

 Council on Licensure,
Enforcement and Regulation



**Continuing
Competence Initiatives**

2012 Annual Educational Conference - September 6-8
San Francisco, California

Moderator: Grady Barnhill, Director of Recertification &
Professional Assessment
Commission on Dietetic Registration

Presenters:

Ashifa Keshavji, Director, Professional Development and
Assessment Program
College of Pharmacists of British Columbia

Ciara McGoldrick, Acting Registrar/CEO
Pharmaceutical Society of Ireland

Christopher Butcher, Principal/CTO
Heuristic Solutions

Promoting Regulatory Excellence

CLEAR 2012
Annual Conference  September 6-8
San Francisco, California

What?

- Three areas of interest in continuing competence initiatives:

1. Assessment
2. Collective Competencies
3. Technological (software) support of continuing competence

2


CLEAR 2012
Annual Conference  September 6-8
San Francisco, California

Presenter #1

**Ashifa Keshavji, Director, Professional
Development and Assessment Program**

College of Pharmacists of British Columbia

3

CLEAR 2012 Annual Conference  September 6-8 San Francisco, California

Some Questions

- What is the new PDAP Self-Assessment Tool?
- How does it work with their Self-Assessment and CE program components?
- What's on the horizon?


4

CLEAR 2012 Annual Conference  September 6-8 San Francisco, California

Contact Details

- **Speaker:** Ashifa Keshavji, B.Sc.(Pharm.), R.Ph.
Director, Professional Development and Assessment Program
College of Pharmacists of B.C.
200, 1765 West 8 Avenue
Vancouver, B.C. V6J 5C6
Direct: 604-676-4246 or 866-676-4246
Fax: 604-733-2493 or 800-377-8129
Email: ashifa.keshavji@bcpharmacists.org
Website: www.bcpharmacists.org

5


CLEAR 2012 Annual Conference  September 6-8 San Francisco, California

Presenter #2

Ciara McGoldrick
Acting Registrar and Head of Fitness to Practise and Legal Affairs

The Pharmaceutical Society of Ireland (PSI)


6

CLEAR 2012 Annual Conference  September 6-8 San Francisco, California

Some Questions

- What's happening in continuing competence for pharmacists in Ireland?
- Is it possible to address the continuing competence of healthcare teams in addition to individual practitioners?


7

CLEAR 2012 Annual Conference  September 6-8 San Francisco, California

Content

- Who is PSI and what do we do
- Educational Reform in Ireland
- Competency frameworks
- Elements of collective competency framework
- Challenges
- Why important


8

CLEAR 2012 Annual Conference  September 6-8 San Francisco, California

Content

- Who is PSI and what do we do
- Educational Reform in Ireland
- Competency frameworks
- Elements of collective competency framework
- Challenges
- Why important

9

CLEAR 2012 Annual Conference  September 6-8 San Francisco, California

Pharmaceutical Society of Ireland

- Independent statutory regulator of pharmacists and pharmacies in Ireland. Accountable to Government/ Parliament
- Established by Pharmacy Act 2007
- Regulate 1800 pharmacies and 5000 pharmacists
- Functions in relation to registration, education, development of pharmacy practice, inspection and enforcement, fitness to practise.

10

CLEAR 2012 Annual Conference  September 6-8 San Francisco, California

Educational Reform in Ireland

- New 5 year integrated degree
- Institute of Pharmacy for CPD
- Core Competency framework for pharmacists


11

CLEAR 2012 Annual Conference  September 6-8 San Francisco, California

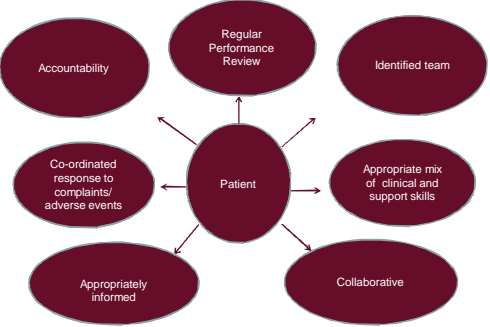
Competency frameworks

- Purpose of framework
 - Underpins all educational activities
 - Public statement of what means to be pharmacist/ nurse etc
- Collective and/or individual competency frameworks?
 - Health service users entitled to receive integrated care which is coordinated effectively within and between services
 - Irrespective of setting all healthcare professionals operate as part of team
 - Technical skills and knowledge vs attitudes and behaviour
 - High percentage of adverse events arise through deficiencies in interaction within and between teams

12

CLEAR 2012 Annual Conference  September 6-8 San Francisco, California

Collective competency framework



13

CLEAR 2012 Annual Conference  September 6-8 San Francisco, California

Challenges

- Adoption by regulators
- Identification of team
- Assessment of performance
- Cultures and professional identity
- Infrastructure/ Logistics

14

CLEAR 2012 Annual Conference  September 6-8 San Francisco, California

Why important

- Promotes high quality, safe care for patients
- Accountability a collective responsibility
- Common language for describing teamwork in healthcare
- Explicit recognition of multidisciplinary nature of effective healthcare
- Common public statement from regulators of expected standards
- Promotes interprofessional education

15

CLEAR 2012 Annual Conference  September 6-8 San Francisco, California

Contact Details

Speaker: **Ciara McGoldrick**
Acting Registrar and Head of Fitness to Practise and Legal Affairs
The Pharmaceutical Society of Ireland (PSI)
PSI House
Fenian Street
Dublin 2
Telephone: 01 218 4000
Fax: 01 2837678
Email: info@thepsi.ie
Website: www.thepsi.ie



PSI
CIUMANN COGASOIBRE NA hÉIREANN
The Pharmaceutical Society of Ireland
AN RIALTOIR COGASOICHTA
THE PHARMACEUTICAL SOCIETY OF IRELAND


16

CLEAR 2012 Annual Conference  September 6-8 San Francisco, California

Presenter #3

Christopher Butcher, Principal/CTO
Heuristic Solutions

17

CLEAR 2012 Annual Conference  September 6-8 San Francisco, California

Some Questions

- What are some different approaches to continuing competence?
- What examples of online/software solutions are there to support these different approaches?
- What's on the horizon?

18


CLEAR 2012 Annual Conference  September 6-8 San Francisco, California

Trust ↔ Accountability


- Context-sensitive
- Complete one of.
- . .
- Open-ended

- ▶ Uniform
- ▶ Points-based
- ▶ Prescribed



CLEAR 2012 Annual Conference  September 6-8 San Francisco, California

	"Trust" model	"Accountability" model
Self-reflection	Practice reflection	None
Learning needs assessment	Review Nurse Practice Standards Self-select priorities	ILNA - Individual Learning Needs Assessment Medium stakes exam on-line Exam results uploaded to LearningBuilder
Learning plan	On-line plan organizes by priority	On-line plan reflects ILNA results
Learning activity	Select activities based on learning needs and priorities (no points/codes)	Record activities from pre-approved activities (points/no codes)
Evaluation	Self-evaluation	No evaluation

CLEAR 2012 Annual Conference  September 6-8 San Francisco, California

- ▶ Uniform
- ▶ Points-based
- ▶ Prescribed

