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## Background

- Transition from student to practitioner is encountered by many healthcare disciplines
- Successful transition impacts patient care, staff retention, and role identity
- Barriers documented in the literature include:
  - Role identity
  - Learning styles
  - Lack of confidence, fear of making mistakes
  - Interactions, workload, increased responsibility
  - Lack of an effective orientation program
- Evidence from other healthcare professions suggests that certain interventions may minimize these barriers
- Literature assessing the transition of hospital pharmacists into clinical practice is limited

## Objectives

- Identify key barriers to the transition from student to successful hospital pharmacist
- Outline strategies to overcome these barriers

## Methods

### Part 1: Survey

- Survey questions adapted from a nursing study and the Casey-Fink Nurse Experience Survey
  - Themes: Barriers, strategies, and role identity
- ~430 Lower Mainland Pharmacy Services pharmacists were emailed with the survey link
- Survey remained open for 3 months
- Transition score was adapted from the Casey-Fink Nurse Experience Survey
  - Higher score associated with better transition
- Analysis: Descriptive statistics
  - Pearson's Correlation Coefficient

### Part 2: Interviews

- Hospital pharmacists working for 5 years or less
- Volunteers interviewed once survey closed
- Interviews focused on survey questions and specific open-ended questions adapted from the literature
- Analysis: Themes extracted from interview transcripts

Table 1: Survey Respondent Characteristics (N=137)

Characteristic	Number (n)	Percentage (%)
Age (Years):		
Under 25	9	6.6
25 to 35	72	52.6
36 to 45	31	22.6
Over 45	25	18.3
Highest Level of Pharmacy Education:		
Bachelor of Science in Pharmacy (BSc (Pharm))	15	11.0
Hospital Pharmacy Residency	67	48.9
PharmD	42	30.7
Other	13	9.5
Years Working as a Hospital Pharmacist:		
Less than 1	20	14.6
1 to 2	8	5.8
3 to 5	22	16.1
6 to 10	36	26.3
10 to 20	29	21.2
More than 20	22	16.1
Work in a Specialty Area	91	66.4

Figure 1: Average Transition Score Based on Years Working as a Hospital Pharmacist and Highest Level of Pharmacy Education (n=113)

