

PHARMACISTS TRANSFORMATION IN THE PROFESSION AND THE INDUSTRY



“R” to the power 5

AGENDA



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REDEFINING PHARMACY IN PUBLIC HEALTH



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Why the need to redefine pharmacy?

01

Redefining pharmacy in public health underscores the critical role pharmacists and pharmacies play in disease prevention, health promotion, and community well-being

02

It strengthens the integration of pharmacy services within the broader public health system, leading to more comprehensive and effective healthcare delivery.

03

The field of pharmacy is undergoing significant transformation due to various drivers.

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Trends and patterns that are driving transformation

Shifting Demographics:

- **Trends:** **Aging populations** and diverse demographics impact the health needs of communities.
- **Evidence:** Global populations are aging, with those aged 65 and over being the fastest growing age group.
- **Policies:** Policies promoting **geriatric pharmacotherapy** and culturally sensitive care cater to these shifting demographics
- There is an increasing emphasis on using evidence to inform health policy.

Multimorbidity and Polypharmacy:

- **Trends:** Many patients have **multiple chronic conditions**, leading to the use of several medications simultaneously.
- **Evidence:** Studies show that multimorbidity increases with age, with older adults often on five or more medications.
- **Policies:** Guidelines on appropriate polypharmacy, **medication reviews, and regular medication reconciliation** help manage this trend

Deprescribing:

- **Trends:** This involves **reducing medication burden** by discontinuing unnecessary drugs.
- **Evidence:** Research indicates that deprescribing can reduce adverse drug events and improve quality of life in older adults.
- **Policies:** Professional pharmacy **organizations promote guidelines and frameworks** on how and when to safely deprescribe medications.

Michael H. Policy analytical capacity and evidence-based policy-making: lessons from Canada. *Can Pub Admin* 2009;52(2):153-75

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Trends 2...

Patient-Centered, Integrated Care:

- **Trends:** A shift towards **healthcare that respects individual patient** preferences, needs, and values.
- **Evidence:** Studies highlight better health outcomes and increased patient satisfaction with patient-centred care.
- **Policies:** Policies encourage healthcare providers, including pharmacists, to incorporate **patient values and preferences in care plans**
- Inclusion of the patient voice in health care planning is becoming more commonplace

Fiscal Restraint & Evidence-Informed Decision Making:

- **Trends:** **Emphasizing cost-effective care** based on robust clinical evidence.
- **Evidence:** Evidence-based interventions lead to better patient outcomes and reduced healthcare costs.
- **Policies:** **Guidelines and reimbursement models** are increasingly aligned with evidence-based practices

Monitoring, Improving Quality, Safety, and Outcomes:

- **Trends:** The **emphasis on continuous quality improvement** in pharmacy practice.
- **Evidence:** Monitoring and quality improvement initiatives reduce medication errors and enhance patient outcomes.
- **Policies:** Regulatory bodies introduce **standards and benchmarks to ensure pharmacies meet safety** and quality standards
- increased emphasis on understanding and monitoring health care quality



Trends 3...

Engaging Patients in Planning and Policy:

- **Trends:** Involving patients in healthcare decisions, from individual care plans to larger policy frameworks.
- **Evidence:** Patient involvement results in policies and practices more aligned with actual community needs.
- **Policies:** Many healthcare organizations now have **patient advisory boards** or committees to ensure patient voices are heard

Advances in Technologies:

- **Trends:** Digital health, tele-pharmacy, artificial intelligence, and other tech advancements are shaping the pharmacy sector.
- **Evidence:** Tele-pharmacy and digital health platforms improve access to care, especially in remote areas.
- **Policies:** Regulatory frameworks ensure that technological advancements in pharmacy maintain patient confidentiality and ensure quality care



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Transforming the Healthcare System:

Medication Management and Optimization:

- Pharmacists can reduce medication errors, improve adherence, and ensure optimal drug therapy through medication therapy management (MTM).

