



**EAPT**  
European Association  
of Pharmacy Technicians

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*HOSPITAL SCOPE of PRACTICE*  
*European Survey*

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## Background

The purpose and role of the EAPT is to provide and compare information on the role and education of pharmacy technicians across Europe. One of the ways the EAPT achieve this is by undertaking evidence-based research on the scope of practice and education of pharmacy technicians. EAPT previously carried out a Hospital Pharmacy Technician European survey with the purpose of providing a detailed overview of the differences and similarities between the scopes of practice of Pharmacy Technicians working in hospital pharmacy.

This survey looked at the following areas:

- Overview of education for hospital pharmacy technicians.
- Information on the activities of hospital pharmacy technicians,
- Salary and career development.

## Purpose of this survey

The section on activities of hospital pharmacy technicians in the previous survey was limited and as a result the EAPT board wish to conduct a follow up survey to gain more information on the scope of practice of pharmacy technicians in hospital pharmacy.

## Participants (country codes)

### EAPT member countries (as of October 2022)

|    |                |
|----|----------------|
| HR | Croatia        |
| CZ | Czech Republic |
| DK | Denmark        |
| FR | France         |
| DE | Germany        |
| IE | Ireland        |
| NO | Norway         |
| PT | Portugal       |
| SI | Slovenia       |
| SE | Sweden         |

### Non-member countries

|    |       |
|----|-------|
| SP | Spain |
|----|-------|

\* Most PTs in Germany work in community pharmacies

| Hospital   | CZ  | DE*                                      | DK   | FR   | HR  | IE  | NO  | PT   | SI                          | SP  |
|--|---|--|--|--|-----|-----|---|--|-----------------------------|---|
| <b>Education/Registration</b>  |   |  |  |  |     |     |   |  |                             |   |
| Is there an additional qualification required for qualified PTs to work in hospital? | No  | No                                       | No formal qualifications needed from the start - but some kind of CPD will take place.                       | Yes  | No  | No  | Yes, PT is a protected national title. You may not work as a Pt or use this title without being authorized                            | No, Bachelor of Pharmacy is required both for Hospital and other working fields        | No                          | No. In Madrid they intend to pass an exam to enter the public hospitals - <a href="https://www.comunidad.madrid/servicios/salud/bolsa-empleo-temporal-tecnico-auxiliar-farmacia">https://www.comunidad.madrid/servicios/salud/bolsa-empleo-temporal-tecnico-auxiliar-farmacia</a> |
| Are there required competencies to work in hospital?                                 | No  | No                                       | No formal competences, but the applicant will get a head start with relevant experience or extra competences | Yes  | No  | No  | Yes   | No, general competencies of Pharmacy Technicians are required. No further competencies | No                          | No. In Madrid, the PT studies include a specific material on Pharmacy Hospital.   |
| •If so, what competencies?   | n/a   | n/a                                      | GDP, GMP, experience with clinical service   | Radiopharmaceuticals, compounding for hospital preparations and chemotherapy | n/a | n/a | To work in parts of the hospital, you need additional qualifications, Production academy and pharmacy-controlled drug storage academy | n/a  | n/a                         | n/a   |
| Is the PT profession a registered profession?  | Yes   | Yes                                      | Yes  | No   | No  | No  | Yes   | Yes  | Yes                         | No  |
| •If so, what organisation is responsible for PTs' registration?                      | NCONZO (National Centre for Nursing and Non-medical Health Professions) | The State Ministry where exam was passed | "Farmakonomskolen"   | n/a  | n/a | n/a | Ministry of Health and Care Services  | Central Administration of the Health System (ACSS)                                     | Slovene Chamber of Pharmacy | n/a   |
| •What is the annual registration fee?  | There is no fee charge  | No fee                                   | No annual fee  | n/a  | n/a | n/a | No fee  | Not Applied  | €28 first time.             | n/a   |

