

SHPA RESIDENCY PROGRAM FAQs

WHAT IS A PHARMACY RESIDENCY PROGRAM?

A residency is a formal, structured and accredited experiential learning program for pharmacists. SHPA's two-year residency program is designed to develop residents' competence and practice performance to achieve the Advanced Pharmacy Practice Framework (APPF) Transition Level (Advanced- Stage 1). Pharmacy residents are employees paid according to the remuneration policies/awards of their employer.

WHAT IS AN ACCREDITED SHPA RESIDENCY PROGRAM?

Hospital pharmacy departments or other pharmacy service providers who have been accredited by SHPA to offer a residency program have demonstrated their compliance with the SHPA Accreditation Standards for Pharmacy Residency Programs.¹ This means SHPA has verified the pharmacy service's support for residents and their development, the skills and experience of pharmacy staff, their breadth of pharmacy services, and the pharmacy service's overall commitment to professional development. A list of accredited programs is available at:

www.shpa.org.au/accredited-sites

WHY RESIDENCY?

Formal experiential training, like that provided by a residency program consolidates initial education and training and progresses the novice or early career practitioner towards advanced practice. Theoretical knowledge gained without application in practice is unlikely to develop a competent, flexible pharmacy workforce that can adapt to the changing future needs of patients and the health system.

SHPA believes residents may in future have an employment advantage as a result of their

comprehensive clinical training obtained via residency training.

WHO IS RESIDENCY TRAINING TARGETED AT?

In general, residents are early career pharmacists, likely one to four years post full registration. However, this does not exclude pharmacists with more years of practice experience, especially those pharmacists who are new to hospital pharmacy practice after working as a pharmacist in a different practice setting.

IS PHARMACY RESIDENCY A NEW CONCEPT?

No. Pharmacy residency programs have existed in the United States for over 50 years. SHPA's American sister organisation ASHP² first established an accreditation process and standards for residencies in hospital pharmacy in 1962. SHPA believes the increasing complexity of patient care means it's time for Australia to introduce residency training as a crucial component of the preparation of pharmacists working in hospitals and health systems. SHPA sees residency training as the bridge between formal education and practice.

WHAT OTHER EVIDENCE IS THERE FOR PHARMACY RESIDENCY PROGRAMS?

In addition to the United States, pharmacy residency programs are common place in other countries such as Canada, the United Kingdom and Singapore. The International Pharmaceutical Federation (FIP) highlights the importance of foundation training infrastructures such as residency training in Goal 2 of its recently released Workforce Development Goals.³

HOW DO I APPLY FOR A RESIDENCY?

Accredited residency programs may have different recruitment processes for their residents. Not all residency programs may advertise externally for recruitment of residents. Pharmacists interested in residency may wish to discuss opportunities for residency directly with an accredited site. SHPA is responsible for overseeing the quality of residency programs and the pharmacy service compliance with the Accreditation Standards but is not involved in recruitment of residents.

DO I NEED TO BE A SHPA MEMBER TO BE A RESIDENT?

No. But there is compulsory attendance required at some clinical seminars and training that will make SHPA membership cost-effective for residents (as well as receiving all other benefits of SHPA membership www.shpa.org.au/member-benefits).

WHAT COMMITMENT IS REQUIRED AS A PHARMACY RESIDENT?

Pharmacy residents are recognised as a pharmacy service team member with core responsibilities and defined workload and service expectations, but with additional learning and development requirements. This means residents are expected to commit to extra learning as part of the residency to support their own professional development.

WHAT COSTS ARE INCURRED?

Compulsory attendance at an annual clinical seminar will incur a fee. For example, the Extension Seminar in Clinical Medication Management registration fee is ~\$1000. Some accredited pharmacy services may provide financial support for their residents to attend; others may expect the resident to cover their own costs. Accommodation and travel may be an additional cost. There may be other expenses associated with undertaking a residency program.

WHAT DOES A RESIDENCY PROGRAM INVOLVE?

SHPA requires accredited residency programs to offer a breadth of clinical and practice experiences to residents across the two-year program. Whilst the curriculum offered may be unique to each site, core components involve six-month rotations in a medical specialty; a surgical specialty; operations/support; and an elective rotation. Preceptors who oversee resident practice are experienced in their focus area and will often have additional qualifications in clinical supervision and training. Assessment and evaluation of resident performance development over time will be in accordance with the evaluation tools outlined in the SHPA residency evaluation and assessment matrix.⁴

.Adopted by Residency Project Steering Committee – **January 30 2017**

For revision – **January 2018**

Version Control: V2