



# IIOP

INSTITIÚID CÓGAISÍOCHTA NA hÉIREANN  
**IRISH INSTITUTE OF PHARMACY**

ANNUAL REPORT 2016





## FOREWORD



Dear Colleagues

It is my pleasure to present this report of the IIOp's activities for 2016, which describes another busy year in the evolution of the pharmacy CPD landscape in Ireland.

Whilst the IIOp is only just three years in existence, it is remarkable to observe the strides that it has made in that short time in supporting the pharmacy profession, the health service and, ultimately, patients. Building on the previous work of developing and launching the website, virtual learning environment and ePortfolio, much of this year was focussed on continuing to engage the profession in the new approach to CPD and to establish a new ePortfolio review process, as required under recently introduced regulations relating to CPD (S.I. No. 553/2015).

For Irish pharmacists, the statutory instrument requires that our CPD must be systematic, self-directed, needs-based, outcomes-focussed and based on a process of continual learning and development with application to professional practice. The challenge of developing a review process, which is cognisant of these requirements whilst being robust, transparent and fair, while operating at the scale required, is not to be underestimated. It is testament to the combined efforts of the IIOp, PSI, RCSI and over 130 contributors from the profession that we have developed a process which has been successfully piloted and is now in progress with the first group of pharmacists who have been called for review. I would particularly like to recognise the work of our

software development partners, Enovation, for their expertise in developing a robust, yet flexible, user-friendly system which serves the pharmacy profession's needs well.

Notwithstanding the considerable focus on ePortfolio review, the IIOp has also undertaken significant work during 2016 in developing a modular system of training which enabled pharmacists to meet the new requirements for the emergency administration of medicines (S.I. No. 449/2015) in a timely and efficient manner. The value to the health service of having a centralised approach to training programme accreditation and delivery within pharmacy was evidenced in the efficiency with which accredited training programmes were made available to pharmacists during 2016. This enabled them to meet the new regulatory requirements and provide enhanced patient care in a timely manner.

Whilst it is still in its infancy, the IIOp has demonstrated in 2016 that it is already having a significant impact on the evolution of the pharmacy profession in Ireland. This is only made possible by the positive and proactive contributions of our stakeholders, all of which I readily recognise and acknowledge. Most particularly, I would like to acknowledge the role of the IIOp team. I am privileged to work with this talented group of people who are deeply committed to the IIOp's vision. It is their energy and dedication, combined with that of the profession and our other stakeholders, which provides the driving force for the IIOp's work, and for this I am deeply grateful.

Dr. Catriona Bradley  
Executive Director  
Irish Institute of Pharmacy

## A MESSAGE FROM RCSI



2016 was a year of immense progress for the Irish Institute of Pharmacy in implementing a CPD system which truly benefits all of its stakeholders, and on behalf of RCSI, I am pleased to take this opportunity to acknowledge these ongoing achievements.

In only its third year of operation, it has managed to implement a CPD model which is unique on the CPD landscape with remarkable success. The IIOF has been adept in navigating its legislative responsibilities whilst providing the highest levels of support to pharmacists engaging in all aspects of their work.

It is a testament to the infrastructure of support which has been created by the IIOF that, as the ePortfolio review process commences, the pharmacy profession is confident to embrace this new way of practicing.

In a year of growth and change for pharmacy in Ireland, the IIOF has also been agile in meeting the requirements set out by the Minister for Health in S.I. No. 449/2015 (Medicinal Products (Prescription and Control of Supply) (Amendment) (No. 2) Regulations 2015).

Prof. Cathal Kelly,  
Chief Executive/Registrar

I would like to compliment those involved in the IIOF including the IIOF Steering Group who have kept the IIOF accountable to the commitments made in the Strategy Document; the staff of the RCSI and the PSI, who have supported the ongoing development of this new initiative; members of the profession and others who have been involved in the various aspects of the IIOF's day-to-day work; and the IIOF team, led by Dr. Catriona Bradley. The IIOF facilitates a collaborative approach to enhancing patient outcomes, and the RCSI looks forward to supporting the next phase of the IIOF's journey.

