

1 **Preparing community pharmacists for a role in mental health: an evaluation of**
2 **accredited Australian pharmacy programs**

3

4 **Abstract**

5 Background: Australian community pharmacists are well placed to provide medication
6 related support and to contribute to optimisation of outcomes for mental health consumers
7 and their care givers. However, little is known about the actual competencies of community
8 pharmacists to provide this care. To determine how graduates are being prepared to
9 competently assist mental health consumers and their caregivers, an exploration of the
10 curricular mental health content in university pharmacy programs which set the foundation
11 for pharmacists' professional roles, is needed.

12 Aims: To investigate the mental health content of accredited Australian pharmacy qualifying
13 programs.

14 Method: A review of publically available online profile information for accredited degree
15 programs was conducted, and program coordinators from the 18 accredited pharmacy
16 degree programs providers in Australia were surveyed.

17 Results: Mental health education is embedded in core subjects such as pharmacology,
18 pharmacotherapy and pharmacy practice. Multiple options are employed to deliver mental
19 health teaching, including lectures, workshops, and experiential learning. However, while
20 education is intended to align with pharmacists' expected level of professional
21 competencies, there is lack of national standardised outcome-based competency criteria for
22 new graduates, and wide ranging inter-program variations were evident.

23 Conclusion: A lack of standardised content in pharmacy qualifying programs that underpin
24 pharmacists' mental health knowledge and skills might result in variations to practice
25 competencies. Further work is needed to determine how variations impact the way
26 pharmacists deliver care to mental health consumers and their care givers.

27 **Keywords:** Mental health, education, training, community pharmacy.

28 **Conflict of Interest** There are no known or potential conflicts of interest.

1 Introduction

2 Australian community pharmacists provide a range of primary health care services
3 directly to consumers.¹ In the past, these services have mostly included disease state
4 management and lifestyle support programs, particularly for smoking cessation and weight
5 loss. Under the current Community Pharmacy Agreement¹, these services have been
6 extended, and \$344 million (over the 5-year life of the Agreement) has been allocated to
7 remunerate pharmacies for the provision of health and medication management services to
8 support consumers with chronic illnesses such as diabetes, cardiovascular disease,
9 respiratory diseases and mental illness². Several community pharmacy services could be
10 utilised to improve the medication management and subsequent health outcomes for mental
11 health consumers and their care givers living in the community. These include services that
12 have already been in place for many years, such as Home Medicines Reviews², provision of
13 dose administration aids, and inter-professional collaborations, as well as newer services
14 such as in-pharmacy medication reviews and clinical interventions.³⁻⁵ However, no large
15 scale studies have assessed the competency of pharmacists to deliver these services in the
16 Australian community pharmacy practice setting.

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18 Research to explore the role of community pharmacy in mental health is limited,
19 particularly in the Australian context. However, a recent review of the literature identified a
20 number of studies highlighting the positive effect of services provided by pharmacists to
21 support health care consumers generally.⁶ Such services include providing education,
22 information and resources to consumers, care givers and other health professionals,
23 conducting medication reviews, making treatment recommendations, and providing
24 monitoring services. Evidence also indicates that inter-professional collaboration between

¹ Community Pharmacy Agreement: An agreement between The Commonwealth of Australia and The Pharmacy Guild of Australia to remunerate community pharmacy for providing specific health services.

² Home Medicine Review: In cooperation with the individual's general practitioner, the pharmacist visits the individual at home, reviews their medicine regimen, and provides the general practitioner with a report. The general practitioner and consumer then agree on a medicine management plan.

1 pharmacists and other health professionals contributes to the optimisation of treatment, and
2 promotes recovery.^{7,8} International research has focused mainly on pharmacists' attitudes
3 and beliefs that generally express a positive attitude towards pharmacists providing mental
4 health care and inter-professional collaboration.⁹⁻¹¹ However, it has also demonstrated they
5 lack knowledge, confidence and effective communication skills needed to convey this in
6 practice.^{9,10,12} These findings suggest education and training for pharmacists might be
7 inadequate in preparing them for a role in mental health care. In the Australian context,
8 exploratory studies have shown similar positive attitudes among pharmacists,^{13,14} but there is
9 a lack of empirical research about the practice readiness of Australian community
10 pharmacists in mental health care.

