



IIOP

INSTITIÚID CÓGAIŚÍOCHTA NA hÉIREANN
IRISH INSTITUTE OF PHARMACY

LEADING PRACTICE • ADVANCING STANDARDS



Pharmacist Information Session

March/April 2014

Welcome

- <Insert Peer Support Pharmacists Name>
 - <Background to career>
 - <Current area of practice>
 - <Declaration of any interest>

This evening, here in capacity as an IIOP peer support pharmacist

IIOP Peer Support Pharmacists

- Role of PSP
 - Conduit for communication
 - Help pharmacists understand IIOP and CPD
 - Help IIOP by providing peer insights
 - Support peer-support and reflective practice
- Community/Hospital/Industry/Academia/Regulatory affairs
- Nationwide distribution



IIOP Peer Support Pharmacists



Who do we have in the group this evening?

- Hospital
- Community
- Industry
- Regulatory affairs
- Academia
- Anyone who has practiced or is registered in another jurisdiction?

Domestics

- Fire exits
- Ladies & Gents
- Start and finish times
- Q&A session at the end
- Mobile phones



@IIOPharmacy
#Pharminfo2014

Structure of this evening

- The Irish Institute of Pharmacy
- CPD & our new CPD system
- Quality Assurance processes
- CPD group discussions
- Q&A and Feedback – Your feedback is needed

What do you want to hear about?

- **Remember to make a note of this in your workbook**



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Leading Practice. Advancing Standards



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Background

Pharmacy Act 2007 – Mandatory CPD

PSI - responsible for supporting CPD

Review of International CPD Models 2010

Who will do it?

Invitation to Tender – RCSI awarded

IloP launched in Dublin Castle - Feb 2012

IloP establishment phase

IloP delivery phase – April 2014



IloP

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Key points

- **CPD is currently Mandatory** under the Pharmacy Act 2007
 - Annual Renewal of Registration includes self-declaration
- **IIOP will support pharmacists** in meeting existing mandatory CPD requirements
- Automatic membership of IIOP for all registered pharmacists
 - **No membership fee**
- IIOP will run **separate from the PSI** (at arms length)
 - **PSI will not have access to data held by the IIOP**

