

PHARMACARE SERVICES

Job Description Standards of Performance/ Competence Assessment

(Revised 02-10)

Position: Pharmacy Technician

Reports to: Director of Pharmacy or Staff Pharmacist

License: Current Pharmacy Technician Certification as required by State law

Education: High school diploma or equivalent

Status: Hourly Non-Exempt

Job Summary:

To assist the pharmacist(s) in storing, preparing, dispensing, reconciling, and charging of all medications to the nursing units and treatment areas serviced by the pharmacy. To assist the pharmacist(s) in maintaining an adequate drug inventory and quality control procedures. Pharmacy Technician shall work under the direct supervision of a licensed registered pharmacist, and will only perform activities that are in compliance with the State Board of Pharmacy practices.

Knowledge/Skills Required:

1. Computer-literate
2. Communication (verbal and written)

Attitude/Traits/Appearance:

1. Courteous
2. Cooperative
3. Mature
4. Punctual
5. Neat and professional
6. Accurate
7. Detail-oriented

Physical/Mental Requirements:

1. Adequate range of motion and mobility required
2. May require lifting/carrying moderate loads (40 pounds)
3. Must be physically able to operate the equipment used for the job
4. Sitting, standing, bending, stooping, and the ability to carry items weighing up to 40 pounds
5. Talking and the ability to express and exchange ideas by means of language
6. Hearing and the ability to perceive sound
7. Near acuity with clarity of vision at 2 feet or less required
8. Ability to read, record, or type data quickly and accurately
9. Ability to collect and analyze data and verbal information to reach logical conclusions
10. Ability to determine the time, place, and sequence of operations or actions required
11. May be required to stand for long periods of time (4 to 8 hours)
12. May be required to handle a heavy work volume

Environmental/Working Conditions:

1. Working long hours between breaks or meals may be required
2. Ability to appropriately cope with stress
3. May be exposed to noise of varying intensities
4. Constant contact with co-workers
5. Exposure to fluctuations in temperature may be required
6. Exposure to outdoor environment

Equipment Requirements:

Ability to use fax, telephone, copy machine, computer, and calculator (balance and/or scale, IV hood, and automated dispensing machine (If required))

Occupational Demands:

1. Awareness of the possible exposure to hazardous and/or biological materials
2. Ability to appropriately handle hazardous and/or biological materials

Critical Demands:

1. Ability to prioritize work and handle stress
2. Ability to work cooperatively as a team member of both the department and the hospital

Basic Functions:

1. Regular attendance is required to perform the essential duties and responsibilities of this position.
2. Maintains performance levels that support the mission and philosophy of PharmaCare Services of providing exceptional patient care and satisfaction

3. Employee must maintain confidentiality of patient and employee information, as well as all PharmaCare Services proprietary information at all times.
4. Attends compliance-related in-services (evidenced by attending mandatory corporate compliance in-service, and/or hospital orientation, and/or mandatory staff in-services)

Duties and Responsibilities:

1. Accurately fills unit-dose medication orders and delivers medications to nursing units in a timely manner after pharmacist has checked them
2. Makes timely rounds to each nursing unit as directed by the pharmacist, to deliver medications, IVs, Auto Stop Reports, MARs, etc. and to pick up orders and credits
3. Completes all credits returned to pharmacy timely and accurately; accurately and appropriately returns medications to stock before leaving for the shift
4. Complies with policy and procedures when issuing and charging requisitioned drugs to other hospital departments and clinics; maintains appropriate records of requisitions as designated in pharmacy's policy and procedures
5. Demonstrates the ability to maintain appropriate inventory levels by recording all drugs and supplies needed on the appropriate document for wholesaler ordering
6. Accurately completes assigned monthly Unit Inspections on a timely basis
7. Assists pharmacist in cartfill, by generating necessary reports, and accurately filling, exchanging, and billing; appropriately documents and files cartfill reports
8. Maintains floor stock systems within the hospital and clinics by accurately reconciling, restocking and charging for medications removed
9. Accurately completes daily billing procedures as assigned
10. Complies with Rules and Regulations of the State Board of Pharmacy in accurately preparing IVs as assigned, utilizing aseptic technique, under the supervision of a pharmacist
11. Maintains Competence required for current job position and demonstrates knowledge in the following areas:

a.) Confidentiality/patient rights	j.) Automated Dispensing Machines
b.) Safety	k.) Drug storage, preparation, and labeling
c.) Disaster/fire/emergency	l.) Medication record maintenance
d.) Pharmacy security	m.) Drug order review
e.) Medication safety	n.) Drug nomenclature, dosage form, and units of measurement
f.) Compounding Sterile Products*	o.) Routes of administration
g.) Pharmacy Computer Systems	p.) Pharmacy Board Rules and Regulations
h.) Hazardous materials	q.) Pharmacy Policies and Procedures
i.) Admixture Process Validation/ infection control	r.) Drug Prepackaging & Proper Container Selection
- * Must include written test for compounding sterile products PLUS the assessment forms for hand hygiene and garbing , aseptic technique and related practices, and cleaning/ disinfecting I.V. Room.
12. Accurately performs assigned duties/projects as specified by the director or staff pharmacist in a timely manner
13. Performs other duties as assigned by appropriate management

Behavioral Expectations:

1. Compassion - Demonstrates sensitivity for the needs of others by showing appreciation and respect for the dignity of all persons. Shows concern for the feelings of others through actions that express thoughtfulness, attentiveness and confidentiality
2. Service - Anticipates and responds to the needs of patients, visitors, physicians, employees, volunteers and the community. Recognizes the needs of others and takes appropriate steps
3. Communication - Expresses and receives, through word, body language and listening skills, all information needed for job performance. Presents information (verbal and/or written) in a clear and concise manner that is easy to hear or read and understand
4. Fairness - Displays open-mindedness and objectivity in relations with patients, visitors, physicians, employees, volunteers and the community. Treats all persons justly acting without self-centeredness, prejudice and favoritism
5. Courtesy - Demonstrates the hospitality of PharmaCare through words and behavior. Displays friendliness, kindness and appropriate manners in interactions with patients, visitors, physicians, employees, volunteers and the community.
6. Teamwork - Promotes a spirit of unity which enables the group to work together to achieve a common goal. Takes initiative to perform job and/or assist co-workers, supporting the work of others in accomplishing the mission of the Company
7. Stewardship - Demonstrates efficient and careful use of materials and human resources to carry out the mission of the department and PharmaCare, in a resourceful and creative manner. Effectively utilizes and is not wasteful of human and financial resources, equipment, supplies, building, and property
8. Flexibility - Displays open-mindedness and adaptability by adjusting to meet the needs of the department and PharmaCare. Receives in a positive manner suggestions for improvement and necessary changes in scheduling, procedures and assignments
9. Professionalism - Presents a positive image of himself/herself and of PharmaCare. Exhibits behaviors, which demonstrate competence, reliability, self-control, honesty, and appropriate overall appearance while rendering service
10. Concern for Environment - Demonstrates responsibility for maintaining an environment, which is conducive to the work of PharmaCare. Takes necessary measures to assure work area and the Company, as a whole is kept safe, neat, quiet and clean

Marginal Functions:

A review of this job description may have omitted some of the marginal functions of the position that are incidental to the performance of the job duties and responsibilities. This position description, in no way, states or implies that these are the only duties and/or responsibilities to be performed by the employee in this position. The employee in this position will be required to follow any other job-related instructions and to perform any other job-related duties requested by his/her supervisor.

I acknowledge that my employment relationship with PharmaCare Services, unless otherwise provided in writing, shall be defined as “employment-at-will” where either party may dissolve the relationship at any time.

I have reviewed this job description and understand that it is my responsibility to perform up to the high standards set forth by PharmaCare Services.

I have read and discussed with the pharmacist-in-charge of this hospital pharmacy, the Board rules and regulations concerning pharmacy technicians and technician trainees, the job description for pharmacy technicians and pharmacy technician trainees, and the policies and procedures manual of the pharmacy.

I realize that I may have to handle hazardous drugs and may also have to compound hazardous products. I attest that I understand the adverse risks of handling and compounding these drugs.

Technician Printed Name

Technician Signature

Date

Director of Pharmacy Signature

Date