



Council appointments

The Council is very pleased to announce that in November 2006 the Minister of Health, Hon Pete Hodgson, appointed Keith Crump as a new pharmacist Councillor to replace Brian Irvine. Brian did not seek re-appointment after 30 years of service to the pharmacy profession and the public, including three years on the Council. The Council expressed its sincere thanks to Brian for his contribution to the Council in the initial years of operation.

As a leading Mental Health pharmacist, Keith currently shares his time between the roles of Practice Education Manager at Procure, Clinical Mental Health pharmacist at Waitemata DHB, and Honorary Senior Clinical Lecturer at the University of Auckland School of Pharmacy. Keith has also just received the 2006 Denis Pickup Clinical Teacher Award awarded by the Faculty of Medical and Health Sciences of the University of Auckland. Keith has worked in community pharmacy, hospital pharmacy, PHO, IPA, teaching (to pharmacists, nurses and GPs) and research and will bring this vast experience in the health sector to the Council table.



Keith Crump

At the same time the Minister of Health also announced the re-appointment of Carolyn Oakley-Brown (Council Chair) and Darryn Russell (lay person) for a further term of three years.

The Pharmacy Council of New Zealand has been established under the Health Practitioners Competence Assurance Act 2003 and has a duty to protect the public and promote good pharmacist practice.

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CONTACT US:

Good news – numbers of pharmacists practising continues to grow

The Council is very pleased to announce a continuing increase in pharmacists holding APCs. Latest figures for February 2007 show a record number of pharmacists on the register with 3,090 pharmacists holding APCs. This compares to 2,787 in July 2005, which is an increase of 10%.

The Council publishes the workforce demographics in July of each year on our website www.pharmacycouncil.org.nz. The latest report is July 2006.

However, since July 2006, 289 pharmacists have been added to the practising register. 162 of these are newly qualified pharmacists from the 2006 Evolve Intern Programme, 127 are pharmacists who have returned to practise in NZ or recently registered from the UK, Australia or Ireland. The total register of pharmacists currently sits at 4,301.

Why is the register now growing?

With the recent changes to the movement of NZ and Australian pharmacists to the UK and Ireland, there has been a dramatic drop-off in pharmacists leaving New Zealand. This can account for some stability in the workforce. However, the increased numbers of NZ pharmacists returning home to New Zealand from the UK and Ireland is very heartening to see. Many of these pharmacists have held very interesting and challenging positions during their "OE's", and are able to bring new skills back to pharmacy in New Zealand.

What about those pharmacists who didn't want to keep up-to-date?

The Council is also very pleased to report that the drop-off in pharmacists from the register due to the new recertification requirements of the HPCA Act, which had been predicted by some in the sector, has been minimal and has not resulted in a dramatic change to the total pharmacy workforce. As the Council predicted, most pharmacists have embraced CPD as part of their everyday practice, which is of enormous credit to the pharmacy profession in New Zealand and benefit to the public at large. Thank you.



Professional Conduct Committee (PCC) recent matters

PCCs are independent committees appointed by Council to consider whether certain complaints or notifications about conduct, including notices of conviction, relating to pharmacists require further action. Membership of a PCC is made up of two pharmacists and a lay person.

Recent PCC investigations have included the following situations:

- Convictions for offences against a number of Acts, including the Crimes Act 1961 and the Misuse of Drugs Act 1975, that were attributable to behaviours resulting from an alcohol addiction problem.
- A conviction for offences against the Misuse of Drugs Act 1975 as a result of supplying and possessing a class C controlled drug without a prescription. This pharmacist had also failed to keep a Controlled Drugs register on the premises.
- A notification questioning whether or not the pharmacist was consistently practising to the required standard of competence.
- A notification raising concerns about the appropriateness of the conduct

and the safety of the practice of a pharmacist found to be working in professional isolation.

- A complaint about potentially unprofessional and unethical behaviour concerning a pharmacist's part in the sale of prescription medicines over the internet.

None of the above PCC investigations resulted in a determination to lay a charge before the Health Practitioners Disciplinary Tribunal (HPDT). The matters were dealt with in a number of ways including:

- Recommendations for a competence review of the pharmacist;
- Monitoring of the pharmacist by the Council's Health Committee; and
- No further action being taken as a result of insufficient evidence of the required standard, and also the significant period of time that had elapsed from the alleged conduct taking place and the referral of the matter to a PCC.