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## ABOUT THE IRISH INSTITUTE OF PHARMACY

The Irish Institute of Pharmacy was established by the PSI in August 2013 in response to the recommendations of two reports which were commissioned by the PSI – the Interim Report of the Pharmacy Ireland 2020 Working Group 2008<sup>1</sup> and the Review of International CPD Models 2010<sup>2</sup>.

It was intended that the IIOF would have two core leadership roles:

- » the development of a CPD system for pharmacists in Ireland and ensuring its effective ongoing operation; and
- » the development of the practice of pharmacy in line with international best practice and evolving healthcare needs.

Following a national procurement process, the Royal College of Surgeons in Ireland was appointed as the managing body of the IIOF in August 2013, under a four-year contract. The financial and governance arrangements for the IIOF are managed under a contractual agreement between the PSI and the RCSI.

The primary focus of the IIOF during its establishment phase is the development and management of the new CPD system. The

legislation provides for a CPD framework which is a portfolio-based, self-reflective model that allows pharmacists to employ a wide range of learning methods to meet their individual learning needs, ranging from informal “on-the-job” learning to formally accredited educational programmes. Pharmacists are required to become competent in the process of reflective practice in order to meet the requirements of the new CPD model which includes self-identification of learning needs, personal development planning and documentation of learning outcomes.

A significant milestone in the IIOF’s journey was the publication of its first strategic plan for the period 2015-2018 “Supporting the Pharmacy Journey”. This document clearly articulated the IIOF’s Vision, Mission and Values, and guides all aspects of the IIOF’s work.

This Annual Report has been developed against the backdrop of the IIOF’s strategy and so the commitments which were articulated in the Strategy provide the framework for this Annual Report.

<sup>1</sup> Interim Report of the Pharmacy Ireland 2020 Working Group, The Pharmaceutical Society of Ireland, Advancing Clinical Pharmacy Practice to Deliver Better Patient Care and Added Value Service, April 2008.

<sup>2</sup> Review of International CPD Models. June 2010, Pharmaceutical Society of Ireland.

## VISION, MISSION AND VALUES

### OUR VISION IS FOR PHARMACISTS, INDIVIDUALLY AND COLLECTIVELY, TO REALISE THEIR POTENTIAL IN CREATING A HEALTHY IRELAND

In 2016, the IIOIP progressed towards this vision by expanding its range of training programmes, including a number of programmes which allowed pharmacists to begin to offer new and life-saving services to their communities.

### OUR MISSION IS TO PROMOTE EXCELLENCE IN THE AREAS OF PATIENT CARE, PROFESSIONAL STANDARDS, EDUCATION AND RESEARCH IN PHARMACY

The focus of the last number of years has been the development and implementation of the CPD system. The commencement of ePortfolio review in 2016 signifies a big step for both the IIOIP and the profession. This quality assurance process will enable pharmacists to meet their legislative requirements for CPD.

### WE WILL BE A SUPPORTIVE AND ENABLING ORGANISATION, CREATING SYNERGIES WITHIN THE PROFESSION

The IIOIP strives to create a supportive and enabling environment where pharmacists can realise their potential. Through the work of

the Peer Support Network, the helpdesk and numerous outreach initiatives, the IIOIP provided a wide range of support to pharmacists in fulfilling their CPD requirements in 2016. The IIOIP continues to strengthen relationships with stakeholder groups within and outside the profession, exploring opportunities for synergies which align with our vision for Irish pharmacy.

### WE WORK ON BEHALF OF PATIENTS, PHARMACISTS, THE REGULATORY SYSTEM AND THE HEALTHCARE SYSTEM

In 2016 the IIOIP established new training programmes in response to healthcare system needs, in accordance with regulatory system requirements, enabling pharmacists to enhance patient care. The benefit of the approach was most explicitly evidenced in Irish news-reports of patients whose lives were saved during 2016 as a result of emergency adrenaline administration by pharmacists. The ongoing work in the implementation of the new CPD system is carried out in service of the needs of the IIOIP's key stakeholders.





