

Introducing a new CPD system for pharmacists in Ireland

Dr. Lorraine Horgan

Head of Professional Development & Learning, PSI



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AN RIALTÓIR CÓGAISÍOCHTA
THE PHARMACY REGULATOR

Outline

- Role of the PSI
- The Pharmacy Act and CPD
- Review of international CPD models
- CPD model for pharmacy
- CPD and the Irish Institute of Pharmacy
- Quality assurance programme
- Benefits of the CPD model

Pharmacy Act 2007 and Role of PSI

- Established 'new' PSI (old body since 1875)
- Regulation of pharmacy profession and pharmacies, to protect, maintain, promote the health and safety of the public
- 21-member Council of PSI with non-pharmacist majority
- Introduced for the first time in Ireland:
 - Registration of retail pharmacy businesses (pharmacies), with professional management structure of superintendent/supervising pharmacist(s)
 - Statutory Code of Conduct and Fitness to Practise
 - **Mandatory continuing professional development (CPD)**

The Pharmacy Act and CPD

- Functions of the PSI (s 7.1)
 - a) [...]
 - b) Promote and ensure a high standard of education and training for persons seeking to become pharmacists
 - c) Ensure that those persons and pharmacists obtain appropriate experience
 - d) Ensure that pharmacists undertake appropriate continuing professional development, including the acquisition of specialisation**
 - e) [...]
 - f) [...]