Patient-Centered Care:

- Pharmacist-led clinical services, such as medication reviews and chronic disease management, enhance patient-centered care.
- Focus on patient education and shared decision-making, empowering patients to take an active role in their health.

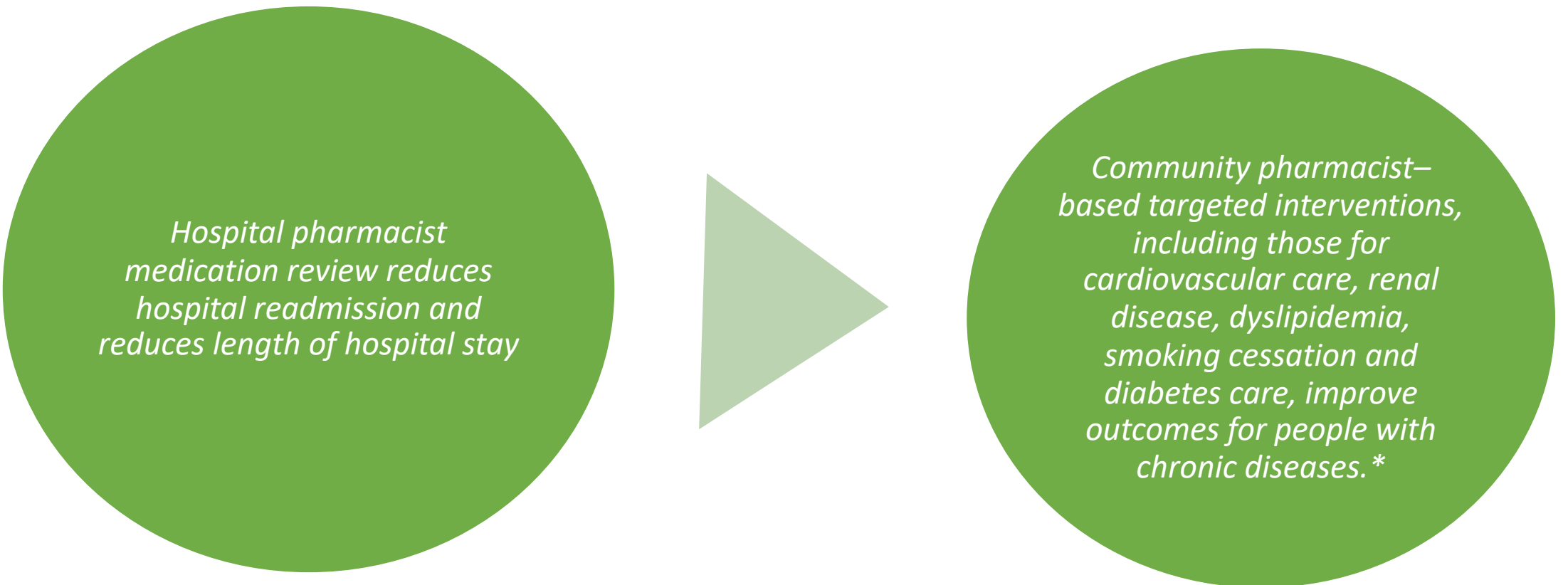
Interprofessional Collaboration:

- Pharmacists work closely with physicians, nurses, and other healthcare professionals to provide integrated care.
- Pharmacists' participation in care teams, contributing their expertise in drug-related matters
- Scope of practice has expanded for several frontline health care providers, including prescribing by nurses and pharmacists.

Public Health Initiatives:

- Pharmacists engage in community health programs, vaccination campaigns, and health promotion activities, addressing public health concerns.





