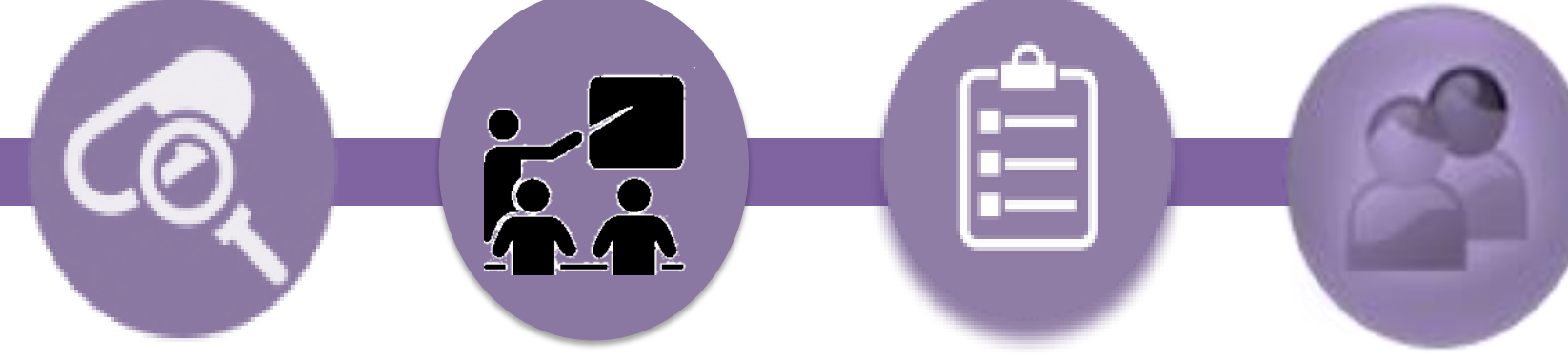


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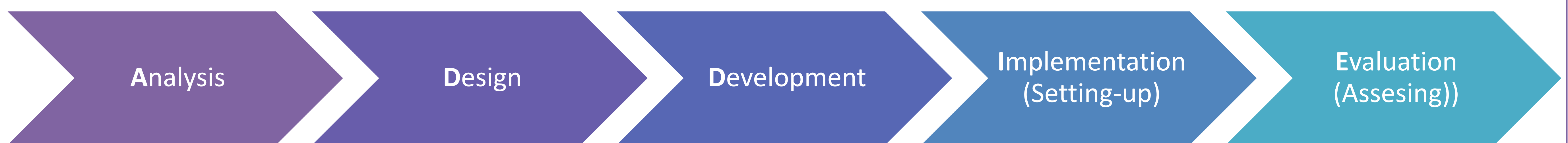
## General Management

### Objectives :

- **Continuous professional development (CPD)** has been mandatory for hospital pharmacy technicians (HPT) since 2009 in France. Its implementation is complex and faces many challenges:
  - ✓ limited budgets and resources
  - ✓ expectations of adult learners
  - ✓ complexity of the continuing education system
  - ✓ limited number of programs
  - ✓ tight schedules and heterogeneity of the continuing education system
- ➔ Our work focused on **building a continuous professional development program in oncology** that is **realistic and challenging** for hospital pharmacy technicians.

### Methods:

- For this project we use the model of educational engineering recommended by the High Authority of Health (of France) called **"ADDIE"** :



### Results :

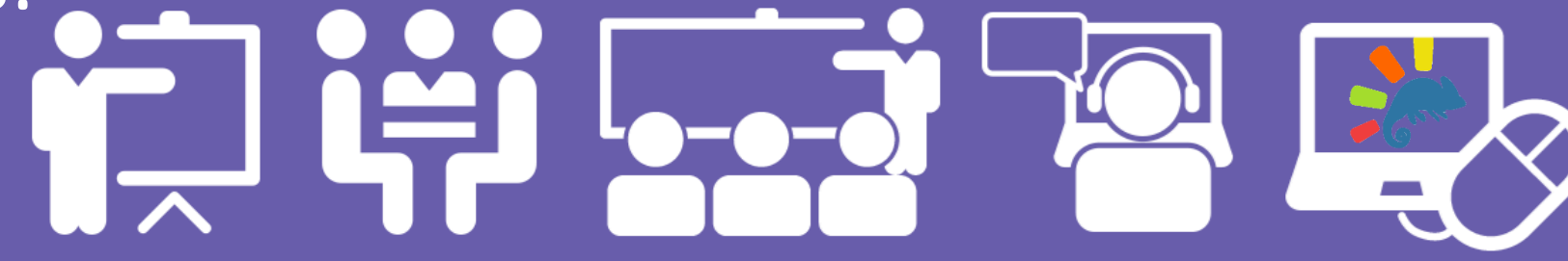
Survey among hospital pharmacy technicians ➔ two priority headings:

- pharmacology of anti-cancer agents
- risk management, problems and non-compliance



Selected pedagogy ➔ **'blended learning'**, which combines:

- e-learning (24 e-courses + e-tests of 15 minutes)
- workshops and simulations (5 of 45 minutes each)



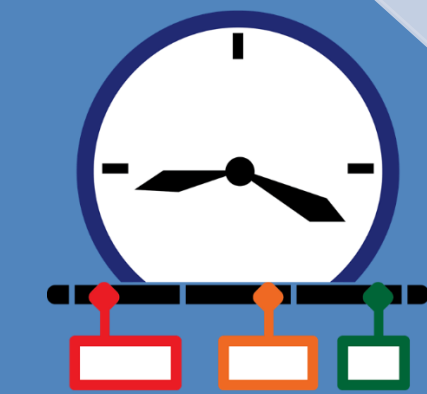
Study of basic neuroscience ➔ **varied, short and repeated** educational contents

Development of the pedagogical tools in seeking to minimize cost ➔ **100 euros / year**



The A proposed schedule is as follows:

- **September 2016** : training + platform's test
- **October 2016** : finalization of the program
- **January 2017** : CPD label application filing and launch after completing



The **test platform** has been **well received** and no major issues were raised



- This method creates a **custom program tailored to the needs and expectations** for a **low financial cost**.
- This still requires monitoring, animation, minimal funding and obtaining the CPD label.

### Discussion / Conclusions :

- The first results of a satisfaction survey on one of the test modules are **encouraging**
- The continuation of this project requires the **maintenance of the training program** overtime as well as the coupling of its **CPD certification** with the allocation of a **minimum maintenance funding**  
*"One could imagine the creation of a national platform on this model, opened to all health professionals in order to pool resources and promote training."*