



Innovative Pharmacy Practice Models (IPPM)

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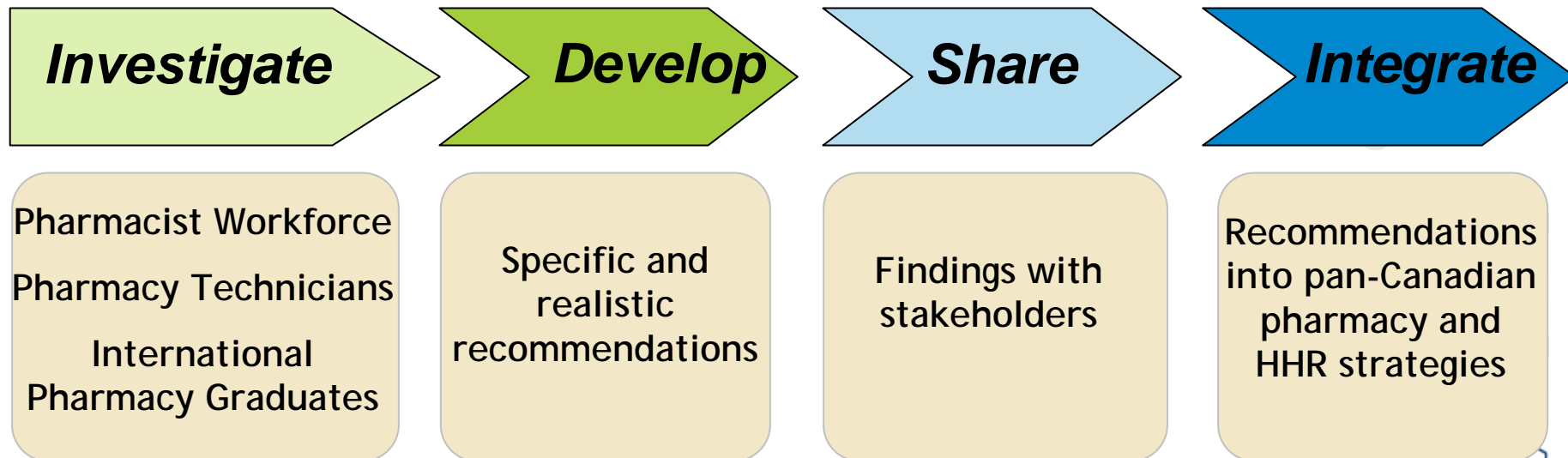
Overview of Presentation

- What is *Moving Forward – Pharmacy Human Resources for the Future*?
- Innovative Pharmacy Practice Models (IPPM)
 - Pharmacy practice is changing
 - IPPM research methods
 - Innovative practice models
 - Observations
- What's next ?



What is Moving Forward?

Moving Forward is an in-depth examination of the factors contributing to pharmacy human resources challenges in Canada, that will offer recommendations to ensure a strong pharmacy workforce prepared to meet the future health care needs of Canadians.



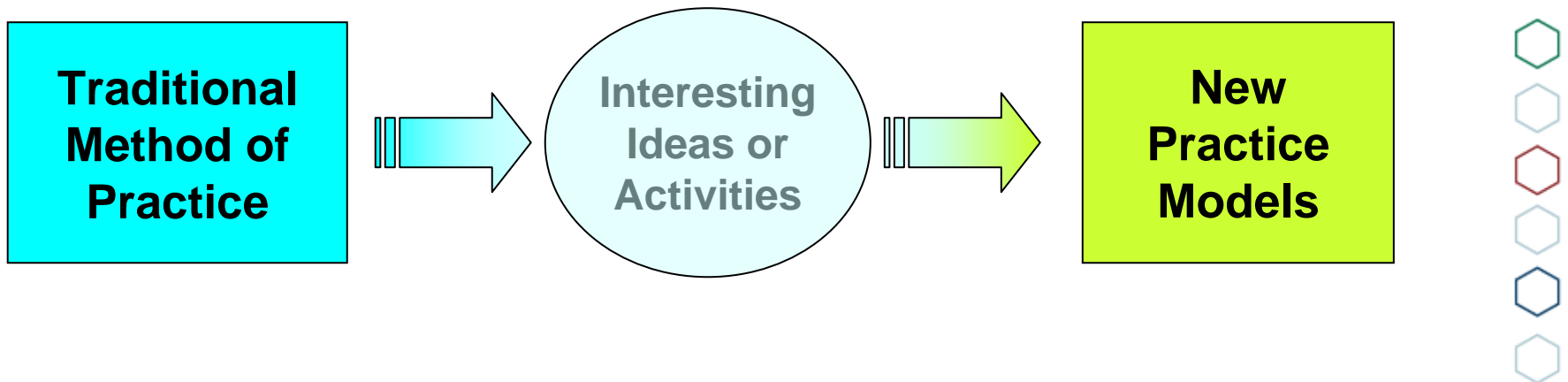
Who is Moving Forward?

