Continuing Competence Initiatives

What?

• Three areas of interest in continuing competence initiatives:

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

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?

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Presenter #2

Ciara McGoldrick
Acting Registrar and Head of Fitness to Practise and Legal Affairs
The Pharmaceutical Society of Ireland (PSI)
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?

Content

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

Educational Reform in Ireland
- New 5 year integrated degree
- Institute of Pharmacy for CPD
- Core Competency framework for pharmacists

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
Collective competency framework

- Accountability
- Regular Performance Review
- Patient
- Identified team
- Appropriate mix of clinical and support skills
- Collaborative
- Co-ordinated response to complaints/adverse events
- Appropriately informed

Challenges

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

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
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Presenter #3

Christopher Butcher, Principal/CTO  
Heuristic Solutions

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

Accountability
- Uniform
- Points-based
- Prescribed

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<thead>
<tr>
<th>Self-reflection</th>
<th>Practice reflection</th>
<th>None</th>
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<tbody>
<tr>
<td>Learning needs assessment</td>
<td>Review Nurse Practice Standards</td>
<td>EHA - Individual Learning Needs Assessment</td>
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<tr>
<td></td>
<td>Self-select priorities</td>
<td>Medium-stakes exam on-line</td>
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<tr>
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<td>Exam results uploaded to LearningBuilder</td>
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<tr>
<td>Learning plan</td>
<td>On-line plan organizes by priority</td>
<td>On-line plan reflects EHA results</td>
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<td>Learning activity</td>
<td>Select activities based on learning needs and priorities (no points/codes)</td>
<td>Record activities from pre-approved activities (points/no codes)</td>
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<tr>
<td>Evaluation</td>
<td>Self-evaluation</td>
<td>No evaluation</td>
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Context-sensitive
Complete one of:
Open-ended

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