

## Introductory Statements and Governance

Statement	Patients	Healthcare professionals	Hospital Pharmacists
<p><b>1) The overarching goal of hospital pharmacists is to optimise patient outcomes through the judicious, safe, efficacious, appropriate, and cost effective use of medicines.</b></p>	<p>Medicines should be not only effective but also safe and cost-effective. Pharmacists are trained in the judgment of medicines. By pharmacist's counsel patients are provided the safe, effective and individualised treatment needed to achieve the best possible outcomes</p> <p><u>New proposal:</u></p> <p><u>Pharmacists are trained to use medicines effectively and this includes safely and cost effectiveness. Due to the Hospital Pharmacist's professional judgement patients are provided with safe and effective treatment needed to achieve the best possible outcomes.</u></p>	<p>Doctors prescribe the therapeutic plan for their patients with the assurance that hospital pharmacists will assist in ensuring that the care provided is safe, effective, appropriate and cost effective. Nurses are provided with the prescribed medication for the patient in order for it to be administered in the appropriate and safest way.</p>	<p>All the work of Hospital pharmacists should be underpinned by the fact that the main objective is ensure the optimisation of a patients care by ensuring the safe, effective, appropriate and cost effective use of their medication.</p> <p>Hospital Pharmacists should organise an efficient stock management to have the prescribed drugs available, make healthcare professionals aware of their price so that they are prescribed cost effectively, provide the necessary information for them to be prescribed and administered safely, appropriately, avoiding unnecessary wastage.</p> <p><u>New Proposal:</u> <u>All the work of Hospital Pharmacists should be conducted in a manner to ensure the optimisation of a patient's care by ensuring the safe, effective, appropriate and cost-effective use of their medication.</u></p> <p><u>Hospital Pharmacists should have the prescribed drugs available and provide the necessary information for them to be prescribed and administered safely and appropriately.</u></p>
<p><b>2) At a European level, 'Good Hospital Pharmacy Practice' guidelines based on evidence should be developed. These guidelines should assist national</b></p>	<p>Patients can be assured on the pharmaceutical care having the <u>same quality</u> regardless the hospital and the country, because they are in accordance with national and</p>	<p>Healthcare Professionals should be aware that Hospital Pharmacists approach their work and provide their support to all healthcare professionals is defined and guided by national and</p>	<p>Hospital Pharmacists will have clear goals and pathways to achieve excellence in the personal practice and in the hospital. They are expected to contribute to and organise the work</p>

**Comment [DP1]:** Easy steps could be included in the final text (eg Stock Management)

**Comment [AB2]:** I have some issues in saying the same quality. As there are differences between countries, and we cannot aim to make all the same, shouldn't we avoid it?

