

# Hospital pharmacy career - by design or left to chance?

A personal perspective

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**mik**  
MÜNCHEN  
KLINIK

# Disclosure statement

- **Nothing to disclose**
- Passionate hospital pharmacist since 1993
- Member of many hospital pharmacist's organisations and professional associations

# Learning objectives

After the session, participants should be able to:

- evaluating the importance of applying a competency framework
- operate a relevant and productive career portfolio of evidence
- construct an active career pathway

Linked to EAHP Statements

- Section 4 - Clinical Pharmacy Services: Statement 4.8
- Section 6 - Education and Research: Statements 6.2, 6.3, 6.4

# self-assessment questions

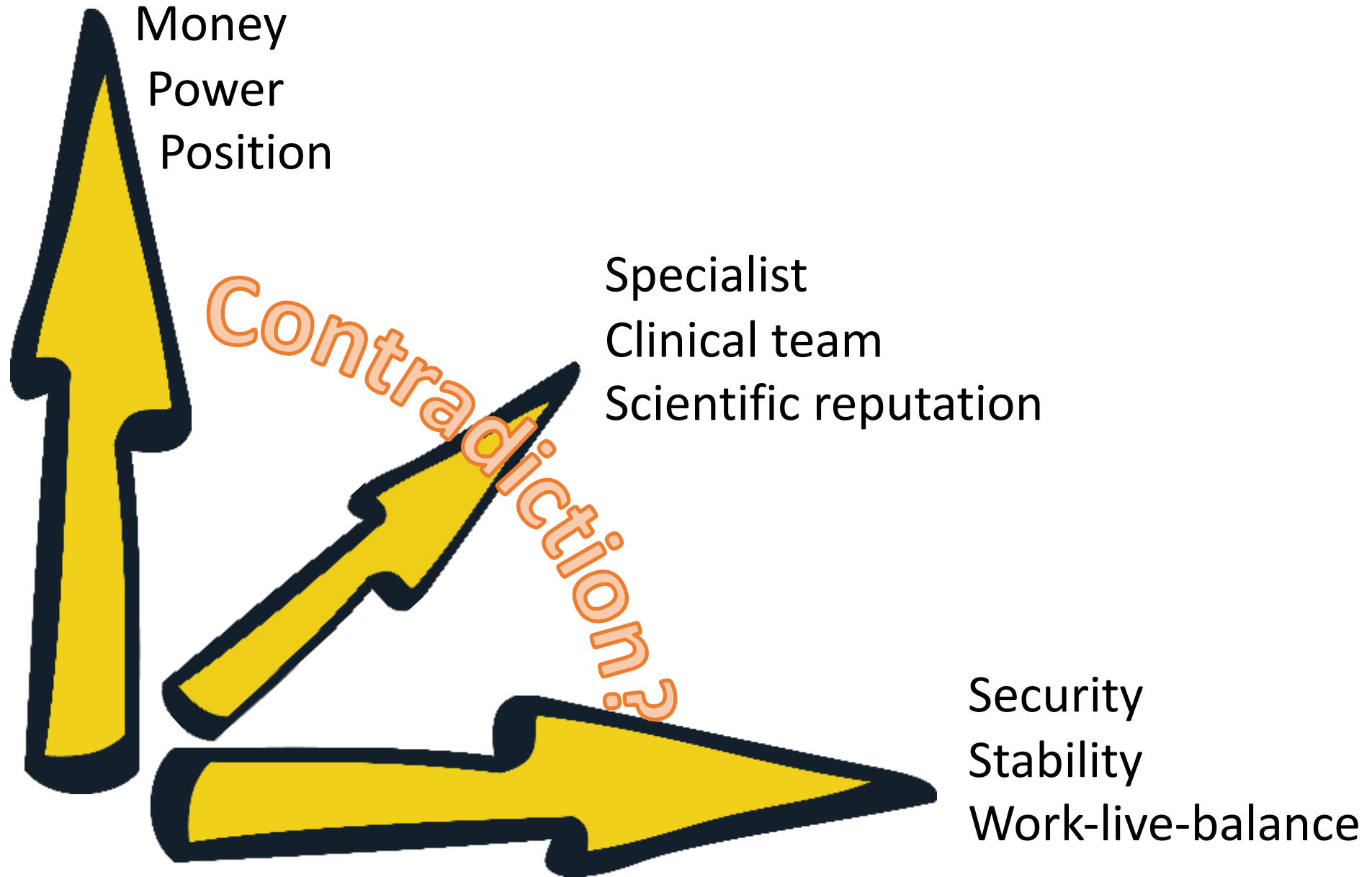


- A hospital pharmacy career must be detailed planned and designed.
- Professional organisations of hospital pharmacists can and should support the professional career of their members.
- There is only one single career path for all hospital pharmacists.

# Agenda

- Introduction
- Education and Specialisation for (Hospital) Pharmacist in Germany
- ... the empty bowl
- The ADKA approach
- Achievements and results
- Personal perspective of career planning
- Take your chance
- Take home messages

# Introduction: Career - what are we talking about?



# Introduction: Perspective of career planning



## **Personal/individual perspective**

- Strengths
- Interest
- Goals (academic/practical)
- Influencing/private factors



## **Organisational perspective**

- Quality of services
- Sustainability and development of the profession
- Strength of the organisation

# Pharmacist Education in Germany

- Academic education 4 years (8 semesters) at university
  - Undergraduate course (1.-4. semester)
    - “Famulatur” Internship 8 weeks (at least 4 weeks in community pharmacy)
    - First exam: basics in chemistry/ analytics/ pharm. biology/ physics and pharm. technology
  - Main course (5.-8. semester)
