

Preparing Students for Expanded Roles in Community Practice: Lessons from Canada

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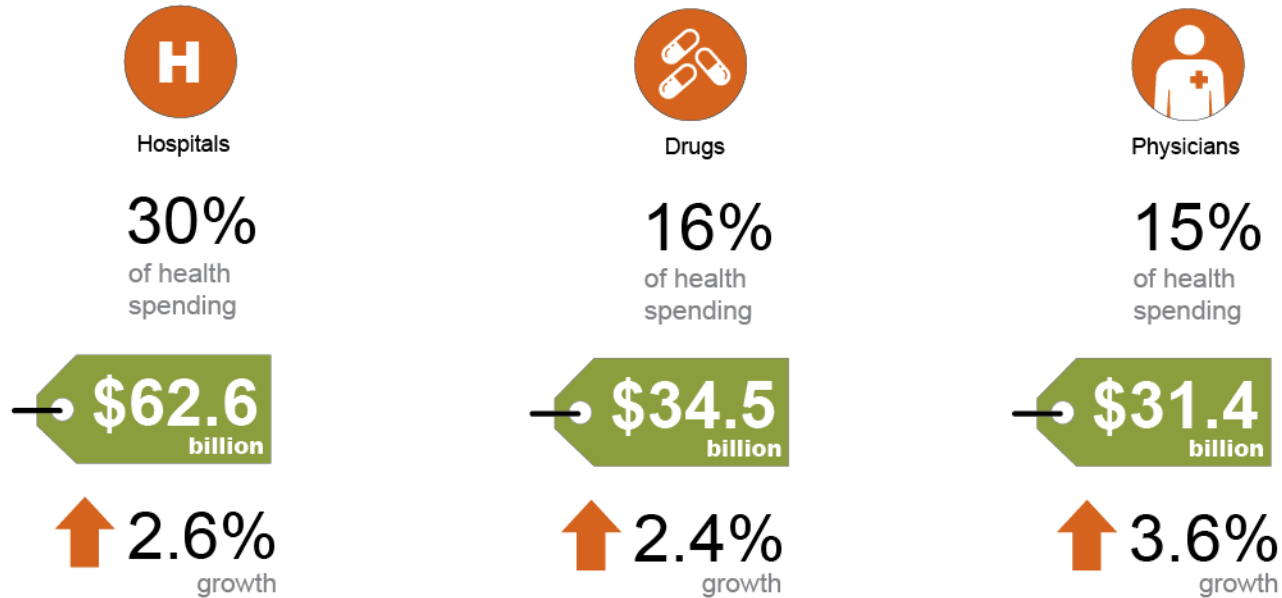
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Health Care in Canada

- Universal coverage for medically necessary health care services (excludes dental, vision care)
- Primarily paid for and delivered by **provinces**
- Health care spending 40-50% of provincial budgets



Major Health Care Expenditures



Who pays for medications?

- Public funding ~ 40%
 - Over age 65, unemployed, low income
- Private Insurance ~ 40%
 - Provided by many employers
- Out of pocket payment ~20%
 - Includes co-pays and payments by uninsured for medications

Pharmacy Practice in Canada

- As of January 2014:
 - 37,490 registered pharmacists in Canada (~ 1 pharmacist per 1,000 citizens)
 - 75% of pharmacists practice in community pharmacy
 - 9,558 community pharmacies
 - Mix of chain (Shoppers Drug Mart, Rexall), banner, franchise, grocery and independent pharmacies

Rationale for Expanded Scope of Pharmacy Practice

- Governments as the primary payer want:
 - Improved access to health care, reduced wait times
 - More cost-effective health care
 - Patient-focused care, improved co-ordination
- Expanded scope benefits patients and frees up physician time for other tasks