*Hospital pharmacist
medication review reduces
hospital readmission and
reduces length of hospital stay*

*Community pharmacist–
based targeted interventions,
including those for
cardiovascular care, renal
disease, dyslipidemia,
smoking cessation and
diabetes care, improve
outcomes for people with
chronic diseases.**

* Al Hamarneh YN, Charrois T, Lewanczuk R, et al. Pharmacist intervention for glycaemic control in the community (the RxING study). *BMJ Open* 2013;3:e003154

* Tsuyuki RT, Al Hamarneh YN, Jones CA, et al. The effectiveness of pharmacist interventions on cardiovascular risk: the multicenter randomized controlled Rx EACH trial. *J Am Coll Cardiol* 2016;67(24).

The collective influence of current health care trends and policies compels the profession of pharmacy to make fundamental changes in how it carries out its professional role to effectively and safely meet society's health care needs

Approximately 1 in 50 people have had a preventable adverse drug event¹ leading to emergency room visits² and increased costs to the health care system³

In essence, the transformation of pharmacy revolves around better patient outcomes, cost-effectiveness, and Integrating rapidly advancing technology into practice. Policies and practices are being shaped to reflect evidence-based, patient-centred, and tech-savvy approaches, ensuring that pharmacy remains a pivotal player in the broader healthcare landscape

1. Hakkarainen KM, Andersson Sundell K, Petzold M, et al. Prevalence and perceived preventability of self-reported adverse drug events—a population-based survey of 7099 adults. *PLoS One* 2013;8(9):e73166.

2. Wu C, Bell CM, Wodchis WP. Incidence and economic burden of adverse drug reactions among elderly patients in Ontario emergency departments a retrospective study. *Drug Saf* 2012;35(9):769-81.

3. Hohl CM, Nosyk B, Kuramoto L, et al. Outcomes of emergency department patients presenting with adverse drug events. *Ann Emerg Med* 2011;58(3):270-79.e4.



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Transforming the Pharmacy Profession

Advanced Practice Roles:

- Pharmacist practitioners, such as clinical pharmacists, can engage in prescribing and managing medications independently, expanding their scope of practice.
- Specialized roles, like pharmacogenomic pharmacists or ambulatory care pharmacists, offer specialized care.

Continuous Learning and Research:

- Pharmacists embrace lifelong learning, staying updated with the latest research and developments.
- They contribute to research in pharmacotherapy, pharmacoeconomics, and healthcare outcomes.

Advocacy and Leadership:

- Pharmacists advocate for policy changes that recognize their clinical roles and the importance of pharmacy services in healthcare.
- They take leadership positions within healthcare organizations, shaping the profession's direction.



Roadmap for transformation:



Redefining the Role of Pharmacists:

Clinical Services: Offer minor ailment services, health checks, vaccinations, medication reviews, and chronic disease management support.

Health Promotion: Engage in community health initiatives, conduct health education workshops, and advocate for healthier lifestyles.



Expanding Services:

Medication Therapy Management: Help patients understand their medications, potential side effects, and ensure they're taking them correctly.

Point-of-care Testing: Provide rapid tests for conditions such as flu, strep throat, blood glucose levels, cholesterol, etc

Chronic Disease Monitoring: Regular check-ins with patients with chronic diseases, assisting in monitoring and managing their condition



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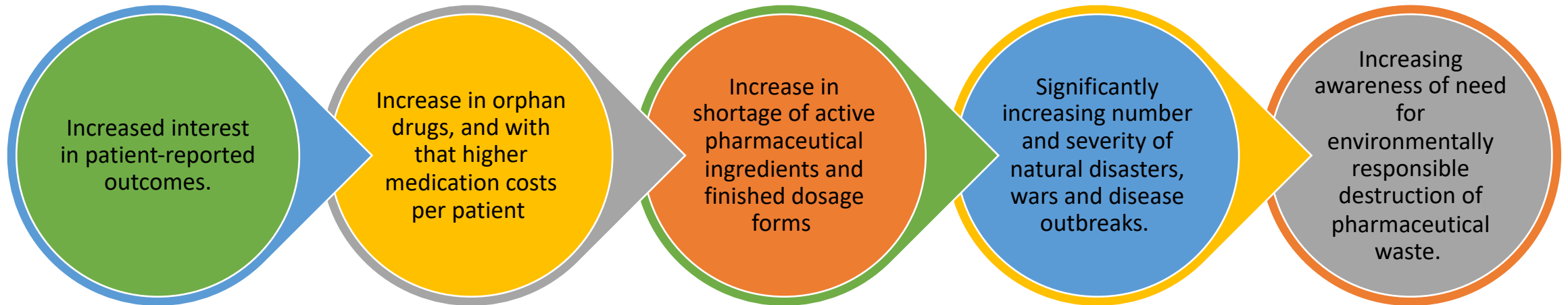
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Transforming the Industry-Key Drivers



