

hpo

IN REVIEW

HOSPITAL PHARMACY IN ONTARIO

SUMMER ISSUE 2022

Canadian Society of
Hospital Pharmacists



Société canadienne des
pharmaciens d'hôpitaux

CSHP ONTARIO BRANCH ON SOCIAL MEDIA

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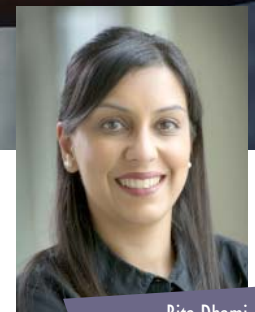
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Rita Dhami

[PRESIDENT ADDRESS]

The CSHP-OB Council met for our mid-term Council meetings at the end of April. We continue to steadily improve member value through member services, education, and advocacy efforts. Here are just a few highlights of what our amazing Council has been working on during this last quarter:

Strategic Plan

Within the branch, CSHP-OB Council has begun operationalizing the Strategic Plan for 2020-2023. The key strategic priorities focus on building a sustainability plan including:

- Membership engagement,
- Membership growth,
- and a Balanced budget.

We reviewed the OB Strategic Plan mid-term metrics for the first time at the mid-term Council meeting, and are projected towards meeting our targets over this strategic plan cycle.

MEMBERSHIP BY CATEGORY						
	2019 -2020	2020 -2021	2021 -2022 YTD	Gain/ Loss	Target	% Target
Members - Full		581	711	22%	-	-
Members - Retired		24	38	58%	-	-
Members - Residents+		51	60	18%		
Pharmacy Technicians		10	8	-20%		-
Individual Supporters		2	3	50%	-	-
Students		111	159	43%		-
TOTAL		779	979	26%	926	106%

ENGAGEMENT - SOCIAL MEDIA (FACEBOOK)				
	2019 -2020	2020 -2021	2021 -2022 YTD	Gain/ Loss
Page Likes	300	51	74	45%
Posts	10	54	54	0%
Likes and Reactions	25	362	573	58%

ENGAGEMENT - SOCIAL MEDIA (INSTAGRAM)				
	2019 -2020	2020 -2021	2021 -2022 YTD	Gain/ Loss
Followers	300	n/a	534	178%
Posts	10	24	54	125%
Likes	25	n/a	n/a	-
Comments	242	n/a	n/a	-
<i>Statistics for instagram only available for most recent 90 days</i>				

ENGAGEMENT - TWITTER				
	2019 -2020	2020 -2021	2021 -2022 YTD	Gain/ Loss
Followers	300	261	536	-13%
Posts/Tweets	10	51	98	410%
Shares/Retweets	25	99	179	296%
Likes	242	422	642	74%
Comments	10	26	18	160%
Impressions		46000	98600	

Membership

It is official – we have surpassed our goals for membership growth! The Membership Committee is getting set to launch our pilot mentorship program. This is an opportunity to improve the connectedness amongst our members and support our newer members as they onboard into clinical, academic or leadership positions.

Member Education

The Ontario Hospital Pharmacy Management Seminar was offered in a virtual format this year. The program offered high quality, dynamic sessions that ran throughout the month of May. Amazing work by our OHPMS committee!

Journal clubs have been offered almost monthly. The topics varied from dementia related psychosis to antivirals in covid to gravimetric vs. volumetric compounding. If you missed any of the events, recordings are available on the [CSHP-OB website](#).

Ontario Branch Chapter Chairs have also been working on local educational events. We saw members from across the province on the virtual



[PRESIDENT ADDRESS... continued]

session titled “*Current and new treatment options for multi-drug resistant skin and skin structure infections*”. It was not only informative but one of our best attended sessions!

Student Engagement

We also had the privilege to speak at the white coat ceremonies for the pharmacy class of 2025 at the University of Toronto and University of Waterloo. It was an honour to welcome the students into the profession and impart some inspiring words about how dynamic the professional opportunities are post-graduation.

Advocacy

The Branch executive meets with external stakeholders as a part of our mid-term Council meetings. OB has been actively involved with advocacy efforts related to following:

- Pharmacy Technician Educational Program Outcomes: CSHP-OB participated in a survey as well as a stakeholder focus group session on Pharmacy Technician Program Standards. Feedback was provided on the draft versions of the ‘Vocational Learning Outcomes’ and the ‘Elements of Performance’ for Pharmacy Technician programs from the hospital perspective.
- Minor Ailments Advocacy: A letter of support was drafted to the Ministry of Health supporting the proposed draft regulations under Regulation 202/94 of the Pharmacy Act that would enable the expanded scope of practice for pharmacists to prescribe for minor ailments.
- Election Advocacy: A letter has been drafted to advocate for the role of hospital pharmacy

practice. We have plans to meet with the Ontario Hospitals Association post-election to jointly advocate on key issues.

- There is ongoing advocacy and engagement with the Ontario College of Pharmacists on the changes coming forth with the Pharmacist Quality Assurance Program and the impact on hospital pharmacists and technicians - particularly those in non-direct patient care roles.