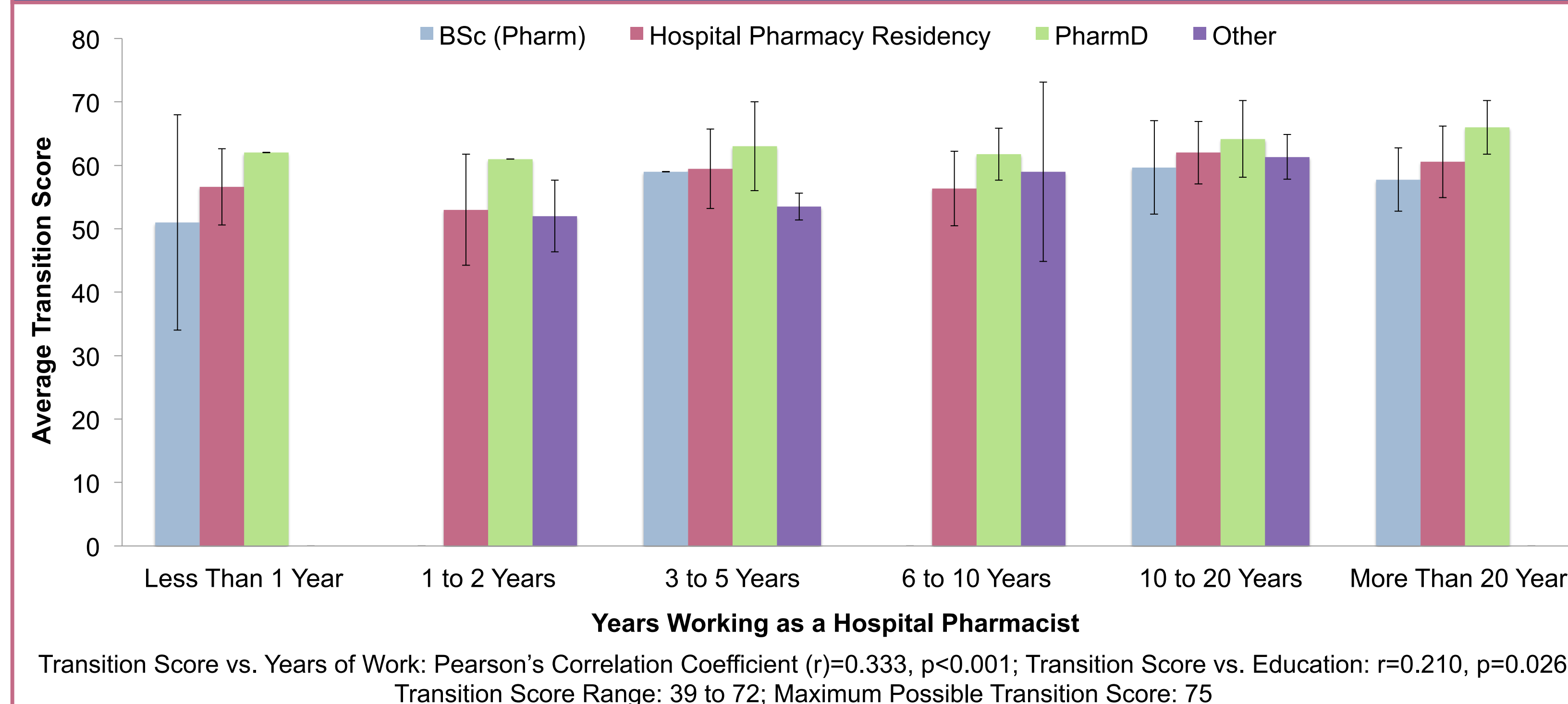


Figure 2: Average Transition Score Based on Work in a Specialty Area (n=47)