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12 To undertake their practice roles, Australian trained pharmacists must complete a
13 university qualifying degree program, meet professional registration requirements, complete
14 one year of supervised practice, and pass two entrance examinations.¹⁵⁻¹⁷ Australian
15 universities offering pharmacy degrees are subject to a compulsory accreditation process
16 intended to ensure the delivery of a consistently high quality standard of education and
17 training.^{18,19} Once registered with the Australian Health Practitioner Registration Agency,
18 pharmacists must comply with continuous professional development requirements for annual
19 re-registration purposes.^{17,20} These quality control measures further facilitate a high standard
20 professional practice, and ensure that pharmacists are accountable for their conduct, thus
21 fostering and maintaining public trust in the profession.²¹

22

23 The majority of Australian trained pharmacists enter the profession after the completion
24 of a full-time four-year Bachelor of Pharmacy, or a two-year postgraduate Master of
25 Pharmacy degree. Pharmacy degree curricula are guided by a comprehensive set of
26 competency standards which specify the required level of knowledge, numeracy, literacy and
27 communication skills, as well as the attitudes conducive to professional practice.^{18,22}
28 Experiential learning opportunities are embedded within the curricula and aim to provide

1 students with the opportunity to integrate their knowledge of pharmaceutical sciences and
2 therapeutics to practice settings.^{17,20} In addition to knowledge of disease states and
3 pharmacotherapy, pharmacists are also expected to have an understanding of the legal,
4 ethical, cultural, communication and sociological issues that add to the complexity of the
5 health care management of patients, including those with mental health conditions.^{33,34}
6 Furthermore, pharmacists should be capable and confident to adopt a multidisciplinary team
7 approach to ensure optimal outcomes for mental health consumers. These mental health
8 specific competencies were developed by the profession's governing bodies in 2009, and
9 recently updated in A framework for pharmacists as partners in mental health care.^{23,24} The
10 new Framework emphasises pharmacists' knowledge, attitudes and communication skills as
11 major enablers to their extended role in mental health. Still, little is known about the actual
12 practice competencies of community pharmacists in mental health care.

13

14 **Aim**

15 The purpose of this study is to explore the mental health content included in the
16 curricula of accredited pharmacy programs in Australia, acknowledging that this is only one
17 component in shaping pharmacists' practice competency. The information obtained will be
18 utilised to gain insights regarding the competency of graduate pharmacists for providing
19 mental health services in a community pharmacy setting.

20

21 **Method**

22 This study involved: 1) A review of the mental health curricula of accredited
23 pharmacists' qualifying programs, and, 2) A survey of pharmacy academics of the qualifying
24 programs. Ethical approval was granted by the Griffith University Human Research Ethics
25 Committee.

26

27 The mental health content of pharmacy programs was evaluated by accessing program
28 provider websites between January 2012 and July 2012. For consistency purposes, the

1 steps undertaken to access publically available information followed a standardised
2 procedure. From the university home page, the word “pharmacy” was entered in the search
3 window. Links to degree course e.g. “Bachelor of Pharmacy” (BPharm) or “Master of
4 Pharmacy” (MPharm) were followed. The program profile was downloaded and content
5 reviewed. For each accredited program, the review focused on identifying how mental health
6 teaching was delivered within the program including the time allocation and mode of
7 delivery.

8

9 A survey involving the 18 accredited Australian pharmacy degree program providers
10 was also conducted to seek information not publically available or easily obtained from the
11 online program information. Relevant academics were identified through the program
12 websites focusing on those who had roles in coordinating pharmacy programs. An email with
13 the survey attached was sent to these academics in January 2012. The survey collected
14 information about:

15 • The type of pharmacy program(s) offered at the university (i.e.
16 BPharm/MPharm/both).