| Hospital  | CZ                       | DE*   | DK   | FR  | HR   | IE          | NO   | PT   | SI  | SP   |
|---|--------------------------|---|--|---|------|-------------|--|--|---|--|
| Is Continued Professional Development (CPD) compulsory for PTs? | Yes                      | Continuing education courses are voluntary only | No   | Yes   | No   | No          | Yes  | No   | No  | No. In Madrid Public Hospitals there is an internal job board where CPD is valued. |
| •If so, what are the requirements?                              | Not defined in Czech law | n/a   | None   | Every 3 years   | No   | n/a         | As an authorized healthcare professional, you are personally responsible for keeping up to date  | n/a  | n/a   | n/a  |
| •What organisation manages PTs' CPD?                            | Employer                 | n/a   | Not relevant   | ANDPC ( <a href="https://www.agencedpc.fr">https://www.agencedpc.fr</a> ) | No   | n/a         | The employer is responsible for the professional requalification of personnel in production in accordance with GMP rules and internal procedures | n/a  | n/a   | n/a  |
| Are PTs involved in delivering education to others?             | They can be involved     | Yes, in some cases                              | Yes  | Yes   | No   | Yes         | Yes. (National NPT education and continuing education and recertification of colleagues)   | Yes, training with hospitals   | Yes   | No   |
| <b>Career development/Leadership</b>                            |                          |   |  |   |      |             |  |  |   |  |
| What career developments are available to hospital PTs -        |                          | None  | Local education inside and outside the hospital about clinical levels, leadership management and development |   | None |             |  | Yes  | Working in different sectors  | No   |
| •Within the hospital?   | yes                      | n/a   | Yes  | Health manager. Return to university to become a pharmacist               | n/a  | Senior role | Production Academy. Pharmacy-controlled drug storage academy, Leadership development program, vaccinator program etc                             | Yes. In public hospitals several levels are available for PTs, that could be achieved with experience, years of service and curricula. To achieve the higher positions, a vacancy must be created by the hospital. | preparing chemotherapy, complete parenteral nutrition, palliative CVK pumps | n/a  |

| Hospital   | CZ   | DE*  | DK   | FR                        | HR  | IE  | NO   | PT   | SI  | SP  |
|--|--|--|--|---------------------------|---|---|--|--|-----|-----|
| •Outside the hospital?   | yes  | n/a  | Yes  | None                      | n/a   | •Delivering education<br>•Working with national organisations i.e., NCCP, HSE | n/a  | No career outside the hospitals. The pharmacy technicians progress is done case by case. | n/a | n/a |
| Are PTs involved in management/leadership roles in hospital?   | yes  | No   | Yes, and increasing                                    | Yes                       | Yes   | Yes   | Yes  | Yes  | No  | No  |
| •If so, what roles (i.e., dispensary manager, mentoring etc.)?                                       | Training, head of department, head of PT, Education managers in the hospital | n/a  | Department leadership and management, local management | Mentoring                 | Some roles like main nurse in some clinics managing PT assigning work | Mentoring   | PT can hold several management tasks. Both personnel responsibility and professional responsibility within the field PT is qualified | Management, Human Resources, Contracts   | n/a | n/a |
| <b>Compounding</b>   |  |  |  |                           |   |   |  |  |     |     |
| Are PTs:   |  |  |  |                           |   |   |  |  |     |     |
| Allowed to compound creams, ointments etc.?  | yes  | Yes. PT's manufacture cytostatics and other pharmaceuticals and carry out tests on the raw materials | Yes  | Yes                       | Yes   | Yes   | Yes  | Yes  | Yes | Yes |
| Allowed to do compounding without supervision of a pharmacist?                                       | yes  | Yes, but legally the PT always works under the supervision of the pharmacist.                        | No   | No, pharmacist must check | No  | Certain items   | Yes  | Yes  | Yes | No  |
| Involved in aseptic compounding i.e., chemotherapy, aseptic products such as eye drops, antibiotics? | yes  | Yes.   | Yes  | Yes                       | In some hospitals   | Yes   | Yes  | Yes  | Yes | Yes |
| Involved in managing workflow in an aseptic compounding unit?  | yes  | Partial, production and settlement   | Yes  | Yes                       | Yes   | Yes   | Yes  | Yes  | Yes | Yes |
| Involved in the management of clinical trials under the supervision of a pharmacist?                 | no   | No   | Yes  | Yes                       | No  | Yes (but not every hospital)  | Yes  | Yes  | Yes | No  |



