EUROPHARMA
Talent Engaged Learning

2324







TRAINING CATALOG

EUROPHARMA,

TRAINING EXPERT, SUPPORTS YOU AT EACH STAGE OF YOUR TRAINING STRATEGY

TRAINING CATALOG

PHARMACEUTICAL ENVIRONMENT TRAINING

MEDICAL TRAINING

PROFESSIONAL TRAINING

For any training request from our catalog, please contact us
on 01 41 12 27 77 or by email contact@europharma.fr

Our training courses and premises are accessible to people with mobility impairments.
Some of our courses are accessible to people with hearing or visual impairments.

PHARMACEUTICAL ENVIRONMENT TRAINING

360° GERIATRIC TRAINING

The "360° Geriatric" training course presents the path of care for geriatric patients, the main institutions and the medical actors, as well as home care.

TRAINING CONTENT

The training consists of **6 modules, each containing an evaluation**
- Path of care
- Institutions and territorial actors
- Medical actors
- Information, guidance and funding
- Home care
- Accommodations

A detailed plan of the 6 modules is attached as an appendix.

The training can be completed by freely navigating from one module to another, but a guided progression can also be implemented.

PEDAGOGICAL AND TECHNICAL METHODS

The training and validation are completed via e-learning.
Our pedagogical approach is interactive.
The training consists of courses, educational activities and a final evaluation for each module.

TRACKING AND EVALUATION TOOLS

The certification/validation is done online: reading 100% of the course pages and a score equal or superior to 80% of responses correct (adjustable threshold).

An administrator account allows for the tracking of time spent on the platform and learner results.

At the end of the training, a **personalised follow-up** can be arranged in the form of **telephonic tutoring** or **virtual classes** (according to the number of participants). The objective is to review the points in each module that have not been validated by the learner and to work on the identified areas for improvement.

Type de formation
E-learning

Training duration
5 hours

Public
Medical delegates, geriatric staff

Capacity
Unlimited

Prerequisites
Health visitor diploma, BAC +2

Educational Coordinator
Disability adviser: Emilie BERNADAC
contact@europharma.fr - 01 41 12 27 77

Objectives and Targeted Skills

Educational objectives :
- Know the patient's path of care from autonomy to dependency
- Know the main institutions and the territorial actors
- Know the medical actors
- Familiarise yourself with the world of home care
- Know the different types of accommodations

Training context :
- This training is compatible with an integration process when recruiting a new employee
- This training can also be offered on an on-going basis within the context of competence development

APPENDIX – TRAINING PLAN

- **Path of care**
  - Life course
  - Demographics
  - Path of care
  - Gerontological networks
  - Support

- **Institutions and territorial actors**
  - France
  - Region
  - ARS
  - Department
  - Commune

- **Medical actors**
  - Private practice healthcare professionals
  - General practitioners
  - Specialist physicians
  - Pharmacies
  - Hospitals
  - Emergency rooms

- **Information, guidance and funding**
  - CLIC (Centre local d'information et de coordination) [Local information and coordination centre]
  - CCAS et CIAS (Centre communal ou intercommunal d'Action Sociale) [Communal or intercommunal centre for social action]
  - MAIA (Maisons pour l'Autonomie et l'Intégration des malades Alzheimer) [Homes for the autonomy and integration of Alzheimer's patients]
  - Cyberbase
  - Prevention Centre
  - Dependency and the assessment of autonomy
  - APA (Allocation Personnalisée d'Autonomie) [Personalised autonomy allowance]
  - Funding

- **Home care**
  - MAD (maintien à domicile) [Home care]
  - HAD (hospitalisation à domicile) [Home hospitalisation]
  - SSIAD (Services de Soins Infirmiers À Domicile) [In-home nursing services]
  - SAD (Services d'Aide à Domicile) [In-home support services]
  - Caregivers and technical aids

- **Accommodations**
  - EHPA (maison de retraite) [Retirement home]
  - EHPAD (Établissement d'Hébergement pour Personnes Agées Dépendantes) [Nursing home]
  - Cantou (unités Alzheimer) [Alzheimer's units]
  - USLD (unités de Soins Longue Durée) [Long-term care units]
  - SSR (Service de soins de suite et de réadaptation gériatrique) [Geriatric follow-up care and rehabilitation service]
  - Assisted living

360° HOSPITAL TRAINING

The "360° Hospital" training course presents the essential information on the organisation and functioning of hospitals, as well as the current regulations in place (updated regularly).

TRAINING CONTENT

The training consists of **8 modules, each containing educational activities and an evaluation**
- France : national authorities
- Régions : regional authorities
- Care networks
- Administration
- Public health establishments
- Private health establishments
- Program for the Medicalization of Information Systems in France
- Funding

A detailed outline of the 8 modules is attached as an appendix.
The training can be completed by navigating freely from one module to another or by following a guided progression with graded learning difficulty.
There is also a section titled "The Unavoidable", which presents key concepts concerning hospital appointments.

PEDAGOGICAL AND TECHNICAL METHODS

The training and validation are completed via e-learning, with optional virtual classes presenting the platform and navigational assistance.
Our pedagogical approach is interactive.
The training consists of courses, training in the form of educational activities and a final evaluation for each module.

TRACKING AND EVALUATION TOOLS

The certification/validation is done online: reading 100% of the course pages and a score equal or superior to 80% of responses correct (adjustable threshold).
An administrator account allows for the tracking of time spent on the platform and learner results.
At the end of the training, a **personalised follow-up** can be arranged in the form of **telephonic tutoring** or **virtual classes** (according to the number of participants). The objective is to review the points in each module that have not been validated by the learner and to work on the identified areas for improvement.

Type of training
E-learning with optional virtual classes

Training duration
15 hours

Public
Medical delegates, scientific attachés, MSLs, etc.

Capacity
Unlimited

Prerequisites:
Scientific BAC +2

Educational Coordinator
Disability adviser: Baptiste GAUDY
contact@europharma.fr - 01 41 12 27 77

Objectives and Targeted Skills

Educational objectives :
- Know the organisation of a hospital and its different actors
- Understand how hospitals function
- Know the different authorities and regulations.

Training context :
- This training is compatible with an integration process when recruiting a new employee and/or if your employees are transitioning from city to hospital appointments
- This training can also be offered on an on-going basis within the context of competence development.

APPENDIX – TRAINING PLAN

- **Organisation**
  - Administration
  - Management
  - Trésorier payeur general [Treasurer]
  - Supervisory Board
  - Directory
  - Commission médicale d'établissement (CME) [The establishment's medical commission]
  - Commission des soins infirmiers, de rééducation et médicaux techniques (CSIRMT) [Nursing care, rehabilitation and medical-technical commission]
  - Commission du Médicament et des dispositifs médicaux stériles (COMEDIMS) [Committee on medicinal products and sterile medical devices]
  - Comité de Lutte contre les infections nosocomiales (CLIN) [Nosocomial Infection Control Committee]
  - Management team
- **France : national authorities**
  - HPST law
  - CEPS
  - ANSM
  - HAS
  - ONDAM (Objectif National des Dépenses de l'Assurance Maladie) [National Health Insurance Expenditure Target]
  - UNCAM (Union Nationale des Caisses d'Assurance Maladie) [National Union of Health Insurance Funds]
- **Régions : regional authorities**
  - Regional health project
  - CRSA (Conférence Régionale de la Santé et de l'Autonomie) [Regional Conference on Health and Autonomy]
  - CBU (Contrat de Bon Usage) [Good Use Contract]
  - CPOM (Contrat Pluriannuel d'Objectifs et de Moyens) [Multiannual Contract of Objectives and Means]
  - Establishment project
  - Coordination commissions
  - Risk management programs
  - OMEDIT (Observatoire du Médicament des Dispositifs Médicaux Stériles et des Innovations Thérapeutiques) [The Observatory for Medicines, Medical Devices and Therapeutic Innovations]
  - GCS (Groupement de Coopération Sanitaire) [Health Cooperation Group]
  - ARS (Agence régionale de Santé) [Regional Health Agency]
  - GHT (Groupement Hospitalier de Territoire) [Regional Hospital Group]
- **Care networks**
  - Care pathway
  - Hospitalisations
  - External consultations
  - Ambulatory care
  - HAD

EHPAD

- **Public health establishments**
  - Hall
  - Internal structure
  - Operating theatre
  - PUI
  - Emergencies
  - Pillars of activity
- **Private health establishments**
  - For profit
  - Non-profit
  - CLCC (Centres de lutte contre le cancer) [Cancer Control Centres]
  - Foundations
  - Association law of 1901
- **Program for the Medicalization of Information Systems in France**
  - RSA (Résumés de Sortie Anonymisés) [Anonymised Discharge Summaries]
  - RSS (Résumé Standardisé de Sortie) [Standardised Discharge Summary]
  - GHS (Groupe Homogène de Séjour) [Homogeneous Group of Stay]
  - RUM (Résumés d'Unité Médicale) [Medical Unit Summaries]
  - DIM (Département de l'information médicale de territoire) [Territorial medical information department]
  - GHM (Groupes Homogènes de Malades) [Homogeneous Groups of Patients]
- **Funding**
  - EPRD (Etat Prévisionnel des Recettes et des Dépenses) [Forecast Income and Expenditure]
  - GHS (Groupe Homogène de Séjour) [Homogeneous Group of Stay]
  - Non-GHS
  - T2A (Tarification A l'Activité) [Activity Pricing]
  - Additional payment
  - MIGAC-MERRI (Missions d'Intérêt Général et d'Aide à la Contractualisation-Missions d'Enseignement, de Recherche, de Référence et d'Innovation) [Missions of General Interest and Assistance in Contracting-Missions of Teaching, Research, Reference and Innovation]
  - Passage rate
  - Annual funding
  - Mixed funding

360° PHARMACY TRAINING

The "360° Pharmacy" training course presents essential information on the organisation and functioning of pharmacies, as well as information on regional authorities (updated regularly).

TRAINING CONTENT

The training consists of **5 modules, each containing educational activities and an evaluation**
- Organisation of the profession
- Regional authorities
- Back office
- Counter
- Front office

A detailed outline of the 5 modules is attached as an appendix.

The training can be completed by freely navigating from one module to another, but a guided progression can also be implemented.

PEDAGOGICAL AND TECHNICAL METHODS

The training and validation are completed via e-learning, with optional virtual classes presenting the platform and navigational assistance.
Our pedagogical approach is interactive.
The training consists of courses, training in the form of educational activities and a final evaluation for each module.

TRACKING AND EVALUATION TOOLS

The certification/validation is done online: reading 100% of the course pages and a score equal or superior to 80% of responses correct (adjustable threshold).

