

REPORTS TO:	Director of Pharmacy
REVISED:	09/2023
	See current organizational chart for oversight/administrative support information

PRIMARY FUNCTION:

The hospital pharmacist will advance exception care in the pharmacy department. The pharmacist will plan, implement, administer and monitor pharmacy services to provide the highest quality patient care and customer service.

QUALIFICATIONS:

Education and/or Experience

- Master’s Degree in Pharmacy required (RPH or PharmD)
- Preferred 1+ years hospital pharmacy experience

Certificates, Licensure, Registrations

- Current state license to practice pharmacy
- For job-specific certifications refer to the [Education Certification Requirements by Job Category: Clinical Staff](#)

Essential Job Duties and Responsibilities	
1.	<p>Interprets medication orders (verbal and written) and transcribes to computerized patient medication profiles accurately and in a timely manner. Enters patient information accurately and completely in a timely manner.</p> <ul style="list-style-type: none"> • Compounds and dispenses pharmaceuticals, including sterile products accurately and in a timely manner. • Issues controlled substances to patient care areas and maintains records as required by law. • Checks all work complete by pharmacy technicians to verify accuracy and completeness.
2.	<p>Ensures safe, appropriate, cost-effective medication therapies for patients according to established policies, procedures, and protocols.</p> <ul style="list-style-type: none"> • Monitors drug therapy regimens for contraindications, drug-drug interactions, drug-food interactions, drug-laboratory test interactions, allergies, appropriateness of drug and dose, and therapeutic duplications. • Assists with pharmacokinetics consult service and drug dosing per organizational protocol. • Reviews/interprets culture and susceptibility data for antibiotic appropriateness and recommends changes, as needed. • Reads, extracts, and interprets information in patient charts accurately and in a timely manner.

Essential Job Duties and Responsibilities	
	<ul style="list-style-type: none"> • Detects and reports suspected adverse drug reactions and medication errors accurately and in a timely manner. • Sustains the formulary by minimizing non-formulary procurements, utilizing therapeutic substitution protocols, and promoting rational drug therapy selection. • Provides clinical consultation and clarification to practitioners. Suggests appropriate, cost-effective therapeutic alternatives to medical staff, as needed. • Provides accurate, adequate, and timely drug information to the professional staff. • Provides drug information to patients and their families.
3.	<p>Contributes to the quality and effective operation of the department.</p> <ul style="list-style-type: none"> • Works independently with minimal supervision. Organizes and prioritizes work assignments. Ensures pharmacy services are provided in a timely manner. • Completes and documents inspections of all assigned medication storage areas as indicated by protocol. Identifies and replaces outdated and unusable drugs. • Keeps pharmacy areas and equipment clean, neat, and well organized.
4.	<p>Performs and maintains documentation.</p> <ul style="list-style-type: none"> • Documents accurate and ongoing assessments of patient status that reflect nursing interventions, patient responses, patient teaching and status of outcomes at discharge. • Documents all clinical activities and interventions accurately and completely.
5.	<p>Communicates effectively.</p> <ul style="list-style-type: none"> • Communicates and collaborates effectively with other health team members regarding patient condition, patient satisfaction needs and recommendations for meeting identified outcomes. • Follows approved format when communicating patient information. • Identifies and recognizes abnormal symptoms/changes in patient condition, established priorities, and takes appropriate action. Appropriately reports condition changes to medical provider.
6.	<p>Participates in CRHC'S Quality program, committees, performance and quality improvement initiatives, and activities which support the facility and department operations.</p> <ul style="list-style-type: none"> • Demonstrates a commitment to the practices of Quality Improvement (QI). • Regularly attends Department huddles • Completes tasks as outlined on Department Huddle Board
7.	<p>Performs other duties as assigned.</p>

ESSENTIAL Work Environment & Physical Requirements:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Physical Activity	Not Applicable	Occasionally (0-35% of day)	Frequent (36-66% of day)	Continuous (67-100% of day)
Sitting				X
Standing		X		
Walking		X		
Climbing	X			
Driving		X		
Lifting (floor to waist level)		35 lbs		
Lifting (waist level and above)		35 lbs		
Lifting (shoulder level and above)		35 lbs		
Carrying objects			X	
Push/pull		X		
Twisting		X		
Bending		X		
Reaching forward			X	
Reaching overhead		X		
Squat/kneel/crawl		X		
Wrist position deviation			X	
Pinching/fine motor activities			X	
Keyboard use/repetitive motion				X

Sensory Requirements	Not Applicable	Accurate 20/40	Very Accurate 20/20
Near Vision		X	
Far Vision		X	
Color Discrimination		X	
Depth Perception		X	
Hearing		X	

Environment Requirements	Not Anticipated	Reasonably Anticipated
<i>Occupational Exposure Risk Potential</i>		
Bloodborne Pathogens	X	
Chemical	X	
Airborne Communicable Disease	X	
Extreme Temperatures	X	
Radiation	X	
Uneven Surfaces or Elevations	X	
Extreme Noise Levels	X	
Dust/Particulate Matter	X	
Other (List) Hazardous Medication		X

Shift Requirements	8 hrs/day	10 hrs/day	12 hrs/day	Other (varied)

Usual workday hours	x			
Regular, punctual attendance for assigned shifts	Yes			
Available to work overtime	Yes			

ESSENTIAL FUNCTION FORM

In compliance with the Americans with Disabilities Act, we are requesting that you read the job description and answer the following question. If you would like assistance with this process, please ask Human Resources.

Can you perform the essential functions of the position with or without reasonable accommodations?

YES

NO

Name (please print): _____

Signature: _____ Date: _____