



New Practitioners Forum Executive Committee Message – December 2011

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The Pharmacy Practice Model Initiative and You!

Greetings! This is an exciting time of year. The Holidays are fast approaching, the first snows are falling – and most importantly for several of you, the job search has begun! I remember it well. Searching online for job postings, PPS interviews, “thank you” cards, onsite interviews, more “thank you” cards, waiting for an offer.... It really is the culmination of all of the hard work you have put in over the last several years of your life. What type of job are you seeking? What expectations do you have for your first job? How much clinical vs distributive work do you expect? What will your role be in patient education?

By now I’m sure you are all aware of ASHP’s [Pharmacy Practice Model Initiative](#) (PPMI). The objectives of the PPMI are to:¹

1. **Create a Framework** - Create a framework for a pharmacy practice model that ensures provision of safe, effective, efficient, accountable, and evidence-based care for all hospital/health system patients;
2. **Determine Services** - Determine patient care-related services that should be consistently provided by departments of pharmacy in hospitals and health systems and increase demand for pharmacy services by patients/caregivers, healthcare professionals, healthcare executives, and payers;
3. **Identify Emerging Technologies** - Identify the available technologies to support implementation of the practice model, and identify emerging technologies that could impact the practice model;
4. **Develop a Template** - Support the optimal utilization and deployment of hospital and health-system pharmacy resources through development of a template for a practice model which is operational, practical, and measurable; and
5. **Implement Change** - Identify specific actions pharmacy leaders and staff should take to implement practice model change including determination of the necessary staff (pharmacy leaders, pharmacists, and technicians) skills and competencies required to implement this model.)

You may be wondering what the role of a new practitioner is in all of this. Doesn’t this sound like work that will be done by senior leadership? While the director of pharmacy will have to promote and support practice model change, it will take everyone to truly do it correctly. As new practitioners, our

role is especially important in this, because we are the ones who will be practicing for our careers under these new models. Here are some things that YOU can do:

- 1) Encourage your pharmacy department to fill out the [PPMI Self-Assessment Tool](#). Are you a PGY-1 pharmacy resident? Do you have a management rotation? This could be a great project to complete during that rotation.
- 2) Utilize [ASHP Connect](#), which is ASHP's own social network exclusive for ASHP members, to discuss practice models and the role of pharmacists in the future. It features blogs, discussion groups, user-created communities, and document sharing. There is even a new [mobile app](#).
- 3) Engage in discussions with your department leadership (and your colleagues!) about the PPMI.
- 4) Review the [PPMI on-demand webinars](#).
- 5) Be active in work being done by your state and local affiliate organizations regarding the PPMI.

Remember, the PPMI is about putting *you* in the best position to care for *your patients*. Don't let this change happen to you. Be a part of it! And don't be dismayed if you find that some of the fundamental philosophies of a new practice model challenge some of your own beliefs (see the following quote from Leo Tolstoy).

"Everyone thinks of changing the world, but no one thinks of changing himself."

If there is anything that I can ever do for you, please email me at little.jd@gmail.com.

¹ <http://www.ashp.org/PPMI/AboutPPMI/Objectives.aspx>, accessed 11/23/2011