



Circular No. **165** 2023

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Moving Forward
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رؤية عمان
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**TO ALL PVT. PHARMACIES
& DRUG STORES**

**إلى جميع الصيدليات الخاصة
ومستودعات الأدوية**

After compliments,

تحية طيبة وبعد،،،

Sub: Implementation of the CPD System for Pharmacists and Assistant Pharmacist.	الموضوع: تطبيق نظام التطوير المهني المستمر للصيادلة ومساعدي الصيادلة
Within the framework of the Directorate General of Pharmaceutical Affairs & Drug Control endeavor to develop the scientific skills and professional competences of licensed pharmacists and assistants pharmacist, those working in the private pharmaceutical sector, the Directorate will apply the continuous professional development system, starting from the first of January 2025, where the renewal of the license will be linked to the achievement of approved hours according to the attached continuous professional development guide.	في إطار سعي المديرية العامة للصيدلة والرقابة الدوائية لتطوير المهارات العلمية والكفاءة المهنية للصيادلة ومساعدي الصيادلة المرخصين والعاملين بالقطاع الصيدلاني الخاص، سوف تقوم المديرية بتطبيق نظام التطوير المهني المستمر، وذلك ابتداءً من الأول من يناير ٢٠٢٥م، حيث سيتم ربط تجديد الترخيص بتحقيق الساعات المعتمدة وذلك وفقاً لدليل التطوير المهني المستمر المرفق.

الدكتور/محمد بن حمدان الربيعي
المدير العام

Dr. Mohammed Hamdan Al Rubaie
Director General





PADC
Professional Association of Doctors and Pharmacists of Oman
جمعية أطباء وأدوية سلطنة عمان

CPD System Guide For Pharmacists and Assistant Pharmacists

Introduction

Continuing Professional Development (CPD) plays a vital role in expanding pharmacists' knowledge, developing new skills, behaviours and capabilities which lead to both employee and patient satisfaction. Keeping pharmacists' knowledge up to date through CPD will be a fundamental requirement for all registered pharmacists and assistant pharmacists working in the private pharmaceutical establishments in the Sultanate of Oman to continue their practice and license renewal.

This guide has been designed to give registered pharmacists a clear understanding of the CPD requirements.

What is CPD?

The abbreviation stands for Continuing Professional Development (CPD), which defines an ongoing and structured approach the employee undertakes to develop and enhance their skills and proficiency throughout their professional career. The CPD should be outside formal undergraduate and postgraduate studies

Why CPD is important?

- Ensures pharmacists maintain their knowledge, skills, and competencies in their specific area of practice.
- Enhances their carrier progression.
- Develops their performance.
- Improves the quality and safety of healthcare delivered to patients.
- Achieves organizational goals and objectives.
- Reduces employee turnover. (burn out)
- Ensures that the knowledge and skills of pharmacists are up to date.
- Improves pharmacists' empathy

What is the CPD Plan?

A CPD plan is a structured, self-explanatory document that identifies the approaches undertaken by the pharmacist to achieve their CPD activities. Registered pharmacists are encouraged to identify their learning needs that suit their requirements.

The Directorate General of Pharmaceutical Affairs and Drug Control (DGPADC) are adopting a flexible model of CPD allowing pharmacists the flexibility to consider a wider scope of learning and development, which benefits their current practice, profession and the patient. It took into consideration the concept of equity and equality, especially for those who are working in remote areas across the Sultanate, where they can obtain their accreditation through various delivery methods.

A CPD plan requires pharmacists to:

- Identify the scope of work (e.g., community pharmacist, industrial pharmacist, medical detailing etc ...).
- Identify the skills and competencies to fulfil the work roles and responsibilities.
- Identify workplace development needs.

What are CPD activities?

CPD activities will be divided into two categories, category 1 and 2.

Category I

This is a formal, well-structured activity delivered by a recognized provider/organizer. The level of interaction might be low. Example of category 1 includes seminars, conferences, symposium, and courses. The event should be accredited by a recognized body such as a society, university, or organization/institution. For online activities, it must be recognized by the accreditation body.

Category II

It is a self-directed activity to address a specific need identified by the workplace and related to the professional practice. These are educational workplace activities other than category 1 such as small group learning sessions, journal clubs, reading articles, viewing podcasts and accredited online CPD activities.

What are the CPD requirements for renewal pharmacist and asst. pharmacist license?

- The Directorate General of Pharmaceutical Affairs and Drug Control (DGPADC) will require pharmacists to submit CPD activity portfolios for license renewal applications.
- Starting from January 2025, pharmacists are required to complete:
 - o Minimum of 10 credit hours for licenses renewed in 2025.
 - o Minimum of 20 credit hours for licenses renewed in 2026.
 - o Minimum of 30 credit hours for licenses renewed in 2027 onwards.

CPD Accreditation System for Pharmacists

CPD Activity Description	Credits per Activity	Criteria / Explanatory Notes	Verification Method	Maximum Points for Annual Consideration
Category I: Accredited Group Learning Activities				
Conference/ Symposium (Local/ International)	20 Credits per conference	A conference should: a. Be conducted not less than 3 full days, a full day being 5-8 hours. b. Involve speakers of international standing.	Proof of attendance (certificate or letter of participation) Certified Copy of event tag. Tentative program	20
Workshops/ Courses/ (include hands-on & skills courses) a. Half day (2-4 hours) b. Full day (5-8 hours) c. 2 full days d. Skills accredited structured courses by specific disciplines (e.g. BLS)	As assigned by the Accreditation Body	Should be related to profession and workplace needs including for example; quality, management	Proof of attendance (certificate or letter of participation)	10

CPD Activity Description	Credits per Activity	Criteria / Explanatory Notes	Verification Method	Maximum Points for Annual Consideration
Category I: Accredited Group Learning Activities				
Presentation at accredited activities	2x Credit points	a. Formal preparation and delivery of session b. Full delegate attendance of the event. Otherwise only credit points for presentation are attainable	Proof of certificate as a speaker in accredited event that includes the title, registration number, number of credits, name of the organizing body, and accrediting organization.	10
Research Up to 3 Co-authors	1 st Author : 10 credits Co-author: 5 credits	Description of publication with learning outcomes.	Letter of acceptance of publication from organization or healthcare facility. Verified publication in a book or journal.	10

CPD Activity Description	Credits per Activity	Criteria / Explanatory Notes	Verification Method	Maximum Points for Annual Consideration
Category II: Self-Directed Learning Activities				
Self-study/ Group study/ e.g. Reading scientific papers from indexed journals.	1 Credit per hour	A documented evidence of proof should be submitted such as a <u>summary of the learning.</u>	Random auditing will be done.	5
Accredited online CPD activities	0.5 Credit per hour	A documented proof of completion	Certificate of completion	5

References:

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Malaysian Pharmacists Society (MPS). (2020). *CPD credit point system (pharmacist and pharmacist assistant)*. CPD Points System. Retrieved November 23, 2021, from <https://www.pharmacy.gov.my/v2/sites/default/files/document-upload/cpd-credit-point-system-november-2020.pdf>.

Ministry of Public Health - Department of Healthcare Professions. (n.d.). *CPD Framework Table- CPD Activities*. Home. Retrieved November 23, 2021, from <https://dhp.moph.gov.qa/en/Pages/Home.aspx>.