FIP Transforming Vaccination Globally & Regionally

Series 1 Identifying transformation needs

1.7 Enabling our workforce: Supporting ongoing competence
This webinar is being recorded and live-streamed via Facebook

The recording will be freely available on our website www.fip.org

You may ask questions using the question box provided

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Moderators

Ralph J. Altiere
Chair of FIP Education (FIPEd)
Dean - University of Colorado Skaggs School of Pharmacy and Pharmaceutical Sciences

Ian Bates
Chair of pharmacy education - UCL
Director of the FIP Workforce Development
Welcome to the “Transforming Vaccination Regionally & Globally” Programme

Transforming Vaccination Regionally and Globally is the first FIP Transformation outcome-based online programme of its kind underpinned by the FIP Development Goals (FIP DGs).

Final outcome of the programme is a historic global FIP Commitment to Action on Vaccination in Pharmacy.

A FIP Transforming Vaccination Collection (2021)
FIP Digital Programme
Transforming Vaccination
Globally & Regionally

Sponsored by Pfizer

Series #1
Identifying transformation needs
The needs of the pharmaceutical science, practice and workforce of vaccination

Series #2
Setting transformative goals
Deconstructing vaccination in pharmacy through the FIP Development Goals (FIP DGs) across the entire profession

Series #3
Committing to transformation
Delivering a global commitment to action on vaccination

Roadmap:
September to December 2020

Main outcome
Identification of needs & considerations for transforming vaccination globally across practice, science and workforce & education.

Main outcome
Discussing mechanisms and drivers to progress the most relevant FIP Development Goals (FIP DGs) in the context of transforming vaccination in pharmacy.

Main outcome
Delivering a global FIP Commitment to Action on Vaccination in Pharmacy.
Engage with us and help us answer the following questions:

1. What single factor should be prioritized to transform pharmacy vaccination services globally and regionally?

2. What would be the most important achievement in terms of pharmacy vaccination services in your country in the next five years?

3. What else should the FIP Commitment to action outline?
Today’s Learning Objective

To define and quantify changes to existing workforce development strategies to ensure that existing pharmacists are ready to deliver vaccinations
Speaker 1

Omotayo Carolyn Olaoye
Pharmacist - Superpharma Stores, West Africa.
Member, Professional Development Team, FIP Young Pharmacists Group.
What professional development and CPD are available for vaccination with regard to advice for patients and pharmacist administering vaccinations?

- **Professional development or CPD where pharmacists are not licensed to administer vaccines.**
  Independent trainings by NGOs undertaken by pharmacists.

- **Professional development or CPD where pharmacists are licensed to administer vaccines.**
  Trainings approved by competent authorities with refresher requirements or recommendations.
  Examples: Australia, Ireland, Portugal, Switzerland, United Kingdom, United States.

  Trainings approved by competent authorities with no refresher requirements or recommendations. Examples: South Africa, Argentina.
What CPD requirements and training courses do you have for your pharmacy workforce to meet their vaccination education needs?

<table>
<thead>
<tr>
<th>Country</th>
<th>CPD Requirement or Training Course</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nigeria and Ghana</td>
<td>No specific training resources or CPD requirement approved for pharmacists. Pharmacists and organisations in Nigeria embark on individual development in order to meet vaccination needs, especially in community pharmacies.</td>
</tr>
<tr>
<td>South Africa</td>
<td>Post-registration practical training and exposure to the current EPI, resources on National Department of Health’s website.</td>
</tr>
<tr>
<td>United Kingdom</td>
<td>Face-to-face practical training courses and self-assessment.</td>
</tr>
<tr>
<td>Australia</td>
<td>Practice guidelines for pharmacists’ immunization services. First aid, CPR and anaphylaxis certificates.</td>
</tr>
<tr>
<td>Ireland</td>
<td>Training requirements set based on previous vaccination experience.</td>
</tr>
</tbody>
</table>
## Important vaccination programs in Nigeria and Africa – The National Immunization Program in Nigeria.