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Transforming the Pharmaceutical Industry:

Medication Access and Affordability:

- Pharmacists advocate for equitable drug pricing and access, working to reduce medication costs for patients.
- Collaborating with industry stakeholders to promote fair pricing practices.

Drug Innovation and Safety:

- Pharmacists monitor drug safety and contribute to pharmacovigilance efforts, ensuring that new medications meet safety standards.
- Engage in research to develop novel drugs and therapies.

Supply Chain Management:

- Pharmacists are involved in supply chain management, ensuring the availability and quality of medications.
- They work to prevent drug shortages and improve distribution efficiency
- Pharmacy in disaster management.



Integrating Technology:

Telehealth: Offer virtual consultations, especially for those who can't visit in person.

Electronic Health Records (EHR): Seamless integration with other health providers to share pertinent patient data, ensuring continuity of care.

Digital Health Platforms: Apps or platforms where patients can track their medications, set reminders, or communicate with their pharmacists.

Collaboration with Other Healthcare Professionals:

Referral Systems: Develop stronger ties with local physicians, nurses, and other healthcare providers for more streamlined patient referrals.

Interdisciplinary Teams: Work collaboratively with other health professionals to provide holistic care.

Education and Training:

Continuous Learning: Equip pharmacists with the skills and knowledge needed for a broader range of clinical services.

Community Outreach: Educate the community about the expanded role of pharmacists, emphasizing their accessibility and expertise.

Regulatory and Policy Changes:

Scope of Practice: Work with regulatory bodies to expand the scope of practice for pharmacists, allowing them to provide more clinical services.

Reimbursement Models: Advocate for remuneration models that recognize the clinical services provided by pharmacists.

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Facility Redesign:

Private Consultation Areas: Ensure pharmacies have private areas where patients can discuss their health concerns without compromising their privacy.

Accessible Design: Make pharmacies more accessible for all members of the community, including those with disabilities.

Promote Preventative Health:

Vaccination Programs: Expand the range of vaccinations offered and actively promote their importance.

Screening Services: Offer routine screenings for conditions such as hypertension, diabetes, and others.

Feedback and Continuous Improvement:

Patient Feedback: Regularly collect feedback from patients to improve services.

Quality Assurance: Implement protocols to maintain high standards in all new services offered.

Engaging the Community:

Local Partnerships: Collaborate with local organizations, schools, and businesses to promote health and well-being in the community.

Health Campaigns: Actively participate in or lead community health campaigns on topics like smoking cessation, healthy eating, or exercise.