## ASSURING QUALITY



10 28 89 130 260

ePORTFOLIO REVIEW WEBINARS DELIVERED

PHARMACISTS PARTICIPATED ON IOP ACCREDITATION TEAMS

PHARMACISTS VOLUNTEERED FOR DEVELOPMENT AND PILOTING OF PRACTICE REVIEW

PHARMACISTS PARTICIPATED IN DEVELOPMENT AND PILOTING OF ePORTFOLIO REVIEW

PHARMACISTS SELECTED TO PARTICIPATE IN 1ST ePORTFOLIO REVIEW PROCESS

## BUILDING SUPPORTS



2 18 22

ONLINE COMMUNITY SPACES CREATED IN IOP WEBSITE\*

MEMBERS OF THE IOP STEERING GROUP

MEMBERS OF THE PEER SUPPORT PHARMACISTS NETWORK

## DELIVERING TRAINING



13 33 938 5323

ONLINE TRAINING COURSES

FACE-TO-FACE TRAINING COURSES DELIVERED

PHARMACISTS CERTIFIED THROUGH SEASONAL INFLUENZA MODULE

UNIQUE ENROLLMENTS ACROSS ALL IOP ONLINE COURSES IN 2016

## ENGAGING WITH PHARMACISTS



4 40 438

IT WORKSHOPS DELIVERED

FACE-TO-FACE AND WEBINAR PEER SUPPORT PHARMACIST EVENTS DELIVERED

PHARMACISTS ATTENDED IOP INFORMATION EVENTS OR WEBINARS

\* Dual Qualified (Pharmacy & Medicine) Group Forum, IAPC Palliative Care Pharmacists Group Forum

## PATHS TO OUR VISION: THE COMPETENCE PATH

“The IOP will establish and manage a CPD system which enables individuals to meet the needs of patients and the healthcare system and also provides quality assurance. Pharmacists should experience the value of engaging in this system, for their individual practice and for the profession’s development.”

Supporting the Pharmacy Journey, The Irish Institute of Pharmacy Strategy 2015-2018

### COMPETENCE

Goal	Action	Timescale
Establish a CPD system for pharmacists	Establish the infrastructure required for a new CPD system, including Peer Support Network, Virtual Learning Environment and ePortfolio	Achieved
Support and promote a culture of CPD	Encourage peer support, engage with the profession, support the use of ePortfolio	Ongoing
	Deliver information events	Ongoing
	Establish communities of practice	Ongoing
	Procure, accredit and deliver training courses as agreed in the annual work-plan	Ongoing
Establish Quality Assurance processes	Develop training accreditation systems	Achieved
	Establish peer review processes	Ongoing
	Pilot ePortfolio review process	Achieved
	Conduct ePortfolio reviews	Ongoing
	Pilot practice review	Ongoing
	Conduct practice reviews	2017/2018
	Develop “Supporting practice” initiatives	Ongoing

Figure 1: Extract from IOP Strategic Plan, outlining goals relating to competence development updated to reflect achievements since strategy launch in 2015

#### ESTABLISHING A CPD SYSTEM FOR PHARMACISTS

The IOP's priority in 2016 was continuing the establishment of the new CPD system for pharmacists. A statutory instrument (S.I. No. 553/2015) was introduced at the end of 2015 which made explicit the requirements of this new system. That S.I. made provisions for the establishment of the IOP; accreditation of training programmes; development of an IOP website and ePortfolio; requirements for pharmacists relating to engagement with and recording of CPD; and provisions for quality assurance processes.

Building on the foundations laid in 2014 and 2015, the IOP further developed the ePortfolio in 2016. Improvements to functionality and usability were implemented in September 2016 to align the infrastructure with the requirements of both the legislation and the profession.

#### SUPPORTING AND PROMOTING A CULTURE OF CPD AND ENGAGE WITH THE PROFESSION

As a result of the variety in rates of adaption of the CPD requirements in the profession, a greater diversity in the support required by pharmacists is starting to emerge. The IOP responded to this in 2016 by diversifying the range of support it provided, as outlined in the "Delivering Information Events" section below.

Anecdotal evidence suggests that CPD is becoming a "talking point" amongst pharmacists, with more conversations now being initiated about different approaches to CPD. Calls to the IOP helpdesk indicate that pharmacists are becoming more discerning about the types of learning activities they undertake, with an increasing focus on non-clinical domains of learning. There are also calls, on a somewhat regular basis, from pharmacists who are fearful or anxious about using the new system. Invariably, these fears abate once they engage with the IOP and realise that the new system of CPD is quite manageable. This suggests a change in attitudes to CPD amongst pharmacists, which should ultimately lead to a change in culture.

As has now become the tradition, the IOP supports conferences and meetings of the Hospital Pharmacists Association of Ireland (HPAI), the Irish Pharmacy Union (IPU) and Pharmacists in Industry, Education and Regulation (PIER), as part of its outreach initiatives. Requests to present to pharmacy teams in hospitals and community pharmacies were also warmly welcomed and facilitated.

#### ENCOURAGING PEER SUPPORT

The Peer Support Network remained at the heart of IOP engagement activities in 2016, hosting webinars and events around the country.

In January 2016 the IOP welcomed the Peer Support Pharmacists to a two-day training and development workshop in Dublin to prepare them for the national information events they would be delivering throughout 2016. This event has become a highlight of the IOP's calendar, helping set the course for the year ahead and facilitating feedback from the Peer Support Pharmacists on the main issues and concerns facing the profession. A workshop on Myers-Briggs Type Indicator (MBTI) proved a thought-provoking and insightful session, helping PSPs to explore the range of different types of support likely to be required by the profession as it embraces a new culture of CPD.

#### DELIVERING INFORMATION EVENTS

In 2016, the IOP changed the way in which it delivered the annual calendar of information events, delivering four distinct categories of event to address particular needs within the profession. This was in response to an emerging diversity in the needs of pharmacists, ranging from basic queries around technical support and understanding the CPD system, to more in-depth questions on how to best manage their CPD.

The IOP responded to this with a roadshow of events entitled 'CPD for a BUSY Pharmacist', designed to help pharmacists understand what CPD is and to identify the resources available to support them. Throughout April and May 2016 twenty of these workshops were held nationally. These events were very different to previous presentations, with limited attendance to allow for an interactive discussion-based session exploring how CPD can practically work for pharmacists.

The IOP has been cultivating an "open door" policy since its establishment, and this continued in 2016 with a number of pharmacists choosing to visit the IOP office for assistance or support. In May 2016 one pharmacist, who had visited the IOP office, worked with us to organise an event in his locality as he felt his peers would benefit greatly from it. The IOP was delighted to support this event, and this act of peer support resulted in over 40 pharmacists attending a local IOP event, many of whom accessed the ePortfolio for the first time. Proactivity from within the profession is an important factor in pharmacists receiving the appropriate support to engage with the new CPD system.



Peer Support Pharmacists at the training event held in in January 2016

In late 2016 the IOP continued to look to the profession for guidance on how best to provide support for CPD. A series of workshops were held where attendees were invited to submit questions and suggestions for topics in advance of each workshop so that the Peer Support Pharmacist could tailor each session to address the specific needs of the attendees. This is a real and tangible manifestation of the IOP's desire to provide the support that the profession wants, rather than the support that the IOP thinks the profession wants. The role of the profession in directing and guiding the activities of the IOP cannot be underestimated and it is important that pharmacists articulate and communicate their requirements to the IOP so that they can be addressed.

With the launch of the ePortfolio review process in autumn 2016 the IOP wanted to provide practical and convenient support to pharmacists undergoing review. Throughout October, November and December 2016 the IOP facilitated ePortfolio review webinar events. These events were aimed primarily at pharmacists who had been called to participate in the 2016/17 ePortfolio review, though many events were also attended by pharmacists who had not been called but were simply curious about the process and what it entailed.

The fully online format of the IOP ePortfolio has been an area of concern for some pharmacists who feel that they do not possess the technical skills to use an online system to record their CPD. The IOP ran a series of IT workshops in computer labs around the country to allow pharmacists in this group an opportunity to get one-to-one support.

Feedback from all events has been extremely positive with the webinar session being seen as a particularly convenient option. Attendees also liked the option to set their own agenda for the meetings through the question submission option in the CPD workshop. The IOP will continue to adapt the way in which it delivers its information events in response to feedback from the profession.