An administrator account allows for the tracking of time spent on the platform and learner results.
At the end of the training, **a personalised follow-up** can be arranged in the form of **telephonic tutoring** or **virtual classes** (according to the number of participants). The objective is to review the points in each module that have not been validated by the learner and to work on the identified areas for improvement.

Type of training
E-learning

Training duration
7 hours

Public
Pharmaceutical representatives, staff working in pharmacies

Capacity
Unlimited

Prerequisites
Scientific BAC +2

Educational Coordinator
Disability adviser: Myriam SLIMI

Objectives and Targeted Skills

Educational objectives :
- Understand the organisation of the profession
- Understand how pharmacies function
- Know the back office, the counter and the front office
- Know the different regional authorities

Training context :
- This training is compatible with an integration process when recruiting a new employee
- This training can also be offered on an on-going basis within the context of competence development

APPENDIX – TRAINING PLAN

- **Organisation of the profession**
  - Regional authorities
  - ONDAM
  - HAS
  - Pharmacovigilance
  - ANSM
  - Obligations and ethics
  - Structure and organisation of the profession
  - French National Order of Pharmacists
  - HPST Law
  - Pharmacy exercise
- **Regional authorities**
  - Regional authorities
  - ARS
  - Payment establishments
  - Drug purchasing and distribution channels
  - Central purchasing bodies
- **Back office**
  - Back office
  - Pharmacist's office
  - Library
  - Stakeholders
  - Zone of privacy
  - My grouping
  - Training
  - Pharmacy team
  - Competition
  - Pharmacy economics
  - Drug pricing structure
- **Counter**
  - Counter
  - Dispensation
  - Issuance
  - Medication
  - Medical devicesx
- **Front office**
  - Front office
  - Parapharmacies
  - Merchandising
  - Care pathway

BIOSIMILARS TRAINING

The "Biosimilars" training course presents the concept of biosimilarity and a list of biosimilar drugs.

TRAINING CONTENT

The training consists of **4 modules including a course and an evaluation**
- What is a biosimilar medicine?
- From the production of biosimilars to obtaining Marketing Authorization
- Rules of prescription and interchangeability
- List of biosimilars and diseases treated

The detailed outline of the modules is given in the appendix.

PEDAGOGICAL AND TECHNICAL METHODS

The training and validation are completed via e-learning.
Our pedagogical approach is interactive.
The training consists of courses and a final evaluation.

TRACKING AND EVALUATION TOOLS

The certification/validation is done online: reading 100% of the course pages and a score equal or superior to 80% of responses correct (adjustable threshold).

An administrator account allows for the tracking of time spent on the platform and learner results.

At the end of the training, a **personalised follow-up** can be arranged in the form of **telephonic tutoring** or **virtual classes** (according to the number of participants). The objective is to review the points in each module that have not been validated by the learner and to work on the identified areas for improvement.

Type of training
E-learning

Training duration
1 hour

Public
Medical delegates, scientific attachés, MSLs, etc.

Capacity
Unlimited

Prerequisites
Scientific BAC +2

Educational Coordinator
Disability adviser: Suzanne LAMOTTE
contact@europharma.fr - 01 41 12 27 77

Objectives and Targeted Skills

Educational objectives :
- Know and understand the definition of biosimilar drugs
- Know the concept of interchangeability
- Understand the value of biosimilar drugs

Training contex :
- This training is compatible with an integration process when recruiting a new employee
- This training can also be offered on an on-going basis within the context of competence development

APPENDIX – TRAINING PLAN

- **What is a biosimilar medicine?**
  - Definition
  - Drug and biomedicine comparison
  - Biomedicine and biosimilar comparison
  - Biosimilar and generic comparison
- **From the production of biosimilars to obtaining Marketing Authorization**
  - How are biosimilars produced?
  - What are the criteria for obtaining the MA?
- **Rules of prescription and interchangeability**
  - Biosimilars in the hospital
  - Prescription
  - Interchangeability
- **List of biosimilars and diseases treated**

THE LIFE OF A DRUG TRAINING

The "Life of a Drug" training course presents the life cycle of a drug and the concepts of biosimilarity and generic medication.

TRAINING CONTENT

The training consists of **7 modules and contains educational activities and an evaluation**
- Drug cycle
- Pre-clinical studies
- Clinical studies
- Basics of pharmacokinetics
- Biosimilars
- Generics
- Administrative data

A detailed outline of the 7 modules is attached as an appendix.

PEDAGOGICAL AND TECHNICAL METHODS

The training and validation are completed via e-learning.
Our pedagogical approach is interactive.
The training consists of courses, educational activities and a final evaluation.

TRACKING AND EVALUATION TOOLS

The certification/validation is done online: reading 100% of the course pages and a score equal or superior to 80% of responses correct (adjustable threshold).

An administrator account allows for the tracking of time spent on the platform and learner results.

At the end of the training, a **personalised follow-up** can be arranged in the form of **telephonic tutoring** or **virtual classes** (according to the number of participants). The objective is to review the points in each module that have not been validated by the learner and to work on the identified areas for improvement.

Type of training
E-learning

Durée de la formation
2 hours 30 minutes

Public
Medical delegates, scientific attachés, MSLs, etc.

Capacity
Unlimited

Prerequisites
Scientific BAC +2

Educational Coordinator
Disability adviser: Soraya MOUTOUSSAMY
contact@europharma.fr - 01 41 12 27 77

Objectives and Targeted Skills

Educational objectives :
- Know and understand the life cycle of a drug
- Know the difference between pre-clinical and clinical trials
- Know the concepts of pharmacokinetics, biosimilarity and generic drugs

Training context :
- This training is compatible with an integration process when recruiting a new employee
- This training can also be offered on an on-going basis within the context of competence development

APPENDIX – TRAINING PLAN

- **Drug cycle**

- **Pre-clinical studies**

- **Clinical studies**
  - Phases of clinical development
  - Methodologies
  - Statistical analyses
  - Non-inferiority studies

- **Basics of pharmacokinetics**
  - Definitions
  - Steps to becoming a drug
  - Pharmacokinetic parameters

- **Biosimilars**
  - Definitions
  - Concept of biosimilarity
  - Monitoring biosimilar drugs
  - Biosimilars authorised in France

- **Generic drugs**
  - Definitions
  - Evaluation of generic drugs
  - Generic drug directory
  - Substitution

- **Administrative data**
  - AMM (Marketing authorisation)
  - Price
  - SMR/ASMR
  - Reimbursement
  - List

MEDICAL TRAINING

360° ALLERGIC RHINITIS TRAINING

The "360° Allergic Rhinitis" training course presents essential information on allergic rhinitis, from pathophysiology to disease management.

TRAINING CONTENT

The training consists of **5 modules, each containing an evaluation**
- Anatomy-physiology of the nasal mucosa
- Pathophysiology of allergic rhinitis
- Diagnosis of allergic rhinitis
- Management of allergic rhinitis
- Organisation of allergic rhinitis in France

A detailed outline of the 5 modules is attached as an appendix.

The training can be completed by freely navigating from one module to another, but a guided progression can also be implemented.

PEDAGOGICAL AND TECHNICAL METHODS

The training and validation are completed via e-learning.
Our pedagogical approach is interactive.
The training consists of courses and a final evaluation for each module.

TRACKING AND EVALUATION TOOLS

The certification/validation is done online: reading 100% of the course pages and a score equal or superior to 80% of responses correct (adjustable threshold).

An administrator account allows for the tracking of time spent on the platform and learner results.

At the end of the training, **a personalised follow-up** can be arranged in the form of **telephonic tutoring** or **virtual classes** (according to the number of participants). The objective is to review the points in each module that have not been validated by the learner and to work on the identified areas for improvement.

Type of training
E-learning with optional virtual classes

Training duration
4 hours

Public
Medical delegates, scientific attachés, MSLs, etc.

Capacity
Unlimited

Prerequisites
Scientific BAC +2

Educational Coordinator
Disability adviser: Soraya MOUTOUSSAMY
contact@europharma.fr - 01 41 12 27 77

Objectives and Targeted Skills

Educational objectives :
- Know the anatomy and physiology of the nasal mucosa
- Know and understand the pathophysiology of allergic rhinitis
- Know how to manage allergic rhinitis

Training context:
- This training is compatible with an integration process when recruiting a new employee
- This training can also be offered on an on-going basis within the context of competence development

APPENDIX – TRAINING PLAN

- **Anatomy-physiology of the nasal mucosa**
  - Respiratory tract
  - Autonomic Nervous System

- **Pathophysiology of allergic rhinitis**
  - Definition and classification
  - Epidemiology
  - Immunity
  - Allergy

- **Diagnosis of allergic rhinitis**
  - Diagnostic approach
  - Symptoms and quality of life
  - Co-morbidities

- **Management of allergic rhinitis**
  - Therapeutic strategy
  - Non-pharmacological management
  - Pharmacological management

- **Organisation of allergic rhinitis in France**

360° ANAESTHESIA TRAINING

The "360° Anaesthesia" training course presents essential information on the anaesthesia environment, the main anaesthetic techniques and the main products in use.

TRAINING CONTENT

The training consists of **5 modules, each containing an evaluation**
- History of anaesthesia
- Environment
- Anatomy-physiology of the nervous system
- Anaesthetic techniques
- Products

A detailed outline of the 5 modules is attached as an appendix.

The training can be completed by freely navigating from one module to another, but a guided progression can also be implemented.

PEDAGOGICAL AND TECHNICAL METHODS

The training and validation are completed via e-learning.
Our pedagogical approach is interactive.
The training consists of courses and a final evaluation for each module.

TRACKING AND EVALUATION TOOLS

The certification/validation is done online: reading 100% of the course pages and a score equal or superior to 80% of responses correct (adjustable threshold).

An administrator account allows for the tracking of time spent on the platform and learner results.

At the end of the training, a **personalised follow-up** can be arranged in the form of **telephonic tutoring** or **virtual classes** (according to the number of participants). The objective is to review the points in each module that have not been validated by the learner and to work on the identified areas for improvement.

