

Improving Research Culture in a Specialist Hospital

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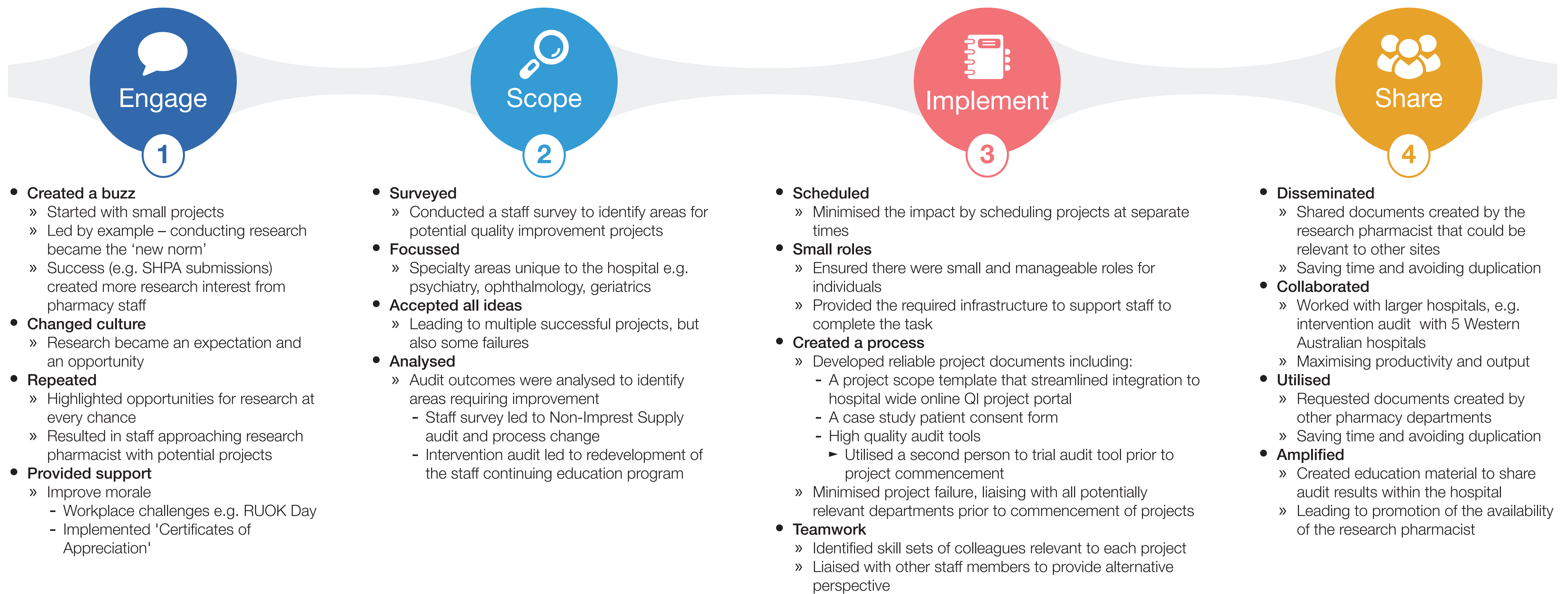
Background

In 2015 the structure of Fremantle Hospital changed, from a 575 bed tertiary hospital to a 300 bed specialist hospital. As a result, between 2015 and 2018 no quality improvement or research projects were undertaken within the pharmacy department. In a small hospital, research and quality improvement projects are often not a focus of everyday activity.

Description

A Research and Quality Improvement Pharmacist position, 0.6 full time equivalents, was created to increase staff engagement in research, education, and improve staff morale.