    - Additional elective internship 2 weeks
    - Second exam: pharm. & medical chemistry/ pharm. biology/ pharm. technology & biopharmazie/ pharmacology & toxicology/ clinical pharm.
- Practical education (1 year) at least 6 months in community pharmacy
  - Accompanying lectures (4 weeks)
  - Third exam: pharmaceutical practice/ law for pharmacists



# Pharmacist Specialisation in Germany

- On-the-job training
  - Regulated by 17 chambers of pharmacists (based on a national framework for specialisation) with mutual recognition in Germany
  - 3 years training on the job in licensed training facilities (hospital pharmacies)
  - 120 hours (6 courses) seminars
  - Individual project (written report)
  - Final exam
- Different Specialisations as “Fachapotheker\*in”
  - Allgemeinpharmazie (General Pharmacy)
  - **Klinische Pharmazie (Clinical Pharmacy)**
  - Pharmazeutische Analytik und Technologie (pharmaceutical analytics and technology)
  - Arzneimittelinformation (drug information)
  - Toxikologie und Ökologie (toxicology and ecology)

# Consequences of the educational system... ... an empty bowl for chief pharmacists

- Highly motivated pharmacists for clinical tasks
- Shortage of pharmacists to manage hospital pharmacies



# The ADKA approach

- Main goal: enable/qualify hospital pharmacists as competent manager for hospital pharmacies
- In 2000 first announcement of a funded promotion program for
  - “Young potentials”: motivated HP to take a leading role in Hospital Pharmacy (management trainees)
  - “High potentials”: young chief pharmacists (up to 4 years as chief pharmacist)
- Training by specialised coaches (7 seminars):
  - Expectations of a hospital management
  - Rhetoric, communication, presenting and moderating (3 courses)
  - Error minimisation strategies
  - Conflict Management
  - Regulation and tariff law
- Mentoring by experienced chief pharmacists (tutor)
- Set up by ADKA, pool funding by pharmaceutical industry
- Application and election of participants by members of the ADKA board