Communications

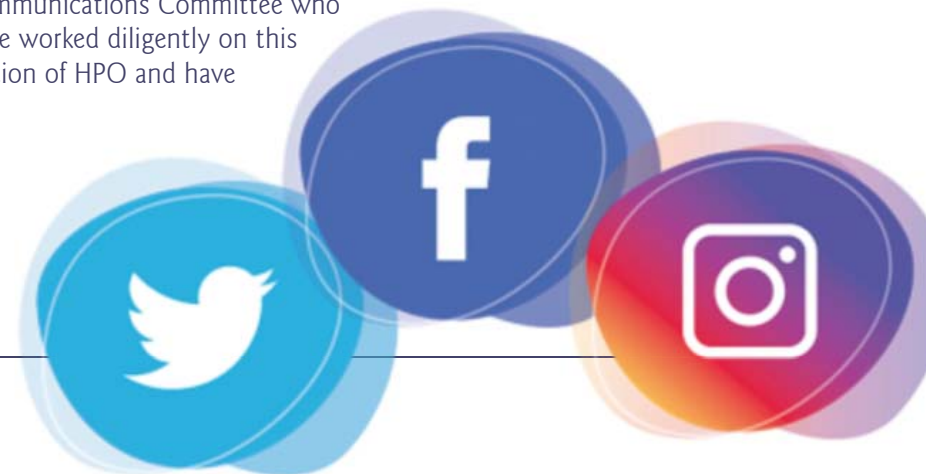
Shout-out and Kudos to our Communications Committee who have worked diligently on this edition of HPO and have

been very active on all of our social media feeds on [Twitter](#), [Facebook](#) and [Instagram](#) to make sure the OB activities are shared in a timely fashion!

There are lots of [opportunities to get involved](#) with CSHP-OB. Please don’t hesitate to reach out to obpresident@cshp.ca to find out how you can be involved.

Rita Dhani

CSHP OB President 2021-22
obpresident@cshp.ca



NATIONAL DELEGATE'S REPORT CSHP IN 2022 – SUMMER UPDATE

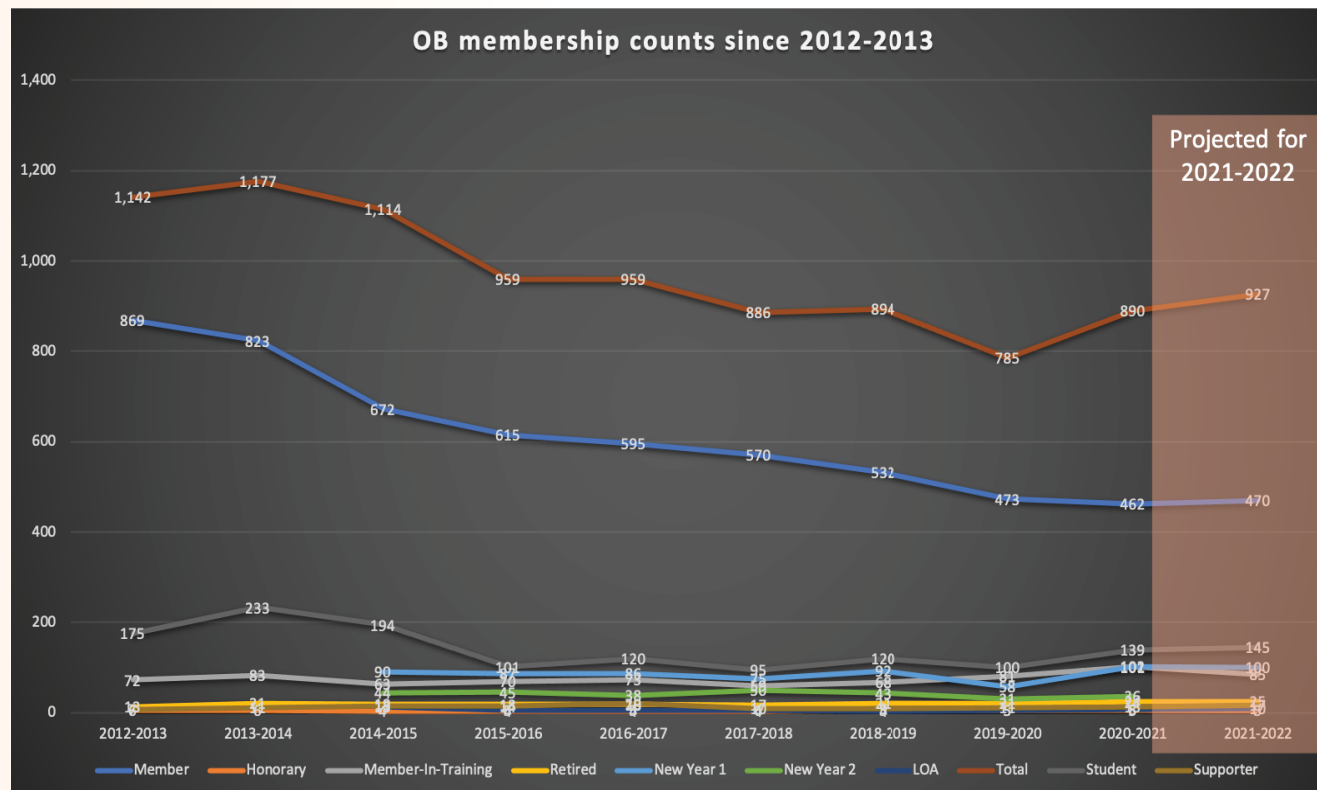


Vivian Lee

“Throughout the past 2 years of the global pandemic, CSHP has been hard at work to ensure the Society remains a key contact point for members and a strong voice for our practice. CSHP has adapted to meet its members’ needs and has found new opportunities to engage both existing and new members, including pharmacy technicians. I was pleased to represent the Ontario Branch on the CSHP Board as your National Delegate at the January and April 2022 virtual Board meetings. Here is a closer look at the top 3 national updates from CSHP:

1) Strategy Towards Sustainability

In 2019, CSHP announced its strategy towards sustainability with an almost \$1 million co-investment





NATIONAL DELEGATE’S REPORT CSHP IN 2022 – SUMMER UPDATE... continued

between National and the Branches during 2019 to 2023 to transform into a relevant, thriving and financially sustainable organization. This investment has been focusing on key strategic areas of membership growth & engagement and financial sustainability.

