



RE-DESIGNING PHARMACY CAREERS

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Post-registration education and practice

Conflict of interest

- Nothing to disclose

Introduction

Evolution of pharmacist's role

Evolution of pharmacist's role

- Pharmacist
 - ▣ Expert in medicines and medical devices within a multidisciplinary health care team
 - ▣ Explosion of new knowledge relevant to the practice of pharmacy

Evolution of pharmacist's role

- Pharmacist
 - ▣ Maintaining competence
 - ▣ Keeping knowledge and skills up to date
 - ▣ Addressing new concepts in the delivery of pharmaceutical services
 - from medicines and medical devices to people

Evolution of pharmacist's role

- Requirements
 - ▣ Appropriate pre-service educational foundation
 - ▣ In-service training
 - ▣ Hands-on work experience
 - ▣ Lifelong learning
- Need for standards for primary and continuous education

Evolution of pharmacists' role

- FIP Code of Ethics for Pharmacists
 - ▣ Pharmacists' obligations
 - ▣ Commitment to keeping knowledge and professional skills up-to-date through constant professional training.

FIP Code of Ethics for Pharmacists. 2004

Continuous professional
development

Continuous professional development

- Competence
 - ▣ Perform one's duties accurately, make correct judgements, and interact appropriately with patients and with colleagues.
 - ▣ Good problem-solving and decision-making capacities, strong knowledge base, and the ability to apply knowledge and experience to diverse patient-care situations.

Council on Credentialing in Pharmacy. Credentialing in pharmacy. Am J Health-Syst Pharm. 2001; 58:69-76.

Continuous professional development

- Continuous education
 - ▣ Encouraging the continuous development of pharmacists so as to maintain and enhance their professional competence.
 - ▣ Problem solving and critical thinking
 - ▣ Application to the practice of pharmacy.

*Accreditation Council for Pharmacy Education.
Definition of continuing education.*

Continuous professional development

- CPD
 - ▣ Educative means of updating, developing and enhancing how doctors apply the knowledge, skills and attitudes required in their working lives. This includes continuous education, professional and managerial (non-clinical) competence, and all elements of Good Medical Practice

Definition by the Rome Group

Continuous professional development

- CPD
 - ▣ The responsibility of individual pharmacists to systematically maintain, develop and broaden knowledge, skills and attitudes, to ensure continuing competence as professionals, throughout their careers

International Pharmaceutical Federation. FIP statement of professional standards on continuing professional development. 2002 Sept.

Continuous professional development

- Continuing education cycle

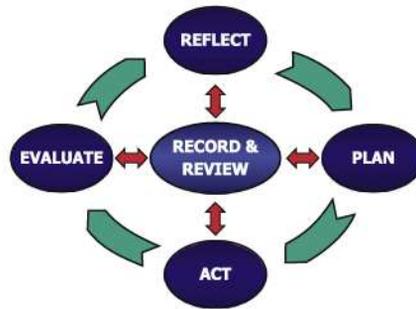


Fig. 1. Continuing professional development cycle. Used with permission from "Continuing professional development. Accreditation Council for Pharmaceutical Education, 2005."

Continuous professional development

- Continuing education cycle for pharmacists
 - ▣ Assess professional needs
 - ▣ Establish needs and objectives
 - ▣ Implement an educational plan with the right methods
 - ▣ Perform acts and obtain data
 - ▣ Assess events according to levels (participation, satisfaction, learning, performance, patient's health, population's health)

Continuous professional development

- Continuing education cycle for pharmacists
 - ▣ CPD is
 - Practitioner-centred and self-directed
 - Practice-related
 - Outcome-oriented
 - ▣ CPD appears to offer pharmacists a viable model for individualised ongoing learning and personal improvement.

Rouse MJ. Am J Health-Syst Pharm 2004

Continuous professional development

- Evidence-based education
 - ▣ Continuous Professional Development Versus Traditional Continuous Pharmacy Education
 - 10 months of CPE or 10 months of CPD
 - Surveys at time of enrolment and at end of 10 months.
 - Pharmacists enrolled in CPD more often reported improvement in their perceptions of pharmacy practice than pharmacists enrolled in CPE.

McConnell K, et al. Ann Pharmacother. 2010; 44(10): 1585-95.