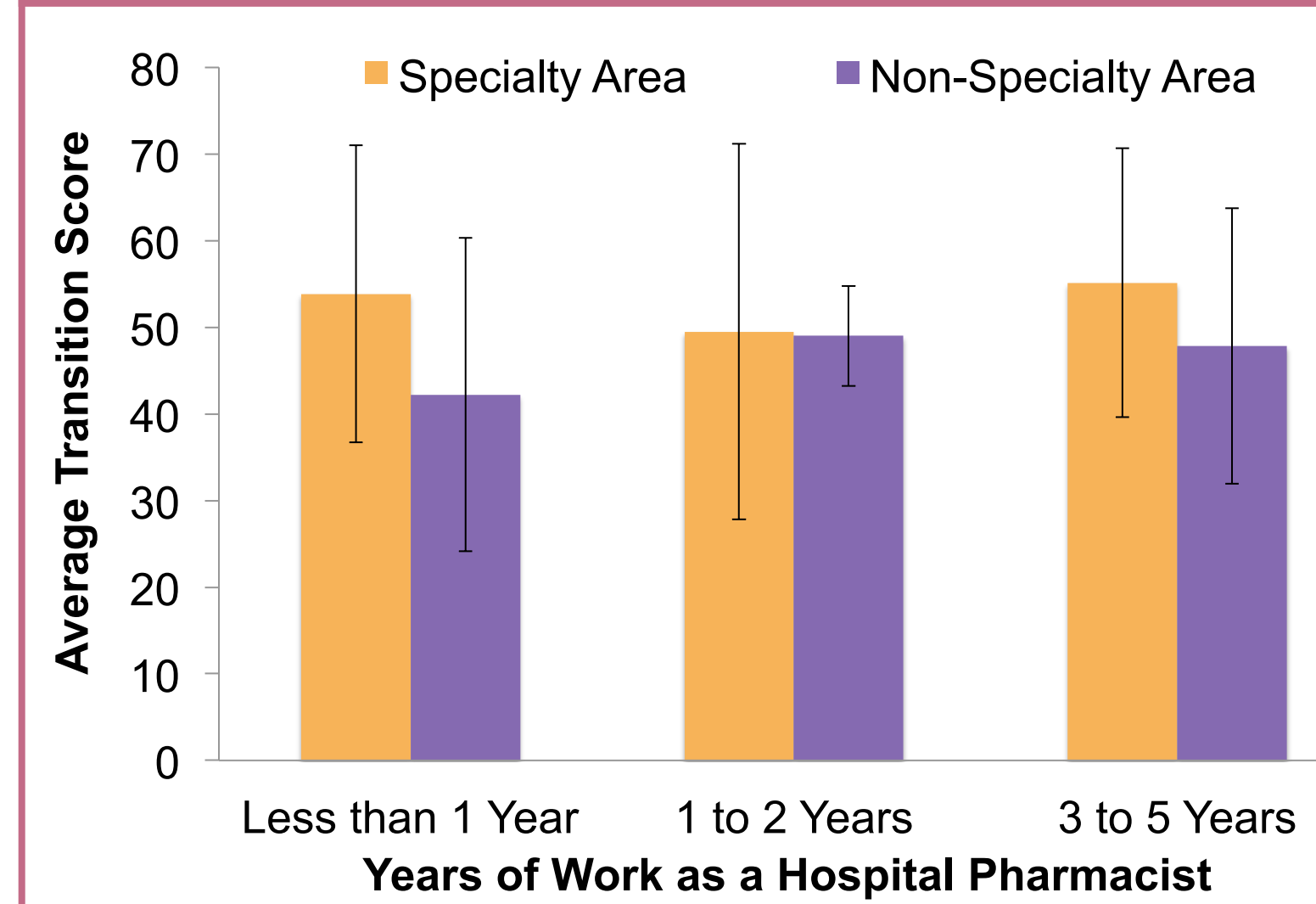
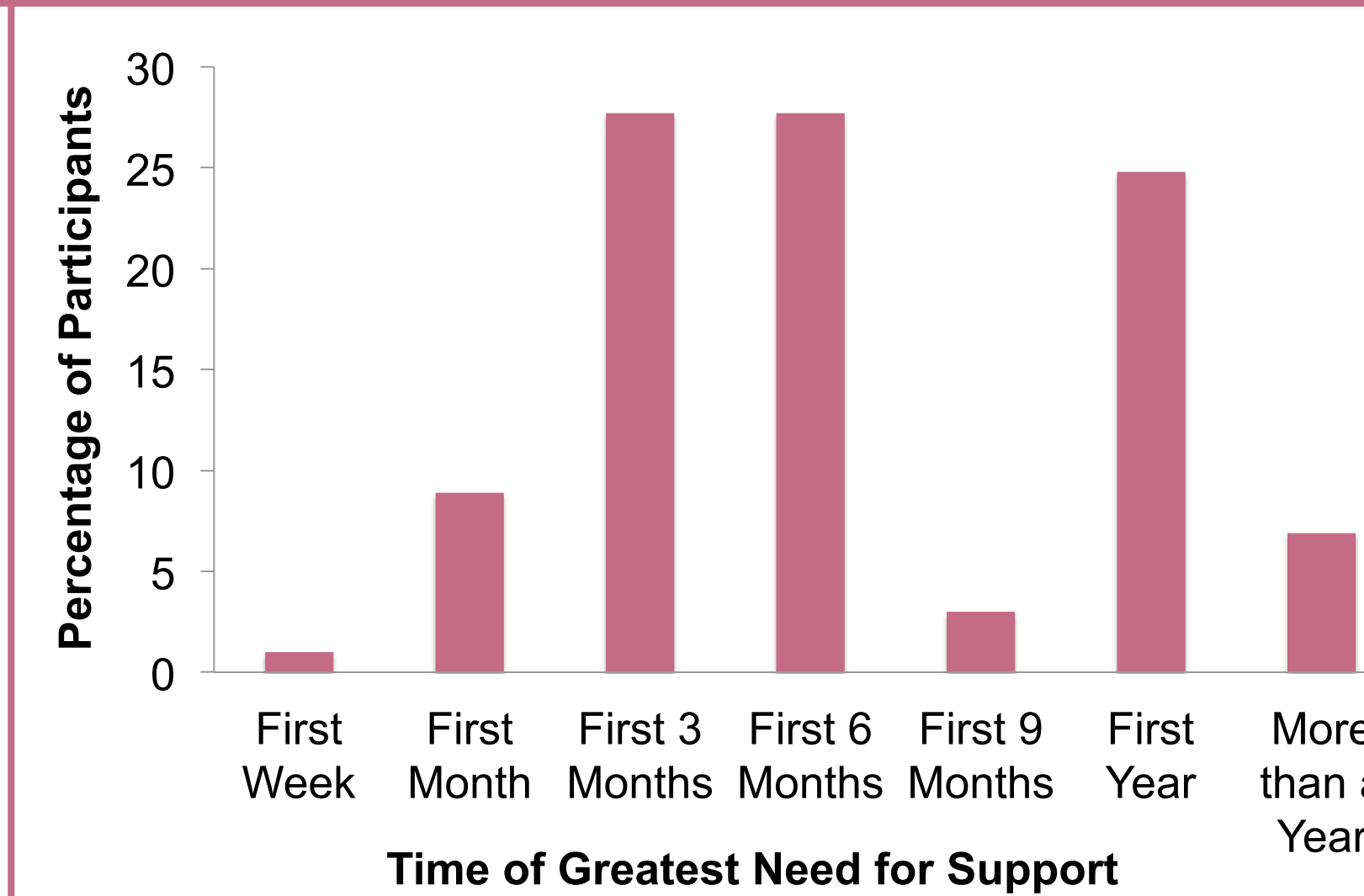


