



Service Priorities and Programmes Electronic Presentations

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Motivational Factors Affecting the Competence Enhancement of Pharmacists through Continuing Education (CE)

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Introduction

Pharmacists in HA are required to complete CE program every year to enhance competencies to meet challenges and changes in pharmacy practice and these CE courses are delivered by different formats including in-person or internet-based learning resources.

Objectives

To understand (1) motivational factors for pharmacists to attend CE programs;(2) CE topics which are of interest and importance to the competence enhancement of pharmacists;(3) preferred delivery formats.

Methodology

The survey was conducted by an electronic self-administrated questionnaire. KEC pharmacist grade staffs were asked to rate their motivational factors to join the CE programs, preferences on the CE topics, and delivery methods using a 7-point Likert scale. We analysed the data by calculating and comparing the mean scores of their response.

Result

Forty-nine pharmacist grade staff completed the questionnaire, which represented 90% of total number of pharmacists in the KEC. In terms of motivational factors to attend CE programs, the availability of programs “interesting” to the pharmacists and “important to job competence enhancement” are ranked the top two motivators. Among CE topics of clinical area, “clinical data interpretation” and “emergency medicine” are the top two topics with the highest level of interest. However, the respondents also indicate insufficiency of CE programs on these two topics. The most important CE topic pertaining to competence enhancement is “medication safety” and the respondents found it moderately sufficient. However, the CE program availability of the second most important topic “drug information service” is rated insufficient. For personal area CE topics, “presentation skills” and “interpersonal skills” are of highest interest and importance, but were deemed to be marginally

sufficient. Lastly, internet-based learning and live lectures were found to be the most preferred delivery formats of CE programs. Since the availability of CE programs “interesting” to the pharmacists and “important to job competence enhancement” are ranked the top two motivators to attend CE programs, the provision of the important yet insufficient topics are crucial to the continuing education of hospital pharmacists. For clinical development area, the provision of CE programs on clinical data interpretation, drug information services and emergency medicines should be enriched. For personal development area, more CE programs on the topics related to interpersonal skill and presentation skill should be provided. The CE programs are recommended to deliver through internet-based learning and live lectures.