Currently the Council has ongoing PCC investigations concerning convictions and other ethical breaches.



Pharmacy Cases before the Health Practitioners Disciplinary Tribunal

The Council's August 2006 Newsletter informed pharmacists of the new approach to professional discipline, noting that the Health Practitioners Disciplinary Tribunal (HPDT) is an independent statutory body responsible for hearing professional disciplinary charges that are brought against all health professionals.

Since September 2004 two pharmacy cases have been heard by the Tribunal. Decisions of the Tribunal can be viewed on their website at: www.hpdt.org.nz under Tribunal decisions Pharmacists.

Both these Tribunal decisions have been appealed. Dates are yet to be set for the High Court to hear the appeals.



Have you renewed your 2006/7 Annual Practising Certificate (APC)?

All registered pharmacists will have received an APC renewal form for the 2007/8 year. If you have not already done so, please complete and submit your renewal form to the Council promptly. **To ensure you have your APC by 1 April, forms need to arrive at the Pharmacy Council office by 16th March.** It is illegal to practise as a pharmacist in New Zealand without a current APC, and 31st March 2007 is when the 2006/7 APCs expire.

Recertification

This year, all practising pharmacists are required to complete the recertification section of the APC form. This will assure the Council that you are maintaining competence in areas that directly relate to your practice. You are being asked:

- Which year did you last complete a Practice Review
- How many CPD Outcome Credits did you achieve in the last 12 months

- To list the competence standards that form part of your practice

Remember, participation in recertification means that you have undertaken a review of your pharmacy practice, by completing the Self Assessment of Competence (Practice Review), and you are continuing your Professional Development in areas directly relevant to your work. ENHANCE is a documentation system that teaches you how to record your learning, decide how much impact that learning has had on your practice, and, assign a credit value to the learning, using the Pharmacy Council Outcome Credit Scale©.

Still confused or need some assistance?

Currently the Pharmaceutical Society of New Zealand (Inc) has the only accredited recertification programme, which is ENHANCE. Please contact them (by email enhance@psnz.org.nz or phone 04 381 8357) to discuss help with your ENHANCE.

PRACTICE ISSUES



Measures to Minimise Risk of Errors

An error reported to the Health and Disability Commissioner in which the wrong strength of a diuretic medication was dispensed acted as a trigger for the pharmacy to instigate new measures to minimise the risk of further dispensing errors. The Council has sought the pharmacy's permission to share one of these measures for the benefit of all practising pharmacists.

The pharmacy's 'dispensed by' 'checked by' stamp has been expanded to include an 'entered by' category. This stamp is used beside each prescription item and is individually signed off, minimising the risk when an incomplete script is put aside awaiting stock or further clarification from the prescriber.



Reporting of a pharmacist whose practice may be impaired as a result of a health condition

Pharmacists are reminded of their statutory obligation to notify the Pharmacy Council of any concerns they may have about a pharmacist, or other health practitioner, whose practice may be affected by a physical or mental condition. Such a notification must be made promptly to the Registrar in writing, and state the reasons as to why it is believed that the pharmacist is unable to perform the required functions. This may include the reporting

of a pharmacist by an employer in circumstances where the pharmacist's employment has been terminated as a result of a health issue. Notifications of this kind are made under section 45 of the Health Practitioners Competence Assurance Act 2003 (HPCAA), and are the responsibility of all registered health professionals.



Identification of Methadone Clients

The Council has been alerted to incidents where a methadone patient has been provided with another client's methadone dose. These incidents have involved doses being consumed on the premises by the wrong client, as well as clients being wrongly given takeaway doses. Such errors can have dire consequences for the client.

It is extremely important to correctly identify the methadone client before dispensing the medication. Do not say "Are you.....?" or mention a name.

Identity of the client must be confirmed by asking **the client** to give their name. Requesting a date of birth and using a photo ID are also appropriate mechanisms for identifying clients. If there is no photo ID available, **in addition** to asking for the client's date of birth, it may be appropriate to get a detailed description of the client from the prescriber or specialist service staff. The Pharmacy Council endorses the Opioid Substitution Treatment New Zealand Practice Guidelines 2003.