Figure 3: Time of Greatest Need for Support (n=101)



Transition Score vs. Role Satisfaction (n=110): r=0.550, p<0.001

Figure 4: Average Transition Score Based on Years of Work and Orientation Program (n=35)

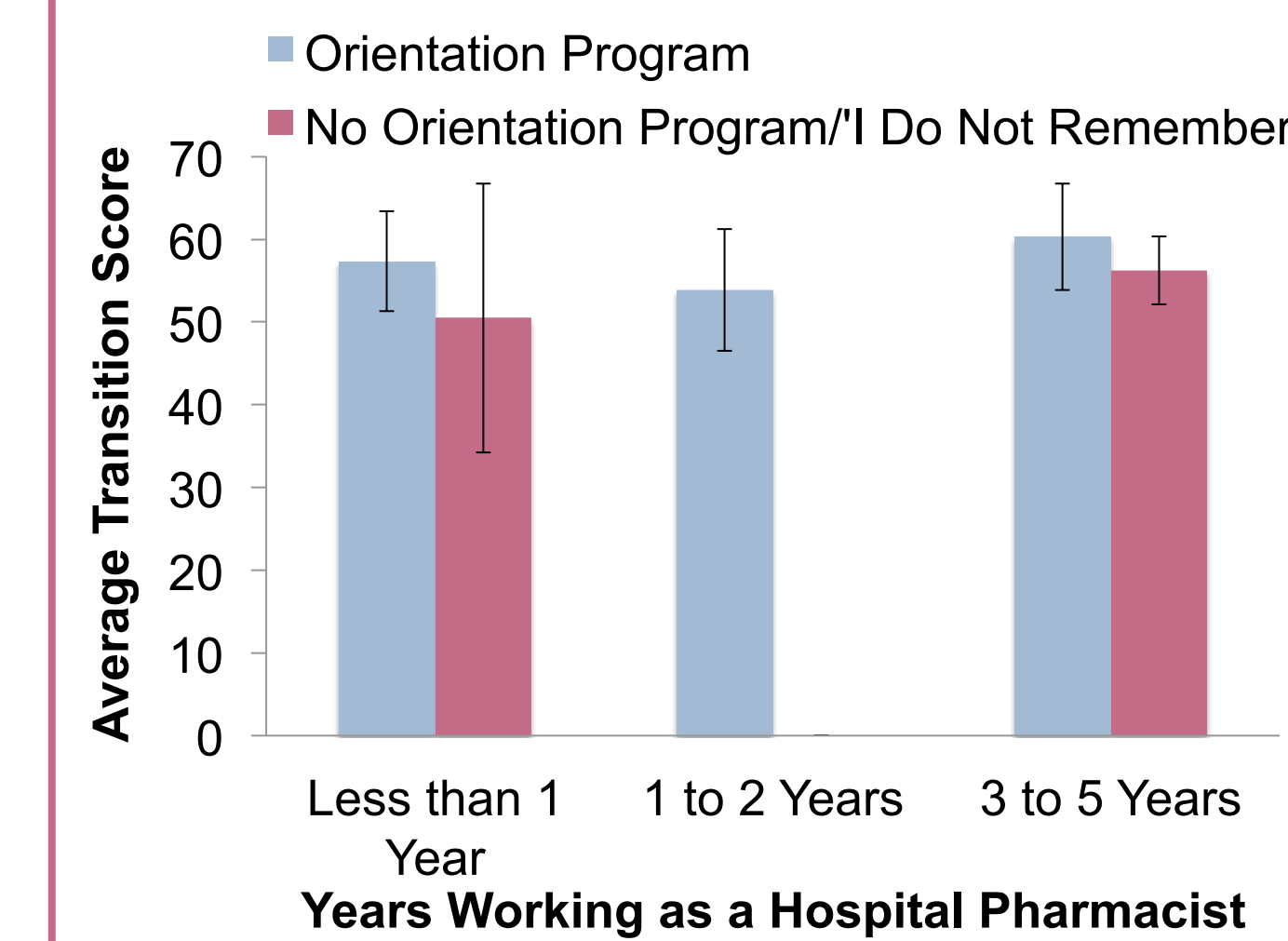


Figure 5: Average Transition Score Based on Length of Orientation (2 Years of Work or Less) (n=19)