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<p>efforts to define standards across the levels, coverage, and scope of hospital pharmacy services and should include corresponding human resource and training requirements.</p>	<p>internationally standards. <u>Proposed by AB e DP:</u> Patients can be assured that for each individual patient pharmaceutical care that is provided in each hospital of any country is in accordance with national and European standards.</p>	<p>European approved standards.</p>	<p>according to national guidelines concerning coverage and scope of the services provided and to assure adequate training of pharmacists.</p>
<p><b>3) Health authorities and hospital administrators should bring together stakeholders to collaboratively develop evidence-based hospital pharmacy human resource plans aligned to engage hospital pharmacists in all steps of the hospital medicines-use process and to meet health needs and priorities across public and private sectors that optimize patient outcomes. This includes data collated at local and national level to improve human resource strategy and avoid human resource shortages through sustainable strategies for workforce supply, recruitment, and retention.</b></p>	<p>By scientific evidence collaborative care provides patients better treatment. Care provided by a team of professionals with different expertise includes Hospital Pharmacists as experts in the use of medication. The needed staffing should be agreed by all parties and supported by authorities and administrators to avoid any shortages compromising the safety and outcome of patients.</p> <p><u>New Proposal:</u></p> <p><u>In order to ensure patients have the best possible outcomes whilst within the hospital, workforce planning must be conducted, in collaboration with health authorities. Hospital Pharmacy staffing requirements should be agreed by all parties to avoid compromising the safety and treatment of patients.</u></p>	<p>There should be a structured national plan to ensure that the pharmacy services can be provided to patients and healthcare professionals. These services are proven through evidence based research to contribute to increase patient outcomes. Hospital administrations should ensure that healthcare professionals are able to refer to the expert knowledge of Hospital Pharmacists at all stages of the medicine-use-process. Staff shortages should be avoided by sustainable strategies.</p>	<p>Health authorities and hospital administrators should acknowledge that the role of Hospital Pharmacists is integral to all the medication management processes. At a national and European level there should be a structured approach to the delivery of pharmacy services. For Hospital Pharmacists this will mean that resources should be prioritised to areas where they are of proven benefit and deliver the optimal outcome for the patient</p> <p>Hospital Pharmacists will have support on a national and European level regarding hospital pharmacy human resources.</p> <p>Hospital pharmacists link the clinical governance and financial governance regarding the use of medicines within the hospital of the hospital management.</p> <p>Hospital Pharmacists have clear goals and pathways to achieve excellence in their personal practice and in their hospital. There should be a clear career pathway with opportunities for ongoing personal and professional development in each area of hospital pharmacy.</p>

**Comment [DP3]:** I have a concern with any statement telling another professional what to do. Should it be Health Authorities role and should we be telling them this?

**Comment [DP4]:** Are HR plans evidence based?

**Comment [DP5]:** Evidence can be included in a reworded format.

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<p><b>4) If lack of resources – human as well as financial – require to balance the value and outcome of activities by hospital pharmacists patient-selection criteria should be established to guide pharmacist making the best use of the limited resources</b></p> <p><b><u>New Proposal:</u></b>  <u>The lack of human or financial resources may require a reassessment of the activities of Hospital Pharmacists. A Patient selection criterion should be established to guide the utilisation of hospital pharmacy services in such a situation.</u></p>	<p>Health systems have limited resources and their use should be based on rational use. Hospital Pharmacists should develop, together with other healthcare professionals, a selection criteria in order to focus the activities of the Hospital Pharmacy ensuring the minimal impact for patients.</p>	<p>Health systems have limited resources their use should be based on rational use. Pharmacists should develop, together with doctors, nurses and administrators, the criteria of selection to avoid a waste of resources in activities with minor impact on outcome for patients.</p> <p><b><u>New Proposal:</u></b>  <u>Health systems have limited resources and their use should be based on rational use. Hospital Pharmacists should develop, together with other healthcare professionals, a selection criteria in order to focus the activities of the Hospital Pharmacy ensuring the minimal impact for patients.</u></p>	<p>A patient selection criteria should be developed in formally together with other healthcare professionals and administrators. The criteria should be rational, ethical and based on agreement of all parties.</p>
<p><b>5) Health authorities should ensure that each hospital should be supervised by a pharmacists and that the Chief Pharmacist/Director of Pharmacy has completed specialised training in hospital pharmacy in order to be the senior professional responsible for coordinating the judicious, safe, efficacious, appropriate, and cost effective use of medicines in the hospital.</b></p> <p><b><u>Proposal for this statement:</u></b>  <u>Health authorities should ensure that each hospital pharmacy should be supervised by a pharmacist who has completed specialised training in hospital pharmacy.</u></p>	<p>Without the presence and advice of Hospital Pharmacists medication processes may be ineffective and unsafe. Pharmacists should be part of the medication process every hospital to ensure patient safety. The responsible pharmacist should be a senior professional to guarantee the quality of the counselling and practise.</p>	<p>Pharmacists help healthcare professionals to use medicines in there most effective way for the benefit of patients.. Thus the expertise of Hospital Pharmacists should be available in every hospital. The important responsibility advising healthcare professionals doctors and nurses, and the requirement of high standards of practise requires a senior pharmacist supervising the Hospital pharmacy.</p>	<p>To ensure the quality of medication processes all hospitals should have access to a Hospital pharmacist’s services, including hospitals without a pharmacy The head of a hospital pharmacy should be experienced due to the important responsibility and therefore should have additional, specialised training in Hospital Pharmacy.</p>