# The ADKA approach – Results

## Young potential

- 7 courses
- 82 participants

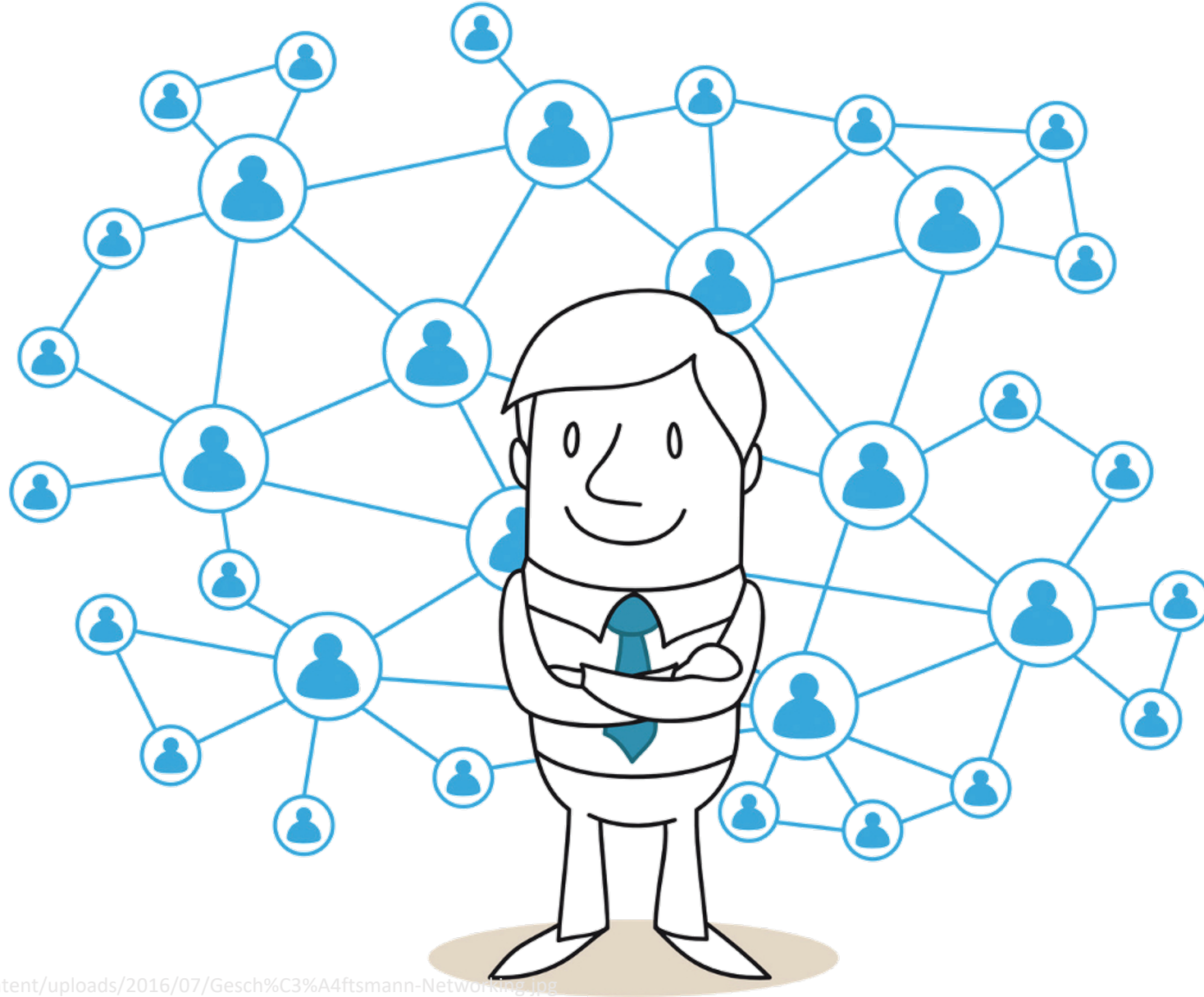


## High Potential

- 4 courses
- 43 participants



# Main achievement: Network



# My personal career - by design or left to chance?



# My personal career - by design or left to chance?

## Training/education

- Study of pharmacy
- Internship in Australia
- doctorate in medical microbiology
- Specialisation in clinical pharmacy
- “Young potential program” of ADKA
- Training: quality manager in health systems
- ...