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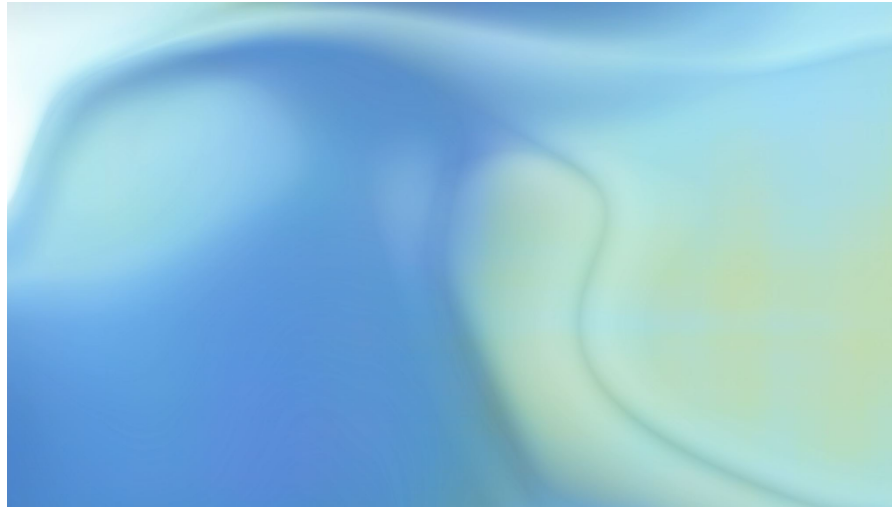


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The quadruple burden of disease in South Africa: The role of pharmacists

The quadruple burden of disease in South Africa includes HIV/AIDS and TB, non-communicable diseases (NCDs), violence and injuries, and maternal and child health

The pharmacy sector has significant potential in addressing these challenges through primary, secondary, and tertiary prevention methods



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Primary Prevention:

Goal: Prevent disease onset.

- **HIV/AIDS, STIs, and TB:**
 - Dispensing prophylactic treatments, such as pre-exposure prophylaxis (PrEP) and PEP for HIV.
 - Community education on safer sex, condom distribution, and TB transmission reduction and prophylaxis
- **NCDs:**
 - Lifestyle counseling for risk factors like smoking, unhealthy diet, and sedentary behavior.
 - Dispensing preventative medications, such as statins or antihypertensives for high-risk individuals
 - Community advocacy programmes (Know your numbers)
- **Violence and Injuries:**
 - Community education on road safety, substance abuse prevention, and safe home practices
- **Maternal and Child Health:**
 - Providing prenatal vitamins and folic acid.
 - Dispensing contraceptives and providing family planning counselling
 - PMTCT counselling and referral



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Secondary Prevention:

Goal: Early disease detection and management.

- **HIV/AIDS and TB:**

- Rapid HIV testing and early-stage TB detection.
- Prompt initiation of antiretroviral therapy (ART) or TB treatment.
- Index patient management (partner tracing, counselling and HTS)
- Adherence monitoring and retention in care
 - Tracking/tracing and counselling for patients who default
 - Monitoring of side-effects and adverse drug reactions

- **NCDs:**

- Blood pressure, blood sugar, and cholesterol screening.
- Dispensing and counseling for medication adherence
- Adherence monitoring and patient counselling

- **Violence and Injuries:**

- Psychological screenings and referrals for those at risk of self-harm or harm to others.
- Injury risk assessment for elderly patients
- Pharmacy Safe Spaces for GBV cases

- **Maternal and Child Health:**

- Pregnancy testing and early prenatal counselling

- PMTCT support and adherence monitoring/counselling

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Tertiary Prevention:

Goal: Manage and mitigate complications of existing disease.

- **HIV/AIDS and TB:**
 - ART adherence counseling.
 - Management of drug-resistant TB and HIV co-infections.
- **NCDs:**
 - Chronic disease medication management.
 - Complication monitoring and medication adjustments.
- **Violence and Injuries:**
 - Post-injury wound care and pain management.
 - Post-trauma counselling referrals (including GBV)
- **Maternal and Child Health:**
 - Neonatal care counseling.
 - Postnatal care products and medications

