Developing a National Competency Framework for Kenya

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The Kenya Nottingham SPHEIR project\(^1\) aims to co-develop new pharmacy and chemistry curricular in 5 Kenyan universities. As part of the project University of Nottingham is working with FIP and five Kenyan universities to develop a national competency framework for pharmacy education to match the learning outcomes with population/health needs. This paper aims to describe the development process.

A pilot needs analysis was carried out at University of Nairobi and learning outcomes were mapped against competencies and behaviours using the FIP Global Competency Framework (GbCF)\(^2\). This was followed by a mapping exercise with a broad range of participants at a stakeholder meeting at Maseno University. They were asked to identify the key skills and competencies need and employability drivers for pharmacists in Kenya based on sectors. The next meeting was held in June with Kenyan, African and international stakeholders to gain a better understanding of how pharmacy services are distributed across Africa and discuss how to evaluate what the health needs are in Kenya and gather some ideas for an in-depth Health Needs Assessment.

The curriculum in Kenya was not yet matched with the following competencies:

- **Public health**
- **Consultation and communication skills**
- **Medicines management and optimization**
- **Documentation**
- **Evidence based decision making**
- **Leadership, management, team playing, risk management**
- **CPD behaviours**
- **Interprofessional collaboration**
- **Ethics and integrity**
- **Basic emergency care**

In developing the National Competency Framework for Kenya we will make sure that additional local needs will be met. Further multi-stakeholder meetings will be held with two other Kenyan universities to further refine what needs to be included in a national competency framework for Kenya.

**References**

1. UKAID. Strategic Partnerships for Higher Education Innovation and Reform https://www.spheir.org.uk/about/partnerships