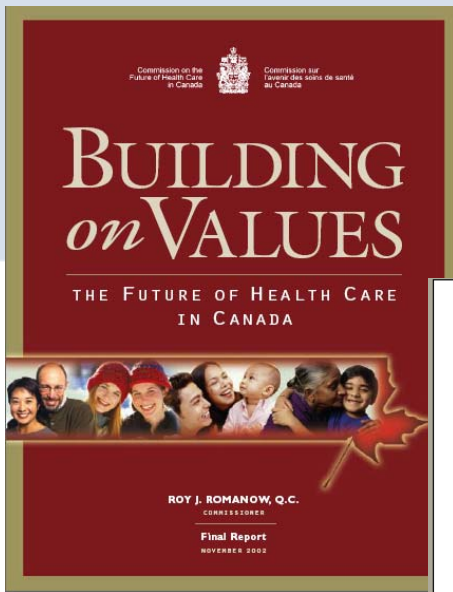
- **A Collaborative of 8 National Pharmacy Organizations**
(Management Committee)
 - **Canadian Pharmacists Association (Secretariat)**
 - Association of Deans of Pharmacy of Canada
 - Association of Faculties of Pharmacy of Canada
 - Canadian Association of Chain Drug Stores
 - Canadian Association of Pharmacy Technicians
 - Canadian Society of Hospital Pharmacists
 - National Association of Pharmacy Regulatory Authorities
 - The Pharmacy Examining Board of Canada
- **HRSDC Foreign Credential Recognition Program**
 - \$1.48M contribution to CPhA
- **National Advisory Committee:** 30 members – pharmacy, other stakeholders (CMA, CNA, CHA, CIHI) and government



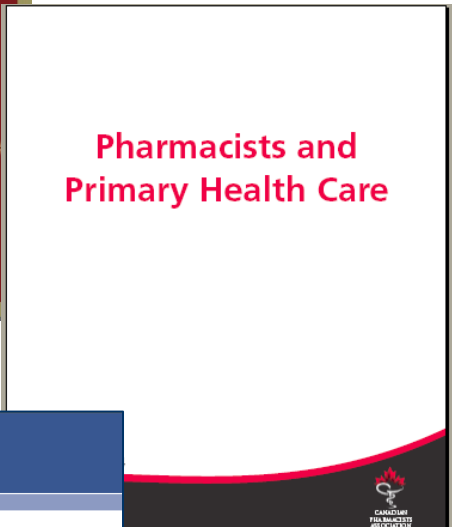
Objectives of Practice Models Research

- Identify and describe innovative pharmacy practices in Canada and other jurisdictions
- Analyze the practice models, in context of:
 - Effectiveness
 - Barriers
 - Facilitating factors





