



Open Hearing on 2023 Proposed Policy Statements

Loren Kirk
Chair, APhA Policy Committee

Brandi Hamilton
Speaker-elect of the House, APhA House of Delegates

For Every Pharmacist. For All of Pharmacy.

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Webinar Information

- Dial-in and use access code and audio pin on your control panel to limit audio issues and background noise during the webinar.
- Select “raise hand” button to request to speak and you will be recognized by the moderators as time permits.
- Submit your comments/questions during the webinar using the chat box on your control panel or email HOD@aphanet.org
- Note: all comments/questions received will be considered by the Policy Reference Committee
- This webinar is being recorded for future access on the House of Delegates webpage, www.pharmacist.com/apha-house-delegates

Webinar Information

- Webinar scheduled for 60 minutes
 - 5 minutes for overview
 - 15 minutes per topic
 - 10 minutes for questions/ general information
- Moderators will clarify issues, but will not engage in debate

Policy Committee

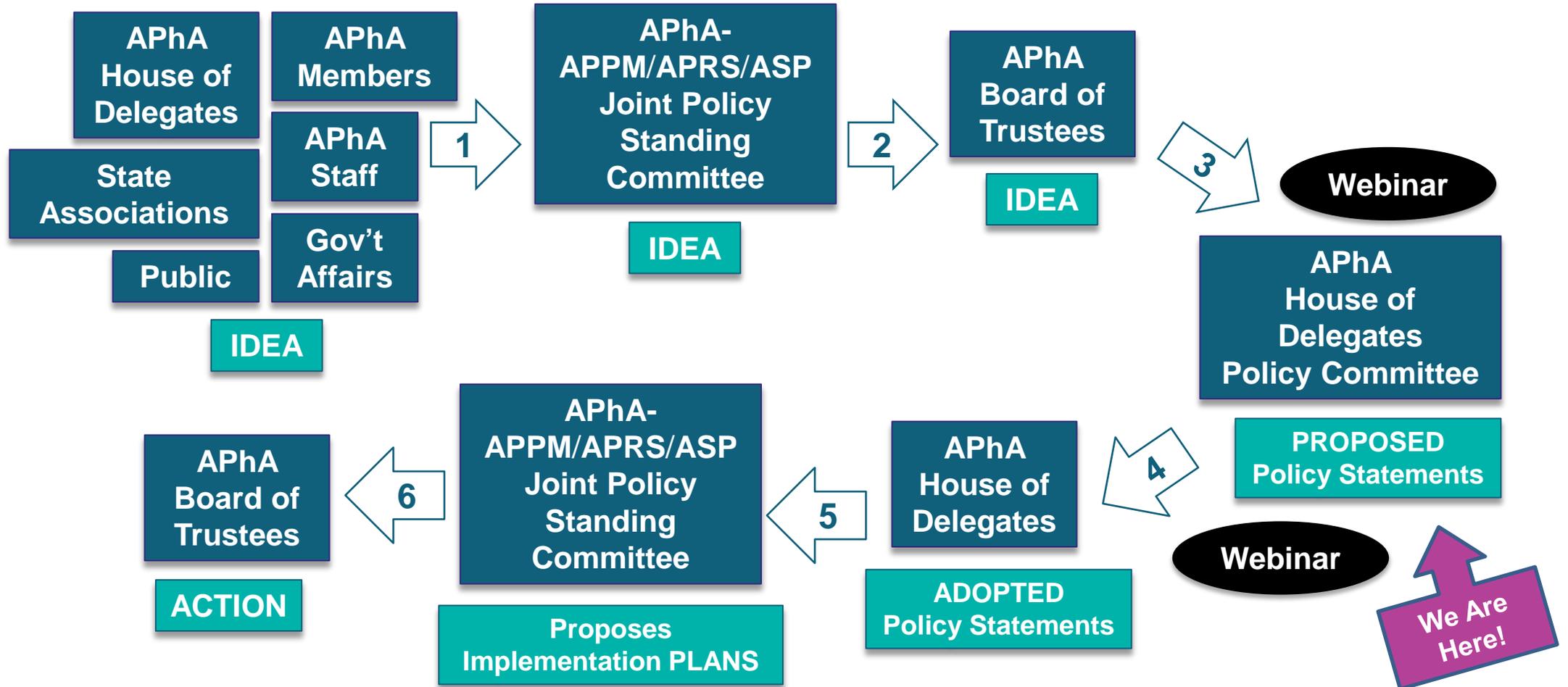
Loren Kirk, Chair

Nicholas Capote
Jennifer Courtney
Juanita Draime
Marsha Gilbreath
Kelly Kent

Lauren Lakdawala

Amanda Meeker
Julia Miller
Charlie Mollien
Lucy West

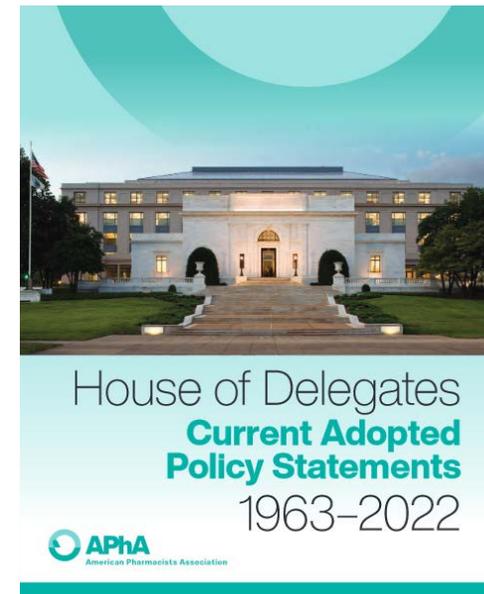
APhA Policy Development Roadmap



Current Policy Information

APhA House of Delegates Current Adopted Policy Statement Manual

- Online searchable database
- Online PDF version





Overview

- ❖ Workplace Conditions
- ❖ Just Culture Approach to Patient Safety
- ❖ Site of Care Patient Steerage



Proposed Policy Statements:

Workplace Conditions

Workplace Conditions (7 statements)