Type of training
E-learning with optional virtual classes

Training duration
5 hours

Public
Hospital delegates

Capacity
Unlimited

Prerequisites
Health visitor diploma, Scientific BAC +2

Educational Coordinator
Disability adviser: Suzanne LAMOTTE
contact@europharma.fr - 01 41 12 27 77

Objectives and Targeted Skills

Educational objectives :
- Know the anatomy and the physiology of the nervous system
- Know the anaesthesia environment
- Know the main anaesthetic techniques and products

Training context :
- This training is compatible with an integration process when recruiting a new employee
- This training can also be offered on an on-going basis within the context of competence development

APPENDIX – TRAINING PLAN

- **History of anaesthesia**
  - Evolution
  - Discovery of the principle of anaesthesia
  - Palliative substitute
  - Discovery of general anaesthesia
  - Pearl harbor
  - Modern anaesthesia

- **Environment**
  - Structures
  - Personnel
  - Organisation of the profession
  - Ambulatory anaesthesia

- **Anatomy-physiology**
  - Peripheral Nervous System
  - Central Nervous System

- **Anaesthetic techniques**
  - Anaesthesia procedure
  - Anaesthetic techniques
    - General anaesthesia
    - Tracheal intubation
    - Loco-regional anaesthesia
    - Spinal anaesthesia
    - Epidural
    - Local anaesthesia
  - Equipment

- **Products**
  - General anaesthetic substances
  - Loco-regional anaesthetic substances

360° GASTROENTEROLOGY TRAINING

The "360° Gastroenterology" training course presents essential information on the anatomy and physiology of the digestive system, lower digestive explorations, constipation and irritable bowel syndrome.

TRAINING CONTENT

The training consists of **4 modules, each containing educational activities and an evaluation**
- Anatomy-physiology of the digestive system
- Lower digestive explorations
- Constipation
- Irritable bowel syndrome

A detailed outline of the 4 modules is attached as an appendix.

The training can be completed by freely navigating from one module to another, but a guided progression can also be implemented.

PEDAGOGICAL AND TECHNICAL METHODS

The training and validation are completed via e-learning.
Our pedagogical approach is interactive.
The training consists of courses, educational activities and a final evaluation for each module.

TRACKING AND EVALUATION TOOLS

Tracking and Evaluation Tools

The certification/validation is done online: reading 100% of the course pages and a score equal or superior to 80% of responses correct (adjustable threshold).

An administrator account allows for the tracking of time spent on the platform and learner results.

At the end of the training, **a personalised follow-up** can be arranged in the form of **telephonic tutoring** or **virtual classes** (according to the number of participants). The objective is to review the points in each module that have not been validated by the learner and to work on the identified areas for improvement.

Type of training
E-learning with optional virtual classes

Training duration
10 hours

Public
Medical delegates, scientific attachés, MSLs, etc.

Capacity
Unlimited

Prerequisites
Scientific BAC +2

Educational Coordinator
Disability adviser: Soraya MOUTOUSSAMY
contact@europharma.fr - 01 41 12 27 77

Objectives and Targeted Skills

Educational objectives :
- Know the organisation and physiology of the digestive system
- Know the different mechanisms of lower digestive exploration
- Know the pathophysiology of chronic constipation, its diagnosis and its management
- Know the pathophysiology of irritable bowel syndrome, its diagnosis and its management

Training context :
- This training is compatible with an integration process when recruiting a new employee
- This training can also be offered on an on-going basis within the context of competence development

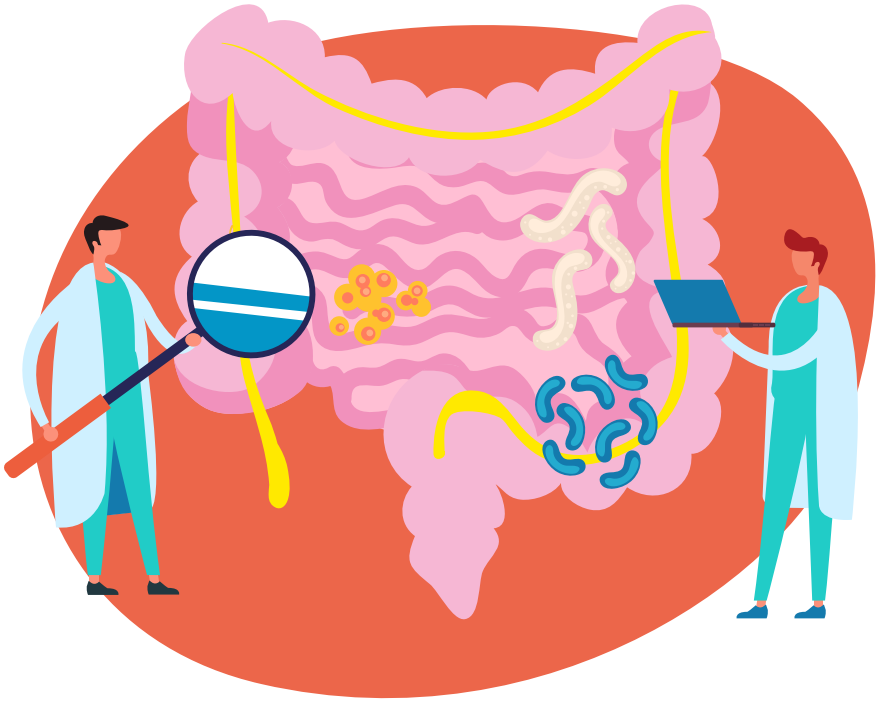
APPENDIX – TRAINING PLAN

- **Anatomy-physiology of the digestive system**
  - Organisation of the digestive system
  - Functional anatomy of the digestive system
  - Regulation of gastrointestinal processes

- **Lower digestive explorations**
  - Colonoscopy
  - Alternatives to colonoscopy
  - Recommendations on colonic preparation for total colonoscopy
  - Radiological explorations
  - Other imaging techniques
  - Digestive motility exploration

- **Constipation**
  - Definition
  - Epidemiology
  - Constipation as a symptom
  - Constipation as an illness
  - Diagnosis of constipation
  - Complications
  - Management of chronic constipation
  - Osmotic laxatives
  - Other laxatives
  - Chronic constipation management strategy

- **Irritable bowel syndrome (IBS)**
  - Functional intestinal disorders
  - Definition of IBS
  - Epidemiology
  - Impact of IBS on quality of life
  - Pathophysiology of IBS
  - Diagnosis of IBS
  - Management of IBS



360° GYNAECOLOGY TRAINING

The "Gynaecology 360°" training program presents the essentials to know about pregnancy, childbirth, the major complications and the induction of labour (labour ou childbirth).

TRAINING CONTENT

The course consists of **2 subject areas, each containing an assessment**
• The pregnant woman and childbirth
• The induction of labour

The detailed plan of the 2 subject area is shown in the annex.
The training can be done by freely navigating from one subject to another, but a guided path can also be defined.

PEDAGOGICAL AND TECHNICAL METHODS

The Training and the validation are done through e-learning.
Our teaching approach is interactive.
The training includes courses and a final evaluation for each subject area.

TRACKING AND EVALUATION TOOLS

Certification/validation is done online: reading 100% of the course pages and a score equal to or greater than 80% of correct answers (adjustable threshold).

An administrator account allows you to monitor the login time and performance of learners.

At the end of the course, a personalised follow-up can be set up in the form of telephone tutoring or virtual classes (depending on the number of participants). The objective is to review the points not validated by the learner on each subject and to work on the identified areas of improvement..

Type of training
E-learning with optional virtual classes

Training duration
5 hours

Public
Medical representatives,
Scientific Officers, MSL

Capacity
Unlimited

Prerequisites
Scientific BAC +2

Educational Coordinator
Disability adviser: Soraya MOUTOUSSAMY
contact@europharma.fr - 01 41 12 27 77

Objectives and Targeted Skills

Educational objectives :
- Introduction/objectives
- Anatomy / physiology of the female reproductive system
- Anatomy / physiology of the pregnant woman
- Childbirth
- Assessment of the new-born and mother
- Normal postpartum
- Breastfeeding
- Complications of pregnancy and childbirth
- The situation in France
- Main organisations in the field of maternity and childbirth.

Training context :
- Introduction/objectives
- Definition of labour induction
- How to induce labour?
- Inductions for medical indications
- Inductions for non-medical indications
- Contra-indications of artificial labour induction
- Complications of labour induction

APPENDIX – TRAINING PLAN

• **Educational objectives**

- To master the functioning of the female reproductive system
- Understand the anatomical and physiological changes of the pregnant woman
- Know the different phases of labour and delivery
- Know the possible complications of pregnancy and labour
- Know the situation in France (births, maternity wards)
- To know the different indications of artificial labour induction
- To know the different methods of labour induction
- Understand the mechanisms of labour induction
- To know the possible complications of labour induction

• **Framework of this training**

- This training is compatible with an introduction course for new employees.
- This training can also be offered on an ongoing basis as part of skills development.

360° HEPATOLOGY TRAINING

The "360° Hepatology" training course presents essential information on the anatomy and physiology of the liver, liver exploration and the main liver pathologies.

TRAINING CONTENT

The training consists of 7 modules, each containing educational activities and an evaluation
- Anatomy
- Physiology
- Explorations
- Clinical signs
- Pathologies
- Organisation of Hepatology
- Transplantation

A detailed outline of the 7 modules is attached as an appendix.

The training can be completed by freely navigating from one module to another, but a guided progression can also be implemented.

PEDAGOGICAL AND TECHNICAL METHODS

The training and validation are completed via e-learning.
Our pedagogical approach is interactive.
The training consists of courses, educational activities and a final evaluation for each module.

TRACKING AND EVALUATION TOOLS

The certification/validation is done online: reading 100% of the course pages and a score equal or superior to 80% of responses correct (adjustable threshold).

An administrator account allows for the tracking of time spent on the platform and learner results.

At the end of the training, a **personalised follow-up** can be arranged in the form of **telephonic tutoring** or **virtual classes** (according to the number of participants). The objective is to review the points in each module that have not been validated by the learner and to work on the identified areas for improvement.

Type of training
E-learning with optional virtual classes

Training duration
6 hours

Public
Medical delegates, scientific attachés, MSLs, etc.