Pharmacists Scope of Practice 2005



Pharmacists' Expanded Scope of Practice in Canada

Not implemented

	BC	AB	SK	MB	ON	QC	NB	NS	PEI	NL	NWT	YT	NU
Provide emergency prescription refills													
Renew/extend prescriptions													
Change drug dosage/formulation													
Make therapeutic substitution													
Prescribe for minor ailments/conditions													
Initiate prescription drug therapy													
Order and interpret lab tests													
Administer a drug by injection													
Regulated Pharmacy Technicians													

Pharmacists Scope of Practice 2015



Pharmacists' Expanded Scope of Practice in Canada

✓ Implemented in jurisdiction

P Pending legislation, regulation or policy for implementation

X Not implemented

	BC	AB	SK	MB	ON	QC	NB	NS	PEI	NL	NWT	YT	NU
Provide emergency prescription refills	✓	✓	✓	✓	✓	P	✓	✓	✓	✓	✓	X	X
Renew/extend prescriptions	✓	✓	✓	✓ ⁴	✓	P ⁷	✓	✓	✓	✓	✓	X	X
Change drug dosage/formulation	✓	✓	✓	✓	✓	P ^{7,8}	✓	✓	✓	✓	X	X	X
Make therapeutic substitution	✓	✓	✓	X	X	P ^{7,8}	✓	✓	✓	✓ ¹²	X	X	X
Prescribe for minor ailments/conditions	X	✓ ¹	✓	✓	X	P ^{7,8}	✓	✓	✓	X	X	X	X
Initiate prescription drug therapy	X	✓	✓ ²	✓	✓ ⁵	P ^{7,8}	✓ ¹⁰	✓ ²	✓ ²	X	X	X	X
Order and interpret lab tests	X	✓	P ³	✓	P	P ⁷	P	P	P ¹¹	X	X	X	X
Administer a drug by injection	✓	✓	P ³	✓	✓ ⁶	P ^{7,9}	✓	✓	✓	✓	X	X	X
Regulated Pharmacy Technicians	✓	✓	P ³	P	✓	X	P	✓	✓	✓	X	X	X

What can Pharmacists Do?

- In most provinces, pharmacists can:
 - Renew and extend prescriptions (chronic therapy)
 - Adapt prescriptions (change dose, formulation)
 - Therapeutic substitution (change drug within class)
 - Order and interpret lab tests
 - Administer a drug by injection (eg. immunizations)
 - Initiate prescription therapy

Pharmacist Prescribing

- Pharmacists can prescribe:
 - For minor/common ailments (eg. acne, allergic rhinitis, dysmenorrhea, headache, GERD, oral thrush, superficial skin infections, erectile dysfunction)
 - Smoking cessation (Ontario and others)
 - Advanced prescribing authority (Alberta)

Alberta – The Promised Land (for Pharmacy)



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Expanded Scope Varies by Province

Service	Alberta	Ontario
Emergency Refills	Yes	Yes
Renew/extend prescriptions	Yes	Yes
Change dosage/formulation	Yes	Yes
Therapeutic Substitution	Yes	No
Minor Ailment Prescribing	Yes	No
Initiate Prescription Therapy	Yes	Smoking Cessation
Order and interpret lab tests	Yes	Pending
Administer a drug by injection	Yes	Flu Vaccine Only

Payment for Professional Services

Service	Ontario	Alberta	Sask.
Medication Reviews	\$60	\$60/\$65	\$60
Advanced Medications Reviews (diabetes, long-term care, etc.)	\$75-\$150	\$100/\$125	
Medication Review Follow-up	\$25	\$20/\$25	
Immunization	\$7.50	\$20	
Adapt or renew prescription	0	\$20	\$6
Refusal to fill	0	\$20	1.5 x DF
Pharmaceutical Opinion	\$15		
Therapeutic Substitution		\$20	0
Minor Ailments			\$18
Smoking Cessation	\$125/yr		\$300/yr
Emergency Refill	0	\$20	\$10

