

What is the role of the employer in the development of management skills in the pharmacy profession (Spain)

L Breen^a, J Acosta-Gómez^b

^aSchool of Pharmacy and Medical Sciences, University of Bradford, UK.

^bFarmacia Acosta, Spain.

Introduction

The role of the pharmacist in healthcare has changed dramatically over the years to be essential in integrated healthcare provision. The World Health Organization (WHO) in 1997 presented the concept of the “Seven-star pharmacist” which covered the following roles: Caregiver, decision-maker, communicator, manager, lifelong learner, teacher, and leader [1].

The pharmacy sector has grown substantially and newly qualified pharmacists are often assumed to be managers, without having completed any specific management modules during their degree [2]. If not in initial training, where/when are pharmacists trained to do this?.

Objectives

To gain insight into management skills development within the pharmacist workplace and its impact on career progression (Spain). This paper will comment on the role of the employer in supporting the development of management skills.

Methods

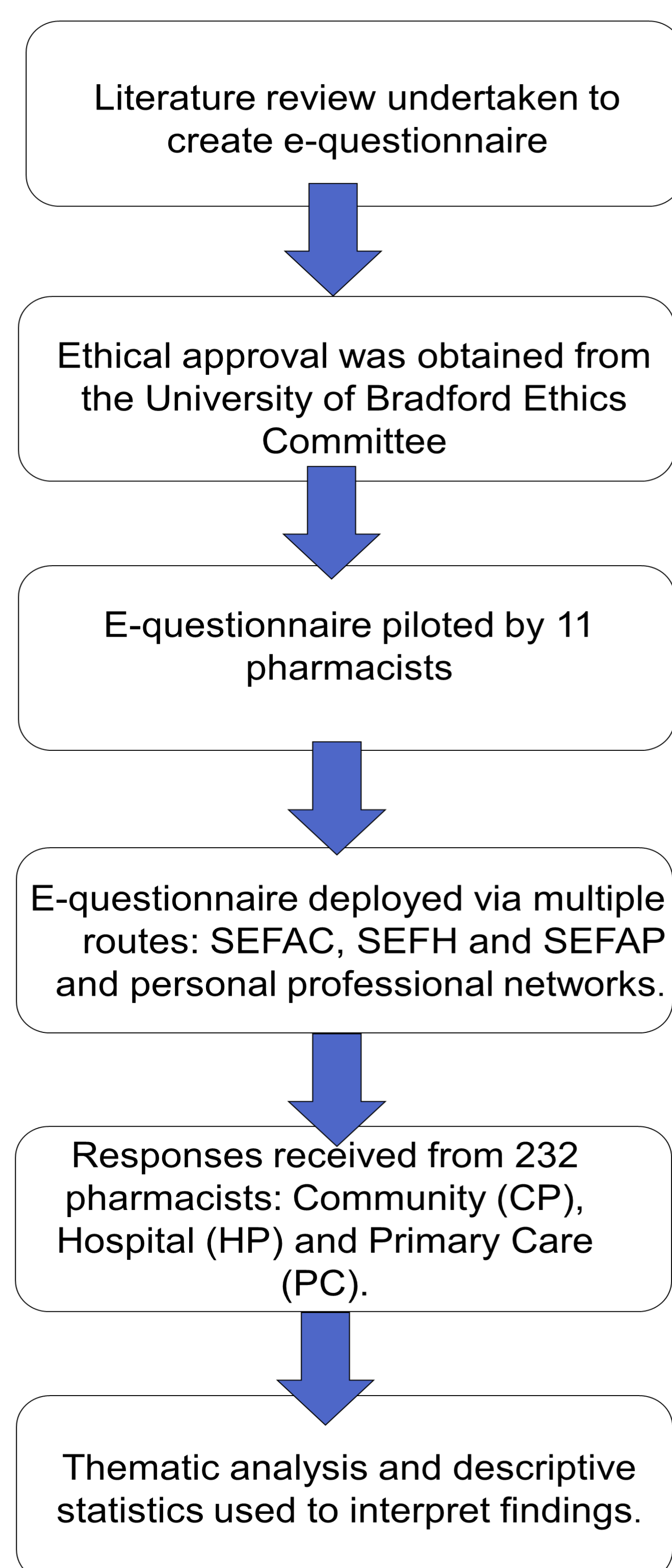


Figure 1 Methodological Approach

Results

The respondents in this study were very experienced with 53% having 16 years or more of pharmacy experience in one or more sectors. The findings indicated that: 118 respondents (51%) believed their company or organization supported their management training as part of their continuing education e.g. by *providing mandatory training; supporting courses and conferences; and providing access to EVES training.*

When asked if possessing good management skills allows pharmacists to have more job opportunities, 193 (86%) answered positively stating that this development yielding excellent outputs such as: *being entrepreneurial (CP); being more professional (PC) and being more complete (CP).*

