



DIVISION SCOPE OF SERVICE

Division: NORTH CAROLINA

Classification: PHARMACIST

Applicant Name:

Pharmacist:

The Pharmacist must have equivalent qualifications, competence and function in the same role as employed individuals performing the same or similar services at the facility, as defined by facility job description

Definition of Care or Service:

The Pharmacist is legally responsible for all functions performed by supportive personnel (i.e., pharmacy techs, pharmacy students/inters/externs) and check all work specified by law. Scope of Service may include:

- Prescribes (Consults with physicians, nurses and other staff members concerning patient-specific drug therapy issues [drug selection, indications, allergies, contra-indications, side effects and adverse reactions, dosage, and product availability]; encourages rational, appropriate, and cost-effective drug therapy by suggesting formulary alternatives when non-formulary drugs are prescribed; utilizes the patient medication profile reviews and evaluates all medication and IV orders; performs parenteral nutrition when electrolyte, base components, and lipid formulations require adjustments)
- Dispenses (Processes, dispenses and checks all physician's medication and IV solution orders [unit dose drawers, first doses, extemporaneous preparations, sterile products, outpatient prescriptions, etc.] appropriately with 100% accuracy and timely manner, maintains all legally required documentation [i.e., medication order processing, controlled substances, investigational drugs, etc.], coordinates order processing and compounding of total parenteral nutrition [TPN] and intravenous solution with 100% accuracy, coordinates the accurate and timely processing and preparation of chemotherapeutic agents assuring that all special compounding procedures for handling chemotherapy agents are performed, and assures the proper compounding, labeling and dispensing of all extemporaneous products are in accordance to established pharmaceutical guidelines and compendia.)
- Administers (Provides accurate, adequate and timely drug and poison information to staff, participates in orientation, education and training for staff, and provides drug education to patients and their families.)
- Monitors (Monitors drug therapy regimens for contraindications, drug-drug/drug-food/drug-herbal interactions, allergies and appropriateness of drug and dose; provides pharmacokinetic consult service; documents all clinical activities and interventions accurately and completely [DUE, patient rounds, restricted drugs, renal dosing, etc.]; reviews/interprets culture and sensitivity data for antibiotic appropriateness and recommends changes as needed; detects and reports suspected adverse drug reaction and medication errors accurately and in a timely manner; and coordinates TPN/IV microbial sterility testing [quality assurance] according to procedures.)
- Understands the authority, accountability and auditing related to controlled substance management.
- Assists in training pharmacy techs, students, interns/externs, residents, faculty, providers
- Includes adult and pediatric patients
- Direct supervision of support personnel in the immediate assigned area.
- Plans, implements and modifies treatment programs
- Examines patient's medical history
- Accept and dispense prescription medications



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- Provide consultation on prescription and non-prescription medications for storage, dosage, side effects, and drug interactions
- Prepare sterile solutions following proper procedures
- Supervise pharmacy staff members including pharmacy technicians, pharmacy clerks, etc.
- Proper management of patient records and pharmacy files
- Maintain appropriate inventory on pharmaceutical and medical supplies
- Identify patient's drug-related problems and effectively communicate with physicians and other healthcare practitioners
- Work in conjunction with physicians, nurses, other pharmacists, pharmacy interns, etc.
- Provide specialized educational programs and health promotions to help patients manage chronic health conditions such as hypertension and diabetes
- Demonstrates Clinical and Service excellence behaviors to include HCA Healthcare code of conduct core fundamentals in daily interactions with patients, families, co-workers and physicians

Setting(s):

- Healthcare facilities including but not limited to hospitals, outpatient treatment facilities, ambulatory surgery centers, and physician practices.

Supervision: Direct supervision by department director, site manager or designee.

Evaluator: Pharmacy Department Director or designee

Tier Level: 2

eSAF Access Required: YES

Qualifications:

- Bachelor degree or higher in Pharmacy
- Current state license as a Pharmacist.

NOTE: Where education may not be defined in qualifications area of the Scope, HCA Healthcare requires the highest level of education completed (not training or courses) confirmed on your background check.

State Requirements:

- North Carolina requires a Pharmacist license through the North Carolina Board of Pharmacy

Experience:

- Six months experience in a retail or hospital environment as a pharmacist.

Competencies:

The Pharmacist will demonstrate:

- Safe, effective and cost-effective use of drugs through the application of specialized knowledge, skills and professional judgment.
- Demonstrates comprehensive knowledge of the practice of pharmacy and medication safety practices.
- Demonstrates the ability to plan, provide and monitor the delivery of pharmaceutical services.
- Recognizes the needs and concerns of people and to maintain constructive relationships in dealing with them.
- Communicates effectively orally and in writing.
- Assume 24-hour responsibility for integration of interpersonal aspects in all patient care.
- Recognizes personal responsibility in striving for innovative health care delivery which meets contemporary needs and assumes leadership in negotiating for changes in health care.
- Maintains knowledge of federal, state, and local laws and established standards concerning practice of



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Pharmacy.

- Acts in a consulting and advisory capacity to physicians, nursing, and various departments.
- Works with automated systems. Granted Automated Dispensing System/Meditech access and privileges.
- Accurate patient information review and evaluation
 - Uses at least two ways to identify patients before filling an order
 - Verifies that the requested order correlates with the patient's clinical history, presentation and physician order
 - Accesses the patient medical record appropriately
 - Documents in the medical record according to the facility standard/policy
- Appropriate Treatment of Patients
 - Serves as a patient advocate when planning and implementing pharmaceutical care by considering the patient's disease conditions, age background, need for understanding and participation in drug therapy in a fiscally responsible manner.
 - Utilizes outcome measures to assess the results of interventions administered to patients
 - Notifies the appropriate health provider when immediate treatment is necessary, based on procedural findings and patient condition
 - Provides a written or oral summary of preliminary findings to the physician
 - Obtains patient's height, weight, allergy information prior to dispensing first dose.
 - Clarifies medication orders with ordering physician, when necessary.
- Infection Prevention
 - Practices consistent hand hygiene
 - Uses personal protective equipment (PPE)
 - Required immunizations per Division requirements
 - Complies with Isolation precautions

References:

Pharmacist Job Description <http://www.healthcaresalaryworld.com/pharmacist-job-description/>

N. Carolina Board of Pharmacy: <http://www.ncbop.org/>

Pharmacist License Verification: <https://portal.ncbop.org/verification/search.aspx>

Your signature confirms you will be able to comply with the Qualifications and Competencies listed within this Scope of Service and that you will confirm education via your background check.

Applicant Printed Name: _____

Signature: _____

Date: _____