Supporting Expanded Scope: Regulated Pharmacy Technicians

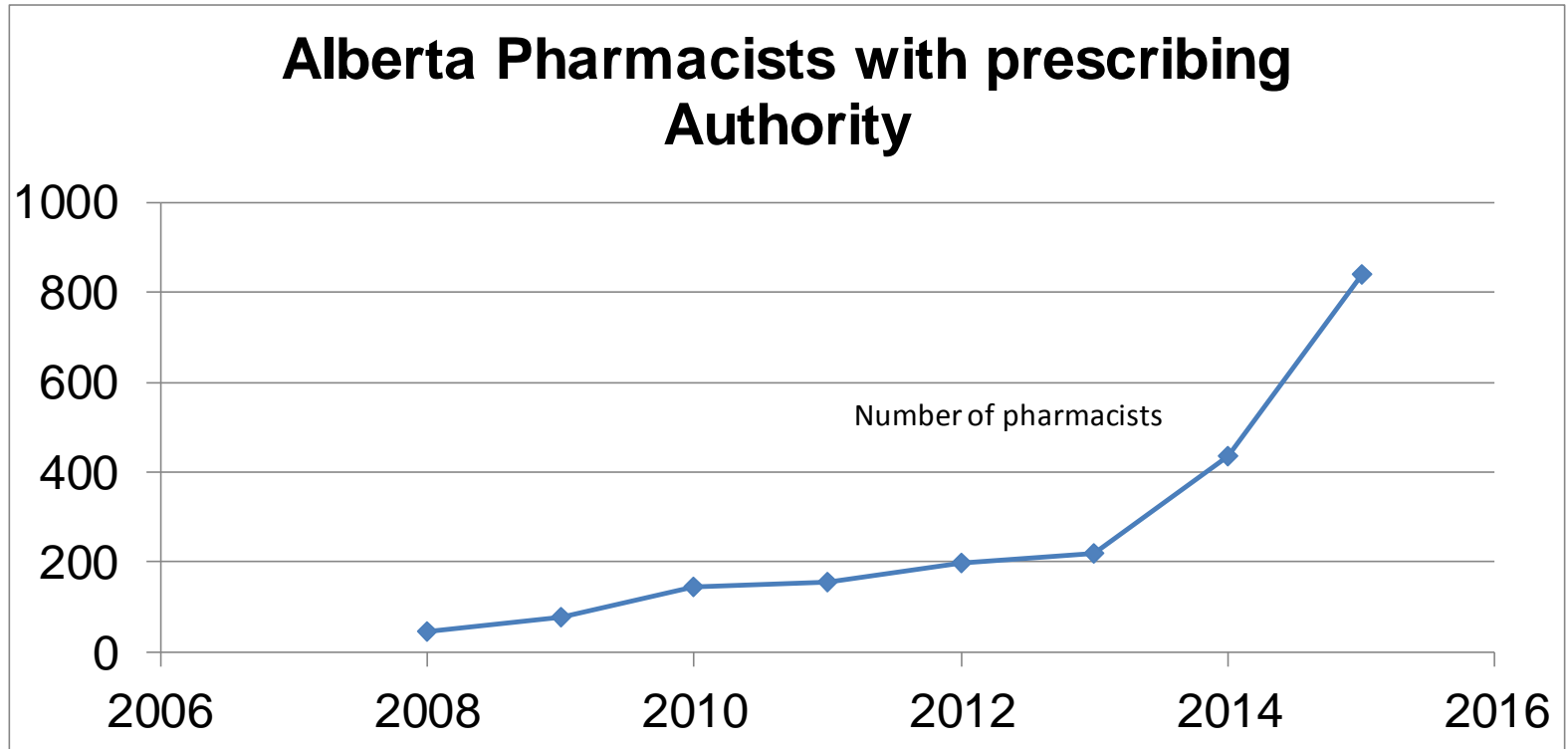
- Most provinces have regulated pharmacy technicians
 - Accountable and responsible for the technical aspects of both new and refill prescriptions, (i.e. the correct patient, drug dosage form/route, dose, doctor)
 - Liability for actions
 - Independent double check
 - Ability to receive/transfer Rxs

Embracing the Opportunity?

