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## Factors influencing the effectiveness of pre-registration pharmacists' training in a tertiary hospital: Views of preceptors and trainees

Hui-Gek Ang, Hong-Ngee Chan and Paik-Shia Lim  
Singapore General Hospital, Singapore

**Background:** Pre-registration pharmacists' training is an important continuum of education. Effective training is critical to prepare graduates ready for practice. This study seeks views from preceptors and trainees to better understand key aspects that impact the training.

**Purpose:** To survey preceptors' and trainees' perceptions on the factors influencing current training program and identify areas for improvement.

**Methods:** Two focus groups discussions were held to elicit the elements and a survey questionnaire comprising 50 elements with 11-point scale were organized. All elements were grouped under the factors: Training program, preceptor-trainee relationship, trainee-, preceptor- and environmental-related. All preceptors and trainees were invited to participate in the survey. Descriptive statistic was performed.

**Results:** Forty preceptors and 17 trainees responded to the survey with overall response rate of 77%. More than 60% of both groups ranked training program highest for its impact on effectiveness. Highest scores were reported for trainees' receptivity to feedback. Sufficient protected time for teaching and learning had the lowest scores and current workload pressure appears to have affected both groups negatively. Trainees and preceptors ranked preceptor-trainee relationship and training program, respectively, as most important. Overall, current training is effective with mean score of 7.34 (0.62); majority (92%) are positive responses and nearly half (48%) of all responses rated 8 and above.

**Conclusion:** Current training program was rated as very impactful for its effectiveness. The key issue concerns providing sufficient protected time for learning and teaching.

### Biography

Hui-Gek Ang graduated in Pharmacy from the National University of Singapore, attained Grad. Dip. in Clinical Pharmacy from Australia and achieved a distinction in MBA from University of Hull, UK. She started her career as a Hospital Pharmacist and rose through the ranks to her current role as Hospital Administrator overseeing Pharmacists, Therapists and other allied Health Professionals. Besides administrative responsibilities, she teaches leadership programs. Her current research interests include effectiveness of clinical training, leadership development and leadership measurement tools.

[ang.hui.gek@sgh.com.sg](mailto:ang.hui.gek@sgh.com.sg)

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