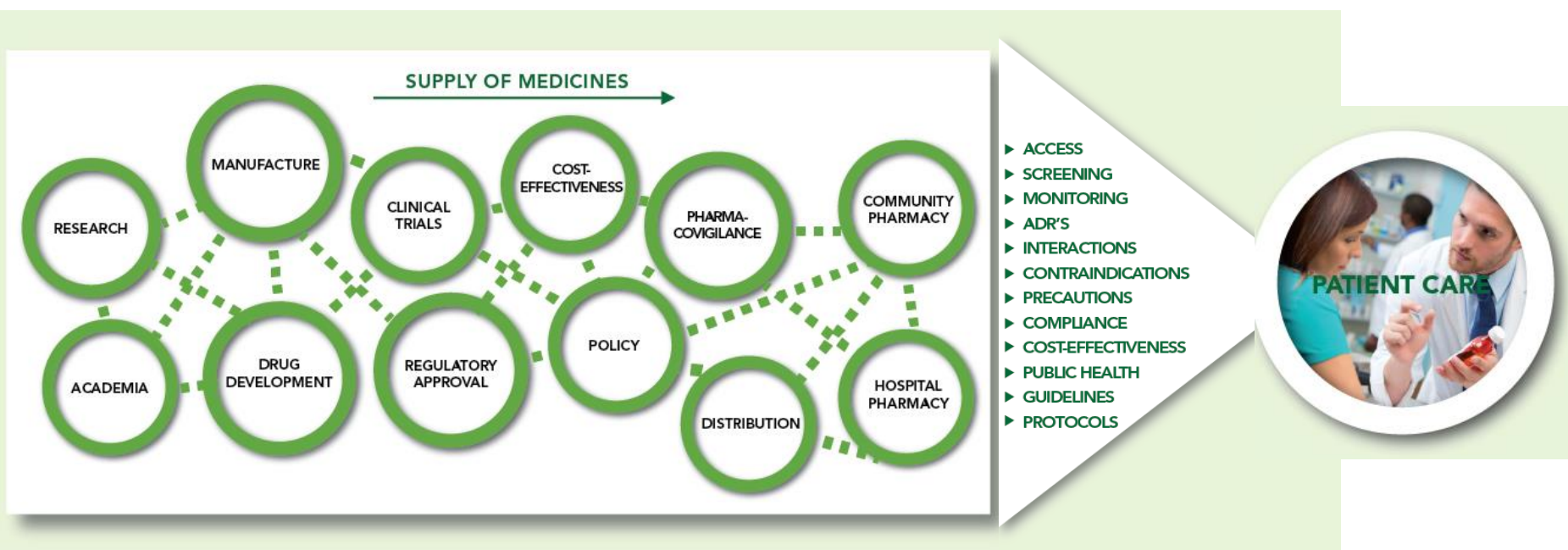
The Mission of the IIOP

Mission Statement

The mission of the Institute is to promote excellence in the areas of patient care, professional standards, education and research in pharmacy.

IIOP – serving all pharmacists

- Pharmacists in different practice settings ...



... all working towards a common goal

Strategic Intent

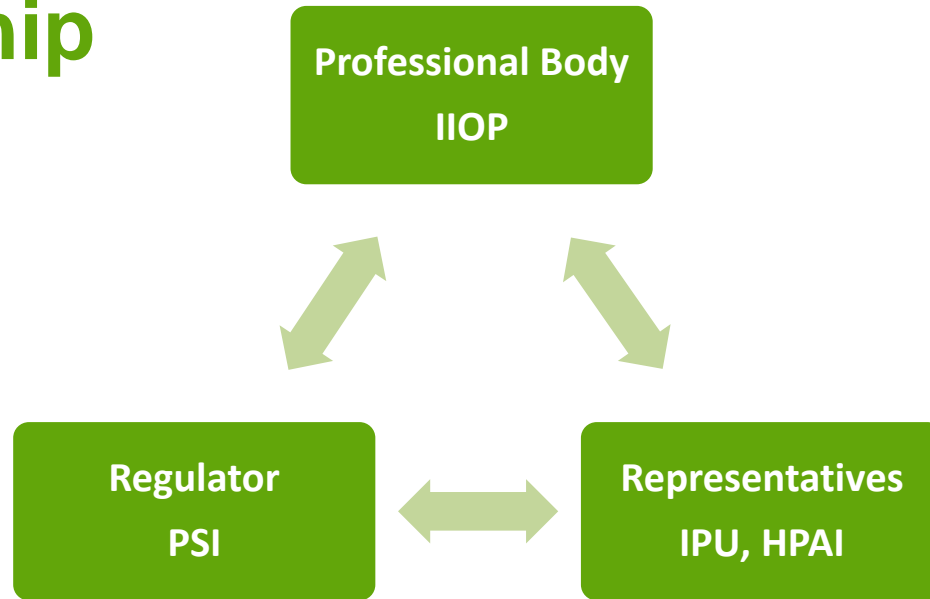


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Leadership



- Work with HSE & DoH to identify opportunities
- Lead inter-professional training
- Support expanded scope of practice

Pharmacy and health service research

- Promote and enable research in the pharmacy
- A platform for a research network
- Facilitate inter-professional collaboration
- Benefit for pharmacists and patient

Education & Training

- New CPD system
- Quality assurance processes
- Some training, procured and accredited to deliver the workplan agreed with the DoH

How can the Institute help me?