Membership

As of March 31, 2022, CSHP has reached 3,750 members, exceeding the membership target for the 2021-2022 membership year by nearly 7%. The Ontario Branch has reached 965 members, also exceeding its target of 927 members. As seen in the membership graph on the previous page, since the 2019-2020 membership year, Ontario has been able to reverse the declining membership trend, with 1000 members within our reach. We appreciate everyone’s ongoing efforts to demonstrate and promote

the value of CSHP membership for pharmacists and pharmacy technicians practicing in both acute and ambulatory care settings and ultimately, on patient care.

Engagement

Together Conference 2022

Once again, the Together Conference enjoyed great success this year, with over 900 attendees (14% increase from last year), most

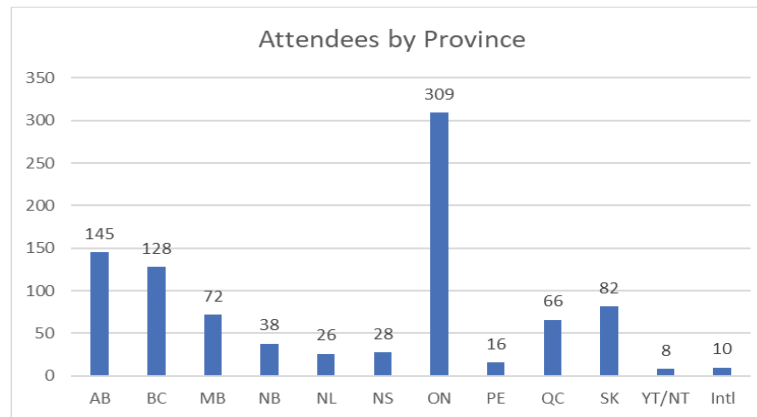
of whom were from Ontario and Alberta. Expectations were surpassed on every angle including participation, revenues, and engagement. Keynote presentations were well-received, with Social Media and Medical Misinformation by Dr. Jen Gunter being the most watched, followed by the Science of Cultivating Trust by Dr. Julia Moore. Aside from the keynotes, Dan Landry’s presentation on

Mental Health was the most watched. In addition, the conference successfully raised \$1200 in donations for the CSHP Foundation which supports research and educational programs advancing pharmacy practice and patient care in hospitals and other collaborative care settings.

Planning of Together 2023 is already underway, with a hybrid in-person/virtual arrangement for conference attendance. The location for the conference will be the Banff Centre in Alberta. Please stay tuned for updates from CSHP for further developments.

Accountability indicators

CSHP maintains a living document of accountability indicators that includes key metrics on member engagement. A snapshot of metrics is shown on the next page





NATIONAL DELEGATE'S REPORT CSHP IN 2022 – SUMMER UPDATE... continued

for engagement with CSHP's social media platforms and the PSNs. The PSNs with the highest levels of engagement as of March 31, 2022 were

COVID-19, Infectious Disease, Drug Information, Medication Safety, and Compounding. These are strong indicators that our members are utilizing the full benefit of engaging with the CSHP community, especially during these unprecedented times.

ENGAGEMENT - SOCIAL MEDIA

	Apr 2020 - Mar 2021	Apr 2021 - Mar 2022	Gain/Loss
Followers	9,372	10,400	11%
Posts/Tweets #	347	658	90%
Shares/Retweets	1,190	1,242	4%
Likes	5,176	7,059	36%
Comments	336	799	138%

Financial Sustainability

CSHP is on track towards a balanced budget in 2024 and onwards, supported by revenues that were better than budgeted in various facets including the Together conference, membership, publications and federal wage subsidies. Combined with less than budgeted expenses, CSHP forecasts a \$111K improvement from the budgeted financial bottom line by April 2022. We will continue to see a planned deficit this year which is the third and last year of planned deficit as per the strategic plan for reinvestment in the Society, followed by an anticipated balanced budget starting in 2023-24.

Top PSN Engagement Metrics

	Impressions		Members		Engagements	
	February	March	February	March	February	March
Overall PSN Activity	27,775	33,247	**309	**400	1,421	2,120

**New joins for PSNs & other CSHP-affiliated communities (includes activity from members who join more than one community i.e. new PSN joins doesn't equal new members)

2) Professional Practice

Education & Development (E&D) Committee

Hospital Pharmacy 101

Currently, the Committee's main focus is developing CSHP's inaugural Hospital Pharmacy 101 program. This is a series of introductory-level modules that teach overview concepts in various fundamental aspects of



NATIONAL DELEGATE'S REPORT CSHP IN 2022 – SUMMER UPDATE... continued

hospital pharmacy practice:

- Hospital Pharmacy Administration and Management
- Antibiotics in Hospital Practice
- Therapeutic Drug Monitoring
- Nutrition Support
- Interpreting and Managing Electrolytes
- IV Lines and Pumps
- Basics of Aseptic Compounding
- Perioperative Medication Management

Intended learner audiences include new graduates not having completed hospital residency or training, practicing pharmacists making a transition to hospital practice, and other pharmacists wishing to obtain refresher learning on certain areas of hospital practice. It is anticipated that hospitals may also be interested in purchasing these modules to supplement training of new pharmacist hires. This program will have a tentative launch date in the fall. Stay tuned for further updates from CSHP on this exciting new program.