## Professional career

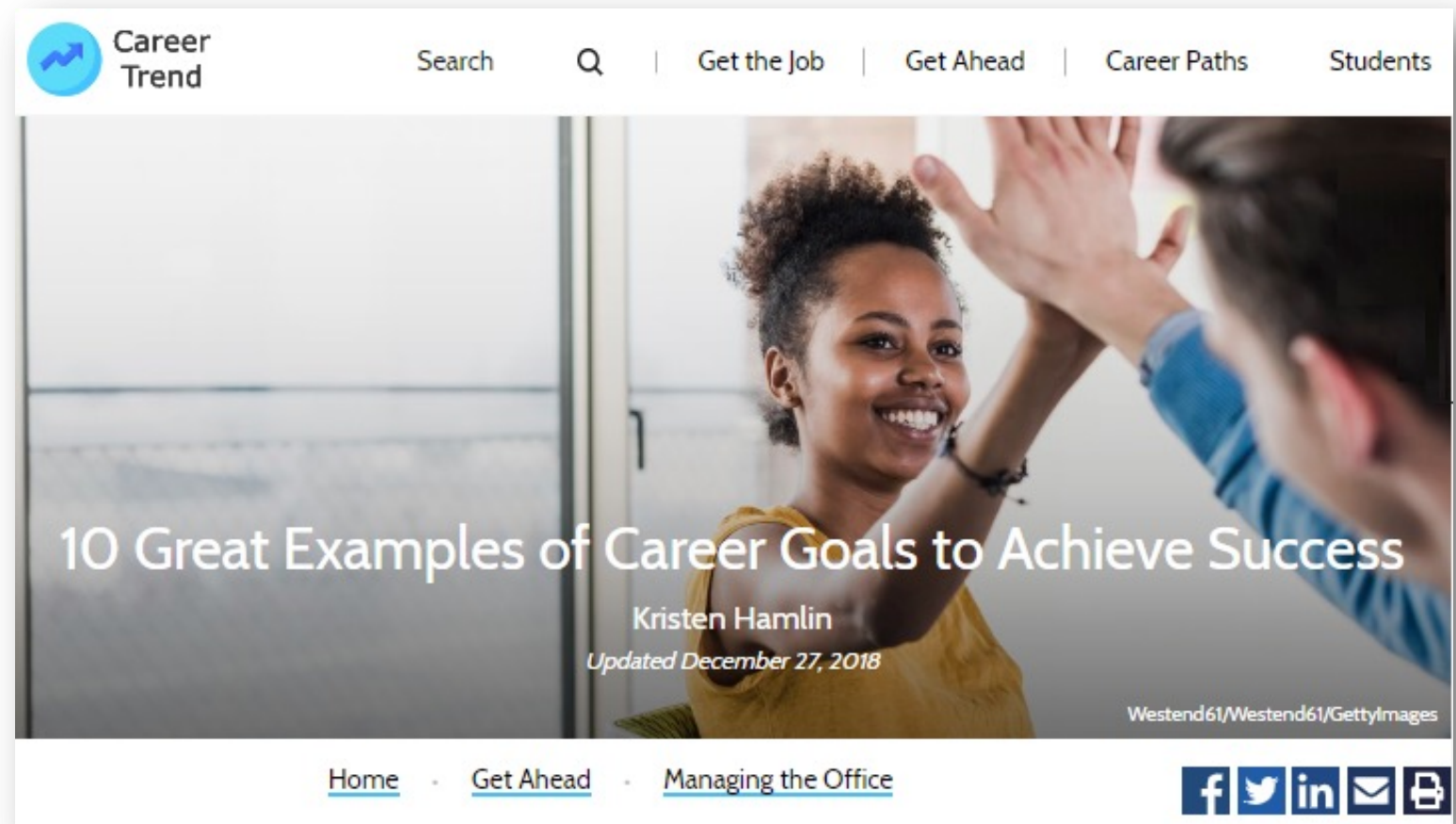
- Hospital pharmacist:
  - pharm. logistics
  - production
  - drug information
- Team leader drug information and pharmacoeconomics
- Project manager pharma. logistics
- Chief pharmacist
- ...

## Social engagement

- Team leader in church youth organisation
- Student’s representative of pharmacy faculty
- ADKA board member
  - Treasurer
  - President
  - Congress organisation
- EU-delegate
- EAHP board member
- ...

