP)
 4. **Learning and development:** Focus your training and development activities → Target specific competencies for improvement → Collect evidence of your growing competence
-

Ready to get started?

- ☒ Download the full Competency Standards Framework (PDF)
- ☒ Read the "Getting Started Guide" for step-by-step instructions
- ☒ Complete the self-assessment using the provide tools
- ☒ Discuss your self-assessment and development plan with your manager

Need help? Contact the team at info@adpha.au