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Submitting author: Mr Chi Fung LEUNG

Post title: Resident Pharmacist, Our Lady of Maryknoll Hospital

Development of Drug Prepacking Competency Assessment Framework in Our Lady of Maryknoll Hospital

Lau WM(1), Leung CF(1), Cheung LP(1), Chan CC(1)

(1) Pharmacy Department, Our Lady of Maryknoll Hospital

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Introduction

Drug prepacking refers to the direct transfer and re-labelling of any pharmaceutical product from its original primary container into another container, usually of smaller and more convenient pack sizes for dispensing purposes. Drug prepacking is a high risk process. Any error in the drug prepacking procedures can potentially affect a batch of drug prepacks, and hence a group of patients.

Objectives

To develop a drug prepacking competency assessment framework for pharmacy staff to facilitate future training on drug prepacking.

Methodology

Assessment checklists were designed based on Head Office guidelines and local protocols. A trial competency assessment was conducted. A pharmacist was appointed as an assessor to evaluate staff's performance on drug prepacking procedures. Modifications were then made for the establishment of an official competency assessment framework.

Result

The trial assessment was conducted from May to Jul 2016 in Pharmacy Department, Our Lady of Maryknoll Hospital (OLMH). Fifteen dispensers and two supporting staff were enrolled. Among the assessments performed, full compliance was achieved for essential steps in drug prepacking, including label generation, pre-checking, prepacking, reprinting labels, storage and filling of pre-packed drugs. An average compliance rate of 95.2% was attained in final checking. Identified practice deviation was rectified.

An official competency assessment framework was subsequently established for use in OLMH and 4 affiliated GOPC pharmacies. The design of the competency assessment was revamped to provide a more user-friendly structure. Major aspects of drug prepacking are set as domains, which define the broad area of responsibility to be covered. Elements provide general descriptions of the activities in a domain. Under elements, performance criteria show the key aspects of the expected performance.

Evidence examples are further listed to provide 'cues' for the assessor to judge the assessment results.

Different modules suitable for different scopes of duty in drug repackaging are established by grouping the relevant domains. Upon accomplishment of the assessment module(s), the staff can be certified competent in relevant drug repackaging duties.

In short, a drug repackaging competency assessment framework was set up to provide a stepwise training. It helps identify deficits in staff's practice such that training can be strengthened accordingly. Overall, the quality and safety of the drug repackaging process and outcome can be assured.