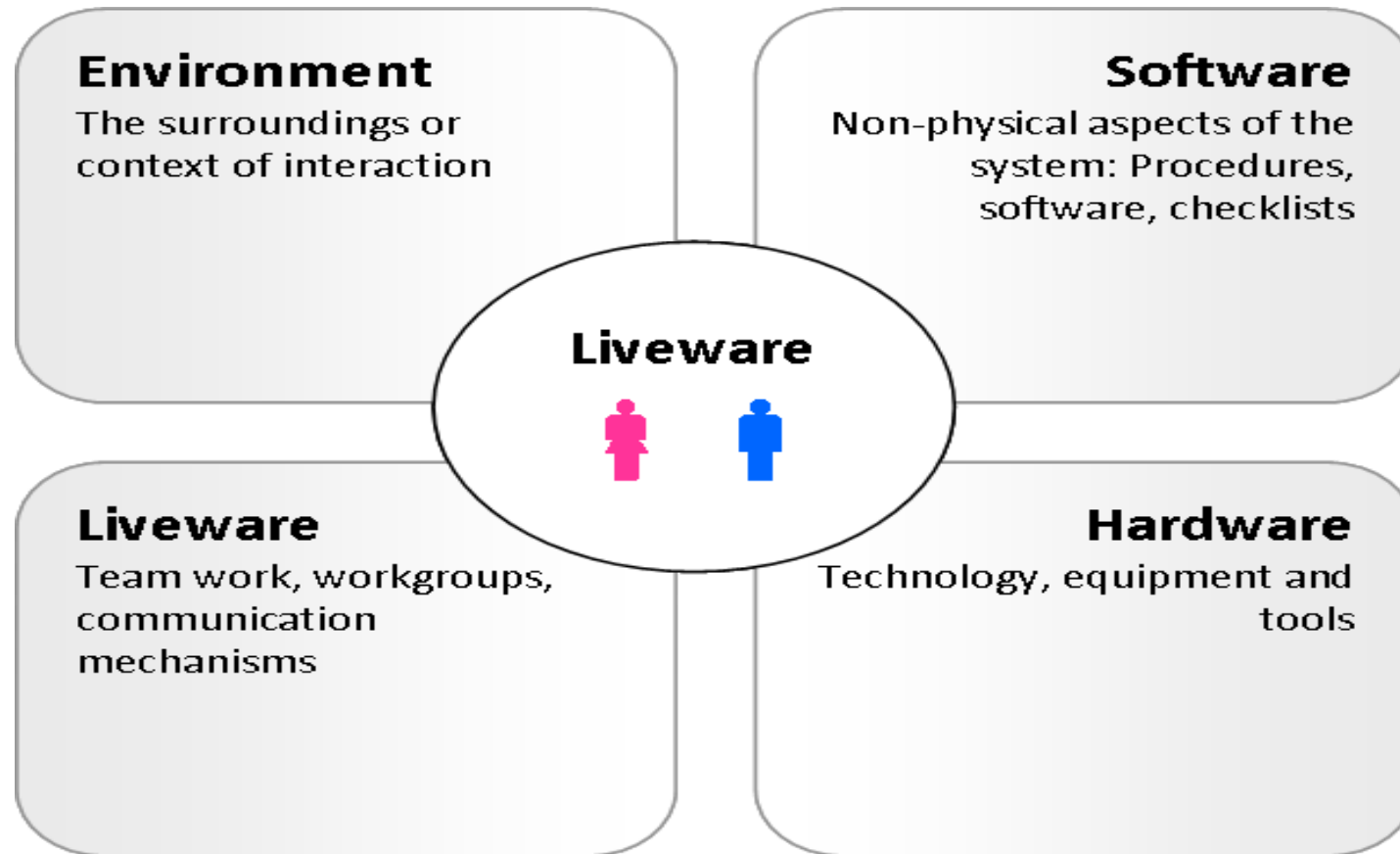
The Pharmacy Act and CPD

- Section 7(2)(a)(vii) of the Act: *Take suitable action to improve the profession of pharmacy*
- **Pharmaceutical Society of Ireland (Continuing Professional Development) Rules 2015**: commenced on 1 January 2016
- **Continued Registration** as a pharmacist – annual statement setting out how the applicant ensures that he or she:
 - *(a) maintains appropriate experience in the practice of pharmacy, and*
 - *(b) keeps abreast of continuing education and continuing professional developments in the profession of pharmacy*
 - *(c) is engaging with the Irish Institute of Pharmacy and is undertaking and reporting on CPD activities*

The Pharmacy Act and CPD

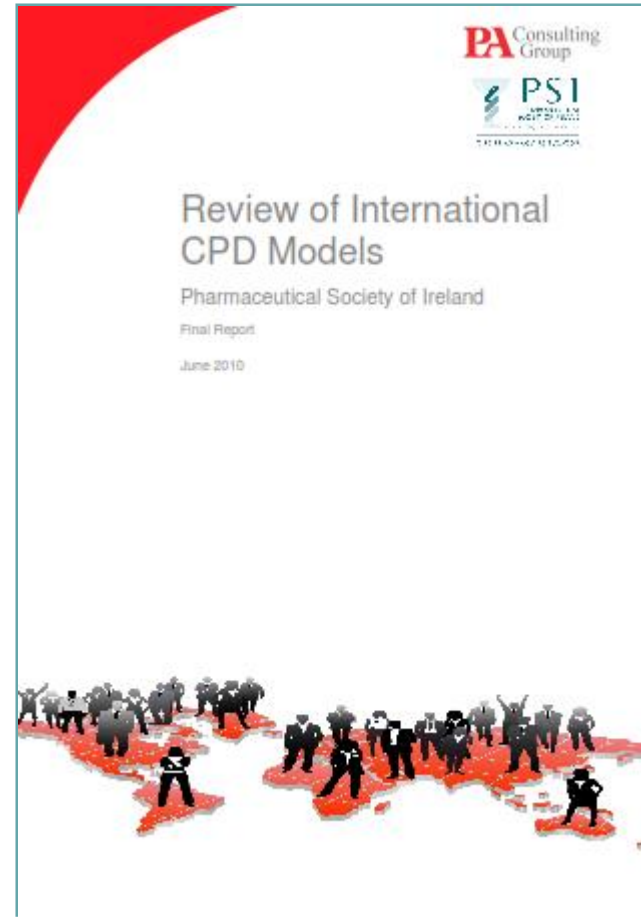
- **Retail pharmacy business registration:** statement by owner setting out arrangements in respect of pharmacists to ensure they obtain and maintain appropriate experience in the practice of pharmacy and are enabled to engage with the IOP in undertaking of appropriate CPD activities... *with a view to protecting, maintaining and promoting the health and safety of the public*
- **Regulation of RPB Regulations 2008:** Pharmacy owner and superintendent pharmacist must also be satisfied re knowledge, skills and fitness to perform of all staff
- **Code of Conduct for Pharmacists:** Principle Five - *A pharmacist must maintain a level of competence sufficient to provide his/her professional services effectively and efficiently*

SHELL Model of Human Factors



Review of international CPD models

- Recommendations of Review endorsed by PSI Council in 2010
- Framework based on Ontario model (see www.ocpinfo.com)
- Portfolio-based reflective model linked to a core competency framework for pharmacists that recognises a range of learning activities
- Institute of Pharmacy to be established to manage CPD and facilitate engagement by the profession with the CPD system



Portfolio-based self-directed reflective model – no points, no contact hours



Outcomes-focussed with
focus on application of
learning and development

Reflection guided by the Core Competency Framework for Pharmacists within context of practice environment