<table>
<thead>
<tr>
<th>Vaccine</th>
<th>Number of Doses</th>
<th>Disease Prevention</th>
</tr>
</thead>
<tbody>
<tr>
<td>BCG Vaccine</td>
<td>1</td>
<td>Tuberculosis</td>
</tr>
<tr>
<td>Oral Polio Vaccine</td>
<td>4</td>
<td>Poliomyelitis</td>
</tr>
<tr>
<td>Pentavalent Vaccine</td>
<td>3</td>
<td>Diphtheria, Tetanus, Pertussis, Hepatitis B and Hemophilus Influenza Type B</td>
</tr>
<tr>
<td>Hepatitis B</td>
<td>1</td>
<td>Hepatitis B</td>
</tr>
<tr>
<td>Measles</td>
<td>1</td>
<td>Measles</td>
</tr>
<tr>
<td>Yellow Fever</td>
<td>1</td>
<td>Yellow fever</td>
</tr>
<tr>
<td>Vitamin A</td>
<td>2</td>
<td>Sight Improvement</td>
</tr>
<tr>
<td>Inactivated Polio Vaccine</td>
<td>1</td>
<td>Poliomyelitis</td>
</tr>
<tr>
<td>Pneumococcal Conjugate Vaccine</td>
<td>3</td>
<td>Pneumonia</td>
</tr>
<tr>
<td>Rotavirus Vaccine</td>
<td>2</td>
<td>Diarrhoecal diseases</td>
</tr>
</tbody>
</table>
Young pharmacists current and potential contributions to meeting workforce and education needs.

- **Advocacy** for the integration immunisation training into pharmacy schools’ university curriculum and the expansion of pharmacists roles in vaccination through:
  - Opinion papers
  - Public health campaigns

- **Research**
  - Generation of evidence based data on the pharmacy workforce capacity to influence policymaking.

- **Effective leadership**
  - Effective representation of the pharmacy profession in vital decision making processes at national and international levels.
Speaker 2

Mitch Rothholz
Chief of Governance & State Affiliates / Executive Director,
APhA Foundation
American Pharmacists Association
‘Enabling our workforce: Supporting ongoing competence’
Perspective from the US

Mitchel C. Rothholz, RPh, MBA
Chief of Governance & State Affiliates / Executive Director, APhA Foundation
American Pharmacists Association
Pharmacist Training – Guiding approach

- Certificate Training Program: developed in 1996, continuously updated
- As of December 2019 trained more than 360,000 pharmacists
- Across the lifespan
- Recognized pharmacist roles: educator, facilitator, administer of vaccines (1996 APhA HOD)
- Guided by recognized standards, guidance and recommendations
- Supports pharmacist role on immunization team (2012: immunization neighborhood)
- National faculty, Train-the-trainer model – Licensing opportunities
- Engrain importance of immunizations early in student pharmacist career – Carries into practice
- Lifelong commitment - Not just a training program
- Organization strategic commitment

Sponsored by Pfizer
Pharmacy-based Immunization Certificate Training

- Three components to the certificate training program: (www.pharmacist.com/education)
  - 12 hour (1.2 CEU) self-study modules with case studies and assessment exam
  - 8.0 hour (0.80 CEU) live seminar with final exam
  - Hands-on assessment of intramuscular and subcutaneous injection technique
  - CPR/BCLS certification, as well as OSHA training expected
  - Program updated as recommendations change; faculty expected to subscribe to APhA resources and

<table>
<thead>
<tr>
<th>Self Study</th>
<th>Live Program</th>
</tr>
</thead>
<tbody>
<tr>
<td>Module 1. Pharmacists, Vaccines, and Public Health</td>
<td>The training seminar reinforces and expands on the self-study program and addresses areas such as immunization needs, legal and regulatory issues, and injection-technique training. Participants will be expected to practice giving intramuscular and subcutaneous injections on each other.</td>
</tr>
<tr>
<td>Module 2. Overview of Immunology and Vaccine Development</td>
<td></td>
</tr>
<tr>
<td>Module 3. Vaccine-Preventable Diseases</td>
<td></td>
</tr>
<tr>
<td>Module 4. Patient Care Considerations for Immunizing Pharmacists</td>
<td></td>
</tr>
<tr>
<td>Module 5. Operating a Pharmacy-Based Immunization Program</td>
<td></td>
</tr>
</tbody>
</table>

Program available for licensing by international partners
Accreditation Council for Pharmacy Education (ACPE) – Standards

Public Health

- Exploration of population health management strategies, national and community-based public health programs, and **implementation of activities that advance public health and wellness**, as well as provide an avenue through which students **earn certificates in immunization delivery** and other public health-focused skills.

**EXAMPLE Performance competencies:**

- Participate in activities that promote health and wellness and the use of preventive care measures
- **Promote to patients the importance of health, wellness, disease prevention (e.g., immunizations, tobacco cessation), and management of their diseases and medication therapies to optimize outcomes**
- **Provide preventative health services (e.g., immunizations, tobacco cessation counseling)**
- Public Health: Promote to patients the importance of health, wellness, disease prevention, and management of their diseases and medication therapies to optimize outcomes

**Clinical Application of Public Health Policy:**

Discuss the pharmacist’s role in education and intervention in public health initiatives applicable to pharmacy practice

- **Collect, interpret, and make recommendations** based on the results of health and wellness screenings and diagnostic tests
- Describe the role of a pharmacist in emergency management

