



كليفلاند كلينك أبوظبي  
Cleveland Clinic Abu Dhabi

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A photograph of two female healthcare professionals in white lab coats and blue scrubs. They are standing in a clinical setting, looking at a document held by the woman on the left. The woman on the right has a name tag that reads 'Lynne Phillips'.

## Pharmacy Return to Practice Program

# Department of Pharmacy Services Pharmacy Return to Practice Program



Cleveland Clinic Abu Dhabi's Pharmacy Return to Practice Program is intended to provide graduates with a pharmacy degree with a structured learning experience with exposure to hospital and health system pharmacy practice to reintroduce them into the workforce.

There are two start dates for the Pharmacy Return to Practice Program; the first date is the first week of March and the second date is the first week of September. Return to Practice trainees will work 40 hours per week, with scheduled hours determined by their preceptor. The program length will vary based on the trainee's previous work experience, as well as required practice hours needed for their licensure. Due to the nature of the Return to Practice roles and responsibilities, applicants must apply to and be approved by the Department of Health (DOH) regulatory body in order to partake in the Pharmacy Return to Practice Program.

The Pharmacy Return to Practice Program is structured to provide experiences that supplement formal didactic training. The program supports and guides the Return to Practice trainee while allowing them to progress at their own pace, based upon their experiences and interests. Unlike academic programs, no grades are given; however, meetings are scheduled with preceptors to discuss progress and ensure value for both the Return to Practice trainee and the Department of Pharmacy Services at Cleveland Clinic Abu Dhabi. The Return to Practice trainee's enthusiasm and interest in the program will, in part, determine the value of their experience.

## Program Goals

- Provide Return to Practice trainees with an overview of the current health care environment.
- Expose Return to Practice trainees to current standards of care and policy-driven pharmacy practice unique to hospitals and health systems.
- Provide Return to Practice trainees with the opportunity to grow both professionally and personally, through interaction with healthcare professionals, presentations and project processes, as well as advancement in oral and written skills.
- Provide Return to Practice trainees with the opportunity to become an integral part of the department in the area they have been assigned.

## Program Format

For pharmacy practice rotations, the time devoted to technical proficiency, learning medication use policies and distributive functions averages ~70% of the Return to Practice trainee's schedule. Primary emphasis includes safe medication in the drug distribution system, sterile compounding services, controlled medication distribution, and medication management and use policies.

Clinical practice accounts for ~30% of the Return to Practice trainee's schedule. Activities include, but are not limited to the following: Journal Club, Clinical Case of the Month, Clinical Grand Rounds and Continuing Education presentations. The Return to Practice trainee may also attend lectures, meetings and discussions, as approved by their preceptor. Additionally, Return to Practice trainees are provided the opportunity to shadow pharmacists in areas they would like to explore.

The Return to Practice trainee should commit to the full training period required by DOH in order to complete their Return to Practice requirements. All Introductory Pharmacy Practice Experience (IPPE) and Advanced Pharmacy Practice Experience (APPE) requirements should be completed before the Return to Practice program. The earliest start date is the first week of September and the latest start date is the first week of March.

Return to Practice trainees are required to work 40 hours per week, from 08:00 to 17:00, from Sunday to Thursday. The projects and daily tasks assigned to Return to Practice trainees are not uniform and can vary greatly between each area. Assignments and scheduled hours are determined by their preceptor.

Although all Return to Practice trainees are provided the opportunity to work with pharmacists in areas they would like to explore, they will primarily work with one preceptor and will be based in the following areas:

- ✓ Inpatient Pharmacy
- ✓ Ambulatory Pharmacy
- ✓ Pharmacy Administration, including:  
*education and professional development, automation and informatics, medication safety and quality, and inventory and financial management*
- ✓ Pharmacotherapy Services, including:
  - *Internal medicine*
  - *Critical care*
  - *Nephrology*
  - *Anticoagulation clinic*
  - *Cardiology*
  - *Infectious diseases*
  - *Transplant medicine*
  - *Heart failure*
  - *Internal medicine*



## Required Rotations

The Return to Practice trainee rotates through the areas listed below. Please note that the exact duration of the rotations is based on the required practice experience for the Return to Practice trainee, but will be at least six months in duration.

- Inpatient pharmacy practice, including the sterile preparation center (eight weeks)
- Ambulatory pharmacy practice (four weeks)
- Medication safety and quality (four weeks)
- Internal medicine with longitudinal anticoagulation clinic (four weeks)

## Elective Rotations

An elective rotation (four weeks) can either include one of the following rotations or repeat a required rotation:

Nephrology

Infectious diseases

Management

Critical care

Automation and informatics

Cardiology or heart failure

Transplant

## Learning Activities

### Journal Club

This forum provides experiences in topic discussions and medical literature critique and review. Pharmacy trainees are required to present at least two (2) journal club presentations during the duration of their program.

