BUILDING A REALISTIC AND CHALLENGING CONTINUOUS PROFESSIONAL DEVELOPMENT PROGRAMME IN ONCOLOGY FOR HOSPITAL PHARMACY TECHNICIANS

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”:
  - Analysis
  - Design
  - Development
  - Implementation (Setting-up)
  - Evaluation (Assessing)

**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

**Discussion / Conclusions:**
- 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.

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22nd EAHP Congress, Cannes, France, 22-24 March 2017