

14.2 ROLE OF PHARMACIST IN EDUCATION AND TRAINING

The following are the roles and functions of pharmacists that need to be strengthened and supported:

- To instruct on all medicine including; pharmacokinetic properties, adverse drug reactions and drug interactions.
 - To instruct and educate on the proper use of all medicines.
 - To monitor products sold directly to the public, of prescription trends, and of the selection, management, and procurement of drugs by government and local purchasing agents.
 - Development and drafting of rules for controlling the manufacture, distribution and supply of drugs.
 - Training, supervision and guidance to community health workers with pharmacy tasks.
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14.3 TRAINING PROGRAMS IN HOSPITAL

- To develop working capabilities in hospital organization in relation to their present role.
- To develop capabilities in all working employees in relation to their future roles in patient care.
- To develop better relationships in hospital organization.
- To develop harmonization among different team unit with hospital organization.

There are various types of training programs organized by hospital department for their employees to carry out their duties to patient care. These training programs are classified into two broad categories i.e. internal training program some time also called on-the-job training program and other is external training program called as off -the-job training programs.



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- **On Job Training:** The purpose of this type of training in hospital is to make the employees familiar with the normal working condition such as handling of patient, cleaning of machinery, storage of material, sterilization, handling of equipments, management of various risks accompanying with the care environment etc. Such type of training also helps the employee to make comfort during execution of the jobs. Such type of activities generally learned during training session given by supervisor/department head or the more experienced employee of the hospital while performing out a specific task. During this task the learners should follow the directions of supervisor and perform out the task.

Internal Training Programs:

Internal training programs are generally carried out in hospital and these are taught by someone staff of hospital organization that has expertization in special type of work. Internal training methods associated to use of hospital own resources and expertise to develop and deliver the specific type of training.

- **Induction:** This type program is generally provided to the entire new recruited employee at the time of their joining of hospital organization. In this type of program, session of introductions to the hospital's quality policy, Vision, Mission, any other hospital policies and procedures, job description and responsibilities etc. are taught to employee.

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- **Training during rotation of staff:** There is need to give the training to those employees who are transfer or get rotate to other departments of hospital in order to make him familiar to new things, understanding of new assignments and responsibilities.

External Training Programs:

The external training programs are generally conducted by someone from the outside of the hospitals. In this program the external courses are taught by professionals who has skilled and expertization at the subject of the training. In such training program an outside perception is one of the main benefits. In this outsource person may offer a new way of approach that have not previously considered.

the training. Following are some additional examples of external training program.

- **Advancement/introduction/change in Technology / equipment:** As per the need every concerned employee has to provide training to upgrade them according to situations. For example training for servicing of new instruments or advanced care and treatment of patient.
- **Mock Drills:** Such type of training generally conducted twice in a year for different category of employee. In such program, practical training for the handling of critical situations such as various emergency codes like fire, bomb threats, mass casualties etc. are given to concerned employee. Thus to conduct such training program there require regulatory measures as well as financing mechanisms in the hospital organization.

Principles 1 –Pharmacists respect the professional relationship with the patient and acts with honesty, integrity and compassion.

Principle 2. Pharmacists honor the individual needs, values and dignity of the patient

Principle 3- Pharmacists support the right of the patient to make personal choices about pharmacy care

Code of ethics for comm pharmacists



Principle 4- Pharmacist provide a complete care to the patients and actively supports the patients right to receive competent and ethical care

Principle 5- Pharmacists protects the patients right of confidentiality

Principle 6- Pharmacists respect the values and abilities of the colleagues and other health professionals

Principle 7- Pharmacists Endeavour to ensure that the practice environment contributes to safe and effective pharmacy care

Principle 8- Pharmacists ensure continuity of care in the event of job action, pharmacy closure or conflict with moral benefits

