JOB TITLE: Staff Pharmacist FLSA STATUS: Hourly – Union

DEPARTMENT: Pharmacy DATE: January, 2020

REPORTS TO: Director of Pharmacy APPROVED BY: Director of Pharmacy

JOB SUMMARY:

The primary professional responsibility of the pharmacist is to provide pharmaceutical care: identifying, assessing and solving medication related problems. Responsible for interpreting medication orders and prescriptions and compounding and dispensing medications and other pharmaceutical supplies according to written prescriptions issued by an authorized prescriber. Establishes policies, procedures, standards, and objectives for the provision of services and coordinates with other departments to provide maximum level of services to patient and customer staff. Plans, organizes and directs department efforts and monitors the quality of staff performance and the effectiveness of pharmacy programs to ensure that we fulfill our obligation to meet the patient's pharmaceutical needs. Provides requested drug information to health care professionals and patients and dispenses pharmaceuticals to patients as delineated by the Department of Pharmacy. Participates in limited clinical pharmacy services.

MISSION, VISION and VALUES adherence:

The successful candidate(s) must share and demonstrate through job performance (and will be evaluated on) the ability, willingness and successful application of support for the Mission, Vision and Values of the District:

Mission: To provide premier Health Care

Vision: To be a recognized leader in mission focus, quality care, and fiscal strength

Values: Compassion, Respect, Integrity, Quality, Stewardship, and Family

Essential Duties and Responsibilities: includes the following and other duties may be assigned. Nothing in this job description should be inferred to condone an employee acting out of their scope of license. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

* Reviews and interprets physicians’ orders for appropriateness relevant to other departments (e.g., drugs for diagnostic procedures, laboratory tests) to ensure that overdoses or under-doses have not been prescribed and that interactions, incompatibilities or toxic compounds will not result from the combination of medications. Ensures that drugs are appropriately labeled, stored and utilized according to physicians’ instructions.
* Dispenses prescriptions to outpatients in accordance with hospital policy and in conformance with regulations and laws dealing with the class of prescription; counsels patients about their medications and maintains an accurate, up-to-date patient profile.
* Maintains necessary controls with respect to audited controlled drugs and alcohol; prepares controlled drug requests for delivery by a technician to the designated nursing unit and ensures that the order is accurate; processes returns as necessary.
* Supervises prepacking of drugs and control procedures.
* Provides drug information such as dosing, compatibilities and formulary substitutes to nursing, physicians and other health care practitioners.
* Prepares specialized solutions for administration via intravenous route such as chemotherapy, hyper alimentation and antibiotics and ensures that the stability and sterility of these solutions is appropriate for patient consumption.
* Participates in in-service education programs when requested.
* Arranges to obtain drugs in emergency situations.
* Maintains a positive and instructional interaction with assigned nursing units. Monitors activity on these units, evaluates floor stock supply and ensures appropriateness of medication storage in conformance with regulatory agency and established hospital policies (performance of nursing unit inspections is a monthly requirement).
* Verifies the work performed by support personnel, which includes patient drug data entry, cassette filling and unit-dose drug distribution.
* Maintains up-to-date knowledge of the profession by participating in organization memberships; by attending meetings, lectures, in-services and seminars; by reading journals; and by complying with National Standards of Continuing Education to maintain professional competency and proficiency.
* Participates in clinical programs instituted in the department such as drug-level monitoring, antibiotic monitoring and pharmacokinetic consults; communicates with the coordinator of Clinical Pharmacy Services on such issues as necessary.
* Participates in special studies as requested.
* Ensures that the quality of professional services is maintained.

Education and Experience:

* Graduation from an ACPE accredited school of pharmacy.
* Current license with State Board of Pharmacy.
* 1+ years of experience in pharmacy practice preferred.
* Knowledge of state and federal laws and regulations governing pharmacy services. Proficient is the use and application of new medications and technology.

CORE COMPETENCIES:

* Compassion – Welcomes, mentors and receives new team members. Shows concern for the welfare of others.
* Respect – Manages conflict with respect and dignity for others. Attempts to address issues before escalating.
* Integrity – Owns professional development and seeks self-development. Uses good judgment in resolving job problems. Generates and evaluates alternative solutions and makes effective and timely decisions.
* Quality - Pays close attention to detail. Strives to achieve excellence in all things.
* Stewardship – Careful and responsible management of WCHCD resources. Finds productive work to keep busy during slack periods.
* Family – Creates and participates in a team environment. Applies effective interpersonal and problem-solving skills when responding to coworkers, patients and visitors.

POSITION SPECIFIC COMPETENCIES:

* Medicine and Dentistry — Knowledge of the information and techniques needed to diagnose and treat human injuries, diseases, and deformities. This includes symptoms, treatment alternatives, drug properties and interactions, and preventive health-care measures.
* Customer and Personal Service — Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.
* Law and Government — Knowledge of laws, legal codes, court procedures, precedents, government regulations, executive orders, agency rules, and the democratic political process.
* Administration and Management — Knowledge of business and management principles involved in strategic planning, resource allocation, human resources modeling, leadership technique, production methods, and coordination of people and resources.
* Monitoring — Monitoring/Assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action.
* Service Orientation — Actively looking for ways to help people.
* Judgment and Decision Making — Considering the relative costs and benefits of potential actions to choose the most appropriate one.
* Time Management — Managing one's own time and the time of others.
* Complex Problem Solving — Identifying complex problems and reviewing related information to develop and evaluate options and implement solutions.
* Systems Analysis — Determining how a system should work and how changes in conditions, operations, and the environment will affect outcomes.
* Information Ordering — The ability to arrange things or actions in a certain order or pattern according to a specific rule or set of rules (e.g., patterns of numbers, letters, words, pictures, mathematical operations).
* Mathematical Reasoning — The ability to choose the right mathematical methods or formulas to solve a problem.

Work Environment:

This job operates in a healthcare setting.  This role requires regular walking to various locations around the hospital. This role also routinely comes into contact with patients who may have contagious illnesses.

Physical Demands:The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

Position Type and Expected Hours of WorkThis is a position in a healthcare facility which is open 24 hours a day, 365 days a year.  Rotating shifts as well as holiday and work during inclement weather may be required.

WCHCD Code of Conduct and Confidentiality Statement:

As an employee of Wallowa County Health Care District (WCHCD) you must agree to abide by the following code of Conduct/Confidentiality Statement.

I understand and agree that in the performance of my duties I must hold medical information in confidence. I understand that any violation of the confidentiality of medical information may result in punitive action. I will at all times protect the safety of our patient/residents understanding that they are our “customers” and the reason for our employment. I will avoid any and all personal conflicts of interest as it relates to my position at this facility. I agree to abide by the dress code for WCHCD. I will not use any of the assets of WCHCD for personal use. I will abide to all rules and regulations of the State of Oregon and the United States in relation to the operation of a medical facility. I will treat my co-workers at all times in a professional & courteous manner. I will strive to always work as a team player with my co-workers. I agree to report any perceived medical/facility operation noncompliance issues immediately to the CEO.

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I have read and understand the above job description.

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Employee Signature Date: