Implementing codes of conduct for pharmacists

John Jackson
President
FIP- Western Pacific Pharmaceutical Forum

WHO Bi-regional consultation on good governance for improved access to medicines

Manila 9-11 Nov 2015
Implementing codes of conduct for pharmacists

Presentation outline

1. My perspective: speaking on behalf of the FIP-Western Pacific Pharmaceutical Forum
2. Pharmacists: a pivotal workforce for enhanced access to medicines
3. Codes of conduct for pharmacist: what are they?
4. Competencies, ethics, standards and guidelines: building blocks for the assurance of pharmacists’ practice
5. Codes of conduct – A specific code of conduct: the Good Pharmacy Practice Guidelines
Western Pacific Pharmaceutical Forum

International Pharmaceutical Federation [FIP] representing pharmacists globally
- Pharmaceutical science
- Pharmacy education
- Pharmacy practice

Good Pharmacy Practice [GPP] Guidelines
Six regional forums aligned with the WHO regional structure

Western Pacific Pharmaceutical Forum [WPPF]
- Advance pharmacists’ practice across the WHO WPR
- GPP training in Cambodia, China, China Taiwan, Japan, Korea, Malaysia, Philippines
- Scholarships to attend FIP Congress
Pharmacists – a pivotal workforce for enhanced access to medicines

Pharmacists: individuals educated and registered to prepare, maintain and supply medicinal products and counsel on the proper use and adverse effects of medicines.

Pharmacist characteristics of the WPR
- Education programs: range from 3 to 6 years.
- Distribution: 5 per 10,000 population [range 0.1 to 21]
- Gender balance: 55% female [range 6% to 94%]
- Sector: 90% private 10% public to 10% private 90% public
- Practice:

<table>
<thead>
<tr>
<th></th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Community</td>
<td>57%</td>
</tr>
<tr>
<td>Academia &amp; research</td>
<td>2%</td>
</tr>
<tr>
<td>Hospital</td>
<td>15%</td>
</tr>
<tr>
<td>Regulatory</td>
<td>1%</td>
</tr>
<tr>
<td>Industry</td>
<td>7%</td>
</tr>
<tr>
<td>Other</td>
<td>8%</td>
</tr>
<tr>
<td>Sales &amp; marketing</td>
<td>4%</td>
</tr>
<tr>
<td>Unaccounted</td>
<td>6%</td>
</tr>
</tbody>
</table>
The pharmacists’ vision

A pharmacist should:
- be accessible;
- be consumer centred;
- provide medication management activities;
- provide primary care;
- provide preventive and public health services;
- support chronic disease management;
- support continuity of care activities;
- promote evidence-guided practice and the quality use of medicines;
- promote innovation and research;
- promote medication safety and quality activities.
Making a successful pharmacist workforce

- Local challenges
  - Incidence of disease
  - Demographics
  - Socio-economic status

- Robust pharmacy education
  - Undergraduate
  - Postgraduate
  - Technical
  - CPD

- Pharmaceutical care needs
  - Production
  - Distribution
  - Clinical

- Resources
  - Regulation
  - Workforce capacity
  - Facilities
  - Practices
  - Organisations

- Improved patient outcomes through access to and rational use of medicines.
- Improved public health

Adapted from: Global Pharmacy Education IJP 28:1 2012 pp4-11
Why are pharmacists a pivotal workforce?

Because they are at the intersection of the four critical aspects of rational medicine use.
Pharmacists – at the intersection

Pharmacists

Consumers

Medicines

Regulators

Health system

knowledgeable about all sectors
What is a code of conduct?

A code of conduct is a set of conventional principles and expectations that are considered binding on any person who is a member of a particular group. It outlines the social norms, rules and responsibilities of, or proper practices for an individual, party or organisation.

Compliance with a code of conduct helps to assure the desired outcomes are delivered by the person.
Some of the building blocks for assurance of pharmacists’ performance

Assured performance

- Guidelines
- Re-registration
- Registration
- Competencies
- Assessment
- Standards
- CPD
- Education
- Vision
- Ethics
- Policies
- Representation

Red bricks = codes of conduct
Linking the building blocks for assurance

Competencies – essential capabilities for assessment
Education – integrated contemporary science and practice
Registration – based on evidence of competence
Re-registration – how often and based on what criteria?

Representation – create a self governing, representative group
Ethics – commitment to appropriate behaviour
Policies – statement of position of the group
Standards – agreed levels of performance of individuals
Guidelines – how to achieve the standards

Continuing professional development – supports re-registration
Vision – higher standard for future attainment
Assessment – independent and regular of all critical steps
FIP STATEMENT OF POLICY: IMPROVING ACCESS TO MEDICINES IN DEVELOPING COUNTRIES

FIP undertakes to:

· promote the safe and effective use of quality medicines and so help to protect public health;
· promote improved access to essential medicines, particularly in disadvantaged and underserved populations;
· help to facilitate the transfer of knowledge, expertise and information from developed to developing countries, for example, through seminars organised by the Boards of Pharmaceutical Sciences and Pharmaceutical Practice and the support of Pharmabridge;
· explore and support links between developing countries, especially through the WHO/FIP Forums and their national pharmaceutical associations;
· develop policies and programmes designed to benefit developing countries and promote these to international organisations at interdisciplinary meetings.
FIP recommends that:

• .......governments should apply laws and practices to encourage regulatory systems within which pharmacists and other health care providers can employ their skills to ensure the appropriate management of quality medicines.

• ....minimise the migration of health professionals from developing to developed countries.

• ....regional pharmacy groups, including FIP/WHO Forums, should work together to share technical expertise and experiences with the aim of improving relevant competencies to ensure the quality of medicines and their regulation, distribution and use.
A specific codes of conduct: GPP

Dispensing
Health information
Patient education
Monitoring
Screening
Therapeutic drug monitoring
Minor ailments
Medication therapy management
Disease management programs
Public health programs
Health campaigns

JOINT FIP/WHO GOOD PHARMACY PRACTICE GUIDELINES
Implementation of GPP Guidelines

Enacted through legislation
or
Adopted through codes, guidelines, standards & visions

WPPF approach:
- in country training program
- train the trainer
- consider undergraduate education focus
- emphasis life long learning
- build capacity of local representative association.
Thank you