



# 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](mailto: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](http://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

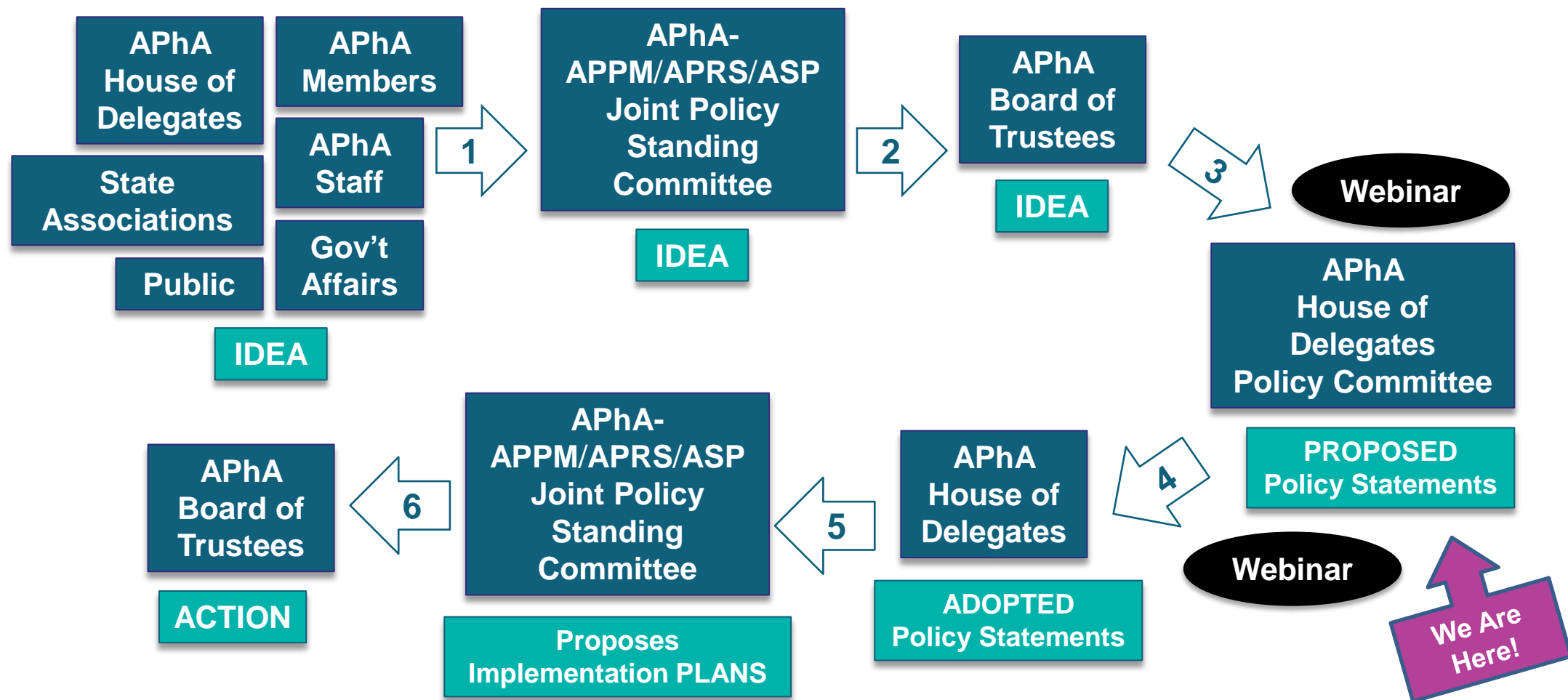
Amanda Meeker

Julia Miller

Charlie Mollien

Lucy West

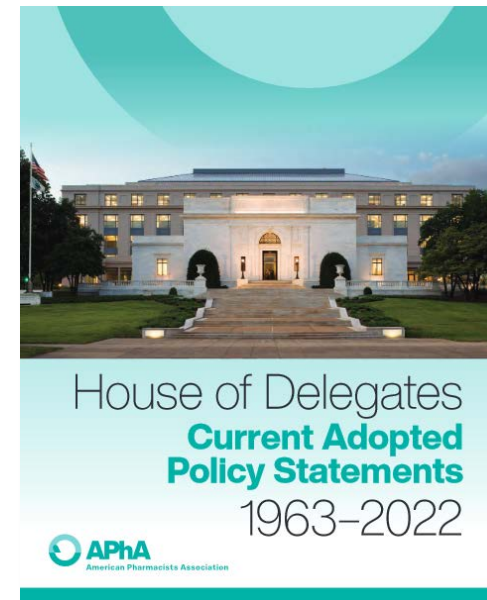
# APhA Policy Development Roadmap



# 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 HRRC 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

APhA Engage makes joining the conversation easy!

1. Visit [engage.pharmacist.com](https://engage.pharmacist.com)
2. Login using your APhA username and password
3. Click “Participate” then “Join a Community”
4. Find one of the three the “HOD Issue” communities
5. Click “Join” and follow the prompts on your screen

# 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](mailto:HOD@aphanet.org)





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