Capacity
Unlimited

Prerequisites
Scientific BAC +2

Educational Coordinator
Disability adviser: Soraya MOUTOUSSAMY
contact@europharma.fr - 01 41 12 27 77

Objectives and Targeted Skills

Educational objectives :
- Know the anatomy and physiology of the liver
- Know the mechanisms for exploring liver function
- Know the clinical signs and the main liver pathologies

Training context :
- This training is compatible with an integration process when recruiting a new employee
- This training can also be offered on an on-going basis within the context of competence development

APPENDIX – TRAINING PLAN

• **Anatomy**
- Abdominal topography
- Descriptive anatomy (basics)
- Descriptive anatomy of the liver
- Descriptive anatomy of the gallbladder

• **Physiology**
- Physiologie
- Physiologie hépatique
- Physiologie biliaire

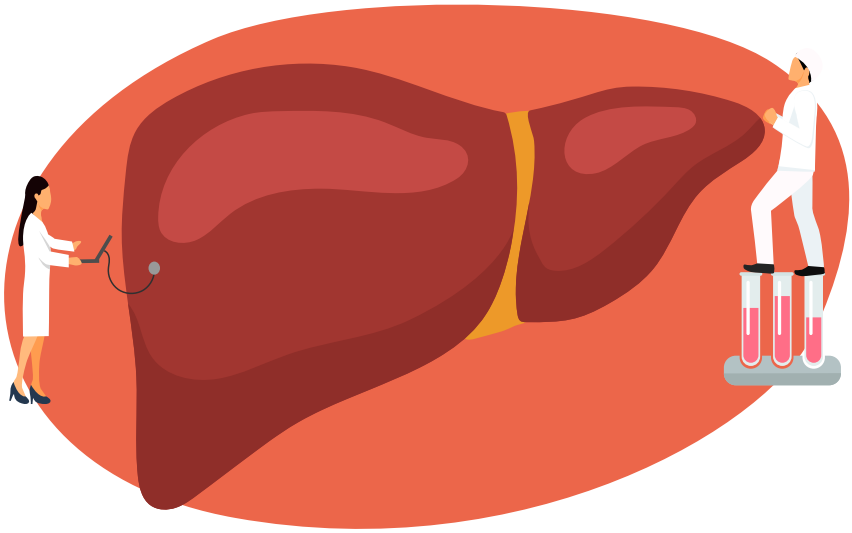
• **Exploration**
- Explorations
- Hepatic tests: functional explorations
- Additional examinations
- Other explorations

• **Clinical signs**
- Clinical signs
- General symptoms
- Hepatic symptoms
- Main liver risk factors

• **Pathologies**
- Liver pathologies
- Biliary tract pathologies
- Pathologies responsible for cholestasis

• **Organisation of Hepatology**

• **Transplantation**



360° PAIN TRAINING

The "360° Pain" training course presents essential information on the organisation of the nervous system, pain and painful pathologies.

TRAINING CONTENT

The training consists of **6 modules, each containing an evaluation**
- Organisation of the nervous system
- Physiology of pain
- Pain assessment
- Painful pathologies
- Pain management
- Organisation of pain in France

A detailed outline of the 6 modules is attached as an appendix.

The training can be completed by freely navigating from one module to another, but a guided progression can also be implemented.

PEDAGOGICAL AND TECHNICAL METHODS

The training and validation are completed via e-learning.
Our pedagogical approach is interactive.
The training consists of courses and an evaluation for each module.

TRACKING AND EVALUATION TOOLS

The certification/validation is done online: reading 100% of the course pages and a score equal or superior to 80% of responses correct (adjustable threshold).

An administrator account allows for the tracking of time spent on the platform and learner results.

At the end of the training, a **personalised follow-up** can be arranged in the form of **telephonic tutoring** or **virtual classes** (according to the number of participants). The objective is to review the points in each module that have not been validated by the learner and to work on the identified areas for improvement.

Type of training
E-learning

Training duration
14 hours

Public
Medical/hospital delegates

Capacity
Unlimited

Prerequisites
Health visitor diploma,
Scientific BAC +2

Educational Coordinator
Disability adviser: Soraya MOUTOUSSAMY
contact@europharma.fr - 01 41 12 27 77

Objectives and Targeted Skills

Educational objectives :
- Know the organisation and physiology of the nervous system
- Know and understand the physiology of pain
- Understand the principle of pain assessment and the main scales
- Know the main painful pathologies
- Know the recommendations for the management of different types of pain

Training context :
- This training is compatible with an integration process when recruiting a new employee
- This training can also be offered on an on-going basis within the context of competence development

APPENDIX – TRAINING PLAN

• **Organisation of the nervous system**
- Anatomical organisation
- Functional organisation
- Neuron physiology

• **Physiology of pain**
- Definition of pain
- Pain impulse transmission
- Pain control
- Pain classification

• **Pain assessment**
- Methodological principles
- Multidimensional assessment

• **Painful pathologies**
- Rheumatic pain
- Cancerous pain
- Neuropathic pain

• **Pain management**
- General recommendations
- Pharmacological management (nociceptive, neuropathic, acute/chronic, rheumatic, cancerous, or child pain)
- Non-pharmacological management

• **Organisation of pain in France**
- City-hospital organisation
- Learned societies
- Associations

360° RHEUMATOLOGY TRAINING

The "360° Rheumatology" training course presents essential information on the anatomy and physiology of the musculoskeletal system, the characteristics of pain in rheumatology, the main chronic inflammatory rheumatic diseases and the management of these diseases.

TRAINING CONTENT

The training consists of **8 modules, each containing one or more evaluations**
- Musculoskeletal system
- Orientation terminology
- Joint movements
- Inflammatory reaction
- Classification of rheumatism
- Chronic inflammatory rheumatism
- Rheumatic pain
- Support

A detailed outline of the 8 modules is attached as an appendix.

The training can be completed by freely navigating from one module to another, but a guided progression can also be implemented.

PEDAGOGICAL AND TECHNICAL METHODS

The training and validation are completed via e-learning.
Our pedagogical approach is interactive.
The training consists of courses and a final evaluation for each module.

TRACKING AND EVALUATION TOOLS

The certification/validation is done online: reading 100% of the course pages and a score equal or superior to 80% of responses correct (adjustable threshold).

An administrator account allows for the tracking of time spent on the platform and learner results.

At the end of the training, a **personalised follow-up** can be arranged in the form of **telephonic tutoring** or **virtual classes** (according to the number of participants). The objective is to review the points in each module that have not been validated by the learner and to work on the identified areas for improvement.

Type of training
E-learning

Training duration
10 hours

Public
Medical/hospital delegates

Capacity
Unlimited

Prerequisites
Health visitor diploma,`
Scientific BAC +2

Educational Coordinator
Disability adviser: Suzanne LAMOTTE
contact@europharma.fr - 01 41 12 27 77

Objectives and Targeted Skills

Educational objectives :
- Know the structure and function of the different parts of the musculoskeletal system
- Know the different rheumatic pains and the inflammatory reaction
- Know the classification of rheumatism and the main chronic inflammatory rheumatic diseases
- Know pain management in rheumatology

Training context :
- This training is compatible with an integration process when recruiting a new employee
- This training can also be offered on an on-going basis within the context of competence development

APPENDIX – TRAINING PLAN

- **Musculoskeletal System**
  - Skeleton
  - Bones
  - Joints
  - Synovial joints
  - Articular cartilage

- **Orientation terminology**
  - Orientations
  - Plans

- **Joint movements**
  - Head and neck
  - Shoulder
  - Spinal column
  - Elbow
  - Wrist
  - Hand
  - Hip
  - Knee
  - Ankle

- **Inflammatory reaction**
  - Basics
  - Inflammatory process
  - Inflammatory mediators
  - Clinical and biological signs
  - Synthesis

- **Classification of rheumatism**
  - Mechanical pathologies
  - Inflammatory pathologies
  - Common symptom: pain

- **Chronic inflammatory rheumatism**
  - Psoriatic rheumatism
  - Rheumatoid arthritis
  - Ankylosing spondylitis
  - Juvenile idiopathic arthritis

- **Rheumatic pain**
  - Evaluation
  - Rheumatic pain (osteoarthritis, arthritis, back pain, osteoporosis, cervicobrachial pain)

- **Support**
  - Medicated (symptomatic, background and local treatments, recommendations)
  - Non-medicated

ASTHMA TRAINING

The "Asthma" training course presents essential information on asthma, from pathophysiology to disease management.

TRAINING CONTENT

The training consists of **1 module containing educational activities and an evaluation**
A detailed outline of the module is attached as an appendix.

PEDAGOGICAL AND TECHNICAL METHODS

The training and validation are completed via e-learning.
Our pedagogical approach is interactive.
The training is composed of a course, educational activities and a final evaluation.

TRACKING AND EVALUATION TOOLS

The certification/validation is done online: reading 100% of the course pages and a score equal or superior to 80% of responses correct (adjustable threshold).

An administrator account allows for the tracking of time spent on the platform and learner results.

At the end of the training, a **personalised follow-up** can be arranged in the form of **telephonic tutoring** or **virtual classes** (according to the number of participants). The objective is to review the points in each module that have not been validated by the learner and to work on the identified areas for improvement.

Type of training
E-learning

Training duration
2 hours 30 minutes

Public
Medical/hospital delegates

Capacity
Unlimited

Prerequisites
Scientific BAC +2

Educational Coordinator
Disability adviser:
Soraya MOUTOUSSAMY

Objectives and Targeted Skills

Educational objectives :
- Know how to describe an asthma patient
- Know the difference between controlled and uncontrolled asthma in patients
- Discover the different therapeutic classes involved in patient care
- Know the recommendations for care
- Understand exacerbations and their treatment

Training context :
- This training is compatible with an integration process when recruiting a new employee
- This training can also be offered on an on-going basis within the context of competence development

APPENDIX – TRAINING PLAN

• **General asthma information**
- Asthma, an inflammatory disease
- Pathophysiology
- Asthma, a public health problem

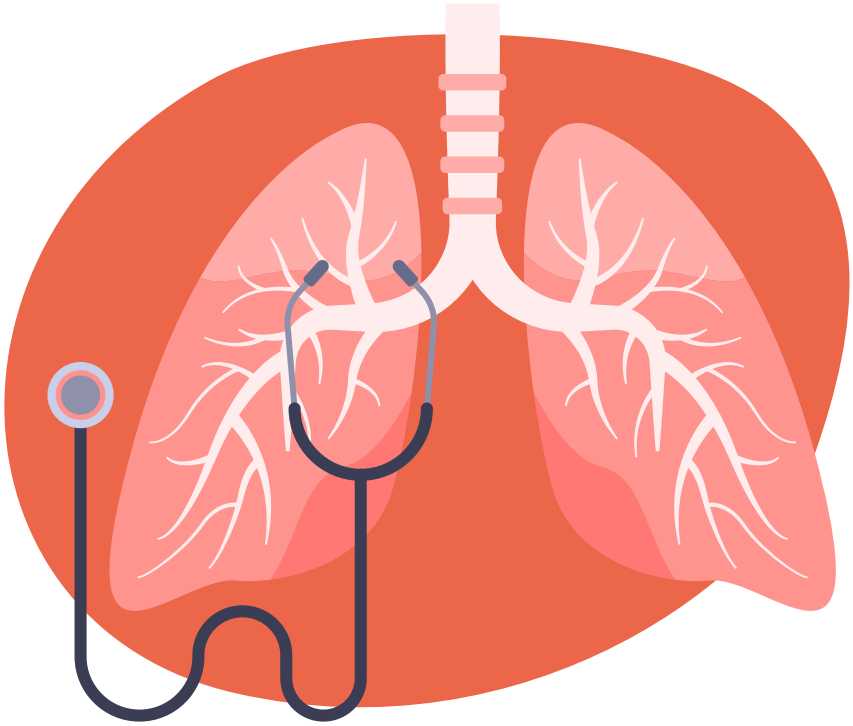
• **Asthma patients**
- Main symptoms of asthma
- Different forms of asthma
- Different phenotypes of asthma

• **The diagnosis of asthma**
- The diagnosis of asthma
- What is the course of care?
- Difference between asthma and COPD

• **Asthma control**
- Asthma control assessment
- Knowing more about the risk factors
- Investigating uncontrolled asthma

• **Therapeutic strategy**
- Care objectives
- Care cycle
- Management of modifiable risk factors
- Non-pharmacological strategies
- Pharmacological strategies
- Background treatment
- Crisis treatment

• **Exacerbation management**
- Exacerbation significance
- Current recommendations



CHRONIC INFLAMMATORY BOWEL DISEASE TRAINING

The "Chronic Inflammatory Bowel Disease" training course presents essential information on the digestive system and IBD (ulcerative colitis and Crohn's disease), from pathophysiology to disease management.