Domain	Competency
Professional practice	<ul style="list-style-type: none"> Practises patient-centred care Practises professionally Practises legally Practises ethically Engages in appropriate continuing professional development
Personal skills	<ul style="list-style-type: none"> Leadership skills Decision making skills Team working skills Communication skills
Supply of medicines	<ul style="list-style-type: none"> Manufactures and compounds medicines Manages medicines supply chain Reviews and dispenses medicines accurately
Safe and rational use of medicines	<ul style="list-style-type: none"> Patient consultation skills Patient counselling skills Reviews, monitors and manages medicines Identifies and manages medication safety issues Provides medicines information and education
Pharmaceutical public health	<ul style="list-style-type: none"> Population Health Health promotion Research skills
Management and organisation skills	<ul style="list-style-type: none"> Self-management skills Workplace management skills Human resources management skills Financial management skills Quality assurance



Recognition of all learning activities across the learning spectrum

- Interactive **on-the-job** learning
- **intentional or non-intentional**
- **directly relevant** to professional's everyday circumstances
- **Not structured**
- **Unplanned** - the learner sets the goals and objectives

Informal Learning

- **Organised**, intentional, systematic educational activity
- Outside framework of formal education
- Someone **outside of a validated programme** or a learning department may set the goals or objectives (eg superintendent or manager)
- Typically **does not lead to certification** but is...
- **Structured** (in terms of objectives, time or support)

Non-formal Learning

- Intentional learning in **formal, non-practice setting** (delivered by an education or training institution) - trainers or specialists set goals and objectives.
- **Assessment** of learning
- **Structured** (in terms of learning objectives, learning time or learning support) and leading to **certification**.

Formal Learning

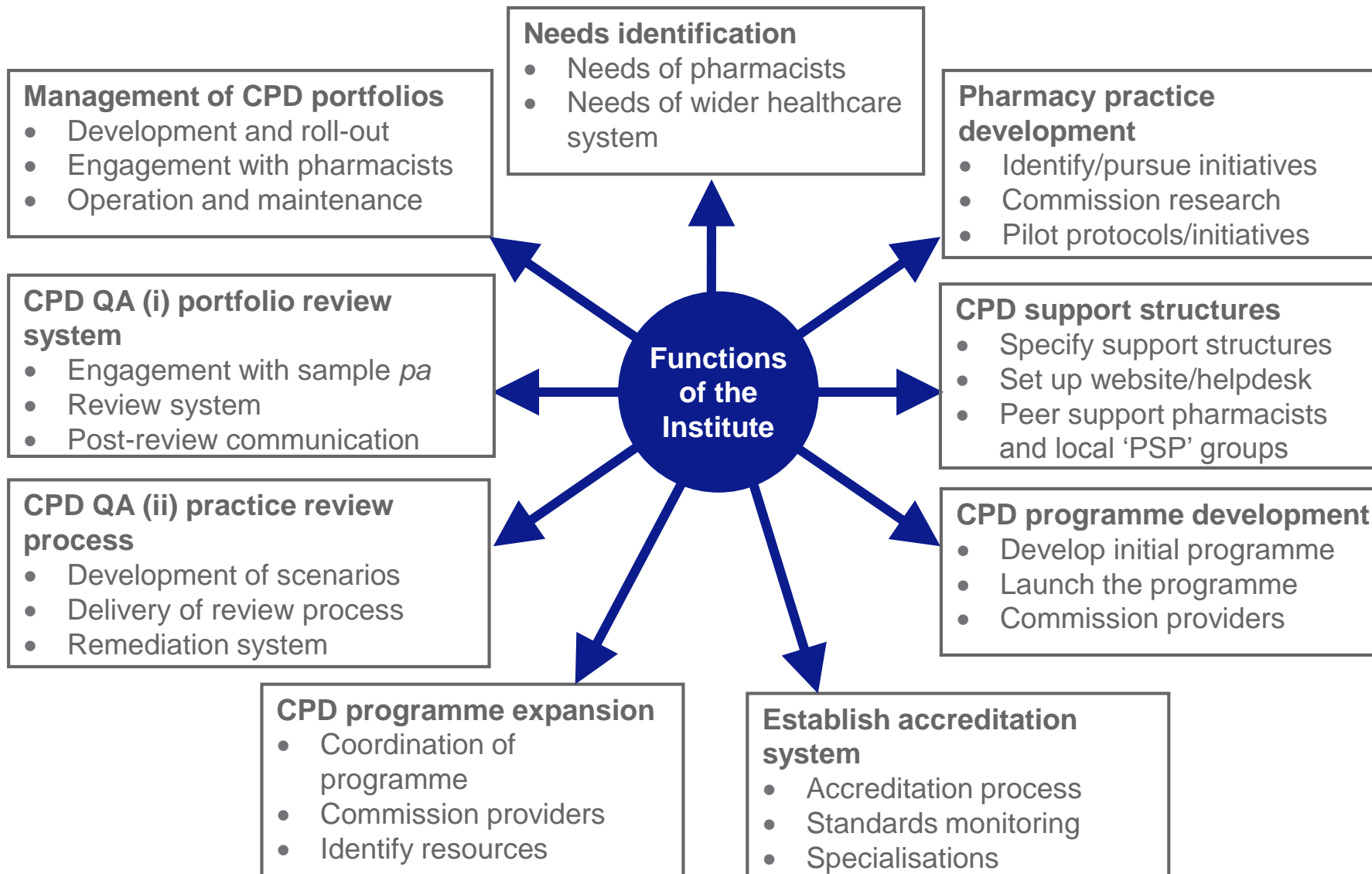
CPD Model and the Irish Institute of Pharmacy