- Support and resources for new CPD system
- Facilitate peer support
- Encourage inter-professional training and research
- Provide leadership and highlight the skills of pharmacists
 - Policy makers
 - Other healthcare professions
 - Patients

The people behind the IIOP

- Executive Director – Catriona Bradley
- Operations and Education Pharmacist Manager – Aisling Reast
- Senior Operations Co-ordinator – Hugh Carroll
- Operations Co-ordinator – James O'Hagan
- Operations Assistant – Sonya Saenz Saralegui

Structure of this evening

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- CPD & our new CPD system
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- CPD group discussion
- Q&A and Feedback

CPD

Overview of this CPD session

- What is CPD – and how is it different to Continuing Education?
- The five stages of CPD
- What do pharmacists have to do for the new CPD system?
- How will the Irish Institute of Pharmacy support?
- What are the Quality Assurance processes?

What is CPD?

- CPD Continuing Professional Development
A self-directed, ongoing, systematic and outcomes-focused approach to learning and professional development.
 - Self Directed – you decide what and how
 - Ongoing – in every day practice
 - Systematic – we need to structure it and record it
 - Outcomes focussed – what we **did** with what we learnt
- CPD includes but goes beyond CE.

CPD v CE



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The five stages of the CPD cycle

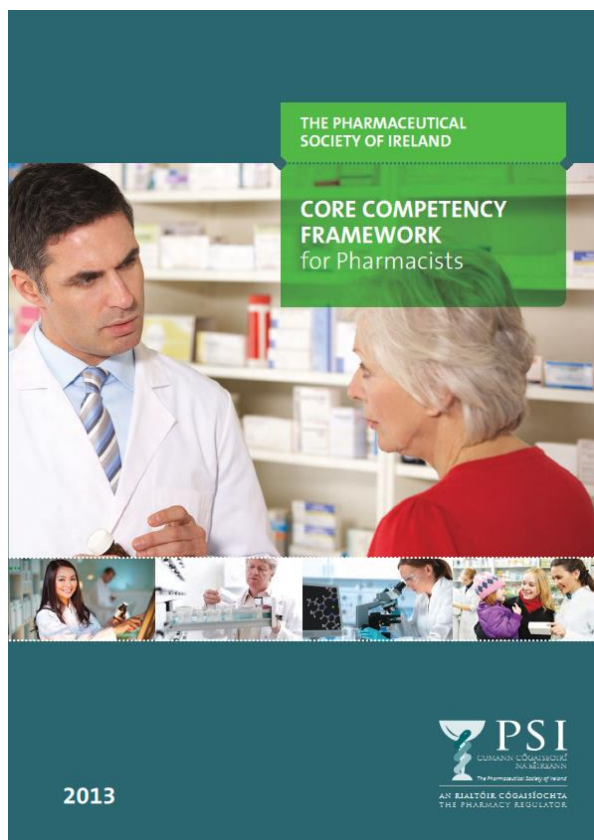


Self Appraisal – Identify YOUR needs

“What are my learning needs?”