TRAINING CONTENT

The training consists of **2 modules, each containing educational activities and an evaluation**
• Anatomy-physiology of the digestive system
• IBD
A detailed outline of the 2 modules is attached as an appendix.

PEDAGOGICAL AND TECHNICAL METHODS

The training and validation are completed via e-learning.
Our pedagogical approach is interactive.
The training consists of courses, educational activities and a final evaluation.

TRACKING AND EVALUATION TOOLS

The certification/validation is done online: reading 100% of the course pages and a score equal or superior to 80% of responses correct (adjustable threshold).
An administrator account allows for the tracking of time spent on the platform and learner results.

At the end of the training, a **personalised follow-up** can be arranged in the form of **telephonic tutoring** or **virtual classes** (according to the number of participants). The objective is to review the points in each module that have not been validated by the learner and to work on the identified areas for improvement.

Type of training
E-learning

Training duration
3 hours

Public
Medical/hospital delegates

Capacity
Unlimited

Prerequisites
Scientific BAC +2

Educational Coordinator
Disability adviser: Soraya MOUTOUSSAMY
contact@europharma.fr - 01 41 12 27 77

Objectives and Targeted Skills

Educational objectives:
Know and master
- The different organs and glands that make up the digestive system
- The anatomical and physiological characteristics of the lower digestive tract (small intestine, colon and rectum)
- The specific roles of these three organs
- The roles of the intestinal microbiota
- IBD and how to distinguish between ulcerative colitis and Crohn's disease
- The parameters for the assessment and monitoring of these pathologies
- Therapeutic strategy

Training context :
- This training is compatible with an integration process when recruiting a new employee
- This training can also be offered on an on-going basis within the context of competence development

APPENDIX – TRAINING PLAN

• **Anatomy-physiology of the digestive system**
- Description of the digestive system
- Steps to digestion
- Histology of the digestive tract
- Knowing more about the digestive tract's defence systems
- Zooming in on the lower digestive tract

• **Chronic Inflammatory Bowel Disease**
- Definition
- Characterisation
- Epidemiology
- Clinic
- Pathophysiology
- Clinical assessment
- Diagnostic criteria
- Treatment objectives
- Treatments
- Therapeutic strategy
- Quality of life for IBD patients
- Treatment adherence

CHRONIC OBSTRUCTIVE PULMONARY DISEASE TRAINING

The "COPD" training course presents essential information on Chronic Obstructive Pulmonary Disease (COPD), from pathophysiology to disease management.

TRAINING CONTENT

The training consists of **1 module containing educational activities and an evaluation**
A detailed outline of the module is attached as an appendix.

PEDAGOGICAL AND TECHNICAL METHODS

The training and validation are completed via e-learning.
Our pedagogical approach is interactive.
The training consists of a course, educational activities and a final evaluation.

TRACKING AND EVALUATION TOOLS

The certification/validation is done online: reading 100% of the course pages and a score equal or superior to 80% of responses correct (adjustable threshold).

An administrator account allows for the tracking of time spent on the platform and learner results.

At the end of the training, a **personalised follow-up** can be arranged in the form of **telephonic tutoring** or **virtual classes** (according to the number of participants). The objective is to review the points in each module that have not been validated by the learner and to work on the identified areas for improvement.

Type of training
E-learning

Training duration
2 hours and 30 minutes

Public
Medical/hospital delegates

Capacity
Unlimited

Prerequisites
Scientific BAC +2

Educational Coordinator
Disability adviser: Soraya MOUTOUSSAMY
contact@europharma.fr - 01 41 12 27 77

Objectives and Targeted Skills

Educational objectives :
- Know how to describe a COPD patient
- Understand the pathophysiology of the disease
- Discover the different therapeutic classes involved in patient care
- Know the recommendations for care
- Understand risk factor management and non-pharmacological measures

Training context :
- This training is compatible with an integration process when recruiting a new employee
- This training can also be offered on an on-going basis within the context of competence development

APPENDIX – TRAINING PLAN

• **COPD pathophysiology**
- Respiratory system
- Definition of COPD
- COPD pathophysiology

• **COPD patients**
- Epidemiology of COPD
- COPD symptoms
- COPD exacerbations
- Evolution of COPD
- COPD and quality of life

• **COPD diagnosis**
- Questioning and clinical examination
- Diagnosis and initial assessment
- Difference between asthma and COPD

• **COPD parameters and monitoring**
- Patient follow-up
- Respiratory function testing
- Main scores

• **COPD management**
- Decline in pulmonary function
- Principle of care
- SPLF recommendations
- GOLD recommendations

• **Inhalation treatments**
- Bronchodilators
- Fixed-dose bronchodilator combinations
- CSI-LABA combinations
- Inhalation devices

GENERAL ONCOLOGY TRAINING

The "General Oncology" training course presents the basics of oncology, from the pathophysiology of cancer to its management.

TRAINING CONTENT

The training consists of **8 modules and contains educational activities and an evaluation**
- Epidemiology
- Genesis of cancer
- Diagnosis
- Screening
- Prognosis
- Support
- Treatments
- Evaluation of treatments

A detailed outline of the 8 modules is attached as an appendix.

PEDAGOGICAL AND TECHNICAL METHODS

The training and validation are completed via e-learning.
Our pedagogical approach is interactive.
The training consists of courses, educational activities and a final evaluation.

TRACKING AND EVALUATION TOOLS

The certification/validation is done online: reading 100% of the course pages and a score equal or superior to 80% of responses correct (adjustable threshold).

An administrator account allows for the tracking of time spent on the platform and learner results.

At the end of the training, a **personalised follow-up** can be arranged in the form of **telephonic tutoring** or **virtual classes** (according to the number of participants). The objective is to review the points in each module that have not been validated by the learner and to work on the identified areas for improvement.

Type of training
E-learning

Training duration
4 hours

Public
Hospital delegates

Capacity
Unlimited

Prerequisites
Scientific BAC +2

Educational Coordinator
Disability adviser: Soraya MOUTOUSSAMY
contact@europharma.fr - 01 41 12 27 77

Objectives and Targeted Skills

Educational objectives :
- Know and understand the genesis of cancer
- Know the diagnostic tests for the disease
- Know the main lines of care and screening for the disease
- Know the main treatments used in oncology

Training context :
- This training is compatible with an integration process when recruiting a new employee
- This training can also be offered on an on-going basis within the context of competence development

APPENDIX – TRAINING PLAN

- **Epidemiology**
  - Prevalence/Incidence
  - Mortality
  - Cancer profiles

- **Genesis of cancer**
  - The normal cell
  - DNA
  - The cell cycle
  - DNA replication
  - Mitosis
  - Origin of cancer
  - Mutations
  - Risk factors
  - Carcinogenesis
  - Neoangiogenesis
  - Local extension
  - Metastatic spread
  - Characteristics of the cancer cell
  - Stages of differentiation
  - Benign/malignant tumours
  - Nomenclature

- **Diagnosis**
  - Circumstances of discovery
  - Initial assessment
  - Extension assessment

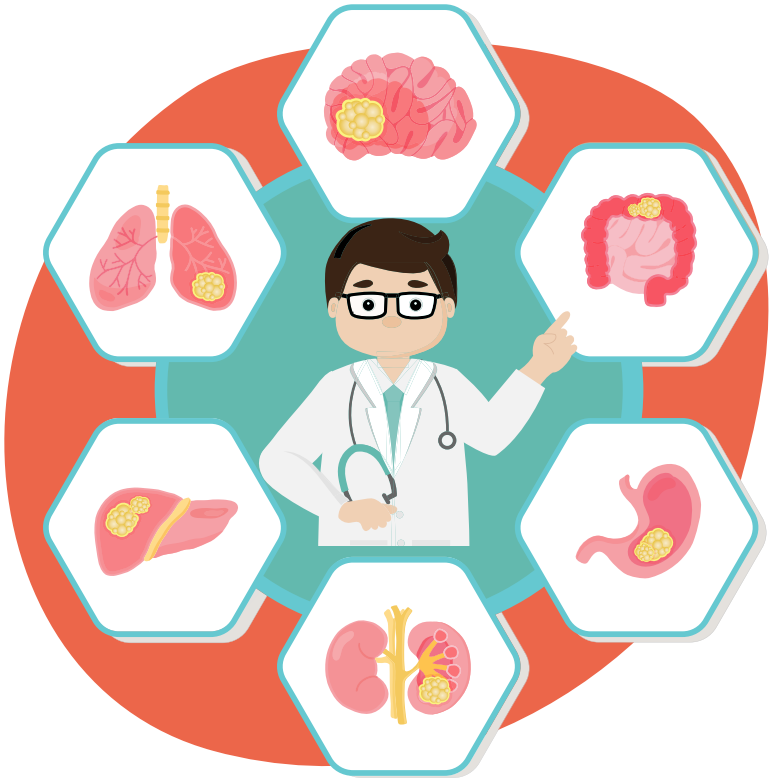
- **Screening**
  - When to screen for cancer?
  - Organised screening

- **Prognosis**
  - TNM classification
  - Stages of cancer
  - Prognosis

- **Support**
  - Announcement of the diagnosis
  - Multidisciplinary consultation meeting
  - Professionals involved

- **Treatments**
  - Definitions
  - Local/systemic treatment
  - Local treatments (surgery, radiation therapy)
  - Systemic treatments (chemotherapy, hormone therapy, immunotherapy, targeted therapy)

- **Evaluation of treatments**
  - RECIST criteria
  - Evaluation over time
  - Survival assessment



HYPERTENSION TRAINING

The "Hypertension" training course presents essential information on the cardiovascular system and high blood pressure, as well as its management.

