

## HIV ADVANCED (YEAR 2) PHARMACY RESIDENCY

### Educational Outcomes

**Preamble:**

This document is to be used by the residents, preceptors and coordinators. It outlines the Canadian Pharmacy Residency Board (CPRB) Educational Outcomes (competencies), standards and requirements to achieve the competencies. This document lists examples of activities that can be used to complete and assess the competency in the HIV Advanced (Year 2) Pharmacy Residency program.

**Competency:**

**3.1 Provide Evidence-Based Direct Patient Care as a Member of Interprofessional Teams**

<b>Standard</b>	The resident shall demonstrate expertise in providing evidence-based pharmacy care as a member of interprofessional teams in the residency's defined area of practice.	
<b>Requirement(s)</b>	<b>Sample Activities</b>	
1. The resident is able to practice pharmacy at an expert level within his or her defined clinical scope of practice and expertise: a) Place high priority on, and be accountable for, selecting and providing pharmacy services that are appropriate to the patient group or population.	<ul style="list-style-type: none"> <li>● Participation in interprofessional rounds</li> <li>● Communication with interprofessional team members</li> <li>● Gathering comprehensive Best Possible Medication History records and conducting medication reconciliations upon admission and discharge for a</li> </ul>	

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<p>b) Apply knowledge of clinical and pharmaceutical sciences relevant to the defined area of practice and to pharmacy practice and healthcare practice in general.</p> <p>c) Recognize and respond to the complexity, uncertainty, and ambiguity inherent in pharmacy practice and healthcare practice in general.</p> <p>d) Carry out professional duties in the face of multiple, competing demands.</p> <p>e) Demonstrate the ability to proactively communicate issues to affected stakeholders, including patients and their families, and to make recommendations to resolve those issues.</p> <p>f) Perform appropriately timed consultation, presenting well-documented assessments and recommendations in written and/or oral form using appropriate formats.</p>	<p>smooth transition of care</p> <ul style="list-style-type: none"> <li>● Completing consultations requested by members of the healthcare team or by patients</li> <li>● Counseling patients, their caregivers and families</li> <li>● Documenting pharmaceutical care plans including recommendations and monitoring plans</li> </ul>
<p>2. The resident is able to integrate best available evidence, contextualized to specific situations, into real-time decision-making:</p> <ul style="list-style-type: none"> <li>a. Recognize uncertainty and knowledge gaps in clinical and other professional encounters, and generate focused questions to address them.</li> <li>b. Demonstrate proficiency in identifying, selecting, and navigating resources.</li> <li>c. Accurately appraise the literature as it relates to the situation(s).</li> <li>d. Integrate evidence into decision-making.</li> </ul>	<ul style="list-style-type: none"> <li>● Discussion with patient/caregivers</li> <li>● Discussion with interprofessional teams</li> <li>● Preceptor discussion and feedback</li> <li>● Pharmaceutical care patient workups that are evidence-based</li> <li>● Critical appraisal of selected literature</li> </ul>
<p>3. The resident shall perform patient-centred clinical assessments and establish care plans for individual patients:</p>	<ul style="list-style-type: none"> <li>● Discussion with patient/caregivers</li> </ul>