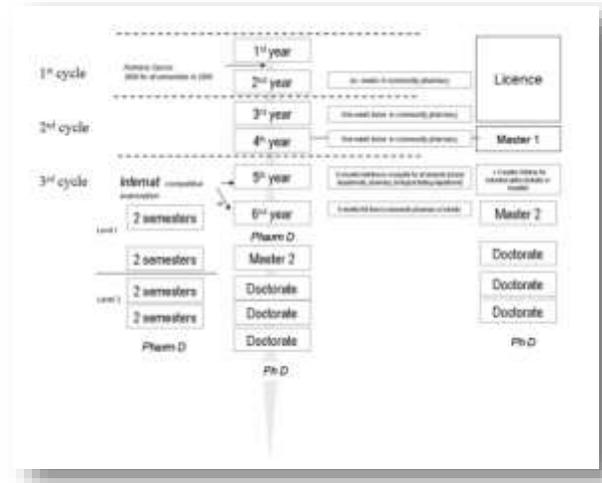
Continuous professional development

- Revalidation
 - ▣ Pharmacists have to demonstrate to the regulator that they remain up to date and fit to practise
 - ▣ Tools
 - Learning portfolio, Clinical audit, Peer evaluation, Self-reporting of evidence and CPD

French Example

French example

- Education and training requirements for pharmacists in France



Bourdon O et al, American Journal of Pharmaceutical Education 2008

French example

- Specialised degree in Hospital Pharmacy (Diplôme d'Etudes Spécialisées or DES)
- DES in Hospital Pharmacy Practice and research
 - ▣ 8 semesters (Internat)
 - ▣ Validation of at least 6 semesters in 4 sectors of hospital pharmacy
 - Clinical pharmacy
 - Medical devices and sterilisation
 - Health economics
 - Compounding and controlling drugs

French example

- Specialised degree in Hospital Pharmacy (Diplôme d'Etudes Spécialisées or DES)
- DES in Hospital Pharmacy Practice and research
 - ▣ Request to make DES in hospital pharmacy practice and research an essential requirement for careers in hospital pharmacy

French example

- Post-Internat
 - ▣ Objectives
 - Complete additional training initiated during the “internat”
 - Define professional project

French example

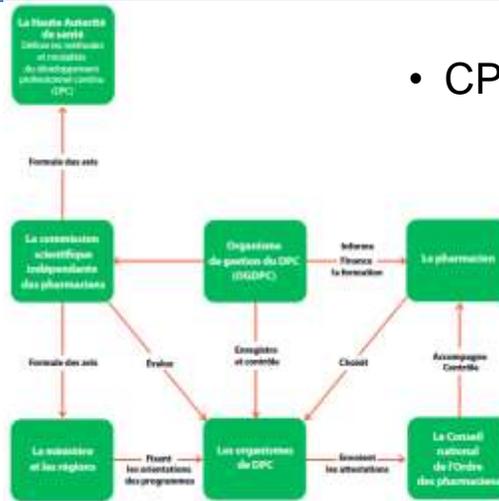
- Innovative CV
 - ▣ Specialist in Health Technology Assessment
 - Systematic evaluation of properties, effects, and/or impacts of health technology
 - HTA unit in university hospital

French example

- CPD in France
 - ▣ Obligatory for all health-care professionals.
 - ▣ Objectives of CPD
 - Assessment of professional practices
 - Updating of knowledge
 - Improvement of quality and safety of care
 - Understanding of public health priorities
 - Medicalised control of healthcare spending

French example

- CPD in France



Pasdeloup S. Act Pharm 2013

Examples of european initiatives

European initiative

- Union européenne des médecins spécialistes
- European Union of Medical Specialists (UEMS)
 - ▣ 35 countries
 - ▣ 38 medical specialities
 - ▣ 1.5 million specialist practitioners

Maillet B et Maisonneuve B. Presse Med. 2011

European initiative



Maillet B et Maisonneuve B. Presse Med. 2011

European initiative

- Innovative Medicines Initiative (IMI)
 - ▣ Public–private partnership
 - European Union
 - European Federation of Pharmaceutical Industries and Associations (EFPIA)

Klech H et al. European Journal of Pharmaceutical Sciences. 2012

European initiative

- IMI's education and training projects
- Improvement of expertise
 - ▣ Biomedical science
 - ▣ Tools and technologies (such as biomarkers, imaging techniques and knowledge management platforms)
 - ▣ Faster and more efficient development of safe and effective medicines for patients

Klech H et al. European Journal of Pharmaceutical Sciences. 2012

European initiative

- Four IMI Education and Training projects
 - ▣ European Medicine Research Training Network (EMTRAIN)
 - ▣ European Programme in Pharmacovigilance and Pharmacoepidemiology (Eu2P)
 - ▣ Pharmaceutical Medicine Training Programme (PharmaTrain)
 - ▣ European Modular Education and Training Programme in Safety Sciences for Medicines (SafeSciMET)

Klech H et al. European Journal of Pharmaceutical Sciences. 2012

European initiative

- IMI's education and training projects based on the following principles:
 - ▣ Trainees are given support to acquire the necessary knowledge and skills.
 - ▣ Course structures encourage exchange and multidisciplinary approaches.
 - ▣ Facilities, infrastructure, leadership and competence are adapted to the approved curriculum.
 - ▣ Training is offered on the basis of equality.
 - ▣ Teaching methods are appropriate to pre-determined goals.
 - ▣ There is transparency regarding potential conflicts of interest.

Klech H et al. European Journal of Pharmaceutical Sciences. 2012



Conclusion



Conclusion

- Need for standards for primary and continuous education
- Post-Internat to encourage personalised and innovative CV