

LEADING PRACTICE • ADVANCING STANDARDS

Background

The Pharmacy Act 2007¹ requires that all pharmacists registered in Ireland must engage in continuing professional development (CPD). The Pharmaceutical Society of Ireland (PSI; the pharmacy regulator) commissioned a Review of International CPD models (2010) in order to develop a CPD system informed by best international practice and experience.² This resulted in the establishment of the Irish Institute of Pharmacy (IIOP) in 2013 to develop, implement and manage this CPD system.

CPD was subsequently defined in the statutory instrument as being "systematic, self-directed, needs-based and outcomesfocussed, based on a process of continual learning and development with application in... professional practice".³ This poster describes the main components of the resulting CPD system, and describes how continuing education (CE) is recognised within this system.

Methods

The IIOP established a CPD system in Ireland for pharmacists comprising four key elements.²

Accreditation of CE (Ongoing)	 Pharmacists who wish to provide certain services, e.g. valadministration of emergency medicines, must have under achieved certification in relevant CE courses.
IIOP ePortfolio (Established 2014)	 Pharmacists must use the IIOP ePortfolio to plan and re CPD. This enables pharmacists to record CE activities reflective cycle framework.
ePortfolio Review (Established 2015)	 Each year, 20% of pharmacists will be required to submi from their ePortfolio to demonstrate that their learning is self-directed, needs based, outcomes-focussed and applica practice.
Practice Review (Established 2016)	 Each year a percentage of pharmacists who work in patroles will be randomly selected to attend a review centre, to if they can demonstrate an appropriate level of competendealing with a set of standardised situations.
	Figure 1: Elements of CPD system

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How do we recognise Continuing Education within a Continuing Professional Development system that is reflective and outcomes-focussed? A case study from Irish Pharmacy.

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Accreditation of CE

The IIOP procures CE training programmes through a work plan funded by the Department of Health and the PSI. The programmes are subject to an accreditation process facilitated by the IIOP. Pharmacists are not required to gather certificates for CPD purposes but certificates are mandatory for some service delivery e.g. administering vaccines and emergency medicines. Completion rates are substantially higher for these CE programmes.

IIOP ePortfolio

The CPD system for pharmacists is based on reflective practice allowing them to:

- Reflect on individual experience to identify learnings
- Look at ways to improve their knowledge, skills, behaviours or attitudes (i.e. competence).

The emphasis is on influencing the behaviours expected of a competent pharmacist as detailed in the PSI Core Competency Framework.³

The CPD system recognises a wide variety of learning activities from formal CE to on-the-job learning. The ePortfolio allows pharmacists to record their CE activities in the form of a 5-stage CPD cycle. It has been fully operational since March 2015.

ePortfolio Review

The first ePortfolio Review was undertaken in 2016. Evidence of engagement with CPD was submitted online through the IIOP portal. The Standards for the ePortfolio Review were agreed by a group of pharmacists from a range of practice backgrounds and incorporate:

- legislative requirements
- what would reasonably and practically indicate appropriate CPD engagement.





Figure 2: CPD Cycle

Practice Review

The practice review process comprises two elements:

- Clinical Knowledge Review (CKR)
- Standardised Pharmacy Interaction (SPI)

review, and sixty-six participated in October 2018.

Results – summarised in Figure 3

engagement.

their abilities.

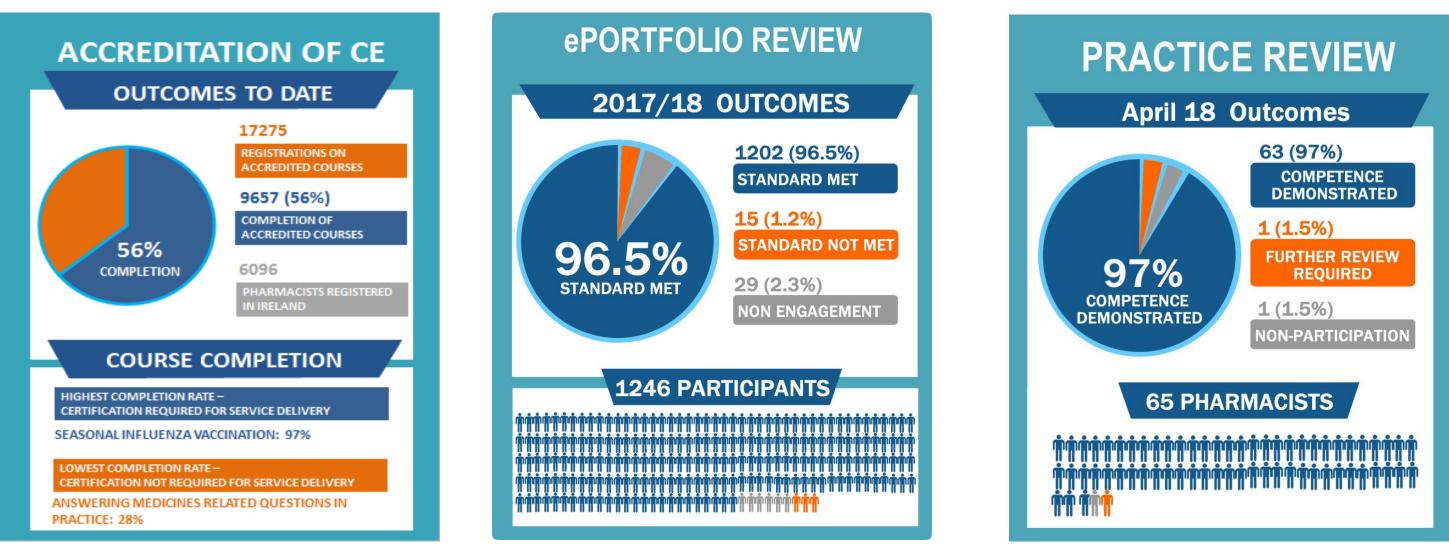


Figure 3: Results from CPD system

Conclusion

The CPD system for pharmacists in Ireland comprises different elements. The system, in its entirety, focuses on outputs (impact on practice) rather than inputs (CPD points) whilst recognising the importance of high quality CE in shaping pharmacy practice in Ireland.

References

¹http://www.irishstatutebook.ie/eli/2007/act/20/enacted/en/html ²Review of International CPD Models Pharmaceutical Society of Ireland, June 2010 ³ Statutory Instrument S.I. No. 553 of 2015: Pharmaceutical Society of Ireland (Continuing Professional Development) Rules 2015. http://www.irishstatutebook.ie/eli/2015/si/553/made/en/print ⁴https://www.thepsi.ie/libraries/publications/psi_core_competency_framework_for_pharmacists.s flb.ashx

fn https://www.linkedin.com/company/irish-institute-of-pharmacy

In April 2018, sixty-five pharmacists participated in the first practice

- Accreditation of CE: Thousands of pharmacists have completed and achieved certification in CE courses accredited by the IIOP.
- ePortfolio Review: Almost 3,000 pharmacists have been selected for review since 2016. Results for the 2017/18 review show a high level of
- **Practice Review:** Feedback from the April practice review was largely positive, with participants commenting that it gave them confidence in

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