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| <ul style="list-style-type: none"> <li>a) Establish a respectful, professional, therapeutic relationship with the patient.</li> <li>b) Confirm or establish goals of care.</li> <li>c) Identify and reliably prioritize drug therapy problems.</li> <li>d) Elicit a history and perform assessments in an organized, thorough, and timely manner.</li> <li>e) Gather, appraise, and accurately interpret relevant information from appropriate sources, including the patient, the family, other providers, and the literature.</li> <li>f) Prepare a care plan that includes consideration of the role and goals of the patient and the roles of other team members.</li> <li>g) Proactively resolve drug therapy problems, monitor therapy and outcomes, and revise care plans on the basis of new information.</li> <li>h) Establish timely follow-up and continuity of care plans.</li> <li>i) Document and share, in written or verbal form, information about the issue, complying with legal, regulatory, and organizational requirements or any additional measures that will optimize clinical decision-making, patient safety, confidentiality, and privacy.</li> <li>j) Demonstrate effective, safe transfer of care during transition of a patient to a different setting or stage of care, or during a transition of responsibility for care.</li> </ul> | <ul style="list-style-type: none"> <li>• Discussion with interprofessional teams</li> <li>• Review of patient profiles and other related documentation including prior interaction with patient and/or family</li> <li>• Pharmaceutical care patient work ups and care plans</li> <li>• Therapeutic discussions with preceptor</li> <li>• Communication with members of the pharmacy team at end of shift/end of rotation</li> <li>• Documentation in patient record</li> <li>• Building rapport with patient, taking care to encourage respectful professional and personal boundaries</li> <li>• Discussion with patient regarding their expectations and setting/confirming realistic treatment goals</li> <li>• Use pharmaceutical workup tools for effective documentation of the workup process, and implement care plans             <ul style="list-style-type: none"> <li>• Ensure effective patient follow-up where monitoring parameters are met</li> </ul> </li> </ul> |
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<p>4. The resident shall advocate for the patient in terms of meeting the patient's health-related needs and shall be governed by the patient's desired outcome of therapy:</p> <p>a) Work with patients and other team members to address the determinants of health, and consider disease prevention, health promotion, and health surveillance when working with individual patients in the clinical or extra-clinical environment.</p> <p>b) Respond to the needs of the community or population by advocating for system-level change or by participating in a process to improve health in the community or population served.</p>	<ul style="list-style-type: none"> <li>● Discussion with patient regarding their expectations and setting realistic treatment goals</li> <li>● Consistent communication with team members</li> <li>● Participation in activities including teaching and developing tools for HIV/AIDS community organizations</li> <li>● Participation in developing clinical tools for the care of groups of patients (eg, vulnerable populations)</li> </ul>
<p>5. The resident shall work effectively with other professionals:</p> <p>a) Establish and maintain inter- and intra-professional working relationships for collaborative care.</p> <p>b) Negotiate overlapping and shared responsibilities with inter- and intra-professional healthcare providers for episodic or ongoing care of patients.</p> <p>c) Engage in effective and respectful shared decision-making with other care providers.</p>	<ul style="list-style-type: none"> <li>● Preceptor discussion and feedback</li> <li>● Participation in interprofessional rounds</li> <li>● Answering drug information questions and completing consultations from other healthcare professionals</li> <li>● Help ease transition of care by conducting Best Possible Medication Histories upon admission, as well as medication reviews at admission and discharge</li> <li>● Effectively document all recommendations whether implemented by team members or not, taking care to be clear, concise, and respectful</li> </ul>

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6. The resident shall work with inter- and intra-professional colleagues to prevent misunderstandings, manage differences, and resolve conflict:

- a) Demonstrate a respectful attitude toward colleagues and members of inter- and intra-professional teams.
- b) Work with others to prevent conflicts.
- c) Manage complex conversations (e.g., those that are difficult to initiate or pursue).
- d) Employ collaborative negotiation to resolve conflicts.
- e) Respect differences, misunderstandings, and limitations in others.
- f) Recognize one's own differences, misunderstandings, and limitations that may contribute to inter- and intra-professional tension.
- g) Reflect on inter- and intra-professional team function.

- Participate in interprofessional rounds and take on an active role in discussions
- Participate in Pharmacy continuing education sessions to help build intra-professional relationships
- Respectful discussions with healthcare team members, as needed, to resolve conflicts
- Discussions with preceptor

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**Competency:**

**3.2 Manage and improve medication use systems.**

<b>Standard</b>	The resident shall contribute to the improvement of medication-use systems and pharmacy services in healthcare teams, organizations, and systems.	
<b>Requirement(s)</b>	<b>Sample Activities</b>	
1. The resident shall engage with members of the care team, including patients and their families where appropriate, to work collaboratively to improve medication-use systems and related systems in healthcare.	<ul style="list-style-type: none"> <li>● Group discussion with facilitator / preceptor / healthcare member</li> <li>● Medication order review and verification/entry</li> <li>● Troubleshooting medication issues on clinical unit</li> <li>● Participation in interprofessional rounds</li> </ul>	
2. The resident shall prepare tools (e.g., protocols, checklists, clinical pathways, pre-printed orders) that have been shown to improve consistency and/or quality of care.	<ul style="list-style-type: none"> <li>● Self-familiarization with tools and resources that promote consistency of care such as hospital-wide protocols, order-sets, and pharmacy documentation templates</li> <li>● Ensuring appropriate and effective documentation of encounters</li> <li>● Use pharmacy clinical documentations available as resources to ensure consistency</li> <li>● Develop or update protocols and pre-printed orders used</li> </ul>	

