

Material and methods This study included 224 Korean hospital pharmacists, who responded to our survey from August to September 2017. The components having an eigenvalue greater than 1 were attained from the factor analyses for PF, OC and SOE. The effect of each factor of SOE was evaluated by regression analysis, while the mediation effect of PF was ascertained by mediation analysis.

Results Factor analysis (over 0.7 of Cronbach's α) showed that the PF of hospital pharmacists was determined by a 'professional organisation as a major referent (0.722)', 'mission in public service (0.851)' and 'autonomy (0.726)'. The OC of hospital pharmacists to a hospital organisation was decided by the fourth dimensional perspective that comprises 'affective OC (to identify with organisation effectively, 0.861)', 'continuance benefit OC (to commit increased benefits as a result of tenure, 0.759)' and 'normative OC (to commit because it is morally right, 0.741)'. The SOE was determined by 'organisational support (0.870)', 'educational support (0.918)', 'supervisory support (0.908)' and 'colleague support (0.921)'. The result of regression analysis substantiated that organisational support influences affective OC ($p < 0.001$) and supervisor support effects both affective ($p < 0.01$) and normative ($p < 0.05$) OC. It was confirmed that PF concurrently effects affective ($p < 0.001$) and normative ($p < 0.001$) OC as well as the mediation effect that reinforces organisational commitment ($p < 0.05$).

Conclusion The higher the PF, the stronger the OC by hospital pharmacists. Thus, respecting autonomy, reflecting the opinions and providing welfare are necessary in strengthening pharmacist's professionalism. Besides, supervisors should have an interest in the job performance, present distinct goals of hospital pharmacists and help them exert their professionalism. Furthermore, hospital pharmacists' performances should promote public service.

REFERENCES AND/OR ACKNOWLEDGEMENTS

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No conflict of interest.

11SG-019 INSIGHT INTO PHARMACY AND THERAPEUTICS COMMITTEES' STRUCTURE AND ACTIVITIES AMONG HOSPITALS IN X: MIXED-METHODS APPROACH

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Background The X healthcare system is facing unprecedented challenges to healthcare expenditure that warrants healthcare reform and cost cutting. The pharmacy therapeutic committees (PTC) in hospitals play a pivotal role in a hospital formulary management system to ensure cost containment and to improve quality of care.

Purpose Our study investigates the current PTCs' structures, activities, variations and potential factors that might influence the decision-making of these committees within Saudi Arabian hospitals.

Material and methods The study was conducted in governmental and private hospitals in X from May to July 2018 using a mixed-methods approach consisting of a quantitative, questionnaire-based study followed by a qualitative study with a

triangulation technique for data collection that involved observations as well as in-depth semi-structured interviews to generate more robust findings. Ethical approval for the study was obtained from the participating hospitals.

Results One hundred and nine members were invited from seven institutions for the questionnaire: 51.47% responded. For the qualitative interview, 25 members were required to reach data saturation. All PTCs had policies and procedures outlining the committee's activities, and an approved committee formation order. Most of the PTCs (45, 88.2%) conduct their meetings every month, and all their activities complied with CBAHI's accreditation minimum requirements. The greatest challenges reported, were time restraints on PTC activities (seven, 28%), lack of awareness of their function in committee, evidence-based evaluation and budget restraints (five, 20%), and the stock monitoring system and lack of expertise in pharmacoeconomics (three, 12%).

Conclusion Based on our study findings, PTCs in the X health sector need to invest in standardising the functions and processes of PTCs, developing training programmes to support PTCs members in specialised aspects of formulary management, setting minimum standards for committee members' selection and investing in stock monitoring IT solutions. Such changes may improve PTCs' efficiency and cost cuts to align with the vision.

REFERENCE AND/OR ACKNOWLEDGEMENTS

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11SG-020 CHEMICAL RISK ASSESSEMENT IN A QUALITY CONTROL LABORATORY BY A TOOL USING ACTIVITY ANALYSIS

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Background Chemical risk is the result of occupational exposure to a chemical agent. This exposure can induce several effects that can cause fatal intoxications.

Purpose The purpose is to assess the risks related to the chemical reagents used in the control laboratory and to propose preventive measures to reduce these risks.

Material and methods We used a tool named OPERA 'First Chemical Risk Assessment Tool by Activity Analysis'. It allows to quantify the level of severity of the chemical risk and to guide its reduction.

The quantification of the level of severity is established by giving the information on the label or on the material safety data sheet: the nature of the risk; the nature of the safety; the conditions of use products; and the respect of safety measures.

Two scales of values have been established: the first allows the qualification of the level of severity of the risk and the second prioritises the setting up of an action.

Results Our analysis is established for 85 chemical reagents in the laboratory. Twenty-four per cent of the reagents are classified as non-hazardous, such as calcium carbonate. As for the