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Competency: Statement on Continuing Competency for Hospital Pharmacists (2004)



Canadian Society of Hospital Pharmacists
Société canadienne des pharmaciens d'hôpitaux

Competency: Statement on Continuing Competency for Hospital Pharmacists

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Competency: Statement on Continuing Competency for Hospital Pharmacists

EACH PHARMACIST MAINTAINS AND CONTINUOUSLY IMPROVES THEIR COMPETENCY BY PARTICIPATING IN PROFESSIONAL QUALITY ASSURANCE AND CONTINUING EDUCATION PROGRAMS.

Competency is the pharmacist's ability to use knowledge, skill, judgement, attitudes, values and beliefs to perform in a given role, situation, and practice setting. Each pharmacist is accountable and responsible to patients/clients for ensuring that their performance meets current legislative requirements and standards of the profession. Continuing competency ensures that the pharmacist is able to perform in a changing health care environment. Continuing competency also contributes to quality pharmacy practice and increases the confidence of the public and other health care professions in the pharmacy profession.

Participation in local, provincial and national quality assurance and continuing education programs engages pharmacists in activities that promote and foster lifelong learning. Such programs assist pharmacists to maintain and improve competency based on applicable provincial regulatory requirements and national (Canadian Society of Hospital Pharmacists, National Association of Pharmacy Regulatory Authorities) standards of practice.

The pharmacist demonstrates competency by:

- a) Assuming responsibility for their own professional development;
- b) Investing time, effort and resources to improve knowledge, skills and judgement;
- c) Engaging in a continuous learning process to enhance their practice;
- d) Participating in self-reflection annually and whenever their practice area changes. Participation includes:
 - i) Performing self-assessment,
 - ii) Receiving peer feedback,
 - iii) Developing a learning plan,
 - iv) Implementing a learning plan,

- v) Evaluating the outcomes of a learning plan, and
- vi) Maintaining a learning portfolio.
- e) Providing colleagues and students with feedback that encourages professional development and growth;
- f) Participating in professional regulatory practice review when selected;
- g) Participating in and supporting professional practice education and development initiatives in the workplace;
- h) Advocating for quality improvement of pharmacy practice in the workplace; and
- i) Collaborating with other professions to create quality practice settings that promote continuing competency and to enhance health care provision in the practice setting.

The pharmacist in a researcher role also demonstrates continued competency by:

- a) Encouraging evaluation of practice through research;
- b) Communicating best practice research findings to others; and
- c) Publishing research findings and outcomes.

The pharmacist in a manager role also demonstrates continued competency by:

- a) Supporting pharmacists to become self-reflective practitioners;
- b) Encouraging and facilitating continuous learning and professional development activities; and
- c) Advocating for a quality pharmacy practice setting.

CSHP Mission:

CSHP is the national voice of pharmacists committed to the advancement of safe, effective medication use and patient care in hospitals and related healthcare settings.

