

# Setting Sail for a New Sector

## A Structured Approach to transitioning from community to hospital pharmacy

**AUTHORED BY:** Sarah Lawes, Team Leader Pharmacist, Quality Use of Medicines & Education, Central Coast Local Health District, Aimee Petersen, Team Leader Pharmacist Medical, Wyong Hospital, Katherine Laverick, Team Leader Pharmacist Aged Care & Mental Health, Wyong Hospital

### Background

Provision of structured workplace training to assist pharmacist transition from community to the public hospital sector is variable.

Transferring knowledge and skills to a hospital setting can present a challenge to qualified pharmacists with impacts on individual's confidence as well as increase time to effective provision of services.

### Description

An education plan and framework was devised to improve the knowledge and skills for new pharmacists transitioning to the hospital sector in Central Coast Local Health District Pharmacy Department.

This framework used a multi-model approach based on medical education teaching on the run and adult learning principals to support pharmacists developing confidence in key skills and practice knowledge relevant to their roles.

### Method

Key framework/plan aspects and delivery modalities used over the first 3 months of a pharmacists transition included:

- i) **Consultation/planning** by senior pharmacists with tertiary qualifications in education, health leadership and organisational development
- ii) **Community to Hospital Transition Learning Plan** with weekly mentor meeting, divided into phases: *Introduction to Hospital Pharmacy, VTE Prophylaxis/Treatment, Parenteral Medications, IV Fluids and Electrolytes, IV Antibiotics, Laboratory Tests/Monitoring, Special Medication Charts*
- iii) **Skill Development pathway** for core skills including staged: *facilitated small group teaching to demonstrate skills and apply to case scenarios, mentor shadowing, reverse-shadowing and weekly observational feedback*

A post-program feedback questionnaire evaluated the educational impact (analysis limited to Kirkpatrick level 1).

### Results

Compared to baseline, participants (n=6) increased their **self-rated confidence in all knowledge areas/skills** by an average of 5.8pts (n=32, Likert-scale 1-10)

*"The learning plan provided really helpful direction and shadowing sessions improved my confidence"*  
- RT, Participant

Completing mentor-shadowing and small group teaching **contributed to pharmacists feeling supported**

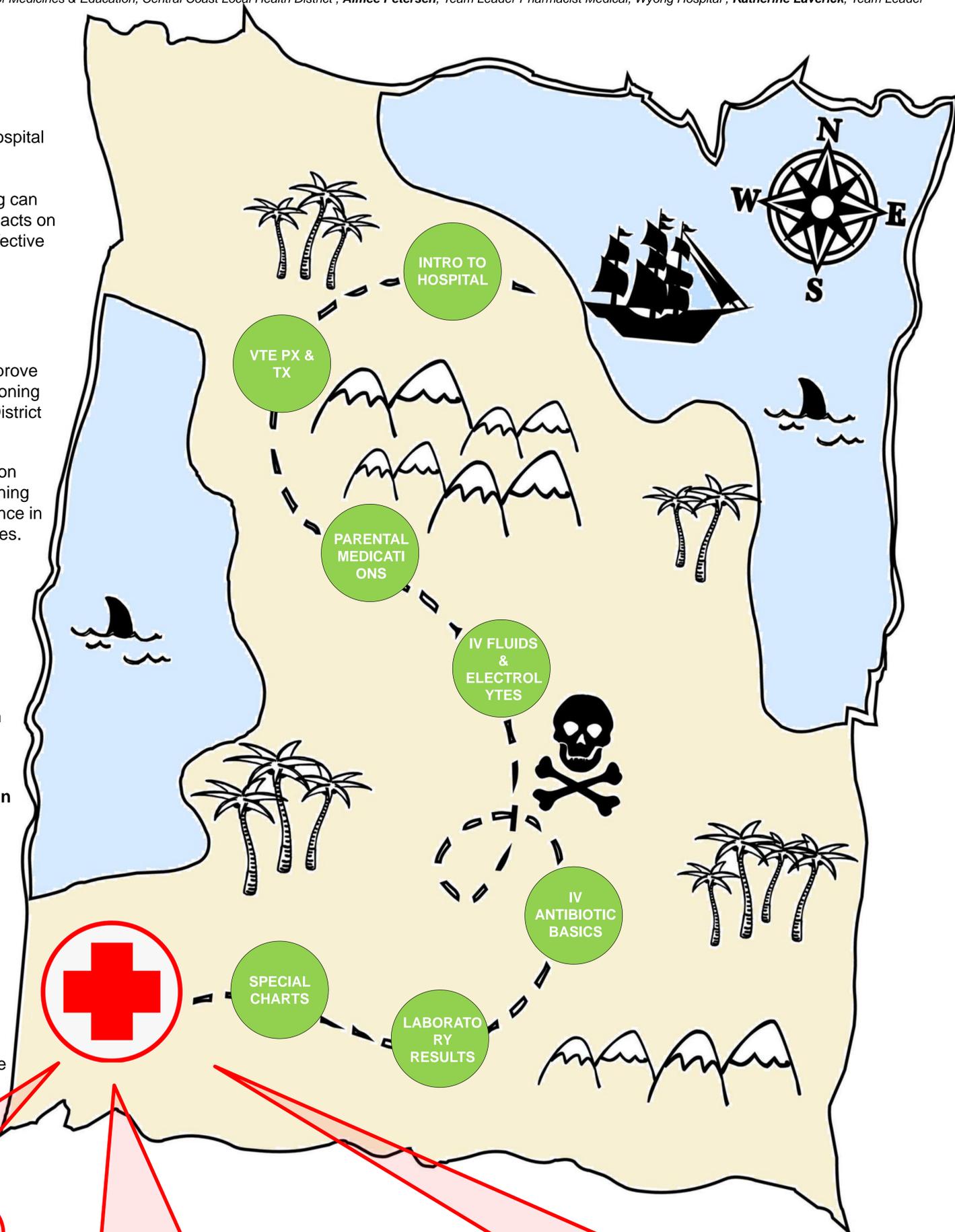
*"Mentor sessions were excellent and were a safe space to go over knowledge and problems encountered"*  
- TN, Participant

All participants stated they "strongly agree" the program **prepared them for the core duties** of their role.

*"The topics that were covered were really helpful preparation for what I needed to know in my area"*  
- HH, Participant

### Conclusion

Implementation of structured education programs to assist community pharmacist's transition into the hospital sector can deliver confident, positive and highly effective staff well positioned to contribute to high performing teams providing best possible patient care.



Health  
Central Coast  
Local Health District