SHPA Residency- creating a future ‘fit-for-purpose’ workforce.

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SHPA Residency Program Project Steering Committee

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Disclosure

In relation to this presentation, I declare the following, real or perceived conflicts of interest:

Ian Coombes is a former SHPA Board Member and current member of the SHPA Residency Program Project Steering Committee

A conflict of interest is any situation in which a speaker or immediate family members have interests, and those may cause a conflict with the current presentation. Conflicts of interest do not preclude the delivery of the talk, but should be explicitly declared. These may include financial interests (e.g. owning stocks of a related company, having received honoraria, consultancy fees), research interests (research support by grants or otherwise) or organisational interests.
Overview

• Foundation training
• Hospital pharmacy residency
Developing a ‘fit-for-purpose’ workforce

“The challenges of development, distribution and responsible use of medicines can only be met with an adaptable pharmaceutical workforce.

One that deploys its knowledge, skills and abilities to the fullest degree in a wide array of environments and in collaboration with other stakeholders in health care”

International Pharmaceutical Federation
Global Vision for Education and Workforce 2016
www.fip.org/educationreports
Why residency?

Professional Journey
Level of knowledge, skills, experience (competence)

Advanced Pharmacy Practice Framework Domains
- Expert Professional Practice
- Professional & Ethical Practice
- Communication, Collaboration & Teamwork
- Leadership & Management
- Critical analysis, research & education

Foundation training infrastructures in place for the early post-registration (post-licensing) years of the pharmaceutical workforce as a basis for consolidating initial education and training and progressing the novice workforce towards advanced practice.

Foundation training - hospital pharmacy residency
SHPA Residency Snapshot

n=173 residents across 33 active programs. 2017 residents total 108, 2018 residents total 65. (as of 28 June 2018).

NOTE: Central Adelaide LHN and Flinders Medical Centre first accredited in 2017, but incorporated into overall SA Pharmacy accreditation 2018.
Why residency?

• Lack of existing formal or structured experiential training programs
  ▪ Potential barrier to strengthening and expansion of pharmacists’ roles and scopes of practice
  ▪ Existing programs variable or ad-hoc

• Ever-changing healthcare system
  ▪ pharmacy workforce must evolve
  ▪ need enhanced capacity, capability and flexibility

• Experiential learning with structured feedback
  ▪ is critical for newly registered professionals
  ▪ consolidates formal academic education and applies this knowledge in real and complex workplace settings
SHPA Residency

• To facilitate the development of a cohort of competent general level pharmacists who have completed a structured, formalised, supported and accredited national two-year residency program.

• Residents demonstrate their advancement through a portfolio of practice based experiential training, that acknowledges that a residency is a practice-based training program.
SHPA Goal: by 2017…

Implementation of the first phase of a structured, formalised, supported and accredited national two-year residency program for pharmacists in their foundation years.
Milestones
Recent milestones:

• All 30 Wave 1 accredited programs active.

• Wave 2 accreditation completed November 2017. Now 37 accredited programs, with 33 active programs.

• > 70 distributed mini-PAT reports covering ~ 500 peer responses.

• Appointment of Prue O’Hanlon as new resident representative on SHPA Residency Program Project Steering Committee
Accreditation Standards

The Standards cover 4 Domains:

- Resident- Program relationship
- Capacity and experience of department and staff
- Range of pharmacy services and ability to deliver the residency curriculum
- Commitment to professional development
## Expert Professional Practice

The particular field or subject in which the knowledge, skills and experiences have been acquired for the individual to be accepted as an expert (underpinned by standards in the National Competency Standards Framework for Pharmacists in Australia 2010 for which Expert Professional Practice is claimed).

<table>
<thead>
<tr>
<th>Advanced Practice Competencies</th>
<th>Performance level descriptors</th>
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<tbody>
<tr>
<td></td>
<td><strong>Transition Level (Advanced – Stage 1)</strong></td>
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<tr>
<td>1. Acquire expert knowledge</td>
<td>Demonstrates general knowledge in core practice areas</td>
</tr>
<tr>
<td>and skills</td>
<td>Able to plan, manage, monitor, advise and review performance in core practice areas</td>
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<tr>
<td></td>
<td><strong>Consolidation (Advanced – Stage 2)</strong></td>
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<tr>
<td>2. Use reasoning and</td>
<td>Demonstrates ability to compare options or apply analytical skills in a range of routine</td>
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<td>judgment</td>
<td>situations</td>
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<td></td>
<td>Demonstrates ability to recognise priorities when problem solving and identify deviations</td>
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<td></td>
<td>from the normal pattern</td>
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<td></td>
<td>Applies established practice protocols in responding to situations</td>
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<td></td>
<td><strong>Advanced (Advanced – Stage 3)</strong></td>
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<tr>
<td></td>
<td>Demonstrates comprehensive, high level knowledge in defined practice area(s)</td>
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<tr>
<td></td>
<td>Able to plan, manage, monitor advise and review programs in defined practice area(s)</td>
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<td></td>
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<tr>
<td></td>
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Extract from Domain 1

‘Expert Professional Practice’
SHPA Residency in Practice

• Residents rotate through a diverse program curriculum, ensuring they gain the skills and knowledge necessary for competent general level pharmacists.

• Evaluation, feedback, and reflection are integral components of the program.

• These requirements are outlined in an Evaluation and Assessment matrix that sets out defined performance evaluation requirements.

• The evaluations contribute to each resident’s own professional practice portfolio, which can again be used in future for formal recognition and credentialing of advanced practice.
**Evaluation and assessment matrix**

- Defined performance evaluation requirements include:
  - mini-CEX;
  - case-based discussions,
  - 360 feedback (e.g. via mini-PAT),
  - reflective logs,
  - SHPA’s ClinCAT and a research project throughout the residency.

**ADVANCED PHARMACY PRACTICE FRAMEWORK: Domains and competencies**

<table>
<thead>
<tr>
<th>Domain</th>
<th>1. Acquire expert knowledge</th>
<th>2. Use reasoning &amp; judgement</th>
<th>3. Demonstrate accountability &amp; responsibility</th>
<th>4. Use professional autonomy</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>DOMAIN 1: Expert</strong></td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td><strong>DOMAIN 2: Professional and Ethical Practice</strong></td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td><strong>DOMAIN 3: Communication, Collaboration &amp; Teamwork</strong></td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
</tbody>
</table>

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*Extract from Evaluation and Assessment matrix showing only 3 out of total 5 Domains*
2018…

Work plan for 2018 focussed on:

- Site evaluation visits for provisionally accredited programs to achieve full accreditation status
- Advanced Training Residencies
- 3rd annual Residency Symposium
- Residency evaluation so far
- Enhancing SHPA Residency value proposition
Conclusion

• A variety of initiatives were executed to support sites and staff implement SHPA Residency.
  • Site visits
  • Residency Symposium with workshops focused on preceptor skill development
  • Discussion forum for shared ideas
  • Tools, and multi-source feedback reports (online mini-PAT)

All assisted in SHPA achieving a successful first year.

SHPA Residency Program Project Steering Committee: Peter Fowler (Chair), Ian Coombes, Dan Guidone, Cathy Martin, Cameron Phillips, Arduino Mangoni, Chris Freeman, Prue O’Hanlon (resident rep), Vasilios Sotiropoulos (NAPSA rep).

Program Manager: Andrew Matthews