Pharmacy Residency Application Roadmap

In September 2021, the E&D Committee successfully launched the Pharmacy Residency Application Roadmap, a paid program that provides prospective pharmacy residency candidates additional knowledge and experience to make their best possible application for Year 1 and Year 2

pharmacy residency programs. According to program evaluation survey results, most learners agreed or strongly agreed that they feel prepared to apply to and interview for residency programs, and that they would recommend the program to others. CSHP plans to offer this program again in June 2022, which includes didactic modules, mock interviews and curriculum vitae review sessions.



Joint CSHP-APES Conference

CSHP is planning a joint conference with Association des pharmaciens des établissements de santé du Québec (APES) on lessons learned during the



NATIONAL DELEGATE'S REPORT CSHP IN 2022 – SUMMER UPDATE... continued

COVID-19 pandemic. The preliminary program includes a presentation on the results of the Hospital Pharmacy in Canada Survey pertaining to the pandemic, a clinical presentation on the treatment of COVID-19 and long COVID-19 syndrome, medication management during the pandemic, and an international panel discussion. This conference will offer hybrid in-person/virtual attendance options and is scheduled for October 28-29, 2022.

Pharmacy Practice Vision (PPV) Committee

The PPV Committee is near the final stages of the development of a Discharge Medication Management Toolkit that will guide the implementation of discharge-related bundled activities, which are among the national consensus clinical pharmacy key performance indicators (cpKPIs) aimed to improve patient outcomes and advance pharmacy practice. This toolkit will highlight patient populations for prioritization, description of the activities, and strategies for implementation/development of a business case. It is anticipated that this toolkit will be published sometime this summer and made available to CSHP members as a membership benefit.

3. Advocacy Initiatives

CSHP continues to focus on drug shortages as a key area of advocacy. On an ongoing basis, CSHP participates in calls with Health Canada and other stakeholders (including provinces and territories, manufacturers, other healthcare associations and group purchasing organizations) to help determine which shortages are considered critical, share this information with members, and help the public understand the decision-making process behind drug shortage mitigation strategies.

CSHP is also a member of the Alliance for Safe Online Pharmacies (ASOP) Canada, where it collaborates with other stakeholders to advocate to prevent American federal and state legislation proposals to import drugs from Canada – which, if passed, will further worsen drug shortages in Canada.

Lastly, CSHP is an active member of the Multi-Stakeholder Steering Committee on Drug Shortages. At an upcoming meeting in June, CSHP will discuss certain Tier 3 drug shortages and federal decisions on management of those shortages that have had a significant impact on hospital pharmacy workload and patient safety. One example is the impact of Canada's importation of propofol 2% to address the shortage of propofol 1% back in 2020 during the first wave of the pandemic. CSHP also helps to advise Health Canada and other stakeholders on which solutions are feasible from the perspective of workload and medication safety.



NATIONAL DELEGATE'S REPORT CSHP IN 2022 – SUMMER UPDATE... continued

Health professional risk communication

Importation of Fresenius Propoven 2% due to Shortage of Canadian Labelled Propofol Injection 1% Products

Starting date: May 19, 2020
Posting date: May 19, 2020

For more information, members are encouraged to check out CSHP's summary of its advocacy efforts on the drug shortage front, available at: <https://www.cshp.ca/Site/Content/News/news-items/drug-shortages-faq.aspx>

CSHP is undergoing many transformative changes in how it engages with its members; supports pharmacy practice and systems, education, and training; and how it represents pharmacy practice in hospitals and other collaborative care settings on the advocacy stage. I look forward to continuing to represent the Ontario Branch on the Board for the remainder of 2022. Please reach out with any questions or feedback on any of CSHP's ongoing programming and initiatives.

Vivian Lee
Ontario Branch Delegate
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We're Better Together

JOIN/RENEW NOW

cshp  scph



Vivian Lee

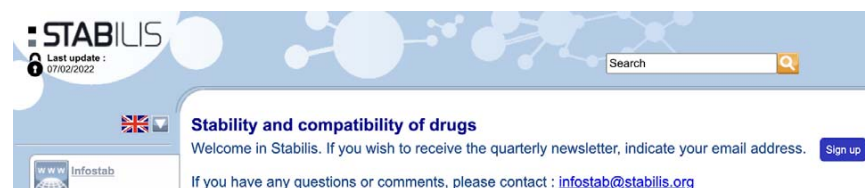
BEYOND THE BASICS: ONLINE DRUG COMPATIBILITY, STABILITY AND COMPOUNDING RESOURCES FOR PHARMACISTS

Drug incompatibility has been reported to be associated with up to 60% of all serious and life-threatening adverse drug events.¹ Addressing questions concerning drug-drug, drug-diluent and drug-materials compatibility remains one of the core competencies of pharmacy practice regardless of practice setting. Within hospitals, research has shown that almost one out of every five questions received by decentralized pharmacists are related to IV compatibility.¹ Knowledge of drug-drug and drug-materials compatibility is also critical in both sterile and non-sterile compounding, where physicochemical stability is a key consideration in determining an evidence-based beyond-use date for a compounded product.^{2,3} Pharmacists commonly refer to the ASHP Injectable Drug Information (book), Trissel's 2 Clinical Pharmaceutics Database (online), and King Guide (online), which form the three major available databases on IV compatibility and stability.⁴ Extended Stability for Parenteral Drugs offers additional compatibility information between drugs and a variety of storage containers.