PRACTICE INFO



Latest Council news

Staff News at Council

Sandy Bhawan, Competence Policy Advisor, is currently on parental leave, having just had a baby boy. Congratulations to Sandy. **Owain George** has taken Sandy's parental leave position and has been with the Council since December 2006. Owain is originally from Wales, but he has been in New Zealand nearly two years practising in Palmerston North. Owain has worked in hospital and community pharmacy, but his main area of practice was within a primary care trust as a clinical pharmacist. Owain holds a BPharm and PhD from Cardiff University and is a real asset to the Council team.

We are very pleased to welcome **Barbara Moore** as our new Professional Standards Advisor. Barbara replaces **Jan Clare**, who has returned to community pharmacy practice and who made a great contribution to the Council. Barbara is a very experienced pharmacist who has worked in hospital pharmacy, community pharmacy and the pharmaceutical industry, and most recently was managing a pharmacy in the Cook Islands.

Susan McKibbin, Registrations officer, also left in February after over 8 years in the position with both the old PSNZ and the Council.

Anna Mitchell, previously PSNZ intern programme coordinator, is acting in this role temporarily until a permanent appointment is made.

Healthy Pharmacy Workplace consultation

The Council is seeking feedback on draft Healthy Pharmacy Workplace guidelines. These have been prepared and sent to the main pharmacy stakeholder groups for comment, but are also available for comment by any pharmacists. Please see the webpage www.pharmacycouncil.org.nz/news/documents/WorkplaceGuidelinesNov06.doc

The consultation period finishes on 30 March 2007.

New Recognised Equivalent Qualification Route (REQR) underway

From 1 January 2007 all overseas trained pharmacists holding recognised qualifications (i.e. those from UK, Ireland, Canada and USA) wishing to register in New Zealand are required to follow this new registration route. This involves the successful completion of a competence-based examination (called CAOP), followed by 4 - 12 weeks practical supervised training in New Zealand and completion of a Law and Ethics interview and calculations test. Three pharmacists from the UK have sat the first CAOP examination and are undertaking this route.

Council approves changes to registration of non-recognised overseas pharmacists

In November 2006 the Council agreed to a new assessment method to determine whether overseas-trained pharmacists from non-recognised countries (i.e. all countries except Australia, UK, Ireland, Canada and the USA) are equivalent to NZ graduates. The new route, which commenced on 1 March 2007, replaces the paper and interview-based assessments with a screening examination run by the APEC examining committee of the Council of Pharmacy Registering Authorities of Australia and New Zealand (COPRA). The Council made the change in this process to accommodate the increasing numbers of overseas-trained pharmacists coming to New Zealand and to ensure robust consistency in their assessments. Once applicants have been deemed "equivalent" by the new screening examination process, they will still be required to register as intern pharmacists, complete the Evolve Intern training programme and successfully complete the Law and Ethics examination and Intern Assessment Centre.

Council setting strategic plan for 2007 - 2012

The Council met in February 2007 to set a five year strategic plan for operations until 2012. This plan will be available for pharmacists and stakeholders mid 2007.



New pharmacists

Congratulations to the following pharmacists who successfully completed the Evolve Intern Programme in 2006.

Ahmed Abu Shawish, Tanveer Adam, Nana Afosa, Farheen Akhtar, Dema Al-Hakkak, Noni-Marie Allison, Ahmad Almesfer, Manar Al-Murrani, Zena Al-Rubaei, Mohammed Al-Sabti, Sally Al-Sakini, Asama Al-Samarrai, Kate Anderson, Philomina Asamoah, Leonard Bagley, Nadine Bailey, Belinda Baird, Komathi Balakrishnan, Sarah Bannerman, Maryam Behayaa, Sarah Bingham, Dalia Bishay, Selena Bitiev, Anne-Maree Callaghan, Claire Campbell, Grace Chan, Ting-Ting Chan, Zhenna-Lei Chan Mow, Ravi Chand, Grace Cheng, Karen Cheong, Johnny Cheung, Tania Chinnaiyah, Olivia Chiu, Jennifer Chou, Chih-Kang Chou, Leanne Chub, Yi-hua Chung, Brendan Churstain, Vaudin Cole, Sarah Cross, Eunice Cu, Kezia Daniel, Alexander de Roo, Ouarda Djoudi, Hamish Duncan, John Dunn, Megan Evans, James Falconer, Anna Fong, Tsun Fung, Uma Ganeshan, Sarah George, Emma Goslin, Joanne Grieve, Yining Han, Mohammed Hasan, Katrina Higson, Patricia Hodson, Chou-Rok Hur, Lauren Hurley, Annette Hy, Toonyawit Ing-aram, Darshana Kanjee, El-Fadil Kardaman, Sun Kim, Noo-Ree Kim, Michelle King, Sze Ko, Raymond Kong, Karishma Kumar, Aarti Lal, Lorealle Lam, Angela Laphorn, Josephine Lawry, Stephanie Lee, Sue Lee, Kim Len, Wing Sze Li, Pamela Lim, Hok Lim, Young Lim, Jen Chung Lin, Donna Lin, Alice Littlewood, Keng Lo, Donnie Loh, Samuel Lynskey,

