The implementation of a clinical training program for staff pharmacists

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Objectives

- Discuss the goals of implementing a clinical training program
- Review an example of a clinical training program for staff pharmacists
- Discuss barriers to implementation

Goals of implementation

- Expand clinical services
  - Medication reconciliation
  - Therapeutic drug monitoring
  - Patient education
  - Code coverage
- Improve employee satisfaction
  - Creates more opportunities for staff
  - Allows for more patient/pharmacist interaction
  - Build relationships with interdisciplinary team

Clinical training program at NewYork-Presbyterian Hospital

Implementing phase

- In January 2017 a clinical training program was implemented
- Staff were able to “apply” for the program
  - Required staff to submit CV and letter of intent
- A clinical expansion task force was developed
  - Operational and clinical managers
  - Assessed candidates and discussed who would be the best fit
- Objective: To provide staff pharmacists with education and training to perform independent patient care activities while rounding with an interdisciplinary team

Day-in-the-life

- 7:00AM - 8:00AM: Pre-round on patients
- 8:00AM - 10:00AM (variable): Round with interdisciplinary team
- 10:00AM - 12:00PM: eat lunch/prepare for topic/patient discussion
- 12:00PM - 2:00PM: meet with clinical manager and ID team to discuss patients and assess stewardship
- 2:00PM - 3:30PM: follow-up with team/topic discussions

Clinical experience

- 1 week Infectious Diseases Rotation (stewardship/kinetics)
- 3 weeks in specific area (surgery/medicine)
- Anticoagulation
- Patient education
- Pain management
- Diabetes - insulin stewardship

Infectious disease/stewardship activities

- Post-prescription review of antimicrobials
- Antimicrobial kinetics (e.g., vancomycin and aminoglycosides)
- Discussion of ID cases and topics with preceptor
- Education of other healthcare professionals on stewardship principles

Internal medicine/surgery activities

- Participate on daily rounds on general medicine or general surgery floor
- Provide recommendations on medications and therapeutic monitoring
- Daily stewardship of antibiotics
- Patient and provider education as appropriate

Required topic discussions

- Urinary Tract Infections
- Pneumonia - CAP/HAP
- Skin and Skin Structure Infections
- Venous Thromboembolism/Anticoagulation
- Diabetes
- Hypertension
- Atrial Fibrillation
- Heart failure

Assessment of performance

- Utilized PGY1 residency objectives
- 9 objectives assessed
  - must meet 80% of the objectives to successfully complete the program
- 4 formal topic discussions (1 per week)
  - Formal handout on the topic is required
- Meet with clinical manager weekly to discuss progression through the program

Wins/opportunities of the program

- Wins
  - Great learning experience
  - Able to expand knowledge
  - Enhanced communication skills with interdisciplinary team
- Opportunities
  - 4 weeks is not enough time
  - Overwhelmed covering entire medicine service
  - Not comfortable answering difficult questions

Opportunities for improvement

- Create a more focused learning experience:
  - Pharmacokinetics and therapeutic drug monitoring
  - Warfarin and infectious disease stewardship
  - Medication reconciliation
  - Patient education
- Provide more of a longitudinal experience
  - Expand program from 4 weeks to 6
  - Provide a clinical skills program that focuses on different topics that staff can participate in

Barriers to implementation

- Scheduling
- Identifying the right pharmacists
- Time

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