**Immunization:**

- Be trained to administer immunizations (preferably early in curriculum to allow for practice and utilization during the professional program)
- Describe the Vaccine Information Statement (VIS), the Vaccine Adverse Events Reporting System (VAERS), and state vaccine registries
Removal of barriers to authority – to increase access during emergency

**WHY?** Pharmacists demonstrated difference they make with existing authority and are accessible providers

- HHS Third Amendment under Prep Act Authorizes Pharmacists to Order and Administer Vaccines to Children (3-18yo) During Public Health Emergency (Aug 19, 2020) – all recommended vaccines

- HHS Authorizes Pharmacists to Order and Administer, and Pharmacy Interns to Administer COVID-19 vaccine (Sept 9, 2020) – 3 years and older
Weekly webinars, continuing education, practice resources, advocacy, guidance...

https://www.pharmacist.com/coronavirus
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          (DC Office) 202-429-7549
          (cell) 202-497-5350 or 703-201-6070
          (FAX) 202-429-6300
Website: www.pharmacist.com
Speaker 3

Han Zhe
Lecturer - Department of Pharmacy, National University of Singapore
Singapore: Workforce Enablement – Vaccination Training to Meet the Needs of Our Pharmacy Workforce

HAN Zhe, PharmD, BCPS, BCIDP
Lecturer
Department of Pharmacy
National University of Singapore
Pharmacist’s Role in Vaccination

- **Overcoming barriers**
  - Legislation changes
  - Reduce out of pocket cost for patients
  - Infrastructure
  - Staff training
  - Workflow disruptions due to COVID-19 pandemic

*Especially in the community pharmacy sector*
Vaccination Training for Pharmacists

- Provided by the Department of Pharmacy at the National University of Singapore (NUS)
  - The only institution for pharmacy professional education in Singapore

- NUS Pharmacy is the first licensed partner of American Pharmacists Association (APhA) in Singapore

- Pharmacy-Based Immunization Delivery Training Program since 2019

Pharmacy Based Immunization Training Program. NUS Department of Pharmacy. Available at: https://pharmacy.nus.edu.sg/newsletter/pharmacy-based-immunization-delivery [Accessed October 5, 2020]
Vaccination Training for Pharmacists

- One-time certification training program
  - Part 1: Self-study modules (12 hours)
  - Part 2: Live seminar and injection technique assessment (8 hours)

- Audience: practicing pharmacists
  - Acute-care, community pharmacy, long-term care facilities, academia, pharmaceutical industry
  - Most plan to start pharmacy-based immunization service in the next 12 months

Pharmacy Based Immunization Training Program. NUS Department of Pharmacy. Available at: https://pharmacy.nus.edu.sg/newsletter/pharmacy-based-immunization-delivery [Accessed October 5, 2020]
<table>
<thead>
<tr>
<th>Year</th>
<th>Semester 1</th>
<th>Semester 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>▪ Professional Identity Development I</td>
<td>▪ Professional Identity Development I</td>
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<tr>
<td></td>
<td>▪ Applied Patient Care Skills I</td>
<td>▪ Applied Patient Care Skills I</td>
</tr>
<tr>
<td></td>
<td>▪ Pharmacy Foundations: Science &amp; Therapeutics I</td>
<td>▪ Pharmacy Foundations: Science &amp; Therapeutics II</td>
</tr>
<tr>
<td></td>
<td>▪ Public Health in Action</td>
<td>▪ Integumentary &amp; Ocular Systems: Science &amp; Therapeutics</td>
</tr>
<tr>
<td>2</td>
<td>▪ Professional Identity Development II</td>
<td>▪ Professional Identity Development II</td>
</tr>
<tr>
<td></td>
<td>▪ Applied Patient Care Skills II</td>
<td>▪ Applied Patient Care Skills II</td>
</tr>
<tr>
<td></td>
<td>▪ Gastrointestinal System: Science &amp; Therapeutics</td>
<td>▪ Respiratory System: Science &amp; Therapeutics</td>
</tr>
<tr>
<td></td>
<td>▪ Cardiovascular System: Science &amp; Therapeutics</td>
<td>▪ Hepatic &amp; Renal System: Science &amp; Therapeutics</td>
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<tr>
<td></td>
<td>▪ Medical Sociology</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>▪ Professional Identity &amp; Skills Development</td>
<td>▪ Professional Identity &amp; Skills Development</td>
</tr>
<tr>
<td></td>
<td>▪ <strong>Infection: Optimizing Prevention &amp; Treatment</strong></td>
<td>▪ Central Nervous System: Science &amp; Therapeutics</td>
</tr>
<tr>
<td></td>
<td>▪ Immune &amp; Endocrine: Science &amp; Therapeutics</td>
<td>▪ Hematology &amp; Musculoskeletal System: Science &amp; Therapeutics</td>
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<tr>
<td></td>
<td>▪ Discovery Project</td>
<td>▪ Discovery Project</td>
</tr>
<tr>
<td>4</td>
<td>▪ Internships</td>
<td>▪ Management of Special Patient Populations</td>
</tr>
<tr>
<td></td>
<td></td>
<td>▪ Creating the Future of Pharmacy</td>
</tr>
<tr>
<td></td>
<td></td>
<td>▪ Health &amp; Pharmacy Informatics</td>
</tr>
<tr>
<td></td>
<td></td>
<td>▪ Discovery Project</td>
</tr>
</tbody>
</table>