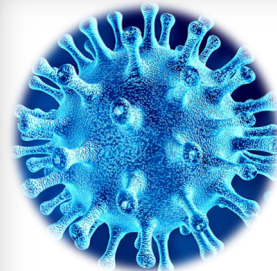
# 10 examples of career goals to achieve success

1. Exceed Performance Expectations
2. Further Education
3. Get Certified
4. Find a Mentor
5. Build Your Network
6. Become a Thought Leader
7. Learn to Say No and Delegate
8. Improve Your Time Management
9. Develop Public Speaking Skills
10. Create a Stronger Online Presence





# Take your chance



<https://youtu.be/0MCyILKyRu0>

# Take-home messages

... without claiming to be universally valid

- Find your desire, your longing, your destiny ...  
... always remain curious
- Keep the balance between design and chance
- Start the time relevant steps early
  
- Organisations should enable and support the career options for their members by providing educational tools (especially soft skills)
- Organisations should support or implement mentoring program

# self-assessment questions



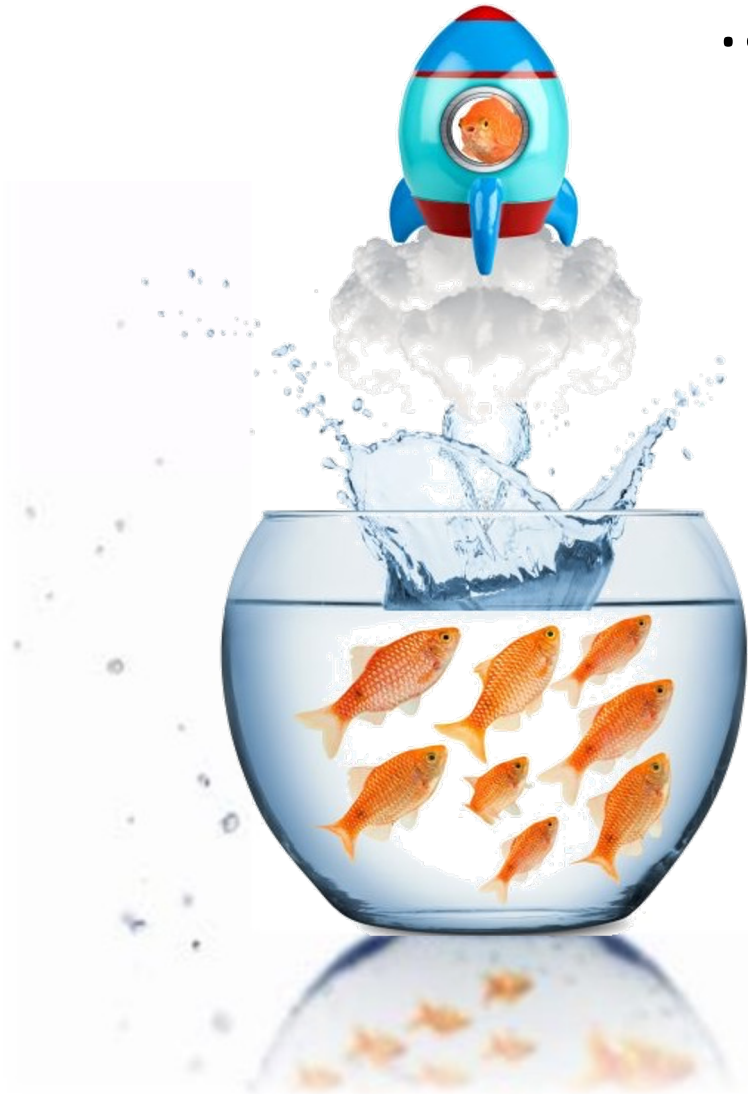
- **False:**  
A hospital pharmacy career must be detailed planned and designed.
- **True:**  
Professional organisations of hospital pharmacists can and should support the professional career of their members.
- **False:**  
There is only one single career path for all hospital pharmacists.

# Thank you for your attention



Thank you for your attention

... you can make the difference



Feel free to ask!

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