

# Accelerating early career pharmacist development through Foundation Residencies: feedback from residents and program staff

## Background

- Launched in 2017, the SHPA Foundation Residency program provides a two-year structured foundation training program for new-to-hospital pharmacists.
- Hospital sites are accredited by the Society of Hospital Pharmacists of Australia (SHPA) to deliver Foundation Residencies locally.
- The first cohort of Foundation Residents completed their program in 2019.

## Objectives

To gauge the opinions of residents and program staff on three key themes

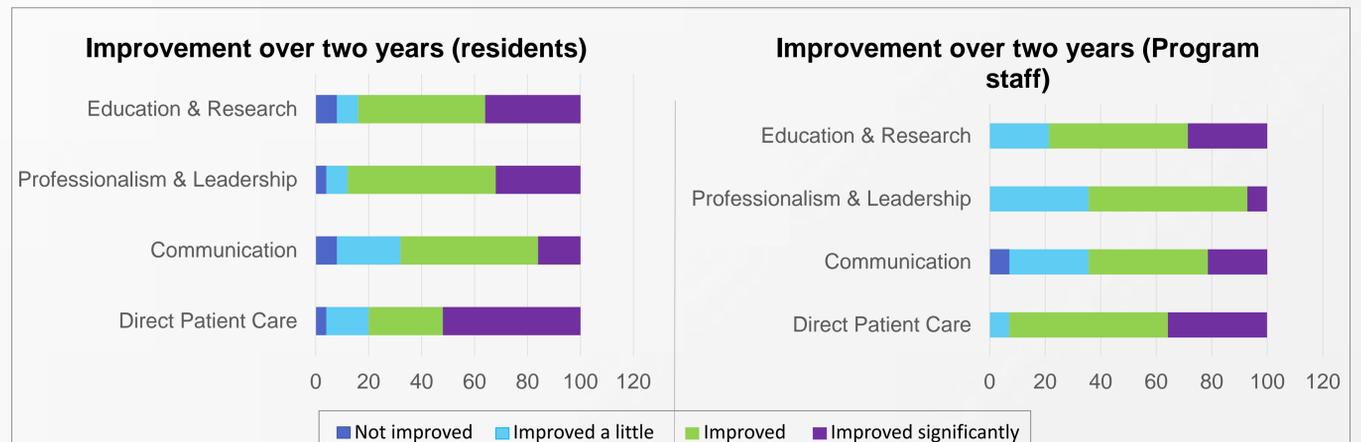
1. Did the resident's practice advance over the two years?
2. How much was their development accelerated by participation in the Residency program?
3. What are the attitudes towards the program?

## Method

An anonymous, branched, online survey was sent to 63 Foundation residents and 22 program staff.

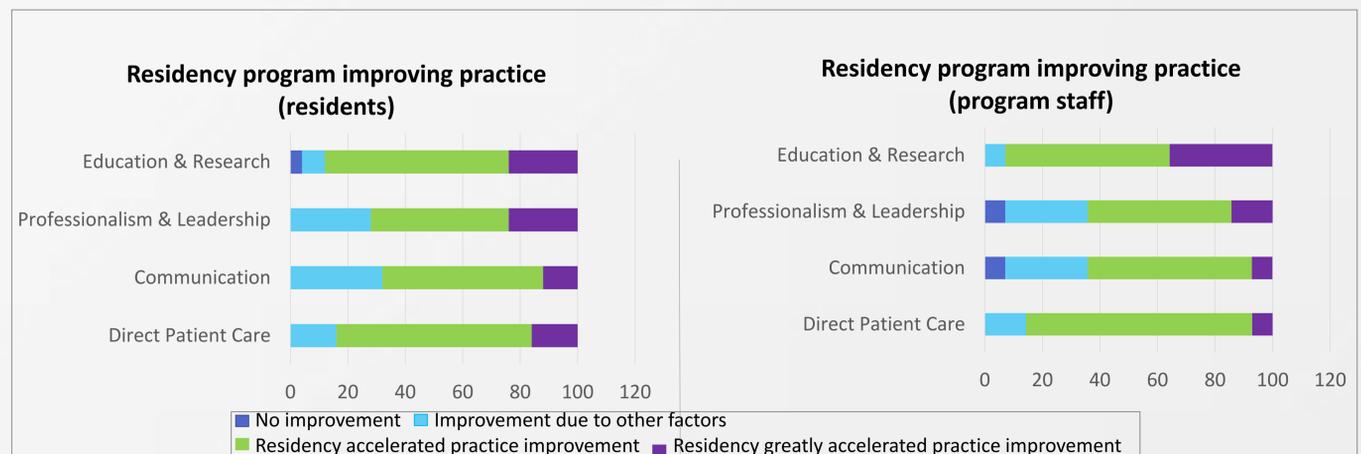
## Results

39 responses were received from 25 residents and 14 program staff (64% response rate). Both residents and program staff responded that residents improved in all domains of competence.



A majority of residents and program staff felt the Foundation Residency program accelerated the attainment of competency in all domains.

This was most strongly reported in Direct Patient Care (residents 84%, program staff 85.7%).



84% of residents agreed or strongly agreed that the residency was worthwhile for them and all program staff agreed or strongly agreed the program was worthwhile for their department.

A majority of residents also agreed or strongly agreed the residency has improved their career prospects (64.0%), and that they would recommend the program to intern pharmacists (84.0%) and pharmacists transitioning into the hospital setting (96.0%).

Program staff told us the program is beneficial for individual learners as well as the workplace, with a large majority agreeing that they wished there had been a foundation residency when they were junior pharmacists (78.6%) and they would recommend the residency to other departments (85.7%).

## Discussion

Participants in Foundation Residency programs (residents and program staff) report accelerated practitioner development, improvements in departmental culture and a willingness to recommend the program to others.

To further validate the findings of this survey, it is currently (October 2022) being repeated with the now much larger pool of residents and program staff.