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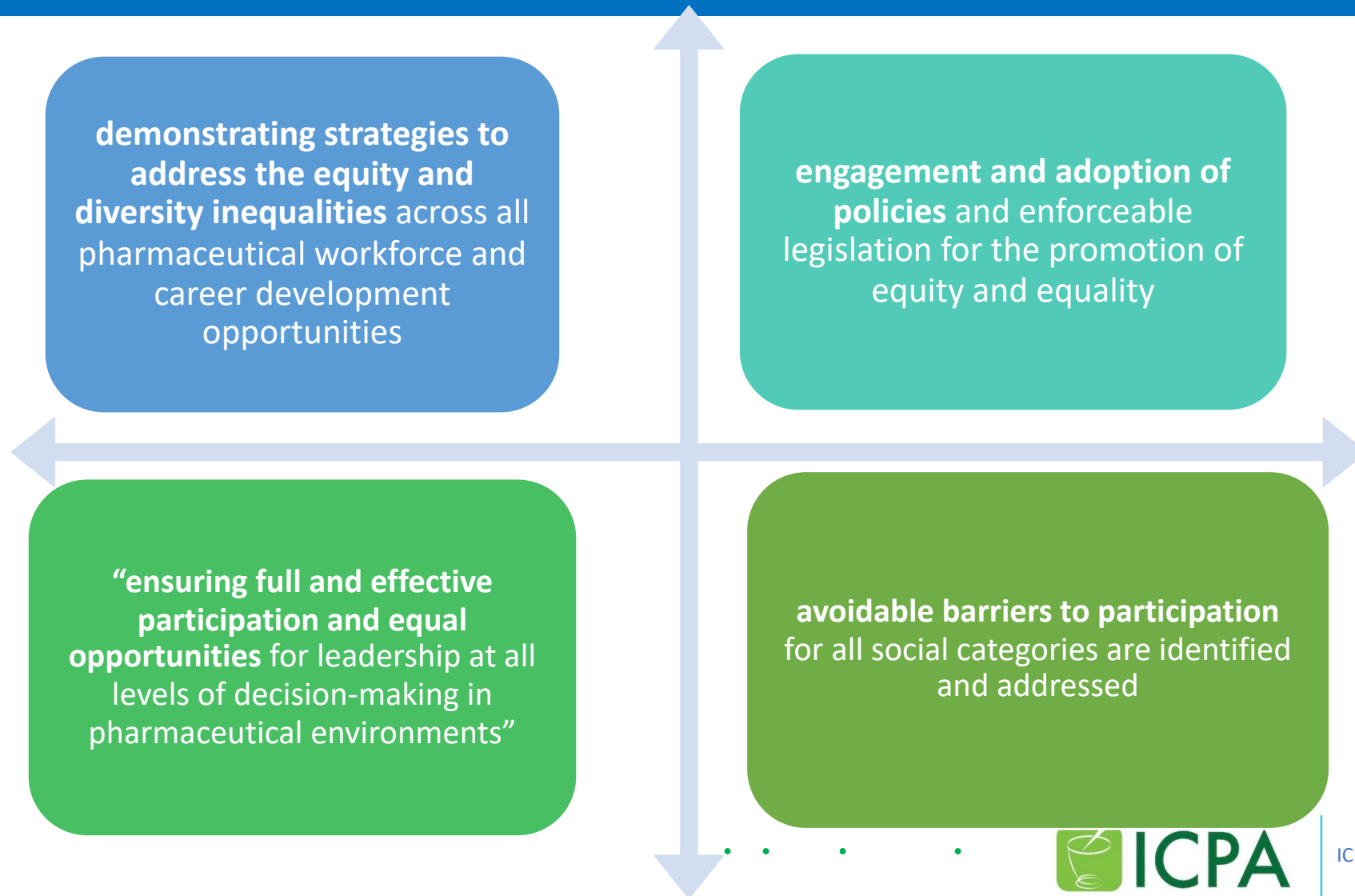
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Addressing gender equity

Addressing gender equity in pharmacy is paramount not only for the profession but also for achieving broader societal goals like the United Nations Sustainable Development Goals (SDGs). Creating a strategy for gender equity in all streams and levels of pharmacy encompasses several core components:



Mechanisms to achieve this goal include



Data from the World Health Organization

1. Women make up around 60–70% of all pharmacists globally
2. Average female proportion of the total global pharmacy workforce is expected to increase above 70% by 2030
3. Women are underrepresented in leadership positions in the pharmacy profession
4. Women are less likely to hold leadership positions than men in pharmacy
5. Representation of women in leadership positions decreases as the level of the position increases
6. Gender equality in leadership provides organizations with a range of positive outcomes.