### Clinical Case of the Month

This is a monthly forum where pharmacists bring actual patient cases seen at Cleveland Clinic Abu Dhabi. This is an opportunity for the intern to learn management of various diseases according to evidence-based practice. The trainee is required to present two (2) clinical cases of the month during the duration of their program.

## Educational Activities

Pharmacotherapy rounds and monthly departmental, ACPE approved Continuing Education programs are a forum that allows pharmacy interns and pharmacotherapy specialists to formally present clinically relevant topics. The goal is to enhance the participant's knowledge regarding the use of drug therapy and discuss its applicability to clinical practice. Pharmacy trainees are welcome to attend these sessions, with the approval of their preceptor.



## Independent Project

Return to Practice trainees, working with their preceptor, will complete one (1) independent project during their Return to Practice traineeship experience. Topics are identified by their preceptor and results are formally presented to the Department of Pharmacy Services at the conclusion of their program. Examples of projects include:

1. Reducing missing medications from the inpatient pharmacy.
2. Improving patient experience scores in the ambulatory pharmacy.

## Meetings

At the discretion of their preceptor, the Return to Practice trainee may attend meetings to increase their understanding of hospital and health system pharmacy, including but not limited to the following:

- › Formulary and Therapeutics Committee meeting
- › Medication Management and Use Sub-Council meeting
- › Antimicrobial Stewardship Subcommittee
- › Practice Council meetings
- › Learning and Professional Development Council meeting
- › Administrative meetings

# Prospective Candidates

## Eligibility Criteria

Candidates who are eligible to apply include:

- ✓ Pharmacy graduates from UAE-based schools of pharmacy who are not currently DOH licensed and have been out of practice for more than two years.
- ✓ Pharmacy graduates from foreign schools of pharmacy who are not DOH licensed and have been out of practice for more than two years.



## Application Requirements

Applicants are required to submit the following:

- Return to Practice Traineeship application
- DOH approval letter to enrol in a Return to Practice Program
- Letter of intent (cover letter)
- Transcript
- Curriculum vitae
- Two Letters of recommendation (from their faculty, supervisor, or Director of Experiential Education)
- Health clearance agreement
- Police clearance letter
- Proof of health insurance (copy of health insurance /coverage in the UAE)

## Matching Criteria

Applicants are required to specify their preferred practice areas on their application form, anticipated attendance date and duration of the Return to Practice program. Applicant profiles will be reviewed by the Department of Pharmacy Services and priority will be given based on slot availability and the following criteria:



1. UAE nationals
2. Local university/school affiliations (if applicable)
3. UAE-based graduates
4. Merit-based criteria (GPA, grades, letter of recommendation)
5. Candidates with a Return to Practice requiring at least six months of training

Applicants meeting the above criteria will be required to complete an interview with the Department of Pharmacy Services prior to being accepted into the program.

## Accepted Return to Practice Trainees

Return to Practice trainees accepted into the program are provided with an electronic introduction and welcome package which includes an invitation letter to the program, their tentative rotation schedule and start date, as well as a resource kit to serve as a reference for frequently asked questions (FAQs).

## Tuition Information

The tuition for the return to practice program is 12,000 AED per year. Applicants who are accepted into the program will be required to pay the tuition fees in full prior to the start of the program.



## Orientation

On the first day of rotation, Return to Practice trainees meet with an undergraduate medical education (UME) coordinator. The coordinator issues an ID badge to the observer and assigns a locker, scrubs and white coat to the trainee. The Return to Practice trainee is then provided with a hospital tour and resource videos for a brief introduction to Cleveland Clinic Abu Dhabi's unique model of care.

The Return to Practice trainee is then introduced to the Department of Pharmacy Services and receives access to software and automated devices used in the department. The Return to Practice trainee spends two weeks orienting themselves to the department prior to commencing their rotations.

The Return to Practice trainee's ID badge is uniquely assigned. The badge clearly specifies that it belongs to a visitor and includes the Return to Practice trainee's name and department. The badge also clearly displays an expiration date, or the trainee's rotation end date. Badges must be returned to the academic office upon completion of the Return to Practice trainee's rotation in order to receive their exit clearance and affidavit of completion.

## Program Exit Interview and Affidavit of Return to Practice Traineeship Completion

An exit interview is conducted by the Manager, Pharmacy Education and Training upon completion of the Return to Practice trainee's rotations and requirements for each rotation. The exit interview includes questions on the trainee's clinical rotations and overall experience at Cleveland Clinic Abu Dhabi. The Manager, Pharmacy Education and Training also collects the trainee's ID badge in order to issue the affidavit certifying the completion of the Return to Practice traineeship program.

**To apply to the Pharmacy Return to Practice Program, please follow this link:** <https://fs10.formsite.com/CCADclinicaltraining/form82/index.html>



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