

Job Class Profile: Clinical Pharmacist ID**Pay Level: CG-40 Point Band: 916-949**

Factor	Knowledge	Interpersonal Skills	Physical Effort	Concentration	Complexity	Accountability & Decision Making	Impact	Development and Leadership	Environmental Working Conditions	Total Points
Rating	6	5	3	6	6	5	5	3	5	
Points	280	83	19	29	180	108	103	64	54	920

JOB SUMMARY

The Clinical Pharmacist ID provides professional pharmaceutical services in a regional health authority. Provides a comprehensive assessment of a patient's medication requirements and therapy, medication selection, dosage, route and method of administration, and delivers individual or group counseling. Clinical responsibilities include medication therapy monitoring, drug utilization reviews, participation in multi-disciplinary teams, supervising students and pharmaceutical support staff, and providing education programs and information.

Key and Periodic Activities

- Writes prescriptions (independently) for specific medications, switches or interchanges medications to more appropriate agents, orders and reviews laboratory blood work to monitor drug levels/therapy and to ensure the safety of drugs. Makes changes to drug doses, in order to determine the most appropriate dose.
- Provides comprehensive assessment of patient's medication therapy which involves assessing medication selection, dosage requirement, the route and method of administration, monitoring of responses to drug therapy, providing recommendations and/or modifying the therapeutic plan as required.
- Evaluates, clarifies questionable/unclear orders, and verifies the accuracy of physician written orders. Also assesses patient's therapy for drug interactions and allergies, identifies, monitors, makes changes, or denies access to a medication, if deemed harmful to a patient, or gives medication recommendations.
- Supervises the distributive tasks performed by pharmacy technicians, undergraduate pharmacy students, and postgraduate pharmacy interns. Performs the final check in the distributive functions and accepts legal and professional responsibility for the work.
- Takes medication history on patients through patient interview, chart review, and discusses with other pharmacists. Acts as a liaison between hospital and retail pharmacists to ensure patients receive the correct medications by medication reconciliation on admission, as well as upon discharge and transfer. Counsels and educates patients and families and the healthcare team on current, new and novel therapies and may develop, plan, and conduct presentations, written material or conduct teleconferences.
- When required to work on-call, is directly responsible for the administration, direction and provision of pharmacy services including problem solving related to drug therapies, expenditure of funds, and advising on pharmaceutical policy and procedures.

Key and Periodic Activities

- Performs calculations, monitors, or oversees the preparation of and supervision of pharmacy technicians in the mixing of specialized therapies such as intravenous drugs including chemotherapy and prenatal nutrition. Responsible for the quality assurance program within these specialized admixture areas.
- Monitors drug therapy by initiating and maintaining computerized medication profiles of patients.
- Attends and participates in physician and multidisciplinary rounds in designated patient care areas.
- Provides drug/departmental information on enquiry from patients, physicians, and other healthcare professionals.
- Acts as a preceptor, mentor, and clinical advisor for undergraduate students, clinical clerkship, and postgraduate interns, and evaluates students as appropriate.
- Researches, develops, and implements protocols and guidelines for medical, nursing and pharmacy staff and may control, plan, and organize the distribution of drugs used in clinical trials.
- May carry out site visits to identify problems and perform audits, address any concerns and devise solutions.
- May provide some outpatient pharmaceutical work such as medication dispensing or provide pharmaceutical information to external patients.
- Submits requests to third party payers for medications requiring special authorization, and arranges compassionate supplies of medications from manufacturers to patients having life-sustaining therapies, as per the company's clinical criteria.
- May monitor medication inventory, organize stock, determine stock level, acquire medications, perform audits, maintain an inventory control system, train staff on the system, and supervise technicians in receiving and storage of inventory.
- Controls, plans, supervises or oversees and accepts legal responsibility for the procurement, distribution and recording of narcotic and controlled drugs.
- Compounds non-commercial available products, or supervises pharmacy technicians when doing this.
- Develops policy and procedures, protocols and guidelines with respect to drug therapies.
- Conducts evaluations and analysis or review individual drugs, drug classes or groups of classes, and makes recommendations.
- Researches physical and chemical properties to develop unique and novel formulations.
- Prepares statistics and reports (including quality assurance) for the department and for other programs.
- Sits on multidisciplinary committees as a pharmacy resource.