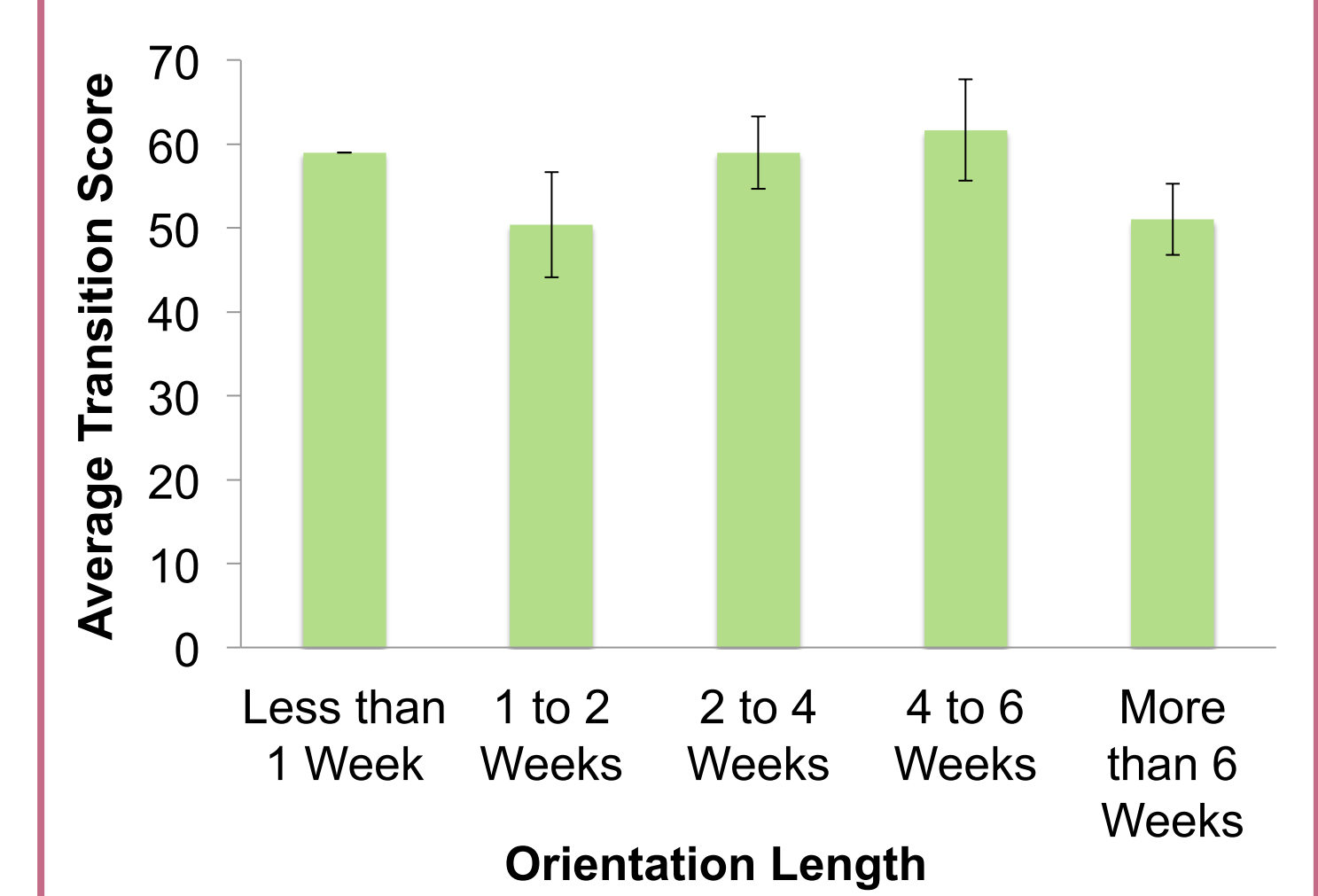


Figure 6: Helpfulness of 'People Resources' During Transition (n=116)