- Irish Institute of Pharmacy set up at 'arm's length' from the PSI (*i.e.* pharmacists engage directly with the IOP)
- Contract with the Royal College of Surgeons in Ireland (RCSI) to 'house' the Institute (outsourcing arrangement)
- Structure to oversee the management, support mechanisms and delivery of CPD and to assure the quality of a multiple provider system
- Commenced operations in August 2013; Executive Director in post since 10 March 2014



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IRISH INSTITUTE OF PHARMACY



Healthcare Professionals – Regulator Partnership

- Important to assure competence and practice of registered professionals for public and patient safety reasons



- Important to have peer involvement so profession sets 'standards' in partnership with regulator
- Statutory QA programme

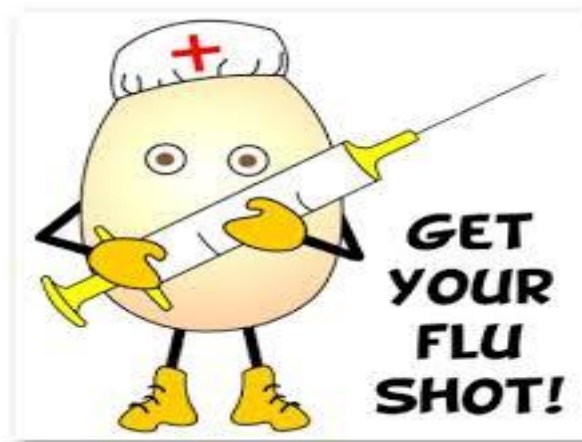
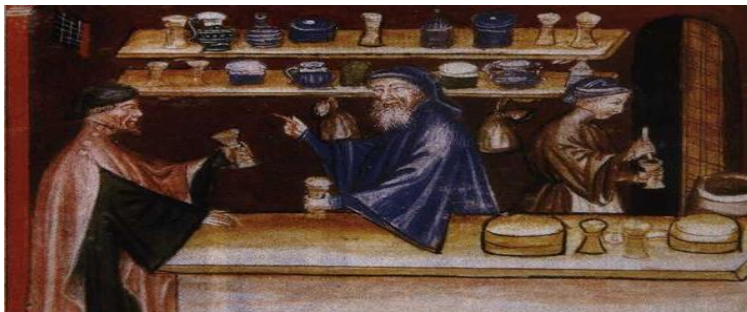
Quality Assurance (QA) programme

- Model based on system operating in Ontario, Canada since 1997 – adapted to fit Irish context and needs
- Pharmacy Act and ‘...**appropriate continuing professional development...**’
- 2 Parts to QA programme:
 - Portfolio review: five-yearly rolling validation cycle for all pharmacists
 - Practice review (only patient-facing practice):
 - Simulated standardised patient interviews (to assess generic communication, consultation and decision-making skills)
 - Will be developed and assessed by peers

Benefits of the CPD model

- Formal recognition of, and evidence of, professional development
- Peer-led, peer-supported and peer-assessed system
- Establishing evidence-base of competence of pharmacists
- Facilitates recognition of specialisation and support for advanced practice roles
- Platform for enhanced integration and contribution of profession into wider health system
- Development of pharmacy practice to meet evolving patient and health service needs informed by evidence-base
- Enhances interprofessional collaboration and learning opportunities

A brave new world for pharmacy...



Thank you for your time

Tel: +353 (1) 218 4069

Email: Lorraine.Horgan@PSI.ie

PSI website: www.PSI.ie

IIOP website: www.iiop.ie



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