**Comment [RF6]:** I have a problem because only „pharmacies“ are mentioned. What about hospital without pharmacy? The should also have – even id f external – pharmacists advise

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<p><b>Addition?</b>  <b>All Hospitals must have access to Hospital Pharmacy Services, including those without a Pharmacy in the Hospital.</b></p> <p><b>To be discussed</b></p>			
<p><b>6) Hospitals should use a European accepted competency framework to assess individual human resource training needs and performance. This should be defined and used regularly to access all candidates.</b></p>	<p>To assure that in all European countries pharmacists provide a similar level of service to patients it is necessary to harmonise the education by creating a competency framework based on job description, skills, education, specific roles and</p> <p>Continuous Professional Development (CPD)</p>	<p>Healthcare professionals should be aware that the Hospital Pharmacist is in a position to provide professional support to assist the prescribing and administration and due to appropriate and continuous education harmonised at European level.</p>	<p>The training of Hospital Pharmacists should be standardised across Europe and recognised. Any accepted framework should enable Hospital Pharmacists to develop the required skill set in a supportive environment while meeting their Continuous Professional Development (CPD) for their registration.</p>
<p><b>7) The training programs of mid-level pharmacy human resources (technicians or the equivalent) should be nationally formalised, harmonised, including the details of defined competencies within a for the attainment of defined competencies within a defined scope of practice.</b></p> <p><b>Proposal:</b>  <b>The training programs of non-pharmacist human resources (technicians or the equivalent) should be nationally formalised, harmonised, including the details of defined competencies for the attainment of defined scope of practice.</b></p>	<p>Patients can be assured that all staff involved in the medication use processes are trained to the same level of competency needed to provide safe practice within their role.</p>	<p>Healthcare professionals can be assured that all staff working in hospital pharmacies have the level of competency and training needed for their activities. Their training and required competency is co-ordinated and set by a nationally recognised body.</p>	<p>Non-pharmacist human resources help pharmacist in all practical routine work. They should therefore be adequately educated and know their limits of competency.</p> <p><b>Proposal:</b>  <b>Hospital Pharmacists work together with other professionals within the hospital pharmacy and must be able to be confident and trust their work completely. Their training and required competency is co-ordinated and set by a nationally recognised body.</b></p>

**Comment [DP7]:** Added on the statement and Pharmacist explanation – agree/not?

**Comment [AB8]:** To discuss the formula to adopt: „appropriate competency framework“; „EU accepted framework“ – it doesn't exist yet; „National recognized framework“?

**Comment [AB9]:** Must be careful. Technicians are not considered mid-level resources in Portugal

**Comment [AB10]:** Again, wrong words for Portugal

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<p><b>8) Hospital pharmacists must be members of Drug &amp; Therapeutics Committees to oversee all medicines management policies and procedures, including those related to off-label use and novel investigational medicines.</b></p>	<p>Patients can be assured all medication policies and practices are co-ordinated through one multidisciplinary committee in the hospital. The medication use process appraisal is done by a multidisciplinary team which includes Hospital Pharmacists, who are experts in medication.</p>	<p>Doctors and nurses base their practice of prescribing and administration of drugs (including those related to off-label use and investigational medicines) on policies and procedures established by the Drug &amp; Therapeutics Committee, a multidisciplinary team that includes several experts including Hospital Pharmacists.</p>	<p>Hospital Pharmacists are key resource of the Drug &amp; Therapeutics Committee. The Hospital Pharmacist must provide all the relevant information to the committee as well as managing the practice changes that arise from the committee decisions. This will be measured by the change management processes and clinical audits.</p>
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