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	<p>in an HIV ambulatory or inpatient care setting (eg, PEP protocol, PrEP protocol, pre-printed orders for antiretrovirals, STBBI treatment, vaccinations, etc)</p> <ul style="list-style-type: none"> <li>• Develop clinical pathway tools / algorithms to optimize choice of therapy and care</li> </ul>
<p>3. The resident shall make effective use of health informatics to improve the quality of patient care and to optimize patient safety.</p>	<ul style="list-style-type: none"> <li>• Use of electronic tools and databases (ie, institutional electronic chart, province-wide databases, Immunodeficiency Clinic (UHN) or Chronic Viral Illness Service (MUHC) clinic databases) for comprehensive data collection, documentation and continuity of care</li> </ul>
<p>4. The resident shall actively participate, as individuals and as members of a team, in the continuous improvement of healthcare quality and patient safety by accurately and appropriately recognizing, disclosing, and responding to adverse events, errors, and near misses.</p>	<ul style="list-style-type: none"> <li>• Discussions with preceptor/prescribers in person and over the phone</li> <li>• Review of ADR reports</li> <li>• Discussions in operations-related activities</li> <li>• Preceptor discussion and feedback</li> <li>• Recognition of near-misses and adverse events and reporting to the Pharmacy and Therapeutics Committee as well as Health Canada Vigilance Program</li> </ul>
<p>5. The resident shall analyze how human and system factors</p>	<ul style="list-style-type: none"> <li>• Participate in patient care rounds and take on an active</li> </ul>

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<p>influence decision-making and provision of services in the focused area of practice.</p> <p>a) Recognize when the values, biases, or perspectives of patients, prescribers, other healthcare providers, regulators, or payers (e.g., provincial or third party) may affect the quality of care, and modify the approach to the issue appropriately.</p>	<p>role</p> <ul style="list-style-type: none"><li>● In the individualization of pharmaceutical care plans, take into consideration medical, social, psychological and economic factors.</li><li>● Work collaboratively with other team members to modify care pathways and services to improve the quality of care.</li></ul>
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**Competency:**

**3.3 Exercise Leadership**

Standard	The resident shall demonstrate leadership in professional practice.	
Requirement(s)	Sample Activities	
1. The resident shall demonstrate personal responsibility for, and contribute to the quality improvement of, patient care and safety.	<ul style="list-style-type: none"> <li>● Ensure appropriate and effective documentation of encounters and comprehensive care plans</li> <li>● Recognition of near-misses and adverse events and reporting to the Pharmacy and Therapeutics Committee as well as Health Canada Vigilance Program</li> </ul>	
2. The resident shall contribute to strategies that improve the value of pharmacy care or healthcare delivery.	<ul style="list-style-type: none"> <li>● Ensuring all patient assessments and recommendations are documented (regardless of whether the recommendation was implemented or not)</li> </ul>	
3. The resident shall facilitate changes to enhance pharmacy services outcomes or health outcomes for groups of patients.	<ul style="list-style-type: none"> <li>● Development of new services or improvement of existing services for groups of patients with specific needs (eg, PrEP, geriatric, pregnant women, people who inject drugs, transgender, asylum seekers, mental health, etc)</li> </ul>	

