



Peer Mentor Program

Please provide a description of the practice or copy of the tool and indicate how this practice/tool is linked to Accreditation Standards.

At the start of the residency year, each resident is assigned a peer mentor or program advisor. These people are not directly involved in the residency program, but do have knowledge of its structure and expectations. They can help with introductions and orientation to the hospital; provide a sounding board for issues and concerns, or other help as required. The peer mentor will provide guidance, support and encouragement to the resident during the residency year. This program directly provides support to the resident as per Accreditation Standard 2.1.3.5(g).

Why did your program decide to implement this practice/tool?

The residency year can be stressful, and the people who best understand that are pharmacists who have recently completed the program or been closely involved with the program. Recognizing the value of informal peer support, outside the supports formally offered by the program, we elected to ensure each resident was matched with a peer who could provide that “sounding board” as issues arose over the course of the year.

What makes this practice/tool creative and innovative?

Utilizing our recent graduates (or other stakeholder pharmacists where recent graduate are not available), we ensure continual engagement of our pharmacists with our residency program. It fosters a culture of “it takes a department to raise a resident”, which we feel strengthens and enriches our overall commitment to the program.

Which processes or educational outcomes has this practice/tool improved in your program?

This practice focuses on the more personal aspects of residency training as opposed to processes or hard outcomes which we strongly believe enables successful completion and improves overall performance.

Which resources are required for this practice/tool to be implemented by other pharmacy residency programs?

Recent graduates of a residency program or other stakeholder pharmacists within the department who are willing to support a current resident.

Pharmacy Residency Leading Practices Report

Summary describing the impact it has had on the Alberta Health Services Residency Program.

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Contact information if you require more details about this practice/tool.

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