

# Intern Performance Assessment Form

Date \_\_\_\_\_

**Self-Assessment Week #** \_\_\_\_\_ to be completed by Intern

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  |   |   |   |   |   |     |
| <b>Intern's Specific Feedback (strengths, areas for improvement; provide examples)</b>                                      |   |   |   |   |   |     |
|   |   |   |   |   |   |     |

**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                            |   |   |   |   |   |     |
| <b>Intern's Specific Feedback (strengths, areas for improvement; provide examples)</b> |   |   |   |   |   |     |
|  |   |   |   |   |   |     |

**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)  |   |   |   |   |   |     |
| <b>Intern's Specific Feedback (strengths, areas for improvement; provide examples)</b>  |   |   |   |   |   |     |

## 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  |   |   |   |   |   |     |
| <b>Intern's Specific Feedback (strengths, areas for improvement; provide examples)</b>   |   |   |   |   |   |     |
|  |   |   |   |   |   |     |

## 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 |   |   |   |   |   |     |
| <b>Intern's Specific Feedback (strengths, areas for improvement; provide examples)</b>  |   |   |   |   |   |     |
|   |   |   |   |   |   |     |