TRAINING CONTENT

The training consists of 4 **modules, each containing an evaluation**
- Cardiovascular system
- Hypertension
- HTN management
- Adaptation of initial treatment and hypertension complications

A detailed outline of the 4 modules is attached as an appendix.

PEDAGOGICAL AND TECHNICAL METHODS

The training and validation are completed via e-learning.
Our pedagogical approach is interactive.
The training consists of courses and a final evaluation.

TRACKING AND EVALUATION TOOLS

The certification/validation is done online: reading 100% of the course pages and a score equal or superior to 80% of responses correct (adjustable threshold).

An administrator account allows for the tracking of time spent on the platform and learner results.

At the end of the training, a **personalised follow-up** can be arranged in the form of **telephonic tutoring** or **virtual classes** (according to the number of participants). The objective is to review the points in each module that have not been validated by the learner and to work on the identified areas for improvement.

Type of training
E-learning

Training duration
4 hours

Public
Medical/hospital delegates

Capacity
Unlimited

Prerequisites
Scientific BAC +2

Educational Coordinator
Disability adviser: Baptiste GAUDY
contact@europharma.fr - 01 41 12 27 77

Objectives and Targeted Skills

Educational objectives :
- Master the anatomy and physiology of the cardiovascular system
- Understand the mechanisms of blood pressure regulation
- Know the different blood pressure measurements
- Know the definition of high blood pressure (hypertension)
- Understand hypertension as a cardiovascular risk factor
- Know how to manage high blood pressure

Training context:
- This training is compatible with an integration process when recruiting a new employee
- This training can also be offered on an on-going basis within the context of competence development

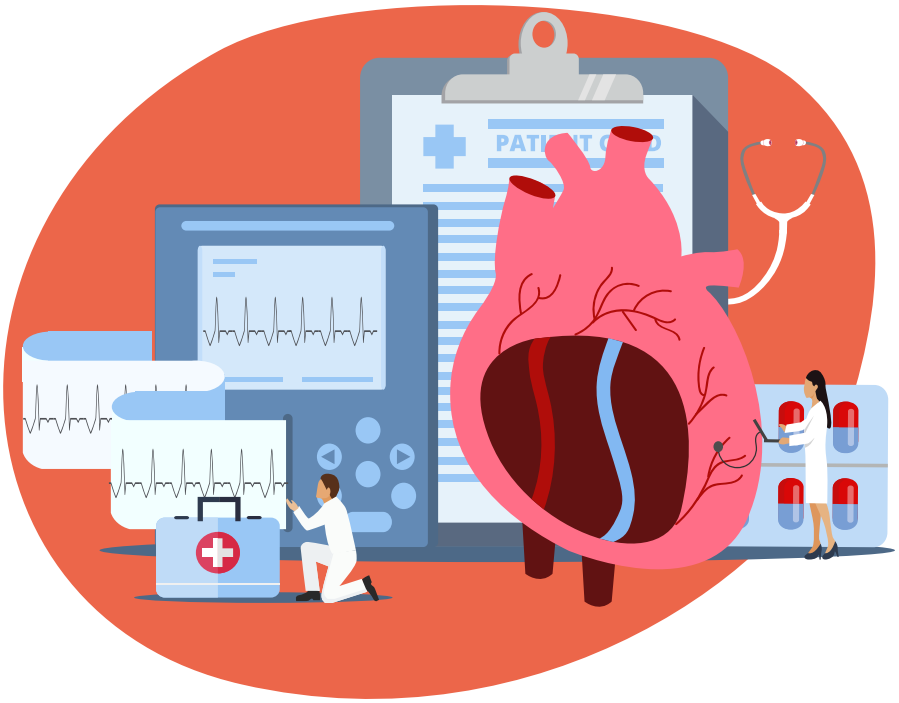
APPENDIX – TRAINING PLAN

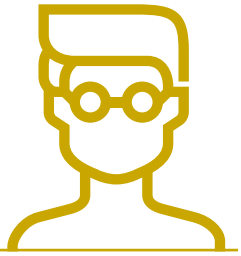
• **Cardiovascular system**
- Blood circulation
- The heart
- Cardiac physiology
- Blood pressure

• **Hypertension**
- Blood pressure measurements
- Hypertension (definition, classification, epidemiology, causes, contributing factors, HTN: CV risk factor)
- Initial assessment of hypertensive patients

• **HTN Management**
- Circumstances of HTN discovery
- Initial assessment of hypertensive patients
- Management of hypertensive patients
- Monitoring of hypertensive patients

• **Adaptation of initial treatment and hypertension complications**
- Adaptation of initial treatment
- HTN complications





PROFESSIONAL TRAINING

CLINICAL TRIAL METHODOLOGY & CRITICAL READING OF AN ARTICLE

Scientific publications are the keystone of medico-technical and commercial exchanges between health industry representatives and healthcare professionals. However, these highly standardised documents contain a certain number of specific points that can serve either as arguments supporting scientific discourse, or, on the contrary, as major biases discrediting the document itself, or its reader, if they are not trained to read critically.

TRAINING CONTENT

The training consists of **3 modules + 3 workshops**

• **Module n°1 "Fundamentals of statistics":** the objective of this module is to review the statistical tools most commonly used in scientific articles. Their values and their limits, as well as their biases, will be addressed.
• **Module n°2 "Critical reading":** the objective of this module is to review, on one hand, clinical trial methodology and, on the other, the standard outline for writing a scientific article. The concepts of internal validity (bias, robustness of results), external consistency (comparison of the scientific article with already-established knowledge) and clinical relevance (evaluation of the real clinical benefit) will be discussed.
• **Workshops, if training face-to-face:**
- Workshop 1: Critically reading a neutral article (not linked to the learners' area of interest);
- Workshop 2: Application of the knowledge acquired by each learner on an article from their daily life;
- Workshop 3: Development of a practical sheet to help assess the robustness of scientific articles
• **Module n°3 "Evaluation":** the objective of this module is to validate the knowledge acquired. It consists of 2 parts:
- Part 1: MCQ (20 questions)
- Part 2: Looking for bias in a typical article

A detailed overview of the 3 modules is attached as an appendix.

PEDAGOGICAL AND TECHNICAL METHODS

The training and validation format is variable according to the type of training selected (face-to-face/e-learning).
Our pedagogical approach is interactive. The training consists of courses, practice activities and a final evaluation.

Type of training
Présentiel, e-learning ou hybride

Training Duration
2 days : interactive face-to-face
+ practical workshops
**Possible to reduce the duration*

Public
Any employee needing to read or use scientific articles (MSLs, Representatives, Clinical Research Attachés…)

Capacity
10 en présentiel
Illimité en e-learning

Prerequisites
BAC +2 and beyond in scientific training
Scientific English

Educational Coordinator
Disability adviser: Suzanne LAMOTTE
contact@europharma.fr - 01 41 12 27 77

Objectives and Targeted Skills

Educational objectives :
• Understand clinical study methodology
• Understand the main tools used in statistics and know their values and limitations
• Identify all types of bias

Training context :
• This training is compatible with an integration process when recruiting a new employee
• This training can also be offered on an on-going basis within the context of competence development

TRACKING AND EVALUATION TOOLS

The certification/validation is variable according to the type of training: 100% of pages read and a minimum score of 80% on the online evaluation if done via e-learning, attendance and evaluation at the end of the session with 2 scores of at least 80% on the MCQ and on the “Looking for bias” activity if training face-to-face.

APPENDIX – TRAINING PLAN

Module 1 “Clinical trial methodology”

I- Phases in the clinic development of a drug
- a. Pre-clinical development
- b. Phase I studies
- c. Phase II studies
- d. Phase III studies
- e. Phase IV studies

II- Different types of studies
- a. Choice of study type
- b. Hierarchy of studies
- c. Case-control study
- d. Cohort or follow-up studies
- e. Cross-sectional study
- f. Systematic review
- g. Meta-analysis
- h. Randomised controlled study

III- Level of evidence
- a. Level of scientific evidence
- b. Grading of recommendations

IV- Statistical fundamentals
- a. Statistical testing objectives
- b. Notion of significance and standard deviation
- c. The mean and confidence interval
- d. Choosing the appropriate test for the context
- d. Intention-to-treat or per protocol analysis
- e. Equivalence, superiority, and non-inferiority studies
- f. Calculating necessary sample size and statistical power

Synthesis

Module n°2 “Critical reading of an article”

Introduction: why read critically?

I- Critical reading of an article: Methodology
- a. Format of an original article
- b. 3 axes of analysis and interpretation
  - Internal validity
  - External consistency
  - Clinical relevance
- c. Level of evidence of a study

II- Reading grid

Synthesis

GOOD DISTRIBUTION PRACTICE OF MEDICINAL PRODUCTS FOR HUMAN USE (GDP)

The " Good Distribution Practice of Medicinal Products for Human Use (GDP)".
Course presents the main principles of GDP and the key players in their application. This module is an introduction to GDP.

TRAINING CONTENT

The course consists of **10 chapters, learning activities and an evaluation.**
The detailed outline of the 10 chapters is given in the annex.

PEDAGOGICAL AND TECHNICAL METHODS

Training and validation are done through e-learning.
Our teaching approach is interactive.
The training consists of lectures, learning activities and a final evaluation.

TRACKING AND EVALUATION TOOLS

Certification/validation is done online: reading 100% of the course pages and a score equal to or greater than 80% of correct answers (adjustable threshold).

An administrator account allows you to monitor learners' login time and performance.

At the end of the course, a personalised follow-up can be set up in the form of telephone tutoring or virtual classes (depending on the number of participants). The objective is to review the points not validated by the learner on each subject and to work on the identified areas of improvement.