SKILL

Knowledge

General and Specific Knowledge:

- Prescription and nonprescription drugs in Canada.

- Human physiology, anatomy, chemistry and pharmacokinetics.
- Various computerized based technologies.
- Pharmaceutical compounding and dispensing equipment, and supplies.
- Provincial and Federal legislation.
- Safety guidelines and practices.
- Specialized knowledge of drugs, therapy, and practice information.

Formal Education and/or Certification(s):

- Minimum: Bachelor of Science (Pharmacy).
- Completion of Pharmacy Examining Board of Canada National Exam.
- Registration and licensure with the Newfoundland and Labrador Pharmacy Board
- PhC (Designation)
- Complete continuing education requirements annually as a requirement of licensure
- Complete certification requirements every two years, in order to handle specific drugs

Years of Experience:

- Minimum: 1-2 years of experience.

Competencies:

- Verbal and written communication skills.
- Understanding of ethical, legal, and professional responsibilities.
- Professional collaboration and team work.
- Ability to understand and apply clinical evidence to practice.

Interpersonal Skills

- A range of interpersonal skills are used to listen, ask questions, gather and provide information, give recommendations, communicate complex information and direction to others (i.e. pharmacy students, physicians, nursing staff), conduct assessments (histories on patients), provide care/comfort/nurturing, gain the co-operation of others, deal with upset or angry people, provide expert advice or counselling on medications, and instruct/teach/train students and others.
- Communications occur with patients, physicians, and healthcare employees within the immediate work area and department (pharmacy technicians, other pharmacists), students, supervisor/manager, and with suppliers/contractors, professional advisors and the School of Pharmacy.
- The most significant contacts are with patients and other healthcare professionals (i.e. Physicians and Nurses).

EFFORT

Physical Effort

- The demands of the job occasionally result in considerable fatigue requiring rest periods.
- Occasionally there is a requirement to lift objects (i.e. boxes or drugs), less than 10 lbs., work in awkward or cramped positions when preparing chemotherapy drugs over a flow hood, and drive to other sites. Occasionally there is a requirement to use gross motor skills and machinery with controlled movements.

- Regularly stands or walks when performing activities.
- When mixing drugs or using a computer (i.e. doing research or reviewing medication profiles), there is a constant requirement for fine finger/precision work using hand tools (for accurate control and steadiness).

Concentration

- **Visual** concentration is required to read and interpret drug orders, to calculate dosages, to ensure medications are dispensed properly, to read clinical studies, drug monographs, patient specific laboratory results, and to inspect and check drug amounts and preparations.
- **Auditory** concentration is required to listen attentively to verbal instructions and orders from physicians, when interviewing and assessing patient's response to treatment, and during clinical rounds.
- **Touch** is required to determine the amount of pressure to put on syringes when withdrawing medication from a vial and **smell** is used to recognize whether some drugs and mixtures have expired.
- A high level of **alertness and concentration** is required when entering medication orders into the computer, checking the work of technicians, filling medication orders and unit dose prepacks, preparing intravenous and chemotherapy solutions, and to compound various products, some of which are **repetitive**.
- There is **lack of control over the work pace** due to unpredictable patient admission rates. Works under **tight time pressures** during emergencies (have to process medication orders very quickly) and when on call.
- **Exact results and precision** are used when calculating medication dosages (i.e. millilitres, milligrams, grams).

Complexity

- Tasks and activities are different/unrelated and require a broad range of skills and a diversity of knowledge and range from repetitive/well-defined which can be resolved in a team setting, to occasionally requiring analysis and assessment.
- The most typical problems are related to the assessment of a patient. The patient is having adverse effects from treatment (i.e. allergic reaction), which requires analysis and interpretation to provide a recommendation as to the medication, dosage, etc. Another is when a call is received from healthcare providers asking questions related to dosages, administration of medication where the information is required in an urgent timeframe.
- A wide range of resources exist to solve problems, such as drug manuals/databases, handheld drug databases, guidelines/policies, code of ethics, Provincial and Federal legislation, manufacturers information, coworkers or other healthcare professionals, research websites, and the medical literature to interpret and make recommendations.

