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DEVELOPING A STANDARDIZED INPATIENT PHARMACIST TRAINING PROGRAM (C1), Mariesa Durrant, Brent Albertson, Derek Barnhart, Gary Dormaier. Providence Sacred Heart Medical Ctr & Children's Hospital, Spokane, WA (durranm@shmc.org) IRB approval not needed.

Our medical center is a 623-bed referral center, employing over 50 pharmacists. Appropriate and adequate pharmacist training has been identified as a critical element for the department. The training development program team includes a resident, pharmacist supervisor and pharmacy managers. An assessment of the current training model was made. Input from current staff was solicited by distributing surveys. Common mistakes, satisfaction and underemphasized areas were elicited. Data from surveys and other staff feedback was used to guide construction of a new pharmacist training manual and procedures. Elements of the new program include: structured orientation schedule with review of policies and procedures, key computer programs and physical components; standardized initial training schedule with one on one training and exposure to staffing and clinical care areas; and development of a comprehensive training manual with detailed training objectives and related checklists. During the development period two recent hires utilized the new program as a work in progress. These experiences provided feedback and additional information used to refine the new program. During program development additional issues impeding successful training were identified and presented to management for discussion or resolution. Details related to

completion of the training manual and other information will be presented.