As we navigate increasingly complex sterile and non-sterile drug therapies, it is critical that we have access to the most current, evidence-based resources when assessing and providing information on drug compatibility and stability. This article will highlight four additional resources that pharmacists can consider adding to their drug stability/compounding armamentarium:

I. Stabilis

www.stabilis.org



Stabilis® is an international database of stability and compatibility data on sterile and non-sterile products. It was created in 2001 and is freely accessible. Stability information in this database is obtained from published stability studies as well as conference abstracts and posters if they contained enough information to establish stability. Information is translated into 24 languages and conveyed in part by pictograms. Compatibility and stability data are available for:

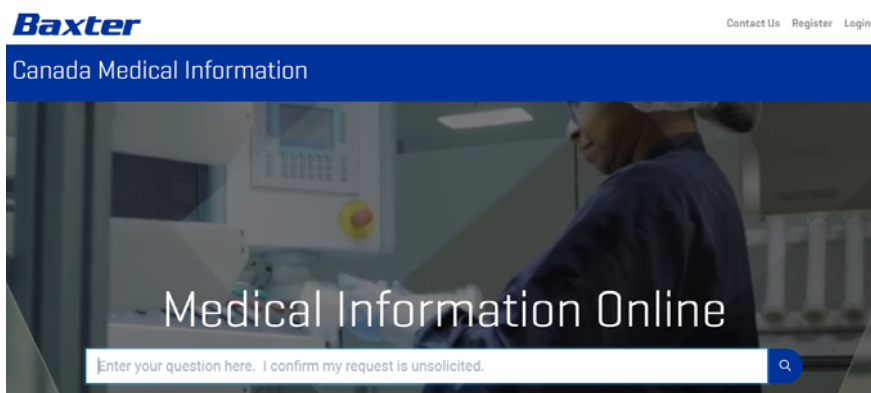
- Y-site, admixture, solution, and syringe-based scenarios
- Sterile compounded products including ear drops, eye drops, injectables, intravesical solutions, nasal drops and nebulizer solutions
- Non-sterile compounded products including capsules, oral solutions, mouthwashes, powder papers and suppositories



[BEYOND THE BASICS ... continued]

2. Baxter Medical Information Portal

baxter-caprd.irmscare.com/



This portal contains a searchable database of medical information letters prepared by Baxter Canada. Given that many hospitals use IV bags from Baxter, pharmacists may find this portal helpful in addressing frequently asked questions involving areas such as:

- Container fill volumes and maximum additive volumes
- Number of port punctures permissible for IV bags
- Material in bag containers, such as polyvinyl chloride and polypropylene
- Expiry dating of bags when removed from their overpouch

User registration is free. Baxter Medical Information advises that if any medical information in possession is over a one year old, it would be best to check this portal or contact their medical information team to ensure access to the most current information.⁵

3. Baxter Stabforum Stability Database

pages05.net/baxter-training/stabforum/stabforum_overview



Stabforum® is a proprietary, interactive database of stability studies conducted by Baxter on more than 80 drugs in their portable elastomeric devices including Infusor® and Intermate®. Tested drugs include chemotherapy agents, antibiotics, antivirals, monoclonal antibodies,



[BEYOND THE BASICS ... continued]

anesthetics, select anticoagulants and bisphosphonates. The user selects the drug(s) of interest, container type and diluent. Based on these parameters, the database returns relevant stability studies with the tested concentration range, storage temperatures (including -20°C, 5°C, 25°C and 33°C), and the duration of stability in those conditions. Of note, stability data from this database are specific to Baxter's devices and should not be extrapolated to other devices. User registration is free, however approval can take several days to weeks.

4. Compounding PSN



The Compounding PSN was created in February 2020 on the QID platform. This PSN invites discussions from pharmacists and pharmacy technicians on topics relating to sterile, non-sterile, hazardous and non-hazardous compounding. As compounding is a constantly evolving, uniquely multidisciplinary field that blends microbiology, chemistry,

engineering, operational standards, medication safety and patient care needs all in one, pharmacy communities learn best through engaging in discussion and sharing resources. CSHP members are most welcomed to join this PSN at <https://app.qid.io/compounding-psn/register>.

Drug compatibility, stability and compounding will continue to be evolving areas of practice as drug therapies become more complex, new therapeutic indications and routes of administration emerge, and various commercial drugs become short in supply. If you have additional resources to share, we would love to hear from you on the PSN!