17 • Students took mental health specific experiential learning (i.e. placement at
18 mental health units or clinics).

19 • The program content and experiential learning included specific references to
20 legal, ethical, communication or sociological issues pertaining to mental health.

21 • Changes had been made to the content to reflect the Government’s national
22 emphasis on mental health.

23 • The approximate student learning time (in hours) spent within core
24 subjects/units (i.e. pharmacology, pharmacotherapy and pharmacy practice)
25 allocated to mental health content.

26 • The format of delivering mental health education (i.e. lectures, workshops and
27 placements).

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Responses were invited via return email, facsimile or telephone. Initial response rates were low (5/18 = 28%) despite follow up emails and attempts to contact the academics by telephone. In January 2013, website information was again reviewed to identify alternative staff members to approach. To encourage responses to the survey, the primary author sent email appealing for the support of the addressee (with the survey attached), followed immediately by a telephone call. A message was left if the addressee did not answer the telephone. Email responses were checked daily, and if no response was received, further attempts to contact the addressee by telephone (again leaving messages if no answer). This intensive effort continued over a two week period and resulted in another seven responses, taking the total number of survey participants to 12 out of 18 (67%).

Results

Review of online program profile information

The review of pharmacy program information available on provider websites revealed that, in general, mental health teaching was embedded within core subject areas such as pharmacology, pharmacotherapy and pharmacy practice.^{16,25-41} Multiple strategies was used to deliver the program content, including lectures, workshops (in which case-based scenarios and role plays were employed as teaching tools) and experiential learning.

Pharmacology, a foundation subject for pharmacy students, appeared to be the favoured vehicle for initial delivery of mental health content. Within this subject, course profiles indicated that teaching was aimed at providing students with an understanding of the aetiology of mental health disorders such as schizophrenia, anxiety and mood disorders, alongside the mechanism of action of medicines used in the treatment of these disorders, such as antidepressants, antipsychotics and sedative hypnotics. The actual time dedicated to the delivery of mental health-related pharmacology teaching was not able to be determined from the program information.

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2 The bulk of mental health content was delivered in the study of Pharmacotherapeutics.
3 For example in one program, integration of foundation subjects physiology, pathophysiology,
4 epidemiology and pharmacology was used to deliver mental health teaching via face-to-face
5 lectures, case-based tutorials and workshops. Another program profile indicated the use of
6 lectures and tutorials to deliver mental health content intended to equip students with
7 therapeutic decision making skills that incorporate patient parameters with
8 pharmaco-economic considerations. Other profiles outlined the development of students'
9 knowledge of pharmacotherapy through case-based learning, and development of students'
10 communication skills through role plays and experiential learning opportunities. One program
11 profile indicated mental health teaching delivery through 3.5 hours of lectures, 2.5 hours of
12 tutorials, and 3 hours of experiential placement per week over two semesters that accounted
13 for over 11% of the overall content of the third year program.

14

15 A number of program providers listed subjects which appeared to recognise a mental
16 health specific practice role for pharmacists. For example, in one BPharm program profile,
17 students learning objectives included understanding of roles and responsibilities of the
18 pharmacist in community mental health programs, residential care, and opioid substitution
19 programs. The program also covered the social and emotional issues that affect people
20 living in rural, remote and indigenous communities. The mental health role of pharmacists in
21 rural and remote settings was further highlighted in another program, delivered in the fourth
22 year of BPharm degree. The syllabus, which included mental health issues in rural settings,
23 Indigenous health and mental health issues for rural health care providers, appeared to be a
24 key focus in the final year of this degree program, featuring in the Therapeutics as well as
25 the Rural Pharmacy Practice program profiles. While it is not possible to estimate the actual
26 time dedicated to the delivery of mental health content, these two courses account for over 74
27 % of the year's teaching. Although most pharmacy practice course profiles implied mental
28 health content, the extent to which mental health specific material was integrated in such

1 course was not explicit. In total, three providers stated that experiential learning formed part
2 of the students' mental health learning activities in their course profiles.

