

OS01-4 **Human resource development at a university hospital: what is attractive to junior pharmacists**

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Gender-equal society is a society where both men and women can work in all fields along with their motivation (cf. the Cabinet Office, government of Japan). The declaration on the creation of a gender-equal society clearly stated that every person will fully demonstrate their individuality and ability as equal members regardless of their gender or age (cf. Pharmaceutical Society of Japan, July 2016). The importance of this policy is increasingly acknowledged in medical institutions in recent years. All pharmacists working at the Department of Hospital Pharmacy, Hamamatsu University School of Medicine are actively involved in clinical practice, research and education, dependent on their own motivation, regardless of gender or age. Of note, one-third of pharmacists (or one-fourth of female pharmacists) in our department are attending a graduate course while the number of graduate student is decreasing over Japan under the circumstance of the six-year pharmacy program. The speaker is a fifth-year clinical pharmacist who is currently undertaking a graduate course after graduating from the six-year program. This presentation will focus on the current proactive approach to clinical practice, research and education in our department, along with my own experiences from the viewpoint of attractiveness to junior pharmacists.