RESPONSIBILITY

Accountability and Decision-Making

- Work tasks and activities are somewhat monitored and controlled
- All activities and decisions related to pharmaceutical recommendations, etc., are made with complete autonomy.

- Independently decides whether to process or fill a prescription; contact a nurse/physician for clarification; substitute drugs or change the route of administration; and order blood work to determine the serum concentration of toxic drugs. Decisions are made independently when supervising pharmacy technicians related to work assignments and prioritizing tasks. In addition, outside of normal working hours, including when on call, can make all decisions regarding human resources, financial/material resource including approval of overtime, call back, ordering and purchasing drugs locally or from across the country, contacting Health Canada for emergency and special access to drugs, and contacting airlines to provide emergency delivery of drugs across the province. Can also order non-formulary medications that are not normally stocked when physicians request them.
- Approval is required for the addition of drugs to the hospital's formulary, overtime during normal working hours, ordering large-scale equipment, and policy and procedure changes.
- Exercises a high level of discretion and judgement when providing direction to pharmacy technicians and when performing clinical pharmaceutical work.
- Provides information, advice, and recommendations to physicians, other pharmacists, healthcare workers, general public, etc., regarding drug therapies, medication administration and patient's treatments, allergies and reactions.

Impact

- Work has an impact within the immediate work area and department (i.e. morale of staff); outside the department (i.e. more tests may be performed, extended time in hospital), and organization (i.e. the work being performed is often dispensed throughout a number of sites, and clinics across the organization), and on patients/general public health and well-being of patients, and insurance claims.
- Resources impacted are information (as it must be correct and provided in a timely manner), material and human resources (to prevent unnecessary overtime, and increase in work assignments), finances (loss of costly medications and treatments or oversupply of drugs beyond expiry date), health and safety (care and safe handling of toxic drugs) and corporate image.
- There can be both positive and negative impacts in the care and treatment of patients.
- Types of errors that can occur are a medication order issued or mixed improperly; incorrect interpretation of information resulting in inappropriate recommendations; incorrect ordering of medications/supplies which result in downtime for staff if the proper medications and supplies are not available.
- Checks and balances are in place to avoid potential errors. Requires licensure to practice and professional activities are monitored through a professional association. Errors are usually identified within hours of problem identification and once identified the pharmacist along with the physician identifies an immediate course of action.

Development and Leadership of Others

- Not responsible for the supervision to staff.
- Has development and leadership responsibilities for a group of staff (i.e. pharmacy technicians, clerks, students, and interns), where direction, co-ordination, advice, assignment and delegation of tasks and activities and input into performance assessments is provided. In addition, for new pharmacists provides guidance, feedback, orientation, on the job training and may provide

formal classroom type training, and act as a technical mentor or advisor. Can function as a team leader and perform project management responsibilities such as orientation to the pharmacy department for all nursing staff, organize work term placements, give classroom training for pharmacy technicians, take lead on various commitments, chair monthly meetings, and participate in research activities.

WORKING CONDITIONS

Environmental Working Conditions

- Requires special precautions when working with toxic drugs such as the requirement to wear a specialized gown, gloves, and to use equipment under a fume hood (biological safety cabinet). Other requirements, recommendations, and/or precautions include reassignment of duties for those pharmacists who may be pregnant, breast-feeding, or are trying to conceive.
- There is limited likelihood of receiving minor injuries or illnesses and total disability when performing this work. There is also a significant likelihood of receiving an illness due to the exposure of chemotherapy agent drugs.
- Regularly prepares compounds or dispenses toxic drugs, IV mixtures, etc., and when performing this activity is constantly exposed to hazardous chemicals and sharp objects (i.e. needles). There is regularly exposure to unusual/distracting noise and occasional exposure to toxic or poisonous substances, infectious diseases when interviewing or consulting with patients, odours from chemical smells, wet or slippery surfaces from spills, awkward or confining workspaces when preparing drugs in a laminar flow hood. There is also limited ventilation, dirt, dust or garbage, physical dangers or threats, and an occasional requirement to travel to and from sites during adverse weather conditions.