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Today's issue of PD

Pharmacy Daily today has three pages of news plus a full page from Wizard Pharmacy Services.

PSA/SHPA MoU

THE Pharmaceutical Society of Australia (PSA) and the Society of Hospital Pharmacists of Australia (SHPA), are set to collaborate under a Memorandum of Understanding (MoU).

The agreement announced on Sat at PSA19 codifies the sharing of ideas and resources, which PSA National President, Dr Chris Freeman, said will ultimately benefit members, patients and consumers, and lift the profile of pharmacists within the healthcare team.

"This MoU is about embracing strategic commonalities and finding new ways of working closer with SHPA to deliver a wider range of events, services and supports for members, while uniting the pharmacy profession toward our common goals," he said.

Scope and salaries need boost: PSA

PHARMACISTS need to be empowered to use their full scope of practice and base salaries should increase to a minimum of \$80,000 by 2023, the Pharmaceutical Society of Australia (PSA) believes.

The PSA's *Pharmacists in 2023: Roles and Remuneration* report, released at PSA19 in Sydney on Sat, warned artificial barriers limiting young pharmacists' ability to practice to their full scope have caused "many of the pharmacy profession's best and brightest to leave the profession".

Adding early career pharmacists were "concerned the flow-on from this is an impediment to fair and reasonable remuneration for their training, skills and expertise."

PSA Acting CEO, Dr Shane Jackson, described the current Pharmacy Award rate "horrendous", with the report calling for the a minimum indicative salary of \$80,000 a year plus superannuation for entry-level fully registered pharmacists, by 2023.

"This is a reference point for where we need to get to [by 2023]," he said.

"Our two points of reference now are the Pharmacy Award, which is not indicative of the expertise,

the skills and the training of pharmacists, and the annual PPA (Professional Pharmacists Australia) report, which shows the current status, and both of those not being adequate as a reference point to take us into the future."

PSA National President, Dr Chris Freeman, added the issues around the limitations placed on pharmacists' roles and remuneration were not only a source of brain drain and dissatisfaction, but also made pharmacy less appealing to students considering a career in the profession.

"If you're having to invest four years of undergraduate study plus an internship, plus or minus post graduate study, but your minimum wage is going to be \$27 an hour, you've really need to start thinking about why you would be investing that amount of time and effort into achieving that," he said.

"There is professional satisfaction, but that's coupled and partnered with the remuneration that one would get.

"So not only are we having pharmacists leave because they're professionally dissatisfied, but it's also because they're not getting



paid enough."

Under the PSA's remuneration framework, outlined in the report, base salaries for pharmacists would grow with experience and progression into advanced practice.

The report recommended that by 2023, pharmacists with two to three year's experience who had started to transition to advanced practice should earn at least \$100,000, while those with up to five years experience and at level two on the PSA's continuum to advanced practice should be paid an indicative salary of \$120,000, while those with more than five years' experience with highest competency levels of advanced practice should be paid a minimum of \$140,000 plus super.

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NOVA PHARMACEUTICALS

QUM a priority: Hunt

PHARMACISTS are being urged to lobby their State or Territory Health Ministers to ensure the Federal Government's plan to make quality use of medicines a national health priority comes to fruition.

Addressing delegates at the Pharmaceutical Society of Australia's (PSA's) PSA19 conference in Sydney on Fri, Federal Health Minister, Greg Hunt, said the Morrison Government "will now move to the Council of Australian Governments (COAG) to make the quality use of medicines a national health priority".

"We will not stop until its done," he said.

"I will need your help to make sure that each of the states and territories agree to it, due to the arcane nature of COAG... [but] I'm very confident that there won't be any resistance."

Hunt also reaffirmed that the PSA will have a significant role in the negotiations for the Seventh Community Pharmacy Agreement



(7CPA), as a co-signatory for the first time.

"The PSA will play a critical part in the design in relation to the Code of Ethics, the practice and services," he said.

"It's a really important thing that you have a seat at the table from the perspective of what's going to support the pharmacists and what's going to support the patients."

However, he added that under the National Health Act, the Heads of Agreement and issues of remuneration will be exclusively signed off by the Pharmacy Guild of Australia and the Government.

Say no to dumping down of profession

PHARMACEUTICAL Society of Australia (PSA) Pharmacist of the Year, Peter Crothers, believes his peers should "speak up" against the "dumbing down of the profession".

At PSA19 on Fri, the Bourke-based pharmacist described himself as a "grumpy bastard" and "persistent", when accepting the award.

"None of us should accept things like the trashing of our profession or the dumbing down of our skills," he said.

"Nor should we accept the remuneration system that allows this."

PSA Western Australia Branch President, Dr Fei Sim, was named as the Young Pharmacist of the Year.

She urged pharmacists to focus on their patients and believe in themselves as clinicians.

"As pharmacists we are clinicians," she said.

"Every day in everything that

we do we have that patient contact... everything we do should be for the patient's benefit.