1. APhA calls for employers to provide fair, realistic, and equitable workplace conditions for pharmacy personnel that promotes a safe, healthy, and sustainable working environment. (1-9)
2. APhA urges all entities that impact pharmacy personnel workplace conditions to adopt the APhA/NASPA Pharmacists Fundamental Responsibilities and Rights. (1-2, 10-12)
3. APhA urges employers to develop and empower pharmacy personnel to use flexible practice management models based on available staffing, expertise, and resources that balance workloads and facilitate improved focus. (1-2, 13-22)
4. APhA advocates for employers to provide workplace onboarding and training for pharmacy personnel to promote optimal employee performance and satisfaction. (1-2, 23-26)
5. APhA encourages pharmacy personnel, starting with leaders, to model and promote individualized healthy working behaviors that improve well-being, and encourage and empower colleagues to do the same. (1-2, 26-30)
6. APhA opposes the sole use of productivity and fiscal measures for employee performance evaluations. (1-2, 31-34)
7. APhA calls for employers to take an active role in the development and use of behavioral performance competencies in performance evaluations. (31-34)

Workplace Conditions

Related Existing APhA Policies

2019 Qualification Standards for Pharmacists

2018 Pharmacist Workplace Environment and Patient Safety

2017, 2012, 1989 Equal Rights and Opportunities for Pharmacy Personnel

2013, 2009 Independent Practice of Pharmacists

2012, 2001, 1969 Pharmacist Workforce Consensus

2008 Internet Access by Pharmacists

2007 Pharmacy Personnel Immunization Rates

2001 Employee Benefits



Proposed Policy Statements:

Workplace Conditions

Time for discussion



Proposed Policy Statements:

Just Culture Approach to Patient Safety

Just Culture Approach to Patient Safety (6 statements)