*Bachelor of Pharmacy. NUS Department of Pharmacy. Available at: https://pharmacy.nus.edu.sg/study/undergraduate/bachelor-of-pharmacy/* [Accessed October 5, 2020]
Filling the gaps in essential services...across professions

Global Competency Framework for Universal Health Coverage:

Addressing population health needs through competency-based education

1 June 2020
Advance copy prior to consultation

Sponsored by Pfizer
Competencies and scope need to be clear...and globally applicable

Global Competency Framework – Early Career Training
Version 2

1. Pharmaceutical Public Health

<table>
<thead>
<tr>
<th>Competencies</th>
<th>Behaviours</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.1 Emergency response</td>
<td>1.1.1 Participate in the response to public health emergencies</td>
</tr>
<tr>
<td></td>
<td>1.1.2 Assist the multidisciplinary healthcare teams in emergency situations</td>
</tr>
<tr>
<td>1.2 Health promotion</td>
<td>1.2.1 Assess the patient’s/population’s primary healthcare needs (taking into account the cultural and social setting of the patient/populations)</td>
</tr>
<tr>
<td></td>
<td>1.2.2 Advise and provide services related to health promotion; disease prevention and control (e.g. vaccination); and healthy lifestyle</td>
</tr>
<tr>
<td></td>
<td>1.2.3 Identify and support national and local health priorities and initiatives</td>
</tr>
<tr>
<td>1.3 Medicines information and advice</td>
<td>1.3.1 Counsel the patient/population on the safe and rational use of medicines and devices (including the selection, use, contraindications, storage, and side effects of non-prescription and prescription medicines)</td>
</tr>
<tr>
<td></td>
<td>1.3.2 Identify sources, retrieve, evaluate, organise, assess and provide relevant and appropriate medicines information according to the needs of patients and clients</td>
</tr>
<tr>
<td></td>
<td>1.3.3 Support the patient’s use of health information technologies and digital communication (including IT driven health solutions)</td>
</tr>
</tbody>
</table>

2. Pharmaceutical Care

<table>
<thead>
<tr>
<th>Competencies</th>
<th>Behaviours</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.1 Assessment of medicines</td>
<td>2.1.1 Gather, analyse, research, and interpret information about the patient and patient’s medicines-related needs (e.g. indication, effectiveness, safety and adherence)</td>
</tr>
<tr>
<td></td>
<td>2.1.2 Retrieve relevant patient information (including drug history, or immunisation status for example) and record of allergies to medicines and Adverse Drug Reactions (ADR) in medication record</td>
</tr>
</tbody>
</table>
| | 2.1.3 Identify, prioritise, resolve and follow up on medicine-medicine interactions; medicine-
**SERIES 1. Identifying transformation needs:**
The needs of the pharmaceutical science, practice and workforce of vaccination.

**Episode 8**
Reviewing the FIP Transforming Vaccination Programme:
Enabling and supporting our profession

**Date** 21 October  **Time** 14:00 CEST

**Moderator**
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President  
FIP (Switzerland)

**Co-moderator**
Catherine Duggan  
CEO  
FIP (UK)

**Panellist**
Ema Paulino  
Professional Secretary  
FIP (Portugal)

**Panellist**
Paul Sinclair  
Chair of FIP Board of Pharmaceutical Practice  
FIP (Australia)

**Panelist**
Giovanni Pauletti  
Chair, Department of Pharmaceutical & Administrative Sciences  
St. Louis College of Pharmacy  
(USA)

**Panellist**  
Ian Bates  
Chair of pharmacy education  
UCL School of Pharmacy  
(UK)

**Panelist**
Ralph Altiere  
Dean  
University of Colorado  
Skaggs School of Pharmacy and Pharmaceutical Sciences  
(USA)

**Panelist**
Ross Mackinnon  
Strategic Professor in Cancer Research & Matthew Flinders Distinguished Professor  
College of Medicine and Public Health  
(Australia)

**Panelist**
Allie Jo  
Director, State Policy  
YPG Liaison to FIP Community Pharmacy Section  
National Alliance of State Pharmacy Associations  
(USA)
Thank you for participating!