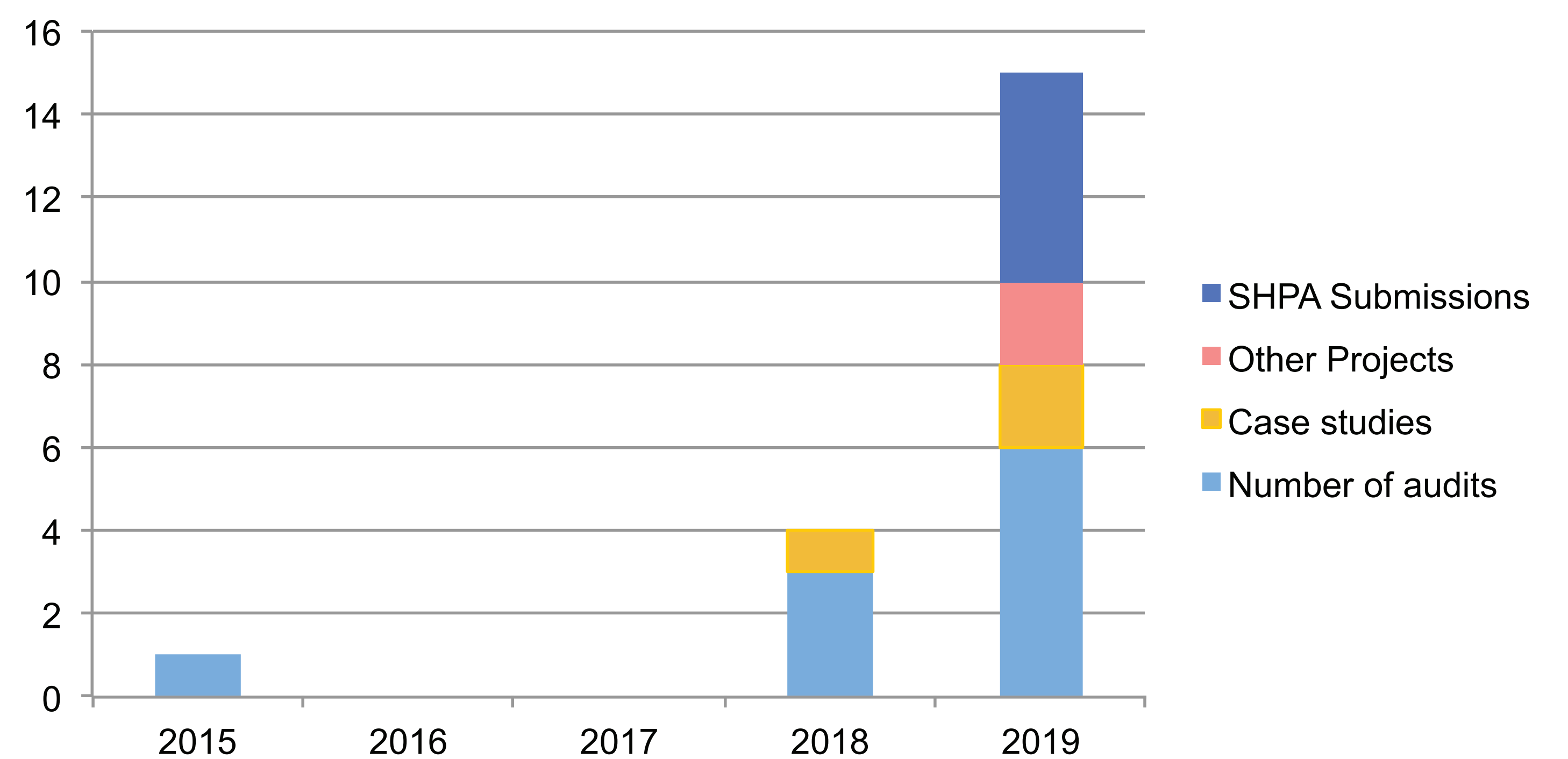
Action



Evaluation

- In the twelve months following initiation of the role, the number of internal quality improvement and research projects increased from 0 to 15 (see Figure 1)
 - » These figures have increased since submission of the abstract
- To determine the impact of the Research and Quality Improvement Pharmacist role, the audits completed by the Medication Safety Pharmacist were excluded from the evaluation

Figure 1: Number of research projects



Testimonials

"The research pharmacist has been a welcome addition to the FH pharmacy team! They are enthusiastic and passionate about helping others to present their research and work. Their guidance and assistance has been invaluable" – **Clinical Pharmacist in Charge**

"The research pharmacist has been invaluable in supporting our ideas, and encouraging us to implement them. They have boosted both our morale and job satisfaction." – **Purchasing Officer**

Conclusion

Implementation of a new Research and Quality Improvement Pharmacist position has increased staff engagement, ultimately improving the research culture in the hospital pharmacy. This position created a number of opportunities, including;

- A resource for current research practice,
- Undertaking leg work for time consuming projects,
- Encouraging clinical pharmacists to complete projects,
- Collaboration with other departments and hospitals to strengthen project results.

Positive outcomes from creating this position include increased staff knowledge and skills, improvement in staff morale and the change in practice derived from research undertaken.