Type of training
E-learning with optional virtual classes

Training duration
2 hours

Public
Head office professionals

Capacity
Unlimited

Prerequisites
Scientific Bac +2

Educational Coordinator
Disability adviser: Soraya MOUTOUSSAMY
contact@europharma.fr - 01 41 12 27 77

Objectives and Targeted Skills

Educational objectives :
- To be aware of the interest of the Good Distribution Practices in wholesale
- Be aware of quality management in GDP

Training context :
- This training is compatible with an integration process when recruiting a new employee
- This training can also be offered on an on-going basis within the context of competence development

APPENDIX – TRAINING PLAN

Objectives and definition
- **Introduction to GDP**
- **Quality management**
- **Personnel**
- **Premises and equipment**
- **Documentation**
- **Operations**
- **Self-inspection**
- **Transport**
- **Things to remember**

GOOD MANUFACTURING PRACTICES TRAINING

The "Good Manufacturing Practices (GMP)" training course presents the main principles of GMP and the key actors in their application. This course is an introduction to GMP.

TRAINING CONTENT

The training consists of 4 modules, **educational activities and an evaluation**

- A bit of history
- Manufacturing: a stage in the drug life cycle
- Main principles of GMP
- Key actors

A detailed plan of the 4 modules is attached as an appendix.

PEDAGOGICAL AND TECHNICAL METHODS

The training and validation are completed via e-learning
Our pedagogical approach is interactive
The training consists of courses, educational activities and a final evaluation.

TRACKING AND EVALUATION TOOLS

The certification/validation is done online: reading 100% of the course pages and a score equal or superior to 80% of responses correct (adjustable threshold).

An administrator account allows for the tracking of time spent on the platform and learner results.

At the end of the training, a **personalised follow-up** can be arranged in the form of **telephonic tutoring** or **virtual classes** (according to the number of participants). The objective is to review the points in each course that have not been validated by the learner and to work on the identified areas for improvement.

Type of training
E-learning with optional virtual classes

Training duration
1 hour

Public
Headquarters staff

Capacity
Unlimited

Prerequisites
Scientific Bac +2

Educational Coordinator
Disability adviser: Soraya MOUTOUSSAMY
contact@europharma.fr - 01 41 12 27 77

Objectives and Targeted Skills

Educational objectives :
- Know the value of Good Manufacturing Practices
- Be aware of the quality approach governing the drug life cycle

Training context :
- This training is compatible with an integration process when recruiting a new employee
- This training can also be offered on an on-going basis within the context of competence development

APPENDIX – TRAINING PLAN

Objectives and definition

A- A bit of history

B- Manufacturing: a stage in the drug life cycle

C- Main principles of GMP

1. Efficiency, security, quality
2. GMP plan (ANSM)
3. Personnel management
4. Premises and equipment management
5. Documentation
6. The 5 M's

D- Key actors

1. Head pharmacist
2. Production manager
3. Quality control manager

MEDICAL INFORMATION TRAINING

The "Medical Information" training course presents essential job information for medical information officers, as well as the general principles of request management.

TRAINING CONTENT

The training consists of **1 module containing the course, recordings, educational activities and an evaluation.**
A detailed overview of the module is attached as an appendix.

PEDAGOGICAL AND TECHNICAL METHODS

The training and the validation are completed via e-learning.
Our pedagogical approach is interactive.
The training consists of a course, educational activities and a final evaluation.

TRACKING AND EVALUATION TOOLS

The certification/validation is done online: reading 100% of the course pages and a score equal or superior to 80% of responses correct (adjustable threshold).

An administrator account allows for the tracking of time spent on the platform and learner results.

At the end of the training, a **personalised follow-up** can be arranged in the form of **telephonic tutoring** or **virtual classes** (according to the number of participants). The objective is to review the points in each course that have not been validated by the learner and to work on the identified areas for improvement. **Test calls** can also be made.

Type of training
E-learning

Type of training
2 hours 30 minutes

Public
Medical and scientific information officers/specialists and Customer relations manager

Capacity
Unlimited

Prerequisites
Scientific Bac +3

Educational Coordinator
Disability adviser: Baptiste GAUDY
contact@europharma.fr - 01 41 12 27 77

Objectives and Targeted Skills

Educational objectives :
- Know the missions and organisation of medical information
- Master the procedure for managing medical information requests

Training context :
- This training is compatible with an integration process when recruiting a new employee
- This training can also be offered on an on-going basis within the context of competence development

APPENDIX – TRAINING PLAN

• **Introduction**
• **What is medical information?**
- Definition
- Role of medical information
- Repositories
- Objective
- Issues
- Who are the enquirers?
- What are their expectations?
- Organisation
- Role of SIMS
- Interactions with other services

• **Organisation of medical information**
- Request circuit
- Medical information level 1 / level 2
- Vigilance cases
- Product quality complaint cases

• **Management of medical information requests**
- Telephone requests
- Written requests
- Recording of requests
- General management of requests
- 1st line requests
- 2nd line requests
- PV declarations
- Quality complaints
- Crisis management

REGULATORY CERTIFICATION TRAINING (MEDICAL EXAMINATION CHARTER)

The Charter of Information on Canvassing and Prospecting was signed October 15th, 2014 between the Economonic Committee for Health Products (Comité Economique des Produits de Santé (CEPS)) and LEEM, a trade union representing pharmaceutical companies, asking pharmaceutical companies to certify the networks of medical informers canvassing and prospecting through visits to healthcare professionals.
EUROPHARMA has created the FIDP program, approved by the CPNVM: canvassing and prospecting certification training for medical informers, consisting of 7 regulatory modules and accessible on our dedicated online platform.

TRAINING CONTENT

A detailed overview of the 7 modules is attached as an appendix.
The FIDP training course uses **3 distinct tools :**

- **Tool n°1 "Evaluation":** the course allows medical visitors to assess their level of knowledge on the points of reference identified by LEEM in the framework of the medical visit charter.
- **Tool n°2 "Training":** the course enables medical visitors, within the context of continuing education, to review any concepts for which they may have failed to obtain the minimum required level during their initial assessment.
- **Tool n°3 "Validation":** the course permits medical visitors to definitively validate their knowledge of the critical points identified.

PEDAGOGICAL AND TECHNICAL METHODS

The evaluation, training and validation are complete via e-learning.
Our pedagogical approach is interactive, putting the learner into action, accompanied by a voice-over tutor. The educational breakdown amounts to around 70% lessons, 30% training.
The learner is able to download certificates of achievement for each module.

Type of Training
E-learning

Training Duration
3 hours per module, 21 hours for the entire course.

Public
Canvassing and prospecting medical informers (Medical Visitors)

Capacity
10 face-to-face,
Unlimited via e-learning

Prerequisites
Medical visitor diploma

Educational Coordinators
Disability adviser: Emilie BERNADAC
contact@europharma.fr - 01 41 12 27 77

Objectives and Targeted Skills

Update and certify skills and knowledge on the 7 regulatory themes according to the medical information charter :

The certification of this training contributes toward obtaining the AGVM (Association pour la Gestion de la Formation des Visiteurs Médicaux) professional card.

TRACKING AND EVALUATION TOOLS

Each module of the program consists of 4 steps, each integrating different tools of assessment (MCQ, interactive questions, mock scenarios):

- **Step 1 :** Placement test consisting of 10 MCQs per theme, which allows the learner to check their level of knowledge on the 7 training themes.
- **Step 2 :** Alternating course modules and practice questions (multiple-choice or single-answer).
- **Step 3 :** Theoretical knowledge evaluation by MCQ (10 questions/module). The certification threshold and the number of test attempts available to learners are set to the preference of the client laboratory (Ex: 80%, 3 attempts, 90 seconds/question).
- **Step 4 :** Practical skills assessment phase using mock scenarios: 10 randomised single-answer questions.

The certification is done online. This allows each user to verify their understanding of each training theme. This process involves:

- A question bank responding to the educational objectives.
- Validation of each educational objective by several questions.
- Randomised selection of questions for each educational objective, as well as a randomised order of questions selected

Administrator accounts allow for the tracking of individual information:

- Time spent on the platform
- Auto-evaluation results
- Certification results

At the end of FIDP training, a **personalised follow-up** can be arranged in the form of **telephonic tutoring** or **virtual classes** (according to the number of participants). The objective is to review the points in the module that have not been validated by the learner and to work on the identified areas for improvement.

APPENDIX: TRAINING PLAN

1. Medication: drug classes, prescription and dispensation rules, proper drug use

Objectives

A- Drug definition

1. The life of a drug
2. AMM derogation system: ATU and RTU
3. Generic drugs
4. Biosimilars
5. Vaccines
6. Drug traceability

B- Prescription rules

1. Who can prescribe?
2. How to prescribe?
3. Drugs subject to mandatory prescription
4. Drug with special prescriptions
5. Drugs subject to restricted prescription
6. Drugs not requiring prescription

C- Dispensation rules

1. Rules for dispensing drugs
2. Dispensing orphan drugs

D- Proper drug use

1. Prescriber obligations
2. Pharmacist obligations
3. Medical informer obligations

Training

2. Drug management process

Objectives

A- Regulatory circuit for reimbursable drugs

1. AMM dossier
2. AMM derogation system: ATU and RTU
3. Transparency dossier: SMR and ASMR
4. Management dossier

B- Regulatory circuit for drugs sold to hospitals

1. List of specialities approved for use by local authorities and various public services
2. List of specialities supported through hospital services
3. List of specialities able to be sold to the public by Hospital/Clinic pharmacies

(Pharmacies à usage intérieur, PUI)

C- Roles of supplemental insurance

1. Supplemental health insurance
2. Third-party payers

Training

3- Pharmacovigilance and product complaints

Objectives

A- Pharmacovigilance environment

1. Declaration to the ANSM
2. Declaration progression
3. Source of declarants
4. Type of adverse effects reported
5. Surveillance implemented by the ANSM

B- Pharmacovigilance in practice

1. What is declared?
2. Who declares?
3. How do I declare?
4. Notification process
5. Actions to implement
6. Where is the information found?

C- Pharmacovigilance tools

1. Databases
2. PSMF : Pharmacovigilance System Master File
3. PGR : *Plan de Gestion des Risques* (Risk Management Plan)
4. Post-AMM studies
5. PSUR: Periodic Safety Update Report / PBRER: Periodic Benefit Risk Evaluation Report
6. Enhanced monitoring

D- Pharmacovigilance actors

1. French pharmacovigilance system
2. European Medicines Agency
3. PRAC: Pharmacovigilance Risk Assessment Committee

E- Pharmacovigilance regulation

1. National texts
2. European texts

F- Product complaints

1. In what context should a complaint be made?
2. Who submits a complaint in cases of non-conformity?
3. What measures are taken following non-conformity complaints?
4. What are the sanctions for counterfeiting?

