

Residents: Worth the Investment!!!

Background

- Pharmacy Services leadership must manage limited resources; requests for additional residency positions must demonstrate clear value to the organization.
- The Director of the Residency Program collaborated with Pharmacy Program Performance to better articulate the benefits of hiring pharmacy residents.

Rationale & Objectives

- Full scope of practice in Alberta may include Additional Prescribing Authority (APA), or injection certification. Pharmacists who complete an Accredited Canadian Pharmacy Residency (ACPR) program receive training that requires demonstration of competency in provision of patient care and education of other health care professionals. Within our organization, pharmacists are encouraged to work to their full scope, precept pharmacists in training and contribute to teaching and scholarly activities.
- The objective was to use existing Key Performance Indicator (KPI) data to characterize the relationship between completing a residency and obtaining expanded pharmacist scope designations or participating in teaching, scholarly and precepting activities.

Methods/Implementation

- Pharmacy Services monitors progress to strategic targets for the scope and ability with which staff practice. For this project, the completion of an ACPR was determined, input into an existing database and results for several KPI compared for residency versus non-residency pharmacists.

Results & Evaluation

- The percentage of pharmacists who have completed an ACPR is roughly equivalent (18.8% vs. 18.6%) between frontline pharmacists and leadership. Clinically deployed pharmacists who have completed an ACPR are ~2.5 times more likely to obtain APA than those who have not completed an ACPR. Pharmacists who have completed an ACPR program are more likely to precept a Pharmacy Resident or senior undergraduate pharmacy students than they are to precept junior pharmacy students. Frontline pharmacists who have completed an ACPR are nearly 4 times more likely to teach at the University of Alberta Faculty of Pharmacy than those who did not complete an ACPR. Finally, 90% of pharmacy residents hosted by AHS since 2005 have been hired into pharmacist positions immediately after graduation from the ACPR program, and 76% remain employed with us at this time.
- Pharmacists who have completed an ACPR have higher participation rates than their colleagues for key metrics in our organization.

CSHP 2015 Goal Alignment:

Goal 4: Increase the extent to which pharmacy departments in hospitals and related healthcare settings have a significant role in improving the safety of medication use.

CSHP 2015 Objective Highlighted

Objective 4.8: 100% of new pharmacists entering hospital and related healthcare setting practice will have completed a Canadian Pharmacy Residency Board-accredited residency.