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4 Survey of accredited Australian pharmacy program providers

5 Survey data was obtained from academics at 12 of the 18 pharmacy programs
6 providers (67%), with at least one response in each Australian state and territory.
7 Participants' responses to the survey questions are summarised in Table 1. Eight of the
8 respondents indicated their institution offered a BPharm only, one offered a MPharm only,
9 and three offered both BPharm and MPharm qualifications. While all respondents who
10 provided information about specific references to legal, ethical, communication and
11 sociological aspects of their program reported that ethical and communication issues were
12 addressed, three respondents indicated that their programs did not specifically address legal
13 or sociological issues as they pertain to mental health. A combination of lectures, workshops
14 and experiential learning was used to deliver the content. However, inter-program variations
15 were evident.

16

17 INSERT TABLE HERE

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19 While all respondents indicated mental health teaching to be integrated throughout all
20 major disciplines (pharmacology, pharmacotherapy and pharmacy practice), there were wide
21 variations in the number of hours and delivery mode. Three respondents indicated that
22 mental health was part of the first year BPharm degree, one stated that mental health was
23 introduced in the first year only by way of brief comments in lectures (the duration of which
24 could not be quantified), while all others indicated that mental health content was reserved
25 for later years. One respondent indicated that mental health was mainly delivered within the
26 second semester of the second year of their four year program, but the majority of
27 respondents signified the bulk of mental health teaching was delivered to students during
28 their third and fourth year. Further variations were evident, for example, amongst those who

1 delivered the bulk of their mental health content within the third year, a wide range of time
2 (10 to 80 or more hours) was estimated to be dedicated specifically to this topic area.
3 Furthermore, it was not possible to quantify the mental health targeted learning that students
4 received through work-integrated learning (industry placements).

5
6 The responses also varied as to whether the content reflected the Australian
7 Government's national emphasis on mental health care. Three respondents stated that an
8 emphasis on mental health had traditionally always been incorporated in their program, one
9 stated that recent changes were due to the involvement of new staff with interest and
10 expertise in mental health care, and another confirmed that Mental Health First Aid^{®3} was a
11 mandatory component of their pharmacy degree program since 2012. One participant
12 reported that while not specific to pharmacy, students enrolled at the university can access
13 Mental Health First Aid[®] training free of charge. In the nine remaining institutions participants
14 reported that changes were being made to the syllabus at the time of the study. For
15 example, one respondent indicated the incorporation of project data from National Survey of
16 Mental Health and Wellbeing as well as the framework for pharmacists as partners in mental
17 health care into teaching offered in the 4th year of their BPharm program as of 2013. Another
18 respondent indicated that they were "keen" to incorporate Mental Health First Aid training to
19 their curriculum, and were currently investigating training for a staff member to become a
20 training instructor.^{24,24}

21

22 **Discussion**

23 This study found that while the Statement of Mental Health Care Capabilities for
24 Pharmacists 2009,²³ and other professional standards and frameworks were used to guide
25 pharmacy curricula, the evaluation of online pharmacy program information and responses

³ Mental Health First Aid[®] a standardised course designed to help adults provide emergency support to others who may have developed a mental health illness or be in the midst of a mental health crisis.

1 to a survey of conveners revealed wide variations between programs. These variations were
2 seen in the content, format of delivery, practice application and intended competencies.
3 Although no studies have investigated the impact of these variations on the practice
4 competencies of pharmacy graduates, this research has identified the need for outcomes-
5 based mental health criteria for all pharmacy programs as assurance of standardised
6 competency for new pharmacy graduates in a mental health care role.

