

Systematic Approach for Training Hospital Pharmacists to Practice Clinical Medication Management

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What was done?

A training framework for clinical pharmacists practicing medication management was developed and implemented. The area of activity includes face-to-face Medication Reconciliation on patients' hospital admission, participation in medical rounds, Discharge Counselling, etc.

The novel curriculum was designed in order to:

1. Support junior hospital pharmacists in acquiring

- clinical pharmacy skills (e.g. assess drug-drug interactions)
- communication skills (e.g. interprofessional collaboration)
- personal skills (e.g. identify his/her limitations and be able to refer and hand over to others)

2. Help senior clinical pharmacists to maintain and improve their skills.



Why was it done?

For improving drug safety, it is crucial to **develop and maintain core competencies in a multidisciplinary medical team.**



Current clinical pharmacy education may provide some exposure to ward-based clinical pharmacy, but so far there is **no structured prerequisite training** for pharmacists practicing clinical medication management.

How was it done?

Senior clinical pharmacists developed a **training framework** with two key steps:

1. Initial skill adaption for junior hospital pharmacists

- Participation in Drug Information Centre
- Stepwise: observe an experienced clinical pharmacist participating in medical rounds
- Patient case presentation and evaluation

2. Maintain and improve the skills of all clinical pharmacists performing patient-centered care

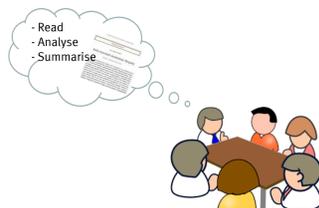
- Jour fixe (presentation and discussion of national and international clinical treatment guidelines, supported by patient case presentations)
- Journal Club
- Supervision of participation in medical rounds by senior clinical pharmacist
- Feedback discussion (patient case discussion with two senior clinical pharmacists)



Drug Information Centre



Clinical observation („shadowing“)



Journal Club

A **checklist** was designed for documenting the different training steps for junior clinical pharmacists.

- All steps can be adapted individually, depending on the future operational area and background.
- After completing all steps the eligibility for practicing medication management will be granted by the head of the department “clinical pharmacy” within the Hospital Pharmacy.



What has been achieved?

- ✓ The training framework has been **implemented successfully with a high general acceptance.**
- ✓ Particularly, the **Jour fixe** allowed junior staff to acquire appraisal skills and senior staff to achieve a continuing professional development.
- ✓ The **feedback discussion of patient cases** has also been well appreciated as a mean of developing additional skills.
- ✓ Parts of the training program have been implemented in the **training of pharmacy interns** such as performing face-to-face Medication Reconciliation on patients' hospital admission.



What next?

- The implemented training program will be **further expanded and adapted** over time.
- Future aim is to establish a model with the **German Association of Hospital Pharmacists (ADKA)** for a national systematic training module, e.g. for performing medication reconciliation.