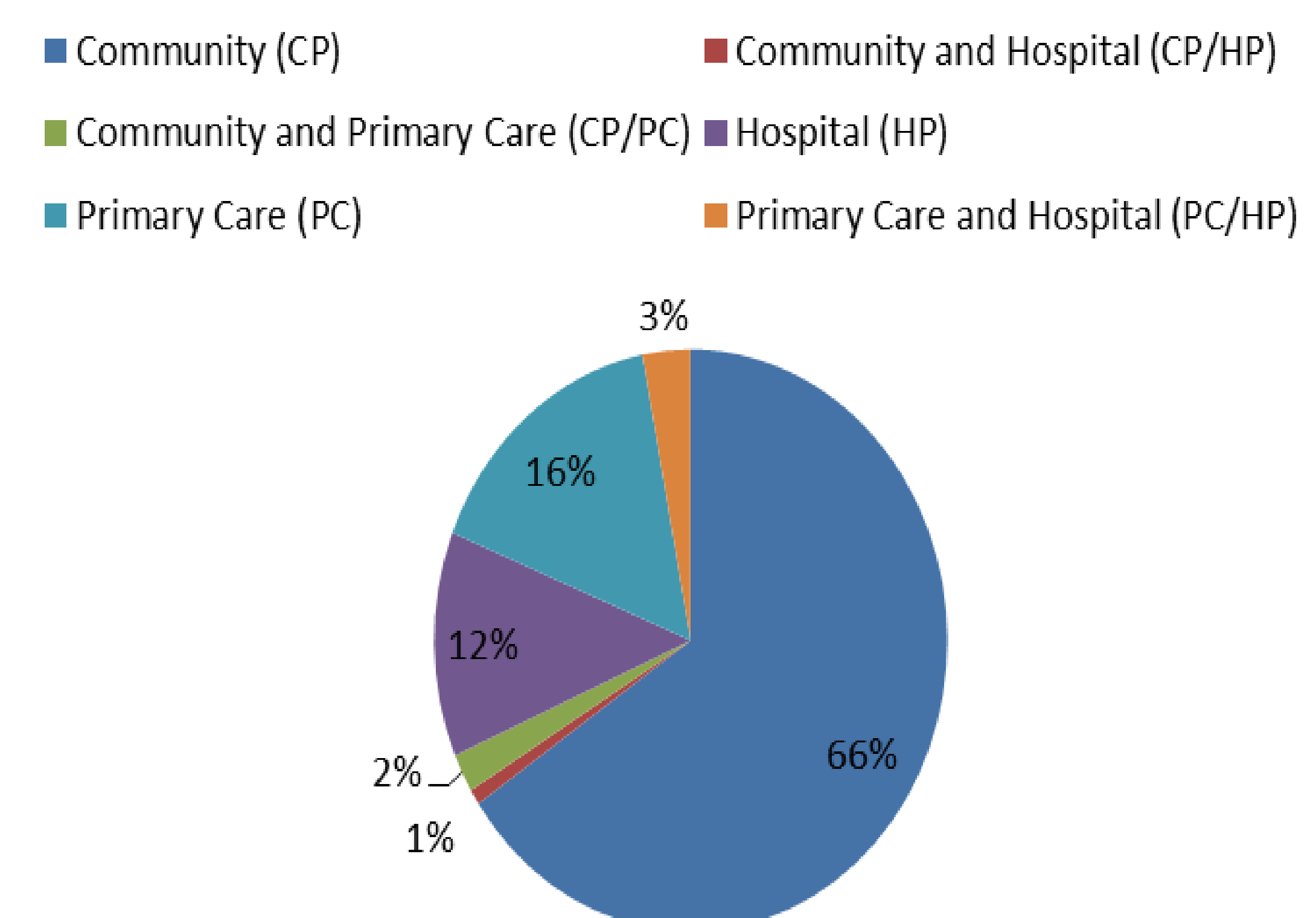


Figure 2 Participants' Responses by pharmacist role

Discussion and Conclusion

The findings of this study indicate the following:

- Spanish Pharmacists want and need to have management skills to do their job and to support future prospects.
- Developing these skills enhances the professional, the business and undoubtedly the profession itself.
- Pharmacists in 2018 are encouraged to diversify and consider new career options. Having management skills appears to be critical in facilitating this but only 51% of the workforce who contributed to this study felt that this was nurtured in their workplace.
- How then do pharmacists develop their management skills if not in the workplace? Further research should consider addressing this question.

As such the following proposition is made:

Professional bodies and Authorities should evaluate the relevance and placement of management skills development in Pharmacy curricula and CPD.

References

[1] The Role of the Pharmacist in the Health Care System. Preparing the Future Pharmacist: Curricular Development. Report of the Third WHO Consultative Group on the Role of the Pharmacist, Vancouver, Canada, 27-29 August 1997. Geneva: World Health Organization; 1997. Document no. WHO/PHARM/97/599.

[2] Davies, M J, Fleming, H, Jones, R, Menzie, K, Smallwood, C and Surendar, S. The inclusion of a business management module within the master of pharmacy degree: a route to asset enrichment? Pharmacy Practice 2013;11: Issue 2, 109-117.



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