#### PROVIDING TRAINING COURSES

The introduction of S.I. No. 449/2015 the Medicinal Products (Prescription and Control of Supply) (Amendment) (No. 2) Regulations legislation in late 2015 permitted pharmacists to administer five medicines for the purpose of saving life or reducing severe distress in emergency situations, and two further vaccines in addition to the seasonal influenza vaccine. In response, the IOP moved to a new modular style of training and launched a range of courses including Responding to an Emergency Situation & Management of Anaphylaxis, Delivering a Pharmacy Based Vaccination Service, Administration of Influenza Vaccination, Administration of Pneumococcal Polysaccharide Vaccination and Administration of Herpes Zoster Vaccination online training programmes. Since their launch, over two thousand pharmacists have undertaken and completed these training programs with in excess of one thousand pharmacists receiving certification to deliver a pharmacy based vaccination service.

The IIOp also facilitated a number of face-to-face training programmes in support of the new legislation in collaboration with the HSE Pharmacy Addiction Services: Opioid Substitution and Needle Exchange Programme, and the Diagnosis and Treatment of Suspected Narcotic (i.e. Opioid) Overdose and the Supply and Administration of Naloxone training programme.

In addition to the training courses relating to the new legislation, the IIOp launched the Supporting Mental Health in Pharmacy Practice training programme in April. This was a blended training programme, combining online training with face-to-face evening workshops. This approach provides greater support for the application of the learning in practice, which is a key feature of the Irish pharmacy CPD system. This blended approach was also used in the Managing Quality in Pharmacy Practice training programme.

#### ESTABLISHING QUALITY ASSURANCE PROCESSES

The IIOp has responsibility for the establishment and management of the quality assurance processes of the Irish CPD system for pharmacists, namely the ePortfolio review process and the Practice Review process.

#### ePORTFOLIO REVIEW

The ePortfolio review pilot, which commenced in 2015, was completed in the first half of 2016. Detailed feedback was sought from participants at every stage and this was used to develop and tailor the final ePortfolio review process. The commencement of the ePortfolio review process in July 2016 was the single most significant milestone reached by the Irish Institute of Pharmacy so far, not just in terms of the technical infrastructure which had been developed to support it but also in the enthusiastic buy-in of the profession to this significant change.

In October 2016 the PSI provided the IIOp with details of the individuals who had been randomly selected to participate in the 2016/2017 ePortfolio review process. In preparation for this, the IIOp created a suite of information resources to guide participants through the process. The first cohort of pharmacists will commence the submission process in early 2017.

#### PRACTICE REVIEW

The legislation relating to CPD stipulates that each year a randomly selected sample of pharmacists in patient-facing roles will be required to attend Practice Review. In May 2016 the IIOp issued an expression of interest for pharmacists to participate in the development and piloting of the Practice Review process. As with all previous IIOp expressions of interest the response from the profession was extremely positive with over one hundred pharmacists coming forward to be part of the process. These pharmacists have been working closely with the IIOp to create the Practice Review pilot, which is scheduled to take place in spring 2017.

## PATHS TO OUR VISION: THE LEADERSHIP PATH

“IOP can help to accelerate the development of leaders: through boosting the culture within which nascent leaders are formed; through exposing pharmacists to new ideas and models from within pharmacy leadership and elsewhere; through providing resources for leadership development; and through contributing to a more questioning environment where we debate the future direction of pharmacy and the possible trajectories for pharmacists.”

Supporting the Pharmacy Journey, The Irish Institute of Pharmacy Strategy 2015-2018

### LEADERSHIP

Goal	Action/Initiative	Timescale
Support leadership within the profession	Deliver leadership training courses	Ongoing
	Establish networks for leadership support	2017
	Develop networks with other stakeholders	Ongoing
	Liaise with other healthcare professions	Ongoing
	Work with other CPD bodies internationally	Ongoing
	Encourage peer support networks	Ongoing
	Establish “think tanks”	2017

Figure 2: Extract from IOP Strategic Plan, outlining goals relating to leadership development updated to reflect achievements since strategy launch in 2015.

The IIOOP sees the immense potential within the pharmacy profession in Ireland and is committed to developing future leaders to contribute both to the profession and the Irish healthcare system as a whole.

In 2016 the IIOOP worked to ensure that the actions outlined in its Strategy Document to support leadership within the profession were progressed.

#### DELIVERING LEADERSHIP TRAINING COURSES

In 2016 the IIOOP expanded the range of quality assured training programmes which supported leadership within the profession at large. These training programmes allowed pharmacists to build on their existing leadership skills both professionally, through personal development, and clinically, through expanding services which they could offer to their communities.