The Challenge of Change for Pharmacy



CPhA Position Statement on Pharmacist Prescribing

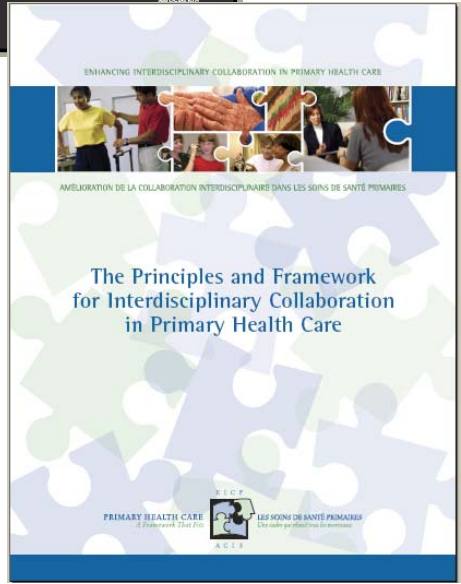
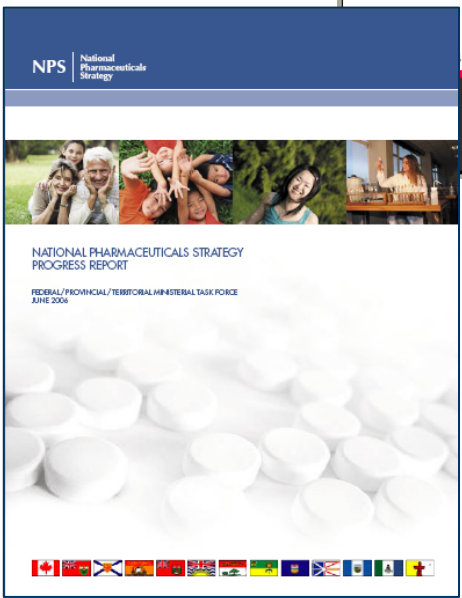
The Canadian Pharmacists Association is committed to obtaining recognition and authority for pharmacists to practise at a level that allows them to play a larger role in ensuring the quality of medication use and optimizing drug therapy to help patients achieve health goals that will improve their quality of life.

Background

The Canadian health care system has seen considerable change in the past few decades. Health care professions are evolving to meet the ever-increasing demands of delivering more complex care to Canadians. Governments have issued a number of reports which all call for change to the way health care is delivered. Much of this change has focussed on having the right health professional provide the right service at the right time.

An expanded scope of practice for pharmacists is an international trend that includes primary health care reform, interprofessional collaboration, effective utilization of health human resources, and the need to improve safety and outcomes of drug therapy.

For several years, CPhA has advocated collaborative prescribing by pharmacists to initiate and modify



Research Methods

- Literature Survey
- Call for new practices
- Definition of Traditional versus Innovative
- Interviews
- Review documents, profile
- Identify clusters, analyze
- Summarize key learnings



Matrix Listing of Pharmacy Practice Profiles



- Indicates primary and secondary innovative practices
- Setting
- Geographic location
- Financial support
- Practices arranged into a matrix by setting and type of innovation
- Practices grouped into clusters using similar techniques
- Identify similarities, differences, facilitating conditions, challenges
- Identify “models”
- Grouped into nine categories



9 Categories of IPPM

1. Integration into primary healthcare

- IMPACT Study (PHCTF-ON)
- Family Health Teams / Networks
 - Ontario: 80+ Family Health Teams hiring pharmacists

2. Expanded role or authority

- Physician Clinical Assistant, MS Clinic (MB)
- Collaborative monitoring and prescribing: renal / transplant clinics
- Travel medicine consulting and prescribing
- Anticoagulation management service



9 Categories of IPPM (continued)

3. Post Institution Continuity of Care

- Community medication management programs

4. Medication Reconciliation

- Hospital admission / discharge

5. Cognitive Services Outside Pharmacy Setting

- Geriatric assessment clinic
- Home visit program
- Medication counselling/education on First Nation reserves



9 Categories of IPPM (continued)

6. Chronic Disease Management

- Anticoagulation management services
- Asthma care in MD offices / community pharmacies
- Clinics: HIV, Lipid clinics, Metabolic syndrome
- Diabetes education & care in community centres
- Arthritis and Pain Management programs

7. Health Promotion/Disease Prevention

- Women's health
- Patient wellness counseling
- Cardiovascular Risk Reduction



9 Categories of IPPM (continued)

8. Information & Communication Technology

- Central Production Pharmacy
- Pharmacist Network - on-call community pharmacists for BC NurseLine

9. Expansion of Pharmacy Technicians' Duties

- Enhanced technician training, specialization & functionality
- Technician collection of patient information to support identification of clinical problems



Observations

- Many sites involve multiple innovative practices
- Substantial role expansion
- Different quality of interaction with patients
- More collaboration with other health professionals – team work
- Evidence of two career paths: generalist & specialist
- Essential enablers:
 - Elimination/delegation of technical duties
 - Technological upgrades for records management
 - Electronic communication

