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A Qualitative Exploration of Key Stakeholders' Views and Perceptions in Relation to Organizational Change for the Implementation of Polypharmacy Management in Oman.

BACKGROUND

Polypharmacy is the administration of five or more medications by an individual patient, which remarkably contributes to the patient's non-adherence and increases the liability for medication adverse events (1). Barriers to the implementation of a polypharmacy management strategy hinder or prevent achieving the desired outcomes when addressing inappropriate polypharmacy at organizational levels and there is a need for theory-based strategies for change management (2).

OBJECTIVE

To explore the views and perceptions of key stakeholders in relation to organizational change for the development and implementation of a polypharmacy management healthcare strategy in Oman.

METHODS

Qualitative interviews were conducted with key stakeholders in the Ministry of Health (MOH) Oman, including leaders in the practice of medicine, pharmacy, and nursing as well as academic leaders. The interview schedule was developed based on a scoping review, Kotter's first three steps of leading change, and grounded in the Consolidated Framework for Implementation Research (CFIR)(3).

Interviews were digitally recorded, transcribed, and analyzed using CFIR as a coding framework.

CONCLUSION

There is a need for organizational change in relation to polypharmacy management in Oman. Further research is needed to obtain a consensus among Omani stakeholders on the plan for a strategic framework for organizational change in relation to polypharmacy management.

RESULTS

Emerging themes show that participants have views that polypharmacy is a burden on healthcare services and there is a need for organizational change regarding polypharmacy management. Perceptions of reported organizational level barriers; fragmentation of care, lack of systems for coordination among healthcare providers, absence of an electronic link between the government and private sector, lack of sense of urgency among leaders regarding polypharmacy, and shortage of healthcare professionals as shown in figure (1). Facilitators were; the presence of a well-developed electronic health system and leadership support.

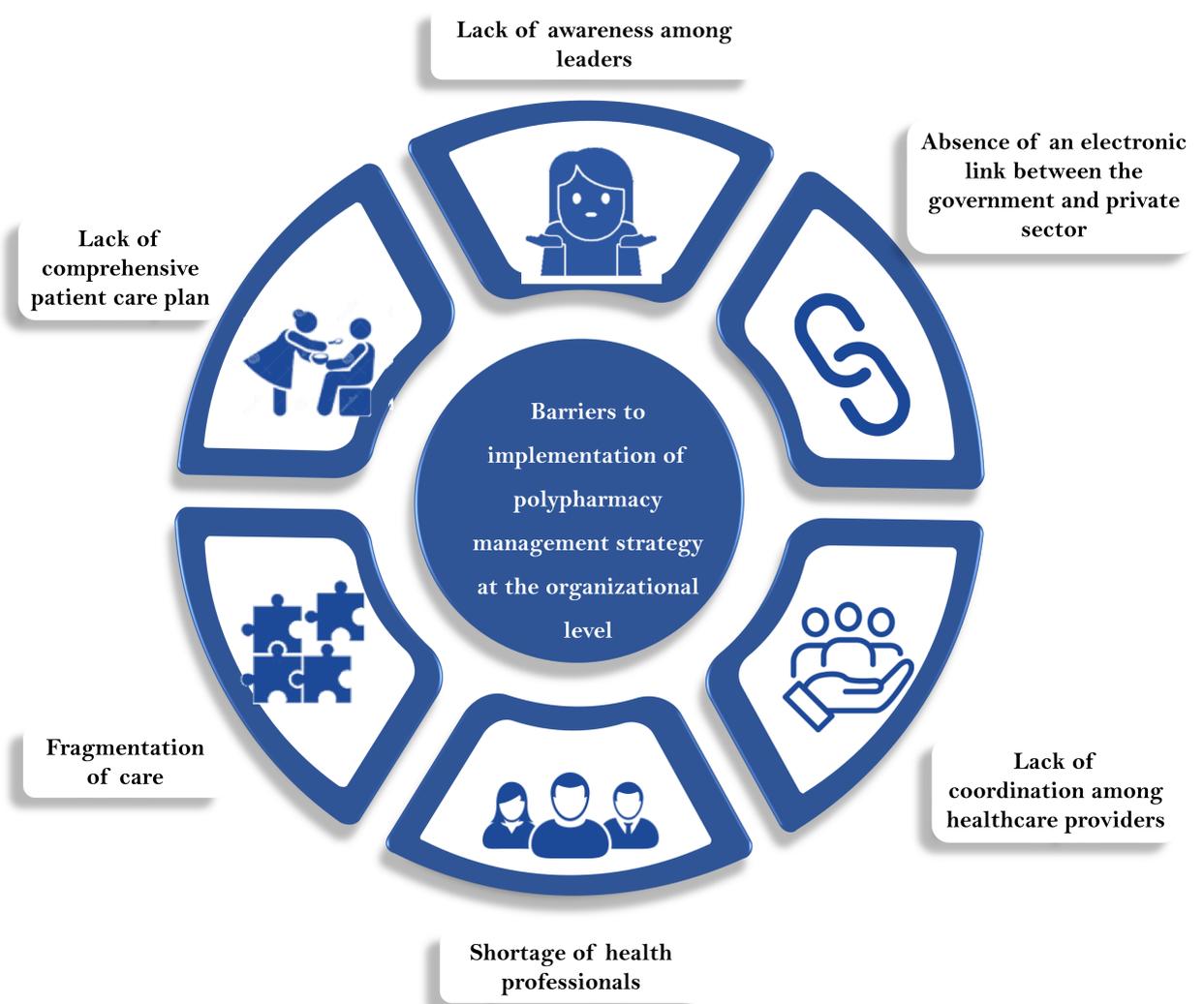


Figure (1). Key Stakeholder's Perceptions Regarding Barriers for Implementing Polypharmacy Management Strategy

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DISCLOSURE

The authors have nothing to disclose concerning the financial or personal relationship with commercial entities that may have a direct or indirect interest in the subject matter of this presentation.



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