Vivian Lee

Ontario Branch Delegate

Compounding PSN Chair, Compounding Steering Committee Member

1. Smith WD et al. Evaluation of seven i.v. drug compatibility references by using requests from a drug information center. *Am J Health-Syst Pharm* 2009;66:1369-75
2. National Association of Pharmacy Regulatory Authorities (NAPRA). Model standards for pharmacy compounding of non-hazardous sterile preparations. Last revised November 2016. Last accessed February 10, 2022 at: https://napra.ca/sites/default/files/2017-09/Mdl_Stnds_Pharmacy_Compounding_NonHazardous_Sterile_Preparations_Nov2016_Revised_b.pdf
3. National Association of Pharmacy Regulatory Authorities (NAPRA). Guidance document for pharmacy compounding of non-sterile preparations. Last revised June 2018. Last accessed February 10, 2022 at: https://napra.ca/sites/default/files/documents/Mdl_Stnds_Pharmacy_Compounding_Nonsterile_Preparations_Guidance_June2018_FINAL.pdf
4. King Guide to Parenteral Admixtures. Comparing IV drug databases. 2021. Last accessed February 10, 2022 at: <https://kingguide.com/online.html>
5. Baxter Canada Medical Information (personal communication, August 9, 2021)



CAREER CORNER

Jonathan Nhan, Interim Pharmacist Lead, Discover Pharmacy

In this article series we explore the diversity of interesting practice areas of Pharmacists and Pharmacy Technician members across Ontario. Pharmacists and Pharmacy Technicians offer insight into their roles and advice to others interested in developing their careers. Send suggestions for a position you would like to see highlighted, or nominating a colleague for an interview, to cshp.ob.communications@gmail.com.

Interviewed by

Andrea Beaman, Hospital Pharmacy in Ontario (HPO) Editor
DUE Pharmacist, Trillium Health Partners, Mississauga

Name: Jonathan Nhan
jonathan.nhan@utoronto.ca

Training: Registered Pharmacist,
Certified Diabetes Educator,
Certified Hypnotist

CSHP member since: N/A



What is your current position and what are the highlights of your practice?

I am currently the Interim Pharmacist Lead at Discover Pharmacy – the interdisciplinary academic pharmacy project at the Leslie Dan Faculty of Pharmacy, University of Toronto (U of T) with the twin missions of education and research, built on a foundation of community pharmacy practice.



UNIVERSITY OF TORONTO
LESLIE DAN FACULTY OF PHARMACY



[CAREER CORNER... continued]

This unique practice environment has allowed me to leverage my 10+ years of community pharmacy practice and apply it to interprofessional program development that addresses healthcare gaps in the U of T student, staff, and faculty population. This includes collaboration with the Lawrence S. Bloomberg Faculty of Nursing on the development of an interprofessional education event around opioid overdose management and prevention. Working directly with Nurse Practitioners has provided an opportunity for each profession to learn from each other. Over and above the day-to-day functions that we perform, it has been a privilege to witness the differences in experiences, approaches, and perspective to common problems. The learning has been a two way street, and I do believe that all our



independent practices have been enriched by this collaboration. As we continue development on projects and services, we are focused on connecting other health professions, as well as other disciplines in the U of T ecosystem

to build a resilient and value-based pharmacy of the future.

The consistent thread throughout the key stakeholders that I work with is the focus and care placed, not only on best practices, but also

best outcomes for the patient. In my day-to-day work throughout my career, I have seen many different gaps in the healthcare system. In this position, I have been able to begin work towards addressing the largest gaps.



[CAREER CORNER... continued]

Is this where you saw yourself when you started your career? Any thoughts on your career journey, what led you to this role or interesting steps along the way?

When I started my career, I saw myself in the traditional community pharmacy setting. I love the practice setting and I saw so much opportunity to directly connect with patients and make an impact in their lives. As I worked, I was also an active preceptor for various pharmacy programs, including the APPE program through the Leslie Dan Faculty of Pharmacy, and SPT for international pharmacy graduates. I began to realize that one of the best ways that I could make an impact on the health of patients was to focus on helping other pharmacists

and pharmacy students be more effective in their practices.

I think that it is important to consider multiple perspectives in our work, as well as in life. I knew that I could be effective with patients directly, but I could only reach a limited number of patients myself. I knew that I could support and mentor other pharmacists to be more effective and comfortable in their work and to move forward in the profession together. As a pharmacy manager in multiple settings, and precepting students, it has always been interesting for me to see the various things that people find difficult to do. My approach is to see things from their perspective before sharing my own. In this way we all benefit from expanding our awareness of new ways to look at old problems.

The biggest turning point for me was in deciding to leave the comfortable position that I was in. By all measures, I was successful, however I wasn't able to grow in the ways that I wanted to. At the

time I made the decision to leave behind the setting I had worked in for my whole career, I had no firm plans on where I would land. But the interesting thing was that the decision allowed me to open myself to new possibilities, which is when I found my current role at Discovery Pharmacy.





[CAREER CORNER... continued]

Looking back now, it's easy to see where all the twists and turns lead, but sometimes when you're in the moment, you feel like you're moving blindly forward. I'm a firm believer in everything happening for a reason but the reasons are often not visible to us when we most want them to be. Striving for growth can be uncomfortable, but that is what it's like on the growing edge.

What resources would you recommend to someone interested in increasing their knowledge in this area?

Communication

When you look at management or leadership, I believe the most important aspect here is good communication. The biggest lesson that I learned in becoming a leader in the pharmacy is that being

able to relate to your team and communicate well with them is a big investment in time, but one that will pay itself back many times over. It's not just about what you say, but how well you can listen. This extends into all relationships, especially patient relationships. When I placed a bigger focus on listening well, it helped me respond better.

There are many ways to learn better communication but what got me started was learning more about Neurolinguistic Programming (NLP). While I never trained formally in NLP, it did help me expand my understanding of what was possible. This eventually led me through a variety of different subjects, including hypnosis, Clean Language, and Human Givens theory. Of all of these topics, Clean Language is the most quickly

accessible, and hypnosis is the deepest rabbit hole, but exploring all of these has given me the broadest understanding of good communication.