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	<ul style="list-style-type: none"> <li>• Participation in teaching activities with groups of patients through HIV/AIDS service organizations</li> <li>• Development of tools (eg, pamphlets, videos) for health promotion and safe use of medications for HIV, viral hepatitis and other common conditions</li> </ul>
<p>4. The resident shall manage his or her own practice and career, setting priorities to balance time in practice and in personal life, and shall implement processes to ensure personal practice improvement.</p>	<ul style="list-style-type: none"> <li>• Completion of tasks and projects in a timely manner, meeting all deadlines</li> <li>• Prioritizing tasks appropriately</li> <li>• Setting limits to ensure personal wellness throughout the year</li> </ul>
<p>5. The resident shall achieve, or shall have accumulated necessary evidence to achieve, additional prescriptive authority or other expanded scope privileges that are applicable to pharmacy services that are or could be delivered in the defined area of practice, to the extent that this is enabled through legislation in the province where the residency program operates.</p>	<ul style="list-style-type: none"> <li>• Familiarize oneself on expanded scope of practice activities in Ontario and Québec and how these are implemented, if applicable, in an HIV ambulatory care setting</li> <li>• Participate in expanded scope of practice activities independently (if licensed in the province) or in collaboration with the preceptor</li> </ul>
<p>6. The resident shall demonstrate respect for, pride in, and commitment to the profession through both appearance and</p>	<ul style="list-style-type: none"> <li>• Maintaining professionalism in both inter-, and intra-professional relationships</li> </ul>

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<p>actions.</p>	<ul style="list-style-type: none"> <li>● Advocate for pharmacy services throughout the year</li> <li>● Enthusiastic participation in all aspects of residency program</li> <li>● Professional attire and professional behaviour</li> </ul>
<p>7. The resident shall contribute to the body of professional knowledge through scholarly writing, through active engagement in review of manuscripts submitted for publication to a peer-reviewed journal, or through review of pharmacy-related award submissions for professional societies.</p>	<ul style="list-style-type: none"> <li>● Completion of residency project manuscript</li> <li>● Scholarly writing (eg, case reports, review articles, book chapters)</li> <li>● Participation in peer-reviewing a manuscript for a scientific journal</li> <li>● Participation in peer-reviewing a research grant application or an award submission</li> </ul>

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**Competency:**

**3.4 Provide Medication- and Practice-Related Education**

<b>Standard</b>	The resident shall effectively respond to medication- and practice-related questions, and educate others.	
<b>Requirement(s)</b>	<b>Sample Activities</b>	
1. The resident shall respond effectively and in a timely manner to medication- and practice-related questions received from others: <ol style="list-style-type: none"> <li>a) Conduct a literature search systematically.</li> <li>b) Critically appraise the literature.</li> <li>c) Formulate a response.</li> <li>d) Communicate, verbally and in writing, responses to requests.</li> </ol>	<ul style="list-style-type: none"> <li>● Participation in interprofessional rounds and confidently communicating findings and recommendations with team members</li> <li>● Respond to medication- and practice-related questions (eg., clinic, Gilead drug information rotation, 1-800 consultation Québec line)</li> <li>● Document answers to questions from healthcare team members and patients</li> </ul>	
2. The resident shall facilitate the learning of students, other pharmacy residents, other healthcare professionals (including students of those professions), the public, and other stakeholders: <ol style="list-style-type: none"> <li>a) Promote a safe learning environment for the learner.</li> <li>b) Ensure that patient safety is maintained when learners are involved.</li> </ol>	<ul style="list-style-type: none"> <li>● Attending continuing education seminars and presentations by students and residents</li> <li>● Utilize feedback framework and provide consistent feedback to students throughout the rotation</li> <li>● Overview learning objectives with students early on in the rotation, making sure to refer back to them during mid-point</li> </ul>	

