Establishment of a workplace-based experiential clinical pharmacy training program in Australia for Chinese pharmacists

Amelia Rattle¹, Marisa Hodgkinson¹, Sue Kirs¹,², Ian Larmour¹, Liping Yang³

1. Pharmacy Department, Monash Health 2. Faculty of Pharmacy and Pharmaceutical Sciences, Monash University 3. Beijing Hospital

Introduction

China’s Ministry of Health has implemented healthcare reforms mandating clinical pharmacy services be integrated into hospitals.¹ ² This has resulted in an increased demand in China for pharmacists with the knowledge and skills to provide clinical pharmacy services at a patient-facing and operational level.³

In collaboration with the Chinese Pharmaceutical Association, a clinical pharmacy training program was established in 2017 at Monash Health, a tertiary referral metropolitan teaching hospital in Melbourne, Australia.

Providing workplace-based experiential training to Chinese pharmacists in Australia exposes Chinese pharmacists to established and well-developed clinical pharmacy and clinical education services. On completion, learning from this training program can be generalised and applied to the clinical pharmacy setting in China.

Program Description

Participants

- Three Chinese registered pharmacists, currently working in hospital pharmacy practice in China, undertook the clinical pharmacy training program in 2017-2018.

Timeframe and Structure

Program duration of 24 weeks, consisting of:

- One week:
  - Department orientation

- Two weeks:
  - Intensive clinical pharmacy orientation and skill training and assessment on the wards
  - Various ward and clinic based clinical rotations supervised by clinical pharmacists
  - Knowledge and skills acquisition and consolidation
  - Training with advancing practice pharmacists in generalist and focussed roles and innovative services

- 20 weeks:
  - Quality Use of Medicines/Governance
  - Medicines Use Evaluation audit

Figure 1: Program structure

Activities and Assessment

- Program handbook and pre-reading provided prior to program commencement
- shpaclinCAT self-assessment undertaken at weeks 4 and 12, as well as a formal evaluation at week 12⁴
- Assessment tools for ongoing assessment and feedback:
  - Medication History Checklist
  - Medication Reconciliation Checklist
  - Inpatient Medication Chart Review Checklist
  - Medication Counselling Checklist
  - Case-based Discussion Tool
  - Mini-Clinical Examination (Mini-CEX) Tool
  - Presentations Rubric

Program Evaluation and Feedback

- Anonymous feedback surveys about experiences with the training program at weeks 4, 12 and 24
- Learner to supervising pharmacist clinical teaching feedback survey

Feedback received

Helpful to have experienced pharmacists share their experiences and focus in their specialty.

In China pharmacists are lacking the practice method and experience, Monash Health experience definitely inspired us in a high grade.

The training program is wonderful and helpful for a Chinese pharmacist.

Every supervisor was willing to spend a lot of time teaching and we could have good communication with them to feedback our learning.

From PROMPT (Monash Health guidelines) to the Therapeutic Guidelines, I have many good resources to absorb and bring back to China.

Figures 2-8: Feedback received and the Chinese Pharmacists participating in the program.*

Outcomes

The clinical pharmacy training program resulted in positive outcomes for both participants and supervisors, with changes being made to improve future programs. After completing the program, participants have been able to generalise and apply their learning to their hospital pharmacy workplaces in China.

Development and implementation of clinical pharmacy procedures/policies to guide daily practice

One participant was inspired to change their focus of practice to oncology

Figures 9: Feedback of learnings implemented in China since participation in the training program

References


*Photography credit: Domenica Davies November 2018 - amelia.rattle@monashhealth.org