I'm
Listening



[CAREER CORNER... continued]

Leadership can start small

Self-belief is also important, as well as having confidence that you can and will achieve your goals. Take a look at what you are currently doing, and ask yourself how you can take a bigger leadership role within your current position. While you may not be in a formal leadership role, there are likely things that you can do, to various degrees, that demonstrate leadership. Once you adopt this mindset, you can cultivate a curiosity about your role and continually ask yourself how you can improve what you are doing. In the hectic workflow of the pharmacy world today, you may think that there isn't enough time for these little exercises, and yet it's less about focusing on the result, and more about trusting the process.

There's more to working than just working

Finding balance with yourself outside of the workplace will enhance your work. The idea of "doing more" could result in diminishing returns. I would recommend time for self-reflection and taking action on things that you may be putting off. Pick up a creative pursuit without expectation and enjoy the act of doing. The act of creating may help bring you balance. For guidance on self-development and self-reflection, I would recommend looking into the Enneagram to learn more about yourself. This system of understanding personality types and personal growth and integration has brought me clarity and perspective into myself and subsequently into my relationships.

What advice or tips do you have for others interested in a new role?

Find out what you are passionate about and be unapologetically passionate about it. Have conversations and put those ideas out into the world and you may be interested to find out that there are others who think similarly to you. Never be afraid to ask for what you want. Whether that's a new job, a promotion, or asking someone you respect to be your mentor, if you don't ask, you may never have an opportunity to get what you want. Finally,

keep on learning. Learn things that will help with your job and learn things that just make you happy. This will help build resilience and make you an even more interesting candidate for the role that you want.

Resources:

1. For those interested in adding hypnosis to their toolkit, I would recommend the Mike Mandel Hypnosis Academy (mikemandelhypnosis.com). They also have an introduction to NLP course and a podcast: Brain Software.
2. Enneagram book: [Personality Types – Using the Enneagram for Self-Discovery](#) by Riso and Hudson.
3. [Clean Language: Revealing Metaphors and Opening Minds](#) By Sullivan and Rees
4. [Human Givens: The new approach to emotional health and clear thinking](#) By Griffin and Tyrell



2022 CSHP OB CALL FOR AWARD NOMINATIONS

SUBMIT YOUR NOMINATION OR PROJECT NOW!

DEADLINE: JULY 10, 2022 | DEADLINE RESIDENCY AWARDS: AUGUST 21, 2022

The CSHP Ontario Branch (OB) Awards Program recognizes pharmacists and technicians who have made a significant contribution to the improvement of pharmacy services in Ontario through innovations and developments in the field, original research, and /or scholarly papers or publications.

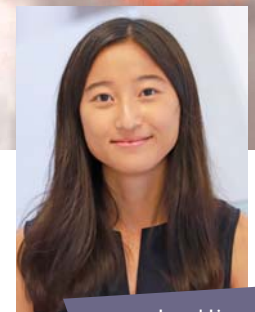
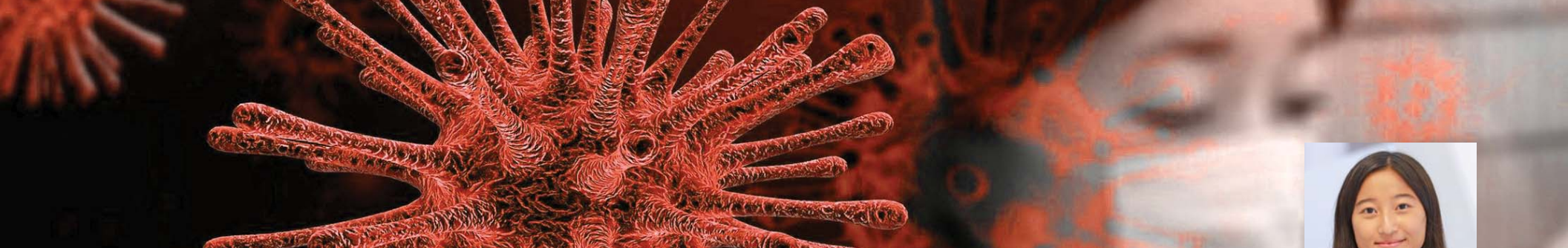
The CSHP OB Annual Awards Recognition event will be held in a hybrid form (virtual & in-person - to be confirmed) in conjunction with the CSHP OB Annual Conference in November. We look forward to seeing our members in person again but will make every attempt to accommodate members who prefer virtual attendance.

1. **Projects and Articles**
2. **Personal Recognition**
3. **Research Grants**
4. **Residency Awards**

Please be sure to review the submission requirements for each individual award. **Please note that all award recipients must be current CSHP members in good standing.**

Deadline for Projects and Articles, Personal Recognition, and Research Grants submissions: Sunday, July 10, 2022 by 5:00 pm ET
Deadline for Residency Award submissions: Sunday, August 21, 2022 by 5:00 pm ET





Laurel Liang

[RESIDENCY UPDATE IN THE TIME OF COVID-19]

