

## Systematic Approach for Training Hospital Pharmacists to Practice Clinical Medication Management

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### What was done?

**A training framework for clinical pharmacists practicing medication management was developed and implemented.** The area of activity includes face-to-face Medication Reconciliation on patients' hospital admission, participation in medical rounds, Discharge Counselling, etc.

The novel curriculum was designed in order to:

#### 1. Support junior hospital pharmacists in acquiring

- clinical pharmacy skills (e.g. assess drug-drug interactions)
- communication skills (e.g. interprofessional collaboration)
- personal skills (e.g. identify his/her limitations and be able to refer and hand over to others)

#### 2. Help senior clinical pharmacists to maintain and improve their skills.



### Why was it done?

For improving drug safety, it is crucial to **develop and maintain core competencies in a multidisciplinary medical team.**



Current clinical pharmacy education may provide some exposure to ward-based clinical pharmacy, but so far there is **no structured prerequisite training** for pharmacists practicing clinical medication management.

### How was it done?

Senior clinical pharmacists developed a **training framework** with two key steps:

#### 1. Initial skill adaption for junior hospital pharmacists

- Participation in Drug Information Centre
- Stepwise: observe an experienced clinical pharmacist participating in medical rounds
- Patient case presentation and evaluation

#### 2. Maintain and improve the skills of all clinical pharmacists performing patient-centered care

- Jour fixe (presentation and discussion of national and international clinical treatment guidelines, supported by patient case presentations)
- Journal Club
- Supervision of participation in medical rounds by senior clinical pharmacist
- Feedback discussion (patient case discussion with two senior clinical pharmacists)



Drug Information Centre



Clinical observation („shadowing“)



Journal Club

A **checklist** was designed for documenting the different training steps for junior clinical pharmacists.

- All steps can be adapted individually, depending on the future operational area and background.
- After completing all steps the eligibility for practicing medication management will be granted by the head of the department “clinical pharmacy” within the Hospital Pharmacy.



### What has been achieved?

- ✓ The training framework has been **implemented successfully with a high general acceptance.**
- ✓ Particularly, the **Jour fixe** allowed junior staff to acquire appraisal skills and senior staff to achieve a continuing professional development.
- ✓ The **feedback discussion of patient cases** has also been well appreciated as a mean of developing additional skills.
- ✓ Parts of the training program have been implemented in the **training of pharmacy interns** such as performing face-to-face Medication Reconciliation on patients' hospital admission.



### What next?

- The implemented training program will be **further expanded and adapted** over time.
- Future aim is to establish a model with the **German Association of Hospital Pharmacists (ADKA)** for a national systematic training module, e.g. for performing medication reconciliation.