Of particular note are the training programmes which address the core competency domains of Professional Practice, and Organisation and Management Skills. To this end, the RCSI Institute of Leadership delivered the IIOOP's Personal Development training programme, allowing pharmacists from all practice areas to develop their personal effective management skills. A new online training programme on communication skills was launched in December 2015, which extended beyond traditional consultation skills and addressed a wide range of different communication approaches that pharmacists require in their leadership journey. The concepts of self-reflection and self-actualisation form important components of all IIOOP courses.

New regulations were introduced in 2015 (S.I. No. 449/2015) which expanded the range of medicines which could be administered in Irish pharmacies. The IIOOP worked closely with the Department of Health, the PSI and a range of training partners to ensure that a collaborative approach was used to ensure that these new programmes were delivered swiftly, and with all of the appropriate accreditation rigor and quality assurances. The pace at which the pharmacy profession was able to adapt to the provisions of these regulations was a clear manifestation of the leadership approach articulated in the IIOOP's strategy - one of enablement, collaboration and facilitation of change.

The launch of the new range of emergency and vaccination training programmes throughout

2016 marked an important milestone in utilising the knowledge and expertise of the pharmacy profession. This knowledge and expertise can now be built on in coming years as the pharmacy profession takes a greater role in leadership of the Irish healthcare system.

#### ESTABLISHING NETWORKS WITHIN PHARMACY

A cornerstone of the work of the IIOOP is the development of networks of support within the profession. The IIOOP understands that one of its most important roles in reaching this goal is cultivating and building on the atmosphere of progress and support which already exists within the profession. The IIOOP is keen to provide support to pharmacists or groups working in innovative and creative ways to solve problems or enhance practice, and maximising these success stories by sharing them with the profession and other stakeholders in the Irish healthcare system.

The IIOOP worked with partners in the various pharmacy representative bodies to ensure that the needs of their members were being heard, and provided support at the main pharmacy conferences. On request the IIOOP also provided bespoke training and support to community and hospital pharmacists around CPD requirements and using the ePortfolio. These sessions ensured that the IIOOP remained connected with pharmacy practice.

As was highlighted in the June 2016 IIOOP newsletter, the IIOOP assisted with the establishment of a new Pharmacist-Doctor Working Group which is made up of dual-qualified pharmacists and doctors. The purpose of the group is to explore how communication and collaboration between the two professions can be promoted in the interests of enhancing patient safety and patient care. In addition to a face-to-face meeting, the IIOOP established an online forum for this group, to assist in building a community of practice to which members could contribute in a convenient and ongoing way.

As always, our peer support events continued the work in promoting the development of local networks of support. As the IIOOP's membership encompasses all pharmacists, this national series of information events provides a unique opportunity for pharmacists from all practice areas to meet and network informally.



Pharmacy Students, Interns and Tutors in University College Cork

#### DEVELOPING NETWORKS WITH OTHER STAKEHOLDERS

The IOP has continued to forge bonds with a wide range of stakeholders both nationally and internationally throughout 2016. The strategy articulated the importance of relationships with the healthcare system, the regulatory system, patients and pharmacists.

The work that the IOP has undertaken during 2016 demonstrates the co-ordinated working of the healthcare and regulatory systems. The expeditious implementation of statutory instruments relating to administration of medicines (S.I. No. 449/2015) and the implementation of the new CPD system (S.I. No. 553/2015) in a robust and quality assured way demonstrates the IOP's commitment to the Department of Health and the PSI. simultaneously, the IOP is serving the needs of pharmacists and patients by ensuring that implementation is carried out in a pragmatic and user-friendly way. Within weeks of launching the new programmes, anecdotal evidence was emerging of pharmacists administering medicines in emergency situations under the new legal provisions, thus demonstrating a very tangible impact on patient outcomes.