Victoria MacLeod-Smith, Zeenath Maqbool, Wiremu Matthews, Anna McGregor, Nicole McLean, Ellen McNamara, Louise Miller, Jane Moon, Hanadi Mubarak, Joana Myftiu, Smita Naiker, Jessica Nand, Harsha Naranbhai, Yuen Ng, Christina Ng, Lin Ling May Ngieng, Hong Nguyen, Justine Nicholls, Kelly Noone, Benjamin Oldfield, Dale Oldham, Stefanie Pang, Felicity Pannell, Sung Park, Jeong Park, Molika Parseth, Kelly Perham, Lisa Petros, Kane Pettitt, Scott Phillips, Atendra Prasad, Daniel Rawson, Angela Renall, Anthony Reynolds, Rachel Robinson, Katie Ross, Sara Salman, Angila Samadi, Shannon Saunders, Sherif Shafik, Dina Shahin, Ching-Han Shen, Asma Shousha, Pek Sian, Ranjani Singh, Prenica Somasuntharam, Megan Spurdle, Petra Straight, Yuk Sun, Darren Svirskis, Chin Yee Tan, Chin Tan, Remal Tappoo, Gemma Taylor, Michele Thompson, Thilini Thrimawithana, Salaseini Tikoimaleya, Angela Van Eyk, Jashmita Vasan, Victoria Vause, Kelly Vercoe, Adela Vidicki, Barbara Wade, Gemma Waterhouse, Sally Whittington, Dyanne Wiffen, Harriet Williams, Goldie Wong, Chung Wong, Fleur Wong, Lan Wong, Sarah Woolley, Shun-Yu Wu, Fook Yau, Kristel Yee, Elizabeth Yee, Chieh-Yu Yeh, Jy Yip, Norman Young.

With special congratulations to the top intern, Justine Nicholls from Dunedin Hospital Pharmacy.

Welcome to the profession of pharmacy.



Pharmacist changes since November 2006 (as at 5 February 2007)

Cancellations from register since November (as at 5 February 2007)

Deborah Jane Staples, Alexander James Furness, Emma Rachel Smith, Dianne Elizabeth Todd, David Leslie Meek, Christopher Robert Wong, Murray Edward Wackrow and Stanlea Jack Lawn.

Pharmacists registered from UK, Ireland and Australia and Pharmacists who have returned to practice in New Zealand (as at 5 February 2007)

Hai Hong Wong, Rachel Elizabeth Roff, Catherine Mary Bushell,

Sue-Lynn Young, Hok Lim, Lee House, Rosanna Fong, Eui-Jin Kim, Samantha Jane Chanwai, Adam Trevor Hepplewhite, Shaimaa Zaki, John Anthony Peters, Natalie Ruth McCann, Dale Raymond Oldham, Valerie Jill Lengoc, Michelle Tien-yi Lin, Peter Vincent Bremner, Caroline Victoria Borrie, Philippa Jane Davies, Joanne Frances Wilson, Katherine Anne Harris, Rajeeve Dewasirinarayana, Elizabeth Joy Malcolm, Karyn Marie Jefferson Battrick, Shirley Joy Coleman, Peter Eugene Heighton, Lee Barbara Hohaia, Paul Graeme Frederickson, Sathna Kanji, Hai Nguan Chea, Anna Belle Richards, Lachlan Edward Sheriff Bull, Laura Ruth Bull, Gerard Turner, George William Gray, Lorraine Yea Yea Tie.

Key Office Contacts

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Practice issues

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