7
8 The recent release of A framework for pharmacists as partners in mental health care²³
9 provides clear guidance for the development of skills and competencies required to meet
10 practice needs for community pharmacy to play a more integrated role in mental health care.
11 Amongst the recommendations, Mental Health First Aid[®] training was identified as a
12 facilitator to improved communication with mental health consumers and their care givers.
13 Encouragingly, one accredited school indicated the inclusion of Mental Health First Aid[®] in
14 their current program. At the time of the research, the new framework for pharmacists' role in
15 mental health had just been released. It is possible that many of the schools were
16 considering changes to their curriculum, which could have also accounted for the low
17 response rate. For those who indicated changes to their existing curricula, attempts were
18 made to clarify the nature of change, however, confirmation was not possible at the time as
19 many schools had not finalise their decisions. While it remains to be seen how the
20 Framework will impact on future pharmacy curricula, it highlights opportunities for pharmacy
21 tertiary education providers to emphasise mental health as a possible area of practice
22 specialisation, and to offer advanced practice mental health courses. For example, some
23 program providers offer interprofessional post-graduate programs (e.g. Graduate Certificate
24 and Master of Mental Health Practice)²⁴ which could potentially enhance registered
25 pharmacists' roles as integral members of multidisciplinary teams providing mental health
26 care.

27

1 There are some limitations to this study. Reviewing available information from university
2 websites may be limited by website design and content age which may not be a true
3 reflection of the current syllabus. Furthermore, using a standardised routine may have
4 resulted in missing information. For these reasons, the email survey instrument was used to
5 collect data that could not be gleaned from reviewing the profile, clarify discrepancies, and
6 support information gathered the online evaluation. The survey was designed for ease of
7 completion, and while academics whose institution offered more than one qualification option
8 (for example BPharm and MPharm) were asked to complete two separate surveys, some
9 completed only a single survey and did not indicate whether they were referring to one
10 program or both. While attempts were made to elicit further information, it was not possible
11 to all convenors for further clarification. With almost 70% response rate and from program
12 providers representing all jurisdictions in Australia, the information gathered provides some
13 generalisability of the findings. There are many educational components that contribute to
14 ensuring competent pharmacists, such as internship training and continuing professional
15 development activities. However, as this study aimed to provide insights into the tertiary
16 education and training which underpins pharmacists practice competencies, a sole
17 exploration of the curricula content of qualifying programs is justified.

18

19 While much remains unknown about the actual roles and competencies of community
20 pharmacy staff in providing mental health care, this study provides valuable insights into the
21 structure and content of Australian tertiary training in mental health underpinning the
22 knowledge and skills of Australian trained pharmacists. Importantly, the study has
23 highlighted considerable variations in pharmacists' qualifying degree programs which could
24 contribute to a lack of consistency in pharmacists' practice competencies upon entry to the
25 workforce. Current findings demonstrate the need for a minimum standard and alignment of
26 pharmacy degree programs with the new Framework²⁴ as a means of ensuring the practice
27 readiness of new pharmacy graduates in mental health.

28

1 **Conclusion**

2 As mental health care is increasingly being delivered at the primary care level, it is
3 imperative for new pharmacy graduates to have the required knowledge and skills to meet
4 their expanding role. Therefore, development of future educational programs for pharmacists
5 should be based on assessment of their actual practice needs. This assessment should
6 focus on identifying the gaps in pharmacists' knowledge, skills, attitudes, beliefs and
7 behaviours when working with mental health consumers and care givers,⁶ and assessment
8 of mental health consumer and care giver needs, expectations and experience of community
9 pharmacy to understand mental health consumers' specific medication needs and
10 expectations of community pharmacy.

11

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29 **Email invitation to program convenors and survey instrument**

30

31 Dear Program Convenor

32 I write to you from the Mental Health-Community Pharmacy Project team. Our project,
 33 funded by the Department of Health and Ageing, under the Fifth Community Pharmacy
 34 Agreement, explores the role of community pharmacy in mental health. We are seeking
 35 information about mental health teaching provided by accredited pharmacy schools.