"We need to really believe in ourselves that we are clinicians."

The PSA's Lifetime Achievement Award was presented to former Pharmacy Board of Australia Chair, Bill Kelly, also served as the Chief Pharmacist in the Army Medical Corps.

Former National Australian Pharmacy Students' Association (NAPSA) Executive Director of Public Relations, Ayomide Ogundipe, was named PSA/MIMS Intern Pharmacists of the Year.

Accepting the award, the Western Australian urged students approaching their internship to "stay teachable".

"You are a few steps away from your general registration, use the year to consolidate everything you've learnt...build your professional experience and find areas the interest you," she said.

CMI format due for a makeover

THE Therapeutic Goods Administration (TGA) has announced an improved layout and style will be applied to Consumer Medicine Information (CMI) documents.

The new format has been

adopted in response to concerns raised by stakeholders about CMI complexity and readability.

The template is shorter, better laid-out and features a one-page summary.

More information at tga.gov.au.

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Sex assault arrest

A NSW Pharmacist has been charged with sexually assaulting a 19-year-old woman during a consultation on 01 Jul.

The pharmacist will appear in court next month.



Weekly Comment

Welcome to Pharmacy Daily's weekly comment feature. This week's contributor is John Guy, PDL's Professional Officer.



Reflection is not just for the mirror

WHILE one major focus of pharmacists is the prevention of errors, mistakes unfortunately still occur.

The PDL Professional Officers support and recognise that pharmacists are fallible. As part of the incident reporting process, pharmacists are reminded that the priority is always the well-being of the client. Once the health of the client and incident reporting is addressed, the next step is to reflect.

Reflection involves consciously considering our experiences, actions, feelings, responses and finally analysing to learn from the situation. Reflection should be analytical, rational and honest, even though this may be confronting. It must go beyond a superficial response, such as simply describing the incident and moving on, as this may not reduce the risk of a recurrence. Reflection requires a pharmacist to consider their actions and behaviours as well as those of the staff and client.

The final stage of reflection is the action plan. Think about the steps needed to prevent further incidents, the people who should be involved and make a plan. It's said, "Mistakes are meant for learning, not repeating". (For further insights search "Gibbs' cycle of reflection").

If you require assistance to report an incident, please speak to one of our Professional Officers via 1300 854 838 or visit www.pdl.org.au.



Dispensary Corner

DARK green leafy vegetables, as well as being a useful source of fibre, are good sources of many vitamins (such as vitamins A, C, and K, and folate) and minerals (such as iron and calcium).

One Polish man, Tony Jeyes, and retired school teacher, Lindy Rogers, 67, have gone extreme green leaf - they were the winners of the 23rd World Stinging Nettle Eating Championships held at the Bottle Inn pub in the village of Marshwood, Dorset.

Competitors are served 2-foot long stinging nettle stalks - then pluck and eat as many leaves as possible in an hour.

Now a lazy browse along the local pharmacy vitamin aisle would have given the same health result - but not the same notoriety, we guess.

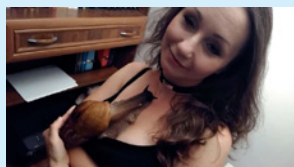
EVERYONE needs a cuddle, right? Even a gastropoda?

OK, so what is that? It's a snail, and by any other name, such as mollusca, bivalvia or cephalopoda, is still a snail.

But not to Magdalena Dusza (pictured), from Krakow, Poland, whose closest friend is her giant African snail, Misiek.

The affectionate name for her slippery, slimy friend is Polish for 'teddy bear'.

Dusza rescued the sad bivalve from a pet store where he was suffering under poor conditions.



Community pharmacist gong

COMMUNITY pharmacist Brad Butt (pictured) from Cooleman Court Pharmacy, ACT, has been announced as the Australian Patients Association's inaugural Most Outstanding Community Pharmacist of the Year at the association's annual awards night in Melbourne last week.

The award was sponsored by the Pharmacy Guild of Australia who warmly congratulated the winner, saying, "The new award recognises the increasingly important contribution community pharmacists make in helping improve health outcomes for patients, and identifies leaders in the industry".

Acting National President of the Guild, Trent Twomey, said the work Butt was doing at his pharmacy was characteristic of the changing nature of community pharmacy.

"His commitment to the delivery of professional services and to making his pharmacy a community health hub show where the future of community pharmacy lies. He is a great example for all pharmacies



and this award reflects just how much patients and consumers recognise the importance of these services," Twomey said.

Victorian Branch President, Anthony Tassone, presented the award and said it highlighted the critical role pharmacists play in the community and aligns so closely with the work community pharmacists across the whole country undertake every day.

Butt said the team at Cooleman Court Pharmacy was dedicated to supporting patients by providing access to a knowledgeable and passionate pharmacist.

Win with Dreambaby®

Each day this week Pharmacy Daily and Dreambaby® are giving readers the chance to win a Dreambaby® care prize pack valued at over \$55.

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