

Intern Performance Assessment Form

Date _____

Assessment Week # _____ to be completed by Preceptor

Intern OCP # _____ Preceptor Name (please print) _____

Intern Name (please print) _____ Preceptor Signature _____

Intern Signature _____ Pharmacy Name _____

Pharmacy Phone # _____

Referring to the performance descriptors to right, the intern is asked to check in the column which best describes the intern's performance for each competency element:

P = Poor
 F = Fair
 S = Satisfactory
 G = Good
 E = Excellent

N/O = No opportunity
 (if a particular competency element has not been demonstrated up to this assessment period)

1. Pharmaceutical Care

Competency element	P	F	S	G	E	N/O
1.1 Develop a trusting relationship with the patient or patient's care provider						
1.2 Gather and record appropriate patient information						
1.3 Assess the health status and concerns of the patient						
1.4 Identify the patient's desired therapeutic outcomes						
1.5 Identify actual and potential drug-related problems						
1.6 Determine appropriate therapeutic options						
1.7 Refer patients to other health care providers or health care agency, if necessary						
1.8 Monitor and evaluate the patient's progress and the therapeutic outcomes of a drug intervention						
1.9 Document significant findings of patient information						
1.10 Discuss adverse drug reaction and document, if applicable, in compliance with formal adverse drug reaction reporting programs (CADRMP)						
1.11 Assume responsibility for recognition and resolution of medication discrepancies/errors						

Intern's Specific Feedback (strengths, areas for improvement; provide examples)

2. Assume Ethical, Legal and Professional Responsibilities

Competency element	P	F	S	G	E	N/O
2.1 Comply with legal requirements and ethical principles of practice						
2.2 Uphold and act on the ethical principle that a pharmacist's primary accountability is to the patient						
2.3 Advocate on behalf of patients or groups of patients to ensure appropriate access to products and services						
2.4 Demonstrate personal and professional integrity, professional image and attitude						
2.5 Demonstrate an understanding of the role and scope of the profession of pharmacy within the Canadian health care system						
2.6 Continuously strive to improve professional competence						
Intern's Specific Feedback (strengths, areas for improvement; provide examples)						

3. Access, Retrieve, Evaluate and Disseminate Relevant Information

Competency element	P	F	S	G	E	N/O
3.1 Retrieve relevant information from appropriate sources						
3.2 Critically evaluate drug information						
3.3 Organize and disseminate information						
3.4 Retrieve new information and collect and interpret data						
Intern's Specific Feedback (strengths, areas for improvement; provide examples)						

4. Communicate and Educate Effectively

Competency element	P	F	S	G	E	N/O
4.1 Respect the patient's right to confidentiality and privacy by ensuring that personal health information is communicated in a manner in which the discussion cannot be overheard by others						
4.2 Demonstrate effective and appropriate communication skills in diverse settings or situations						
4.3 Use appropriate communication techniques for use with patients or patients' agents (effective interview techniques; appropriate grammar, vocabulary; telephone skills)						
4.4 Use appropriate communication techniques for use with other health care providers						
4.5 Demonstrate comprehension and fluency in written and verbal English or French						
4.6 Develop health promotion strategies (e.g., smoking cessation, cholesterol control, alcohol and drug use/abuse and immunization)						
4.7 Design, implement and evaluate an education plan (e.g., presentation, nursing, nursing in-service, patient education day, news bulletin)						
Intern's Specific Feedback (strengths, areas for improvement; provide examples)						

5. Manage Drug Distribution

Competency element	P	F	S	G	E	N/O
5.1 Perform, supervise and review drug distribution activities according to federal and provincial regulations and established policies and procedures						
5.2 Ensure the removal of outdated, mislabeled or deteriorated drugs, and those recalled from regular stock, for storage in a separate area for appropriate disposal						
5.3 Recognize patterns of inappropriate use of drugs						
5.4 Demonstrate ability to manage drug distribution functions						
Intern's Specific Feedback (strengths, areas for improvement; provide examples)						

6. Apply Practice Management

Competency element	P	F	S	G	E	N/O
6.1 In collaboration with management, ensure that pharmacy operations are designed to protect the public and the people working on the premises						
6.2 Supervise personnel such that delegated functions are carried out to meet accepted standards						
6.3 Effectively manage workflow						
6.4 Apply management systems pertaining to the site of pharmacy practice						
6.5 Interpret and apply the drug utilization (e.g., DUE, DUR), reimbursement and pharmacoeconomic policies of health care facilities and agencies, and federal, provincial and third party drug insurance plans						
Intern's Specific Feedback (strengths, areas for improvement; provide examples)						