As it becomes established, the IOP, and by extension, the pharmacy profession in Ireland, is quickly gaining a considerable reputation for its innovative approach to CPD. Other professions are keen to understand more about the model, and as a result the IOP has been invited to

present to a range of other professions who are considering how they might address the issue of CPD within their own professions. Dr. Bradley, Executive Director of the IOP formed part of the panel at the RCSI's Faculty of Nursing's ePortfolio Masterclass in March and has met with a range of other health profession regulators and professional bodies. Information is also frequently shared with colleagues in a range of other professions, particularly as part of the RCSI's Surgery and Postgraduate Faculties Board, which forms part of the governance arrangements for the IOP. The IOP Steering Group members also form a valuable conduit to other stakeholder groups.

Building on the relationships with the schools of pharmacy, the IOP was delighted to be invited to University College Cork (UCC), where Dr. Bradley shared her insights about the potential of the pharmacy profession with a gathering of all four years of pharmacy students as well as some interns and pharmacy tutors. The presentation was enthusiastically received by the students, who demonstrated that the profession's future is in safe hands.

The IOP has worked to strengthen its existing relationships with a wide range of national stakeholders, including the three Schools of Pharmacy in UCC, Trinity College Dublin and the Royal College of Surgeons in Ireland; the pharmacy representative bodies; the PSI; the Department of Health; and Health Service Executive.





IIOF Staff Member Conor O'Leary at the IPU Conference in May 2016

#### WORKING WITH OTHER CPD BODIES

The concept of learning from other CPD bodies, both nationally and internationally, was set at a very early stage of the IIOF's evolution by the PSI's report in 2010, A Review of International CPD Models. This approach has been maintained by the IIOF as it has become an entity in its own right. The IIOF regularly meets with analogous organisations in Northern Ireland, Scotland, England and Wales, in the interest of sharing best practice and identifying new trends in CPD.

The Ontario College of Pharmacists, from where some components of the Irish model emerged, continues to work closely with the IIOF while the Irish model is being implemented.

In collaboration with the Accreditation Council for Pharmacy Education (ACPE) in America and the Canadian Council on Continuing Education in Pharmacy (CCEP), the IIOF co-hosted an international forum ahead of the Life Long Learning in Pharmacy conference

in Croatia in August. This provided a forum for discussion on CPD and continuing education approaches internationally and has now led to an international collaboration on developing a global framework for accreditation of continuing education programmes. The IIOF also shared its experiences as part of the Lifelong Learning in Pharmacy conference and at the International Pharmacy Student Forum Congress in Zimbabwe. These presentations attracted much interest and debate, demonstrating the IIOF's potential to impact the evolution of CPD models at a global level. The IIOF has also benefited greatly from its work with other CPD bodies, and is grateful for the opportunity to learn from national and international colleagues.

## The Research path...will be significantly shaped by the outputs of the PSI's Future of Pharmacy Practice Project

Supporting the Pharmacy Journey, The Irish Institute of Pharmacy Strategy 2015-2018

### RESEARCH

Goal	Action/Initiative	Timescale
Support pharmacy research	Appointment of Director of Pharmacy Practice Development	Deferred with endorsement of PSI and IIOB Steering Group
	Contribute to PSI's Future of Pharmacy Practice project	Achieved
	Develop the IIOB Research Strategy	Deferred with endorsement of PSI and IIOB Steering Group
	Deliver early objectives of the Research Strategy	Deferred

Figure 3: Extract from IIOB Strategic Plan, outlining goals relating to research development updated to reflect achievements since strategy launch in 2015

As articulated in the IIOB strategy, it was anticipated that a Director of Pharmacy Practice Development would be appointed during 2016, in line with the ambition that the IIOB would have a strong practice research and development focus within pharmacy. It had always been anticipated that the research focus of the IIOB would be significantly shaped by the outputs of the PSI's Future of Pharmacy Practice Project which would, in turn, influence the appointment of a director.

The Future of Pharmacy Practice Report was launched by the PSI in November 2016, setting an ambitious vision for how the profession might evolve over the next decade. It articulated twenty-four recommendations for the planning and delivery of future pharmacy practice in Ireland.

Given the comprehensive and far-reaching nature of the report's recommendations, it is important that adequate consideration is given

to the precise nature of research direction required by the IIOB. Therefore, the IIOB steering group and the PSI council have agreed that the research strategy for the IIOB be deferred until a prioritisation exercise has been carried out to understand what areas of research should be prioritised, and by extension, what skillsets are required to implement these.