1. APhA calls for employers to provide fair, realistic, and equitable workplace conditions for pharmacy personnel that APhA calls for employers to adopt and implement just culture principles to improve patient safety and support pharmacy personnel. (1-3)
2. APhA encourages transparency between employers and employees by sharing de-identified medication error and near miss data and trends, and actions taken to promote continuous quality improvement. (1-2, 4-6)
3. APhA urges the adoption of non-disciplinary mechanisms for use by Boards of Pharmacy to promote just culture when addressing people, systems, and processes involved in medication errors. (1-2, 7-16)
4. APhA encourages national and state associations to advocate for legislation in all states to provide protections to individuals utilizing error reporting systems to promote just culture. (1-2, 12, 17-18)
5. APhA encourages the creation of a mechanism for an industrywide effort to engage in confidential and transparent sharing of learnings and root cause findings helpful in reducing the risk of medication errors. (1-2, 19)
6. APhA supports the development of just culture education and training in the curriculum of all schools and colleges of pharmacy, post-graduate training, and within continuing professional development programs. (1-2, 20)

Just Culture Approach to Patient Safety

Related Existing APhA Policies

2020, 2010 E-Prescribing Standardization

2015 Interoperability of Communications Among Health Care Providers to Improve Quality of Patient Care

2012 Medication Verification

2001 Administrative Contributions to Medication Errors

2001 Medication Error Reporting

2000 Medication Errors



Proposed Policy Statements:

Just Culture Approach to Patient Safety

Time for discussion



Proposed Policy Statements:

Site of Care Patient Steerage

Site of Care Patient Steerage (2 statements)

1. APhA calls for the elimination of payer-driven medication administration policies and provisions that restrict access points, interfere with shared provider-patient decision making, cause delays in care, or otherwise adversely impact the patient. (1-10)
2. APhA asserts that care coordination services associated with provider-administered medications are essential to safe and effective medication use and calls for the development of broadly applicable compensation mechanisms for these essential services. (1-5, 9-17)

Site of Care Patient Steerage

Related Existing APhA Policies

2022 Procurement Strategies and Patient Steerage

1. APhA opposes mandated procurement strategies that restrict patients' and providers' ability to choose treatment options and that compromise patient safety and quality of care.
2. APhA calls for procurement strategies and care models that lower total costs, do not restrict or delay care, and ensure continuity of care.

(JAPhA. 62(4):942; July 2022)

2019 Consolidation Within Health Care

2017 Patient Access to Pharmacist-Prescribed Medications

2019 Referral System for the Pharmacy Profession

2004,1990 Freedom to Choose

1989 Impact of Drug Distribution Systems on Integrity and Stability of Drugs

1978 Post-Marketing Requirements

Policy Gap = Site of Care Steerage



Proposed Policy Statements:

Site of Care Patient Steerage

Time for discussion

General Discussion

Workplace Conditions
Just Culture Approach to Patient Safety
Site of Care Patient Steerage

Housekeeping Items

- New Business Items due **January 23, 2023** by 11:59pm PT
- Register for Upcoming House of Delegates Webinars

Open Hearing on Policy Review Committee and HRRRC Reports

- [Wed, Jan 11, 2023 – 2:00 PM - 3:00 PM \(ET\)](#)
- [Wed, Feb 18, 2023 – 6:00 PM - 7:00 PM \(ET\)](#)

Open Hearing on New Business Items

- [Wed, Feb 1, 2023 – 3:00 PM - 4:30 PM \(ET\)](#)
- [Wed, Feb 8, 2023 – 6:00 PM - 7:30 PM \(ET\)](#)

Open Hearing on House 2023 Session Materials

- [Wed, Feb 15, 2023 – 2:00 PM - 3:00 PM \(ET\)](#)
- [Wed, Feb 22, 2023 – 6:00 PM - 7:00 PM \(ET\)](#)

Delegate Orientation Recording

- [Now Available Online](#)

Continue the Conversation

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5. Click “Join” and follow the prompts on your screen

Registration

Housing and Travel

Schedule at a Glance

Schedule of Events

Speakers

Education Highlights

Keynote Speaker

Exhibit Information

REGISTRATION

REGISTER NOW >

SCAN ME



First Session of the House of Delegates in Phoenix, AZ

March 24 from 2:45pm – 5:15pm

Second Session of the House of Delegates in Phoenix, AZ

March 27 from 1:30pm – 4:30pm

Ideas for Future Policy Topics

Are there topics we should consider for the 2024 House of Delegates?

- These are topics needing more development than through the new business process
- Tell us now or send to HOD@aphanet.org



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