- Core Competency Self-assessment Tool (CCSAT)
- Reflective practice

Self Appraisal – 1) Core Competency self-assessment



Domains of the Core Competency Framework

Professional Practice

Personal skills

Supply of medicines

Safe and rational use of medicines

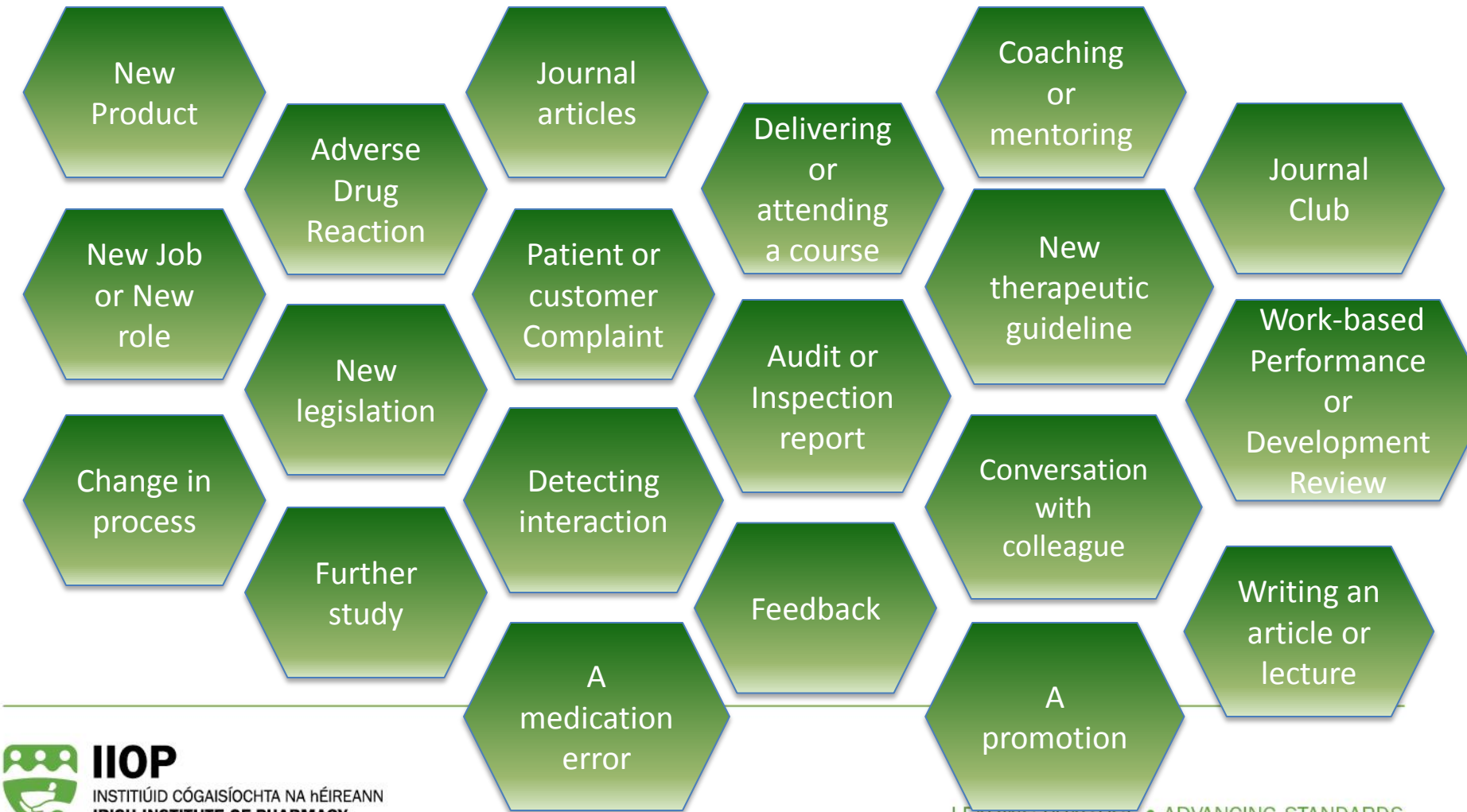
Public health

Organisation and management skills

Core Competency Self-assessment Tool (CCSAT)

- To be launched in second half of 2014
- Will be completed and reviewed online
- Will allow you to identify areas for development

Self Appraisal – 2) Reflective practice



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Self Appraisal – Identify YOUR needs

“What are my learning needs?”