| Hospital  | CZ  | DE* | DK  | FR  | HR  | IE   | NO  | PT   | SI  | SP |
|---|-----|-----|---|-----|-----|--|-----|--|-----|----|
| The responsible person for purchasing all drugs used?                                     | no  | No  | No  | Yes | Yes | Yes  | Yes | Yes, in some hospitals depending on dimension. In smaller hospitals it is more common that it can happen | Yes | No |
| Allowed to negotiate with Pharma companies?   | yes | No  | No  | Yes | Yes | Yes (but not every hospital)                   | No  | Yes, in some hospitals depending on dimension. In smaller hospitals it is more common that it can happen | No  | No |
| Involved in any tendering processes that may occur within the hospital pharmacy?          | yes | No  | n/a   | Yes | Yes | Yes (but not every hospital)                   | No  | Yes, in some hospitals depending on dimension. In smaller hospitals it is more common that it can happen | No  | No |
| Engaged with the Finance department in relation to supplier invoice matching and queries? | yes | No  | No  | Yes | Yes | Yes  | Yes | Yes  | Yes | No |
| Manage the Goods Inwards area?  | yes | No  | Yes   | Yes | Yes | Yes  | Yes | Yes  | Yes | No |
| Manage the stock distribution process?  | yes | Yes | Yes   | Yes | Yes | Yes  | Yes | Yes  | Yes | No |
| <b>Controlled Drugs (such as morphine)</b>  |     |     |   |     |     |  |     |  |     |    |
| Are PTs:  |     |     |   |     |     |  |     |  |     |    |
| Allowed to fill controlled drug requisitions from wards/departments?                      | no  | No  | Yes, under supervision off pharmacist and medical doctors | Yes | Yes | Yes (Under supervision but not every hospital) | Yes | Yes  | yes | No |
| Allowed to make an entry in the controlled drug registry system?                          | no  | No  | Yes   | Yes | Yes | Yes  | Yes | Yes  | No  | No |
| Allowed to check before delivery/collection?  | no  | Yes | Yes   | Yes | No  | Yes (but not every hospital)                   | Yes | Yes  | Yes | No |

| Hospital   | CZ  | DE*                                  | DK  | FR  | HR  | IE                           | NO   | PT   | SI  | SP  |
|--|-----|--------------------------------------|---|---|-----|------------------------------|--|--|-----|-----|
| Allowed to deliver controlled drugs to wards/departments?  | no  | Yes                                  | Yes   | Yes   | Yes | Yes                          | Yes  | Yes  | Yes | Yes |
| Allowed to dispense blood products?  | no  | Yes                                  | Yes (only pharmaceutical prescriptions)                   | Yes   | No  | Yes                          | n/a  | Yes, in some hospitals depending on dimension. In smaller hospitals it is more common that it can happen | Yes | No  |
| <b>Medicines Reconciliation</b>  |     |                                      |   |   |     |                              |  |  |     |     |
| Are PTs:   |     |                                      |   |   |     |                              |  |  |     |     |
| Allowed to check medications of new patients with their community pharmacies to ensure accuracy of the information given regarding their medication? | No  | Not carried out like this in Germany | Yes, under supervision off pharmacist and medical doctors | Yes   | No  | Yes (but not every hospital) | No. This is a pharmacist's role  | No, there is no communication between hospital pharmacy and community pharmacy                           | Yes | No  |
| Allowed to work the area of medicines reconciliation either on their own or with a pharmacist?   | No  | No                                   | Yes, under supervision off pharmacist and medical doctors | Currently pharmacist only but may evolve in future. | No  | Yes (but not every hospital) | No. This is a pharmacist's task that a PT is not significantly involved in | Yes  | Yes | No  |
| Allowed to take a medication history from a patient?   | No  | No                                   | Yes, under supervision off pharmacist and medical doctors | Yes   | No  | Yes (but not every hospital) | No. This is a pharmacist's role  | Yes  | Yes | Yes |
| <b>Medicines Information (MI)</b>  |     |                                      |   |   |     |                              |  |  |     |     |
| Are PTs:   |     |                                      |   |   |     |                              |  |  |     |     |
| Involved in MI with or without the supervision of a pharmacist?  | yes | No                                   | Yes   | Yes   | No  | No                           | Yes  | Yes  | Yes | Yes |
| Allowed to answer queries without checking with pharmacists?   | yes | No                                   | Yes   | Yes   | No  | No                           | Yes  | Yes  | Yes | No  |
| <b>Quality, Traceability, Vigilance</b>  |     |                                      |   |   |     |                              |  |  |     |     |
| Are PTs:   |     |                                      |   |   |     |                              |  |  |     |     |
| Involved in the batch recall process?  | no  | No                                   | Yes   | Yes   | Yes | Yes                          | Yes  | No   | Yes | No  |



| Hospital  | CZ                         | DE* | DK  | FR  | HR  | IE  | NO  | PT   | SI  | SP  |
|---|----------------------------|-----|-----|-----|-----|-----|---|--|-----|-----|
| Responsible for the falsified medicines process?                      | PTs are partly responsible | No  | Yes | Yes | No  | Yes | The PT is responsible for some parts of the process. The pharmacist is professionally responsible | No   | Yes | No  |
| Involved in writing and reviewing policies, protocols and procedures? | yes                        | Yes | Yes | Yes | Yes | Yes | Yes   | Yes, in some hospitals depending on dimension. In smaller hospitals it is more common that it can happen | No  | No  |
| Involved in temperature monitoring, if carried out?                   | Unsure of question         | No  | Yes | Yes | Yes | Yes | Yes   | Yes, in some hospitals depending on dimension. In smaller hospitals it is more common that it can happen | Yes | Yes |