

DECOMPOSITION OF THE MAIN PROFESSIONAL ROLES FOR THE PHARMACIST

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Introduction. The key professional role (PR) of a pharmacist, as a representative of the profession of public trust, is to search, manufacture supply, store, sell and organize the disposal or destruction of drugs, ensuring and controlling the safe and effective use of drugs to obtain the desired therapeutic effect and minimization of drug-related problems. Given the multifunctionality of the pharmacist's key PR, in 1997 the World Health Organization Advisory Group proposed the "seven-star pharmacist" concept, which was approved in 2000 by the International Pharmaceutical Federation. That is, seven main pharmacist PRs were identified: a caregiver, a decision-maker, a communicator, a manager, a life-long-learner, a teacher and a leader. Further development of the multifunctionality of the pharmacist led to the filling of his key PR with new content, so later scientists added new professional components – a researcher, an entrepreneur and an agent of positive change. Thus, today the key PR of a pharmacist is detailed in the form of 10 main PRs and is interpreted as the "ten-star pharmacist" concept. However, these basic PRs received only a general interpretation without further elaboration.

Aim. Carry out the formation of the tree of the main PRs of the pharmacist, laid down in the "ten-star pharmacist" concept.

Research methodology. The method of decomposition is used, the essence of which in relation to this study is in the division of the main PR of the pharmacist into his professional macro roles.

Results of the research. The formation of the pharmacist main PR tree is ensured by their decomposition, in the process of which three to eight pharmacist macro-roles are formed, which are components of the respective main PRs. The total number of macro roles is 57.

Thus, the pharmacist, as "a caregiver" (first basic PR), implements seven macro-roles, in particular, he / she must: provide quality pharmaceutical care; assess the health of the patient / visitor, his level of medical literacy and physiological needs; to ensure the implementation of possible diagnostic measures in the conditions of the pharmaceutical institution; to promote the well-being of the patient / visitor even against their own affairs or the commercial interests of the pharmaceutical institution; have telepharmacy skills; take responsibility for the timely provision of pharmaceutical care in emergencies; take professional responsibility for reducing the environmental risk of drugs.

The second main PR "a decision-maker" is characterized by six macro-roles of the pharmacist, namely: the implementation of efficient, safe, economical use of all resources in the pharmaceutical organization; decision-making on the proper organization of pharmaceutical practice and participation in the production of drugs in the conditions of pharmaceutical enterprises and pharmacies; adoption of a rational type of pharmaceutical care; determining the influence of factors influencing the processes of absorption, distribution, deposition, metabolism and excretion of drugs and due to the state, features of the human body and physico-chemical properties of drugs; monitoring the effectiveness and safety of drugs; influence on the implementation of national medical policy.

The third main PR of the pharmacist "a communicator," is detailed to eight macro-roles: possession and application in practice of verbal and nonverbal communication skills; establishing regular bilateral and multilateral communications; identifying tolerance, loyalty, respect, compassion and understanding of the patient regardless of nationality, political and religious beliefs, property status, gender, age and social status; keeping confidential patient information; formation of a favorable psychological climate in the team; formation of professional relations with the doctor on the basis of collegial partnership; ensuring that information for patients and health professionals is based on evidence-based medicine; conducting information work among the population on medicine.

As for the fourth main PR "a manager", it is decomposed into five macro-roles of the pharmacist: to carry out planning; be able to organize, motivate, control and regulate the activities of the pharmaceutical organization.

In turn, the fifth major PR "a life-long-learner" has three macro-roles: to be responsible for the systematic acquisition, maintenance, development and expansion of program competencies throughout the professional activity; be an active participant in the two stages of continuing pharmaceutical education; use three forms (formal, non-technical and informal) of implementation and two forms (institutionalized and non-institutionalized) of education.

The five macro-roles of a pharmacist are typical of the sixth major PR "a teacher": the transfer of knowledge, skills and abilities to a new generation of pharmacists; ability to organize the educational process in a pharmaceutical organization; participation in training of visitors / patients on issues related to the protection, promotion and prevention of health, medical literacy; training to empower patients and their communities in self-care in health care; teaching patients the rules of counteracting the spread of counterfeit drugs and the disposal of pharmaceutical waste.

The pharmacist acts as "a leader" (seventh major PR) due to the implementation of these five macro-roles of: organizational skills and the ability to gain trust and persuasion; the ability to introduce new, constructive ideas for the functioning and development of the team; coordination of personal and business relations; assistance in achievement by the collective of the set purposes; promoting the prestige of the profession.

The eight macro-roles of the pharmacist as "a researcher" (the eighth main PR) include the following functions: understanding the concept of construction and facilitating various types of research; search, development of new or improvement of existing drugs; determining the advantages and disadvantages of drugs; forecasting and determining the impact of environmental factors on the quality of drugs; development of new methods of drug quality control; ability to develop, organize, implement and improve quality management systems; effective use of a modern system of evidence data on drugs; making one's own contribution to the evidence base medicine and pharmacy.

As for the ninth (an entrepreneur) and tenth (an agent of positive change) major PR, they are also characterized by five macro-roles. As "an entrepreneur" pharmacist must: take the initiative to combine financial, production, material, raw materials, human, information, intellectual and other resources in the circulation of drugs; generate innovations; to risk property, invested funds and their work, time, business reputation in the process of entrepreneurial activity; to make decisions at the stages of drug circulation; to implement the trinity of pharmaceutical entrepreneurship. As "an agent of positive change", the pharmacist should: conduct an in-depth analysis of the state of pharmaceutical practice, determine strategic and common priorities in ensuring the quality of pharmaceutical services, participate in the creation or improvement of national professional responsibilities, guidelines and legislation; perform the functions of educating the pharmaceutical community on important issues in the development of pharmaceutical practice; to involve members of the pharmaceutical community in projects aimed at improving the quality of pharmaceutical services; establish appropriate relationships with other health care workers; be motivated to work in public and professional pharmaceutical organizations on a volunteer basis.

Conclusions. The study showed that the pharmacist's key PR is divided into 10 main PRs, which, in turn, are decomposed into three to eight relevant macro-roles (57 in total).