Training

4- Deontology: anti-gift law and link transparency

Objectives

A- General principles

1. 1st topic: scope of the anti-gift law
2. 2nd topic: regulation of scientific activities
3. 3rd topic: hospitality offered in the course of professional endeavours
4. 4th topic: Terms and conditions of conventions between companies and healthcare professionals
5. 5th topic: Normal working relationships

B- Anti-gift law in current practice

1. Recurring events: Post-Graduate Education
2. Recurring events: weekend seminars
3. Recurring events: practical on-site training courses
4. Congresses
5. Research activities
6. Donations, scientific work and subscriptions

C- Deontology concerning the different actors

Training

5- Publicity

Objectives

A- Definition according to the CSP

B- Promotional rules

1. Healthcare professionals
2. General public
3. Comparative advertising
4. Samples

C- Consequences in case of non-compliance with regulations

D- Advertising control

E- Promotional and non-promotional material

F- Positive list

Entraînement

6.Charter and certification

Objectives

A- Applicable rules of the charter

1. Presentation of the new charter
2. Review of the charter's rules
3. Additions to the charter

B- Quality of the information provided

C- Monitoring of medical informer activity

Training

7. Organisation of the healthcare system

Objectives

A- Introduction: health and healthcare systems

B- Demographic and epidemiological context

C- Healthcare system financing

D- Legal context: HPST law & the 2016 modernisation law

E- Stratégie Nationale de santé (SNS) (National Health Strategy)

F- Certification of healthcare establishments

G- Coordinated care pathways

H- Personal health record & Pharmaceutical record

I- Modes of practice of independent physicians

J- Prevention

K- Support by sector

L- Short-term hospital care

M- In-home and palliative care teams

N- Hospital-city coordination

O- Telemedicine

P- Therapeutic Patient Education (PTE)

Q- Training of healthcare professionals

R- Prescription and dispensation aid software

S- Prescription by INN

Training

STRATHOP

The "STRATHOP" training presents the partners' map and the allies' strategy for optimized business development. It is adapted to your problems with situating your practical cases.

TRAINING CONTENT

The training consists of 2 modules including a course and an evaluation.
The detailed outline of the modules is given in the appendix.

EDUCATIONAL AND TECHNICAL DEVICES

Training and validation are done in person.
During this training, the learner discovers many theoretical notions that he/she will apply during the second day, on scenarios adapted to his/her needs.
Our educational approach is interactive.
The training includes a course, workshops and a final evaluation.

MONITORING AND EVALUATION MECHANISMS

The certification / validation is done in person using an adapted questionnaire.

Type of training
Face-to-face

Duration of training
2 days

Public
Hospital Delegates, MSL,
Field and sales staff…

Capacity
10

Prerequisite
BAC +2

Educational coordinator
Disability adviser: Emilie BERNADAC
contact@europharma.fr - 01 41 12 27 77

Objectives and Targeted Skills

Educational objectives :
- Develop a goal at a given moment T
- Identifying project partners
- Understanding the partner map
- Implementing an Allied Strategy

Training Framework :
- This training is compatible with an integration path when recruiting a new employee
- This training can also be offered continuously as part of a skill development

APPENDIX - TRAINING PLAN

Day 1: Allied strategy

- Concept of objective and project
- The players
- Synergy and antagonism
- Game and intention
- Behavioural responses
- Concept of power
- Map of Partners / players
- Strategy of allies (typology of players, targets, use of allies)
- Mobilization of hesitant
- Mobilisation of liabilities
- Opposition management
- Project animation system
- Synthesis

Day 2: Practical application on at least 2 centres selected by the DH

- Objectives, partners
- Behavioural identification: synergy/antagonism, intention/action, power
- Map of partners: opponents, hesitant, passive, allies
- Identification of suitable communication modes
- Implementation of Allied Strategy
- Development of an action plan

TELEPHONE COMMUNICATION TRAINING

The "Telephone Communication" training course introduces good customer relations practices, with a basis in telephone communication.

TRAINING CONTENT

The training consists of **1 module containing the course, recordings, learning activities and an evaluation.**
A detailed overview of the module is attached as an appendix.

PEDAGOGICAL AND TECHNICAL METHODS

The training and the validation are completed via e-learning.
Our pedagogical approach is interactive.
The training consists of a course, educational activities and a final evaluation with test calls.

TRACKING AND EVALUATION TOOLS

The certification/validation is done online: reading 100% of the course pages and a score equal or superior to 80% of responses correct (adjustable threshold).

An administrator account allows for the tracking of time spent on the platform and learner results.

At the end of the training, a **personalised follow-up** can be arranged in the form of **telephonic tutoring**. The objective is to review the points in the module that have not been validated by the learner and to work on the identified areas for improvement. **Test calls** can also be made.

Type of training
E-learning

Training duration
2 hours

Public
Medical and scientific information officers, secretaries, switchboard operators, and, more generally, any member needing to communicate by telephone

Capacity
Unlimited

Prerequisites
BAC

Educational Coordinator
Disability adviser: Suzanne LAMOTTE
contact@europharma.fr - 01 41 12 27 77

Objectives and Targeted Skills

Educational objectives :
- Know the steps to telephone communication
- Know how to optimise your image, as well as that of the company

Training context :
- This training is compatible with an integration process when recruiting a new employee
- This training can also be offered on an on-going basis within the context of competence development

APPENDIX – TRAINING PLAN

- **Introduction**
- **Keys to successful telephone communication**
  - Interpersonal skills
  - Know-how
  - Key elements
  - The rules of active interlocutors

- **Optimising your image and that of your company**
  -Incoming calls
  - Preparing to answer an incoming call
  - 10 key steps for taking a call (PERP method)
  - Outgoing calls
  - Preparing the call
  - Making the call (CROC method)

- **Special cases**
  - Ending a long, drawn-out call
  - Dealing with a disgruntled caller

- **Conclusion**

VIGILANCE ACADEMY TRAINING

The Vigilance Academy training program provides a regulatory and operational framework for pharmacovigilance activities. This program is composed of 4 modules, independent of each other, to be chosen according to your needs, and accessible on our dedicated online platform. Other modules will be scheduled for the year 2021 (Signal detection, PV database, etc.), do not hesitate to consult us.

TRAINING CONTENT

The training consists of 4 modules, including a course, educational activities and an evaluation
- Pharmacovigilance
- Pharmacovigilance System & EU QPPV Responsibilities
- Pharmacovigilance Inspection and Audit
- Materiovigilance

The detailed outline of the modules is given in the appendix

PEDAGOGICAL AND TECHNICAL METHODS

The training and validation are complete via e-learning and in person sessions can be offered à la carte.
Our educational approach is interactive.
The training includes a course, educational activities and a final evaluation.

MONITORING AND EVALUATION MECHANISMS

The certification/validation is done online: reading 100% of the course pages and a score equal or superior to 80% of correct answers.
An administrator account allows to follow the connection time and the learner results.
At the end of the training, a personalised follow-up can be arranged in the form of telephonic tutoring or virtual classes (depending on the number of participants). The objective is to review the points in each course that have not been validated by the learner and to work on the identified areas for improvement.

Type of training
E-learning, with optional virtual classes or face-to-face classes

Training duration
9h

Public
All types of employees in the pharmaceutical industry (head office and field)

Capacity
Unlimited

Prerequisites
Scientific Bac +3, english

Educational Coordinator
Disability adviser: Suzanne LAMOTTE
contact@europharma.fr - 01 41 12 27 77

Objectives and Targeted Skills

Educational objectives :
- Know the regulations of vigilance professions
- Strengthen operational processes

Training context :
- This training is compatible with an integration process when recruiting a new employee.
- This training can be offered continuously also as part of a skill development or an annual assessment.

APPENDIX - TRAINING PLAN

1. Pharmacovigilance

Objectives

- **Pharmacovigilance environment**
  - Declaration to the ANSM
  - Declaration progression
  - Origin of declarations
  - Type of adverse effects reported
  - Surveillance implemented by the ANSM
- **Pharmacovigilance in practice**
  - What is declared?
  - Who declares?
  - How do I declare?
  - Notification process
  - Actions to implement
  - Where is the information found?
- **Pharmacovigilance tools**
  - Databases
  - PSMF: Pharmacovigilance System Master File
  - PGR: Plan de Gestion des Risques (Risk Management Plan)
  - Post-AMM studies
  - PSUR: Periodic Safety Update Report / PBRER: Periodic Benefit Risk Evaluation Report
  - Enhanced monitoring
- **Pharmacovigilance actors**
  - French pharmacovigilance system
  - European Medicines Agency
  - PRAC: Pharmacovigilance Risk Assessment Committee
- **Pharmacovigilance regulations**
  - National texts
  - European texts

Conclusion

2. Système de Pharmacovigilance & responsabilités de l'EU QPPV

Objectives

Introduction

- Definition and objectives of a PV system
- PV actors

- **Quality Management System**
  - Quality cycle
  - Documentation of the Quality system
  - MAH responsibilities for PV system
  - Record management
  - Retention period
- **Training**
- **Compliance**
  - Facilities and equipment
  - Compliance management by the MAH
  - Requirements for PV tasks subcontracted
  - Monitoring of the performance and effectiveness of the PV system and its quality system
- **EU QPPV**
  - Definition
  - Documentation
  - Roles
  - Oversight

Conclusion

3. Inspection et Audit en Pharmacovigilance

Objectives

Introduction

- **Audits**
  - Definition
  - Risk analysis
  - Organisation
- **Inspections**
  - Definition
  - Differents types of inspection
  - Organisation
- **Items audited/inspected**

Conclusion

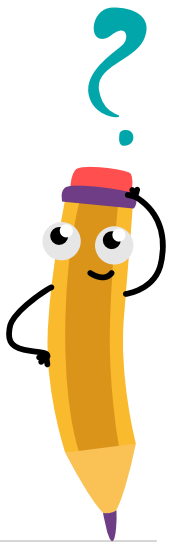
4. Matériovigilance

Objectives

- **Contexte**
- **Definitions**
- **French requirements**
- **Actors**
- **Obligations**
  - From the manufacturer
  - From the agent/distributor
  - From the importer
- **Status of MD/IVMD**
- **Classification of MD**
- **Content of technical documentation**
- **Content of technical documentation relating to post-market surveillance**
- **Post-market surveillance**
- **Data to be continuously monitored**
- **Incident notification**
- **Trend report**
- **Analysis of serious incidents and corrective security measures**
- **Notification deadline**
- **Periodic reports**
  - Post-market surveillance report
  - Periodic safety update report
  - SCAC assessment report
- **Risk management**
- **Interface with the risk management process**
- **Risk analysis**
- **EUDAMED**
- **Role of competent authorities**

Conclusion

PERSONAL NOTES



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