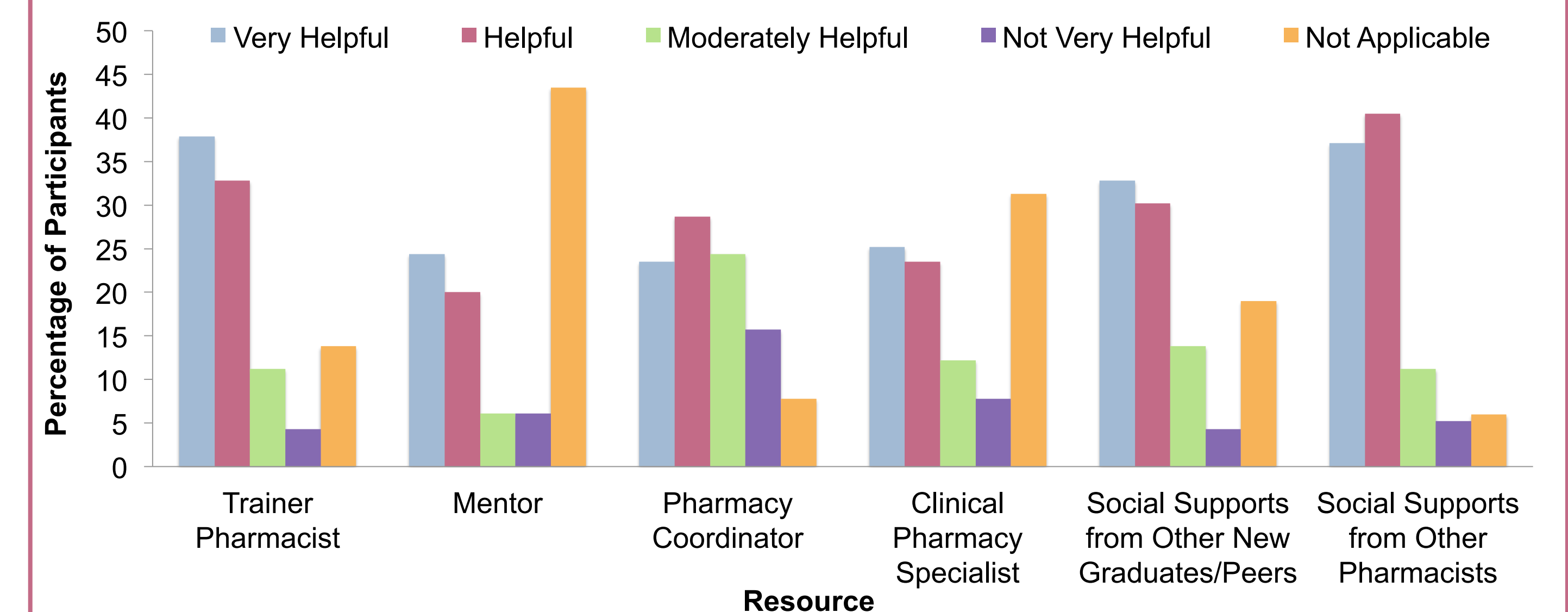


Figure 7: Interview Responses (n=3)

<b>Barriers</b>	<ul style="list-style-type: none"> <li>Lack of knowledge, confidence, and comfort</li> <li>New responsibilities; expectations</li> <li>Limited hospital pharmacy rotations and inconsistency of role identity in university</li> </ul>
<b>Strategies</b>	<ul style="list-style-type: none"> <li>Orientation with mentor (shadowing &amp; independent learning)</li> <li>Electronic communication with colleagues</li> <li>Small group environment with frequent check-ins</li> <li>Quick reference resources specific to each ward</li> </ul>

## Limitations

- Low response rate (~32%) and small sample size
- Survey not validated for pharmacists

## Conclusions

- Main transition barriers:
  - Years working as a hospital pharmacist, level of education
  - Lack of knowledge, new responsibilities
  - Rotating between multiple areas
  - Role identity, university preparation
- Main transition strategies:
  - Orientation program
  - Continue support from trainers/colleagues for first year
  - Limit practice areas
- Transition correlated with role satisfaction