In the meantime, a body of information is emerging within the IIOB relating to pharmacists' engagement with the new CPD system which warrants analysis. As an interim strategy, some research will be undertaken during 2017 to gain greater insights into pharmacists' learning preferences in an effort to further inform and evolve the IIOB's efforts in supporting the profession.

## LOOKING AHEAD

By the end of 2017 both Quality Assurance elements of the CPD model, which have been introduced on a phased basis since the IOP first began operation in 2014, will be in place. The establishment and implementation of ePortfolio review and Practice Review will be substantial milestones in the evolution of the profession, and will mark the end of the initial establishment phase of the IOP.

Over the summer of 2017 the outputs of the first ePortfolio review will be produced, providing the first objective glimpse of the profession's response to this new CPD system. The piloting of Practice Review will also be complete by summer 2017 and the first group of pharmacists randomly selected to take part in Practice Review will be notified in the latter half of the year.

Once the building blocks of the CPD system are in place, the IOP will turn its attention to its research agenda, with the anticipated publication of an initial research strategy during 2017. There will also be a period of review and reflection as the contractual arrangement between RCSI and the PSI nears its end. Much will be learnt by reviewing the performance of the IOP over the first four years of its existence, and this in turn is likely to shape ambitions and plans for the future.

In the meantime, the IOP will continue to build on its relationships with its partners, stakeholders and the pharmacy profession in the interests of enhancing patient care and supporting the wider healthcare system. Although it is a young organisation, the IOP is forming its own unique and distinctive identity and looks forward to collaborating with the pharmacy profession to embrace the challenges and opportunities of the coming year with enthusiasm and positivity.

WORKING FOR THE PROFESSION, THE IIOF STAFF AND PEER SUPPORT PHARMACISTS



The staff of The Irish Institute of Pharmacy in April 2016



Peer Support Pharmacists at the training event held in in January 2016

## IOP GOVERNANCE AND 2016 STEERING GROUP

### IOP GOVERNANCE

The governance of the IOP is set out in the contract between the RCSI and PSI. The governance structures which have been established ensure that IOP achieves its strategic goals, delivers its annual work programme cost-effectively and meets all contractual requirements.

Responsibility for the strategic oversight of the IOP lies with the IOP Steering Group, which met on five occasions during 2016.

### 2016 IOP STEERING GROUP

NAME	ORGANISATION	MEETING ATTENDED IN 2016*
Professor Kieran C Murphy	Pharmaceutical Society of Ireland Representative	1 out of 5
Dr Martin Henman	Trinity College Dublin School of Pharmacy Representative	1 out of 5
Mr Eugene Renehan	Community Pharmacy Representative (Groups)	1 out of 5
Mr Fintan Foy	Pharmaceutical Society of Ireland - Public Interest Nominee Representative	2 out of 5
Ms Maria Creed	Hospital Pharmacy Representative	3 out of 5
Ms Caroline Mcgrath	Pharmaceutical Society of Ireland Representative	3 out of 5
Mr Jack Daly	Pharmacists in Industry, Education & Regulatory (PIER) Representative	3 out of 5
Dr J J Keating	University College Cork School of Pharmacy Representative	3 out of 5
Ms Margaret Doherty	Community Pharmacy Representative (Independent Pharmacies)	4 out of 5
Professor Paul Gallagher	Royal College of Surgeons in Ireland School of Pharmacy Representative	4 out of 5
Mr Eamonn Quinn	Department of Health Representative	4 out of 5
Ms Kate Mulvenna	Chairperson of the IOP Steering Group	5 out of 5
Ms Liz Hoctor	Irish Pharmacy Union Representative	5 out of 5
Dr John Michael Morris	Industry, Education & Regulatory Representative	3 out of 5
Ms Sandra Cooke	Pharmaceutical Society of Northern Ireland Representative	4 out of 5
Ms Claire Keane	Hospital Pharmacists Association of Ireland Representative	3 out of 4

\* The number of meetings/attendance varies due to varying dates of appointment and completion of terms in office.



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**IOP**

Irish Institute of Pharmacy  
Textile House, 5 Johnson Place  
Dublin 2, D02FP84, Ireland

**T** +353 (0)1 402 5115

**E** [info@iiop.ie](mailto:info@iiop.ie)

**W** [iiop.ie](http://iiop.ie)