ICPA Strategy

- Policies and programs to promote gender equality, including initiatives to increase the representation of women in leadership positions
- Recognition of the systemic nature of gender inequality and the need for systemic solutions.
- Rethinking traditional models and promoting change through profession-wide discussion.
- Provide education and training for the empowerment of women in pharmacy leadership positions.
- Align the pharmacy specific research and its outcomes to the United Nations SDG's and FIP DGs



Transforming for Equity:

Underserved Populations:

Pharmacists address healthcare disparities by providing services in underserved communities. They offer culturally competent care and language-appropriate resources.

Health Literacy:

Pharmacists play a role in improving health literacy, ensuring that all patients understand their health conditions and medications. They provide accessible information and support to marginalized populations.

Advocating for Health Equity:

Pharmacists advocate for policies and initiatives that promote health equity, such as expanding access to care in underserved areas. They engage in outreach and education to raise awareness of healthcare disparities.



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CONCLUSION



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Key aspects of redefining pharmacy in public health:

Public Health Promotion and Education:

- Pharmacists serve as educators, providing information on disease prevention, healthy lifestyles, and proper medication use.
- They engage in health promotion campaigns, emphasizing the importance of vaccinations, smoking cessation, and chronic disease management.

Community Outreach:

- Pharmacies become hubs for community health initiatives, offering services such as blood pressure monitoring, glucose testing, and cholesterol checks.
- Pharmacists collaborate with local organizations and schools to promote health and wellness.

Chronic Disease Management:

- Pharmacists actively manage chronic diseases, working with patients to optimize medication regimens and monitor health parameters.
- They provide ongoing support to patients with conditions like diabetes, hypertension, and asthma.

Medication Therapy Management (MTM):

- Pharmacists conduct comprehensive medication reviews to identify and resolve medication-related problems.
- MTM services improve medication adherence, reduce adverse effects, and enhance patient outcomes.

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Key aspects of redefining pharmacy in public health:

Collaboration with Other Healthcare Providers:	Pharmacists work closely with physicians, nurses, and public health professionals to ensure coordinated care. They participate in interdisciplinary teams to address complex health issues.
Disaster Preparedness and Response:	Pharmacists have a role in emergency preparedness, ensuring access to essential medications and medical supplies during crises. They contribute to disaster response efforts, including medication dispensing and counseling.
Health Equity and Accessibility:	Pharmacists actively address healthcare disparities by providing services in underserved communities. They offer culturally sensitive care and language-appropriate resources to diverse populations.
Data and Surveillance:	Pharmacies contribute to public health data collection, such as monitoring disease trends and reporting notifiable diseases. They assist in surveillance efforts to identify emerging health threats.



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Key aspects of redefining pharmacy in public health:

Advocacy and Policy Influence:	Pharmacists advocate for policies and legislation that support public health initiatives. They participate in shaping healthcare policies that promote better health outcomes.
Pharmacy-Based Research:	Pharmacies engage in research to improve healthcare practices and outcomes, contributing to evidence-based public health interventions.
Telehealth and Digital Health:	Pharmacies adopt telehealth and digital health tools to expand access to care, especially in remote or underserved areas. Pharmacists provide virtual consultations and medication management services.
Preventative Services:	• Pharmacies offer a range of preventative services, including vaccinations, travel health consultations, and point-of-care testing for conditions like flu and strep throat. • They play a crucial role in disease prevention and early detection.



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Thank You

Medicines to Africa



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