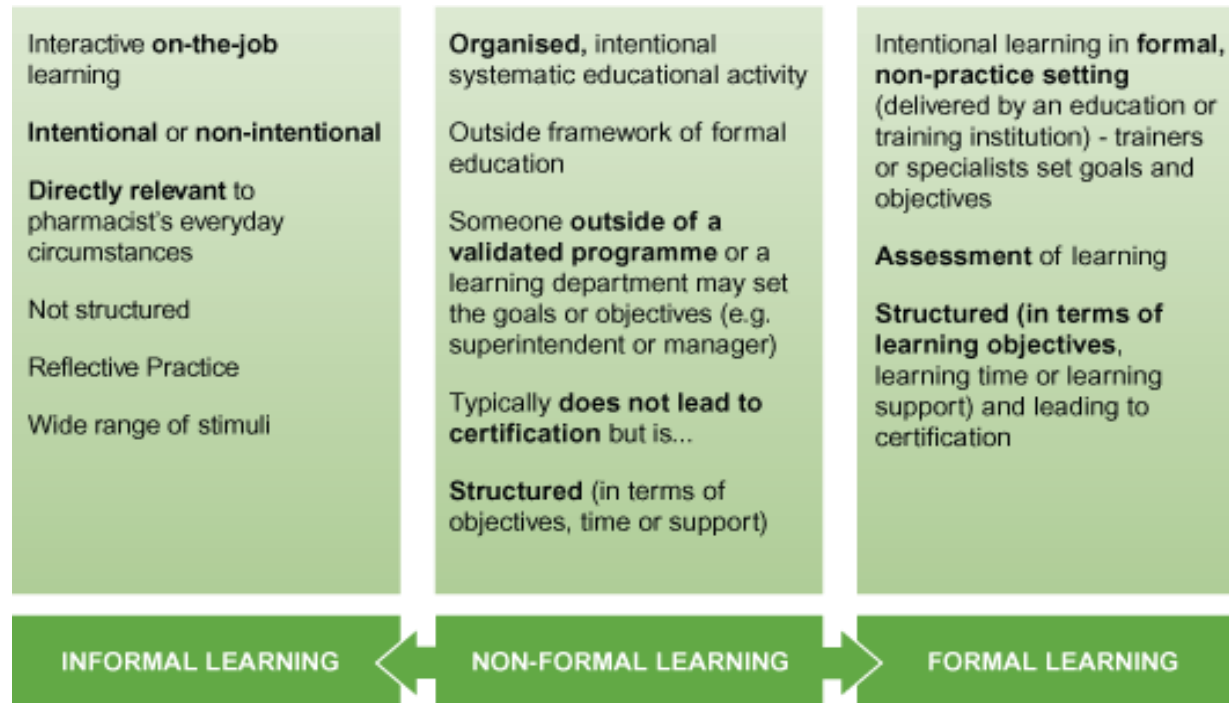
- Core Competency Self-assessment Tool (CCSAT)
- Reflective practice

Remember:

Record how you identified your learning needs in your portfolio

Develop Personal plan

“How will I address my learning needs?”



Remember:

Record your plan for learning in your portfolio

Action

“What did I do?”

- What did you do?
- Did everything go as planned?
- Did you have to change your plan?
- Did new actions evolve as you went along?

Remember:
Record what you did in your portfolio

Document your learning

“What have I learned from this activity?”

- New knowledge or skills
- Increased competence or understanding
- Change in behaviour or attitude
- Change in practice

Remember:

Record what you have learnt in your portfolio

Evaluate

“Has this training addressed my learning need?”

- If **yes**, what impact will it have?
 - Changes in competence/understanding/attitude/behaviour
 - Changes to patient/customer care
 - Changes in processes or practices
- If **no**, or **not fully** – What else can you do?
 - Identify further learning needs and start on another cycle!

Remember:

Record your evaluation of your learning in your portfolio

CPD and reflection



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Recording

Record your
EVALUATION of
how the impact
of the training

Record how you
identified your
LEARNING NEED



Record what
you LEARNT

Record your PLAN
to address your
learning need

Record what ACTIONS
you took

Terminology

- Entry: An entry to one or a number of parts of the cycle
- Cycle: A fully completed cycle
- Portfolio: A collection of cycles

The e-Portfolio

E-portfolio will be developed later this year

- CPD cycles must be recorded on the IIOP e-portfolio
- Online recording
- Confidential – only **you** have access
- You must select which cycles you want to submit for review
- Easy access and retrieval

Remember:

You don't need to wait for the e-portfolio to start recording!