SPECIAL THANKS TO YIFAN ZHOU AND NICOLE CHANG FOR CONTRIBUTING TO THIS ARTICLE

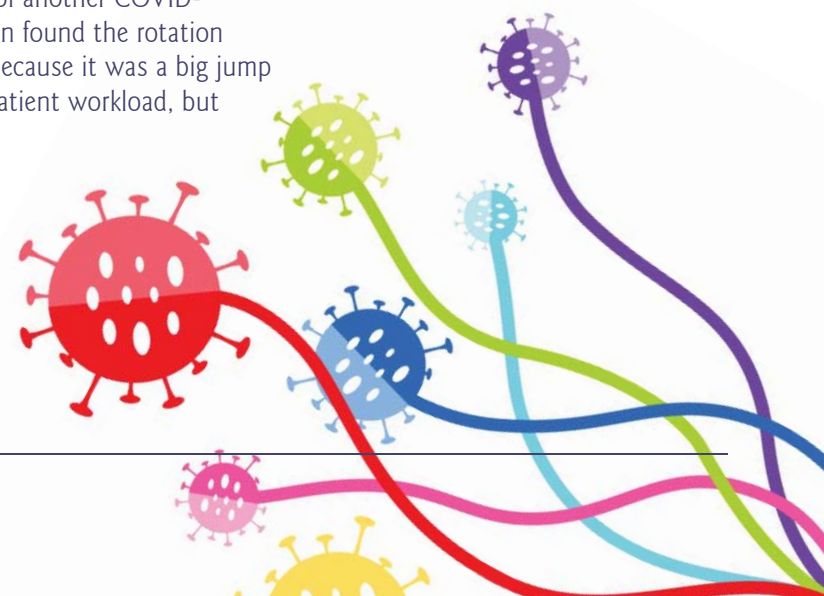
The Ontario Pharmacy Residency Association (OPRA) consists of 76 members, including 41 hospital/ambulatory residents, and 35 industry residents. The goal of OPRA is to support pharmacy residents through providing educational and networking events, and through advocacy for pharmacy residents.

Now that we are two years into the pandemic, residency programs in Ontario have adjusted to accommodate learning in a blended environment. However, with the unpredictable nature of COVID-19 and several waves that we have seen in the last year, residency programs have had to further adapt in order to provide rotations while also managing increased workload for hospital staff. This article will highlight the experiences of three pharmacy residents during the Omicron wave of the COVID-19 pandemic.



Yifan Zhou is a general resident at University Health Network (UHN). She found that COVID-19 has impacted several aspects of her residency, including the cancellation of some in-person activities and a shift to virtual education sessions. The biggest impact that she experienced was completing the consolidation rotation midway through her residency, which was originally scheduled as the final rotation. The decision was made based on anticipation of another COVID-19 wave. Yifan found the rotation challenging because it was a big jump in terms of patient workload, but

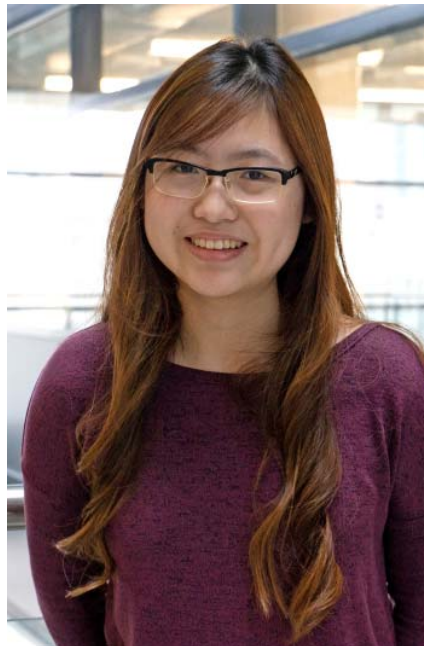
ultimately found it to be a rewarding experience. This rotation enabled her to become more adaptable, which is an essential skill for residents. As Yifan says “The purpose of residency is to prepare us for hospital practice, and having these unexpected changes for us to adapt to achieves that purpose”.





[RESIDENCY UPDATE IN THE TIME OF COVID-19 ... continued]

Nicole Chang is a resident at Trillium Health Partners. Due to COVID-19, she became involved in the rollout of the first oral antiviral treatment for COVID-19 (Paxlovid) in the Peel region during her primary care rotation. In Nicole's own words, "This was an amazing opportunity for me to broaden my clinical skills and understanding of the various aspects of patient care. At the same time, participating in a project of this scale, helped me develop an invaluable appreciation for all the planning, resources and coordination that take place to ensure a smooth roll out of any program".



Similarly, as a resident myself at Women's College Hospital, I had the unique of completing a rotation in the COVID-19 Clinical Assessment Centre (CCAC). I experienced what it is like to work with COVID-19 patients in an ambulatory setting. I learned how to work with rapidly changing information regarding COVID-19 therapies and adapt as needed. Ultimately, the CCAC was a valuable rotation where I participated in close interprofessional collaboration between physicians, nurses, and pharmacists.

Overall, COVID-19 has changed many aspects of residency and pharmacy practice, but residents are learning to adapt to this new normal. OPRA continues to work with CSHP and PRFO to facilitate communication with residents. Our goal is to

continue to support residents throughout this residency year. Our events this year have included a journal club on antibiotic clinical pearls and two career nights with pharmacy leaders within hospital and industry. In addition, we continue to provide residents with a variety of resources, including job postings and other opportunities for residents in Ontario. We plan on finishing off the residency year with a social event for Ontario residents to celebrate the end of residency as we begin the next step of our pharmacy careers.

To learn more about OPRA, visit our website at <https://opracouncil.ca/> or email us at opracouncil@gmail.com.

Laurel Liang
Pharmacy Resident-Women's College Hospital
OPRA President 2021-2022

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HOSPITAL PHARMACY IN ONTARIO

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