36

37 Could you please spare a few moments to provide a snapshot of your school's curricula,
 38 which we have been unable to glean from course profile documentation. Your response can
 39 be returned by telephone (area code) telephone number or fax (area code) fax number or
 40 return email to email address of primary author

41

42 Your participation will contribute significantly to our research and is greatly appreciated.
 43 Thanking you for your time.

44

45 Yours sincerely,

46 Name of primary author, Qualifications

47

48 **Mental Health Content of Pharmacy Curricula Survey**

49 1. Please indicate which pharmacy program(s) is offered at your university
 50 **(BPharm/MPharm/Both)**. If both programs are available, **please provide answers**
 51 **for each program separately.**

52 2. Do pharmacy students undertake placement at sites with specific mental health focus
 53 e.g. psychiatric hospitals, clinics? **(Yes/No)**

54 3. Does pharmacy teaching include specific references to **legal (Yes/No), ethical**
 55 **(Yes/No), communication (Yes/No) or sociological (Yes/No)** issues as they
 56 pertain to Mental Health?

57 4. Have changes been made to course content to reflect the national emphasis on
 58 mental health? **(Yes/No)**, If Yes, please provide more details

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Please estimate the Mental Health content of curricula (in approximate hours per year)

| | 1 st Year | 2 nd Year | 3 rd Year | 4 th Year |
|-------------------|----------------------|----------------------|----------------------|----------------------|
| Pharmacology | | | | |
| Pharmacotherapy | | | | |
| Pharmacy Practice | | | | |

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66 **Please indicate the mode of delivery for mental content of curricula e.g. lectures,**
 67 **practicals e.g. workshops/tutorials, placements**

| | 1 st Year | 2 nd Year | 3 rd Year | 4 th Year |
|-------------------|----------------------|----------------------|----------------------|----------------------|
| Pharmacology | | | | |
| Pharmacotherapy | | | | |
| Pharmacy Practice | | | | |

68 Table 1: Summary of Mental Health Content of Pharmacy Programs

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| Do pharmacy students undertake placement at sites with specific mental health focus? e.g. mental health centres, community clinics | Number of respondents (n=12) | | | | | |
|---|------------------------------|----------------------|----------------------|-------------------------|----------------------|----------------------|
| | Yes | | No | | Did not answer | |
| | 5 | | 5 | | 2 | |
| Does pharmacy teaching include specific references to: <ul style="list-style-type: none"> • Legal • Ethical • Communication • Sociological issues | 8 | | 3 | | 1 | |
| | 11 | | 0 | | 1 | |
| | 11 | | 0 | | 1 | |
| | 8 | | 3 | | 1 | |
| Have changes been made to the course content to reflect the national emphasis on mental health? | 5 | | 5 | | 2 | |
| Number of programs with mental health content | BPharm | | | | MPharm | |
| | 1 st year | 2 nd year | 3 rd year | 4 th year | 1 st year | 2 nd year |
| | 3 | 5 | 11 | 10 | 2 | 1 |
| Range in approximate hours per year | Brief Comments- 44 | 2 - 36 | 10 -80 | Unable to estimate – 90 | 9 - 60 | 9 - 60 |
| Mode of delivery <ul style="list-style-type: none"> • Lectures • Workshops/tutorial • Placements | 3 | | 5 | | 11 | |
| | 0 | | 4 | | 11 | |
| | 0 | | 0 | | 2 | |
| | 3 | | 11 | | 11 | |
| | 0 | | 11 | | 11 | |
| | 0 | | 2 | | 4 | |
| | 3 | | 11 | | 11 | |
| | 0 | | 4 | | 11 | |
| | 3 | | 11 | | 11 | |
| | 0 | | 2 | | 4 | |
| | 3 | | 11 | | 11 | |
| | 0 | | 4 | | 11 | |

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