How many CPD entries are required?

- There is no set number
 - Quality versus Quantity
 - Development across the domains of the core competency framework, rather than focussing on just one area
 - Demonstrating a varied approach to your learning
 - Needs to focus on change to practice
 - Likely to be a combination of complete and partially complete cycles

Examples of CPD cycles

New CPD System for Pharmacy

- **Self-directed**
 - What is the best of way addressing **my** learning needs?
- **Outcomes focussed** rather than focussing on courses/hours
 - Formal review will assess how learning has informed practice
 - The number of portfolios should be **appropriate** to demonstrate your continuing professional development
- **Online self-assessment and CPD portfolio**
 - Core Competency Self-assessment tool & CPD portfolio to be launched later this year

What does this mean for me?

Now

- Start thinking about your CPD and the Core Competency Framework
- Continue to use your current approach to recording CPD
- Become familiar with the IOP website (www.iop.ie)

Mid - Late
2014

- Complete the online Core Competency Self-Assessment Tool

E-portfolio

- Complete CPD entries using e-portfolio on www.iop.ie

How can the IIOP help me with CPD?

- Tools (www.iiop.ie)
 - Core competency self assessment tool
 - E-portfolio
- Training
 - Using e-portfolio
 - Provide training on specific topics – in line with DoH plan
- Peer support

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Quality Assurance



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Quality assurance

- Portfolio review
 - 20% of register randomly selected each year
 - Portfolio submitted for peer review
 - Review process – to be developed by peers
 - Planned pilot next year, with roll out in 2016
 - Practice assessment
 - 1% of pharmacists in patient-facing roles randomly selected each year
 - Assessment developed and led by peers
 - Planned pilot in 2016 with roll out in 2017
-

How can the IIOP help me with QA?

- Tools to help pharmacists prepare for the QA processes
- Information as the processes are established
- Support provided post-QA
- Commitment to “peer-led” QA processes

What does this mean for me?

Now

- Can volunteer to be involved in CPD portfolio review pilot

2016

- Submit CPD portfolio if called for review (You decide what you submit)
- Can volunteer to be involved in Practice assessments

2017

- CPD portfolio reviews (second phase)
- Practice assessments



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What happens after QA?

- International evidence demonstrates high level of success on first occasion for both QA processes – Portfolio review and practice assessment
- Support structures in place
- No communication to PSI

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CPD Group discussions



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CPD Discussion

- Group 1: Discuss the various ways that you currently **identify your learning needs**, and identify new approaches you could take.
- Group 2: Discuss the difference between developing a **plan** to address a short-term need (eg finding out about a new drug) and a long-term need (eg. Developing your management skills).
- Group 3: Discuss the different types of **actions** that you currently use to address your learning needs, and identify new approaches you could take.
- Group 4: Discuss how you currently document your CPD and how could you start **recording your learning** in advance of the IIOP e-portfolio being developed
- Group 5: As a group, discuss how do you currently **evaluate** any learning that you undertake

What next?



- CCSAT
- E-portfolio
- Some training provided by IIOP
 - Online
 - Face-to-face
- Further info sessions
 - 60 info session before the end of the year
 - Small group teaching

Q & A / Comments

Please help us improve...

...or just tell us what we did well!

The Institute relies on your feedback so that we can improve our services, there are several ways you can contact us with your thoughts and suggestions...

- Discussion Forums on the IIOP website
- IIOP Social Media (Twitter & Facebook)
- Phone and Email to the IIOP Office ( info@iiop.ie  01-402 5114)
- Through the Peer Support Network

The Irish Institute of Pharmacy

Website: www.iiop.ie



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