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<p>c) Collaboratively identify the learning needs of others and prioritize their learning outcomes.</p> <p>d) Create an effective training/teaching plan that enables successful delivery and completion by the learner in the available timeframe (by selecting the instructional format and instructional media, organizing/sequencing the instructional content, defining learning goals and objectives, and creating an assessment plan that aligns with the learning goals and objectives).</p> <p>e) Demonstrate effective selection of an appropriate teaching role (e.g., direct instruction, coaching, facilitation, role modelling) and demonstrate effective teaching within that role.</p> <p>f) Demonstrate effective feedback and assessment.</p>	<p>assessment</p> <ul style="list-style-type: none"> <li>● Facilitation of a small group session (i.e. Asthma/COPD seminar for PMH101, IPE sessions, pharmacy student therapeutic discussion)</li> <li>● Precepting PharmD students, year 1 residents, MSc Advanced Pharmacotherapy residents</li> <li>● Modeling for students on rotation concurrently with resident</li> <li>● IPE facilitation sessions</li> <li>● Participate in mid-rotation and final rotation assessment of student/resident</li> <li>● Prepare and provide presentations to pharmacy department, healthcare team and patient groups (eg, journal clubs, case presentations, topic reviews)</li> </ul>
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### Competency:

#### 3.5 Demonstrate Research Skills

<b>Standard</b>	The resident shall demonstrate the research skills necessary to undertake, conduct, and successfully complete a research project in the defined area of practice.	
<b>Requirement(s)</b>	<b>Sample Activities</b>	
1. The resident shall pose clinically and scientifically relevant, appropriately constructed questions that are amenable to scholarly investigation.	<ul style="list-style-type: none"> <li>• Use PICOT format in creating research questions</li> <li>• Explore potential research questions that respond to knowledge gaps in the field of HIV or related conditions (eg, prevention, viral hepatitis, STBBI, comorbidities, etc)</li> <li>• Propose one or more research questions / projects to the coordinators and residency advisory committee (RAC)</li> <li>• Writing research objectives and hypothesis (research project outline and protocol)</li> </ul>	
2. The resident shall succinctly explain and justify the rationale for conducting the project.	<ul style="list-style-type: none"> <li>• Writing and defending justification for research project (project outline / protocol: background, rationale, pertinence)</li> </ul>	
3. The resident shall critique the possible methods of addressing a given question. a) The resident shall explore the application of	<ul style="list-style-type: none"> <li>• Choice and justification of study design and methodology in project outline, protocol and to RAC</li> </ul>	

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<p>qualitative methods, as well as quantitative methods, to address the question.</p>	
<p>4. The resident shall prepare a project protocol that incorporates consideration of ethical principles applicable to health-related research.</p>	<ul style="list-style-type: none"> <li>● Writing research protocol: ethical considerations</li> <li>● Preparing an informed consent form</li> <li>● Submission of project to research ethics board for approval</li> <li>● Utilize Community Advisory Board when applicable</li> <li>● Completing Good Clinical Practice / Standard Operating Procedure training</li> <li>● Demonstrate understanding of principles of Greater Involvement of People Living with HIV/AIDS (GIPA), Meaningful Involvement of People Living with HIV/AIDS (MIPA), etc.</li> </ul>
<p>5. The resident shall establish, in collaboration with the project supervisor, the roles and responsibilities of members of the project team.</p>	<ul style="list-style-type: none"> <li>● Engage in ongoing conversations and feedback with project supervisor and lay out specific roles and responsibilities early on</li> </ul>
<p>6. The resident shall collect data or oversee data collection by other team members, and shall analyze and interpret the data.</p>	<ul style="list-style-type: none"> <li>● Create case report forms (CRFs)</li> <li>● Recruitment of subjects</li> <li>● Data collection or training / supervision of people who will do the data collection</li> <li>● Utilize appropriate statistical analyses (descriptive and inferential) in</li> </ul>

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	evaluating findings <ul style="list-style-type: none"> <li>● Interpretation of data</li> </ul>
7. The resident shall prepare a written report of the project in a format suitable for publication in a peer-reviewed journal.	<ul style="list-style-type: none"> <li>● Preparation of a project manuscript in a format suitable for publication in a peer-reviewed journal</li> </ul>
8. The resident shall present and defend the outcomes of the project. <ul style="list-style-type: none"> <li>a) The audience shall include team members from the defined area of practice.</li> </ul>	<ul style="list-style-type: none"> <li>● Poster and oral presentation at CSHP research event (if logistically possible), or at another relevant scientific research conference</li> <li>● Oral presentation to RAC</li> <li>● Oral presentation to pharmacy staff</li> <li>● Oral presentation to UHN or MUHC teams as appropriate</li> </ul>