Not so fast

- Immunizations, medication reviews widely available in pharmacies but
- Many pharmacists are not adapting or renewing prescriptions or doing therapeutic substitutions
 - Fear of disrupting the health care hierarchy, relationship with physicians
- Two years after govt. approval, only 30% of Ontario pharmacies offer smoking cessation services (Wong et al., Can Pharm J 2015: 148: 29-40)
- Number of pharmacists applying for advanced prescribing authority in Alberta has been low ...

Embracing the Opportunity? Not so fast



www.pharmacists.ca/index.cfm/education-practice-resources/pharmacy-practice-research/canadian-pharmacy-practice-research-group/cpprg-webinars/cpprg-webinar-archives

Barriers to Implementing Professional Services

- Pharmacist Perspective
 - Workload, too little time (lack of support staff)
 - Workflow
 - Pharmacy design/lack of privacy
 - Lack of training/expertise/competence
 - Not enough reimbursement
 - Conflict between business model and clinical practice model
 - Billing numbers for pharmacist employees, salary incentives for professional services
 - Interference with patient-physician relationship
 - Personality characteristics of pharmacists

Are Pharmacists the ultimate barrier to practice change?

- Current pharmacy culture
 - Product-focused (thorough, careful, attentive to detail)
 - Information gatherer and disseminator
 - Paralysis in the face of ambiguity
 - Uncomfortable with clinical decision-making
- Lack of confidence, reluctant to take responsibility for patient care decisions

Barriers to Further Expanded Scope

- Government/payor perspective
 - Failure to practice to full extent of current scope
 - Inconsistency in delivery of professional services in a highly visible profession
 - Turf battles between professions
 - CMA resolution in 2007: “the right to prescribe medications independently for medical conditions must be reserved for qualified practitioners who are adequately trained to take a medical history, perform a physical examination, order and interpret appropriate investigations, and arrive at a working diagnosis.”
 - Limited evidence in support of the value of expanded professional services

Ongoing Research into Professional Pharmacy Services

- Ontario Pharmacy Research Collaborative
 - provide evidence of the quality, outcomes and value of recent and emerging medication management services provided by Ontario pharmacists
 - Funded by Ministry of Health (\$5.8 million dollars over 3 years)
- Canadian Foundation for Pharmacy
 - The evaluation of pharmacy prescribing for minor ailments – the clinical and economic value
 - The impact of community pharmacist interventions in hypertension management on patient outcomes: A randomized controlled trial

Shifting the Focus from Product to Patient: The Role of Academia



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The Role of Academia: Curriculum

1. Offer a curriculum that prepares future pharmacists for new roles
 - Provide knowledge and skills in professional practice (immunization, smoking cessation training)
 - Build confidence, responsibility for patient care
 - Early exposure to inter-professional education
 - Practice experiences mentored by confident, responsible preceptors

The Role of Academia: Faculty

2. Hire faculty members with
 - expertise in community pharmacy practice
 - Interest in practice-based research

The Role of Academia: Admissions

3. Recruit and admit students who have the confidence and aptitude to embrace patient-focused medication management
 - Touching a patient may be required



Different Students for a Different Profession

- Admissions policies must value non-academic characteristics of prospective students
 - Commitment to care
 - Critical thinking/problem solving
 - Ethical reasoning/integrity
 - Interpersonal skills
 - Motivation to be a pharmacist
 - Oral communication skills
 - Self-awareness
 - Team player

Different Students for a Different Profession

- Extensive personal Interviews
- Multiple Mini Interview (MMI)
 - Similar to OSCE approach for assessing clinical skills
 - Multiple stations (5-8 minutes) testing communication skills, problem-solving, critical thinking

Summary

- Alignment of interests of government (primary payer) and profession has resulted in significant expansion of scope of practice in Canada
- Pharmacists have been inconsistent in adopting expanded scope due to real and perceived barriers
- Academia has an important role in preparing the patient-focused pharmacist of the future