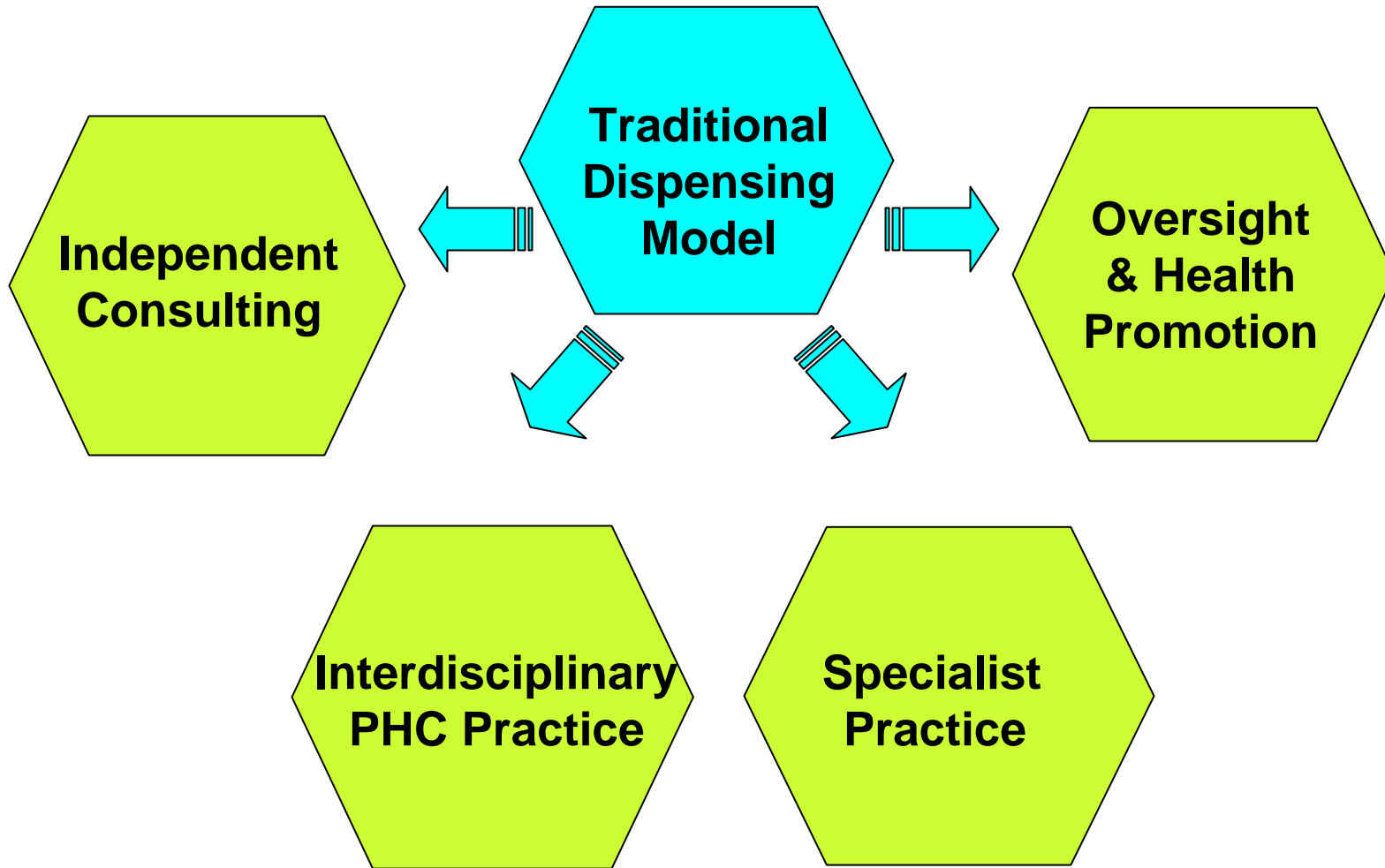


Barriers and Challenges

1. Realization of the capabilities of pharmacists and value of pharmacy services by:
 - physicians and other health professionals
 - client/patients
2. Sustainability of funding to support practice
3. Resource and communication Issues
4. Access to patient medical records, laboratory results and other information
5. Education and training
6. Liability issues



New “Models” of Practice



What's Next?

Moving Forward recommendations will:

- be aligned with FPT Pan-Canadian HHR Planning Framework
- integrated into HR action plans of other pharmacy initiatives



Human Resources

Education and
continuing professional
development

Information and
communication
technology

Financial viability and
sustainability

Legislation, regulation
and liability

QUESTIONS???



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