

UW HEALTH JOB DESCRIPTION

Clinical Pharmacist Resident

Job Code: 700010A 700010B 700010C 700010D 700010E	FLSA Status: Exempt	Mgt. Approval: D. Hager	Date: May 2024
Department: Pharmacy		HR Approval: D. Ripp	Date: May 2024

JOB SUMMARY

Under the direction of the residency program director, department managers, residency preceptors and clinical pharmacists, this post-graduate pharmacist is participating in a post-graduate year one (PGY1) pharmacy residency program. The program is accredited by American Society of Health-System Pharmacists (ASHP) to meet these required outcomes: provide evidence-based medication therapy management services; collaborate with other providers to assure drug therapy is safe, effective, efficient and cost-effective; manage and improve the medication-use process; exercise leadership and practice management skills; demonstrate project management skills; provide medication and practice-related education, training, or counseling to patients, the public, caregivers, health care professionals; and utilize medical informatics. These outcomes are achieved via the completion of specific goals and objectives designed to develop and assess the resident's knowledge, skills, and abilities. While training the incumbent provides Clinical Pharmacist services, including: interdisciplinary patient care rounds, medication reconciliation, medication therapy monitoring, medication orders management, patient education, drug information, drug dosing, and various scholarly activities. The incumbent performs both clinical and distributive tasks necessary to ensure that patients' medication therapy is safe, effective, timely and efficient.

MAJOR RESPONSIBILITIES

I. Patient Care Services

- a. Interdisciplinary patient care rounds
 - i. Participates in rounds when scheduled in their care area.
 - ii. Oversees student pharmacist participation on rounds.
 - iii. Works collaboratively with the interdisciplinary team to maximize individual patient outcomes.
- b. Performs and documents medication reconciliation, comparing prescriber's orders to the patient's active medication list(s) and working with prescribers to make changes to orders as necessary.
 - i. Interviews patients upon admission and reconciles medication history against inpatient medication admission orders.
 - ii. Upon transfer, reconciles the inpatient medication profile with medication transfer orders.
 - iii. Reconciles discharge medication orders with inpatient pharmacy profile and admission medication history and performs discharge counseling.
 - iv. Provides updated medication list to the patient upon discharge.
 - v. Documents these activities in the medical record.
- c. Medication therapy monitoring
 - i. Ensures that drug regimen is consistent with all UW Health medication use guidelines and policies (or other evidence-based guidelines in the absence of UW Health-specific guidelines) which includes but is not limited to: antimicrobial use guidelines, route interchange, renal dosing, and serum drug concentration protocols.
 - ii. Adjusts regimens based on approved protocols and consultation with the interdisciplinary team.
 - iii. Completion of a daily profile review for each patient consisting of the following elements:
 - Age, sex, height, weight, and renal/hepatic function.
 - Pregnancy and lactation status.
 - Appropriateness of the dose, route, rate, timing and frequency of administration, indication, and therapeutic duplication of all medications.
 - Available laboratory values and microbiology results.
 - Appropriateness of antimicrobial therapy regimens which may include anticipated/planned stopped dates.
 - Potential drug-drug, disease-drug, food-drug interactions or contraindications.
 - Adherence with UW Health Pharmacy and Therapeutics Committee approved medication use guidelines/protocols.
 - Targeted or therapeutic drug monitoring and pharmacokinetics, and adjustment of drug regimens if necessary.

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- Review documented adverse drug reactions/allergies and report new occurrences via Patient Safety Net (PSN).
 - Review for disease progression and resolution of symptoms (e.g. pain).
 - Communication of necessary information to pertinent health care providers, patients, caregivers, and encourage health promotion and prevention.
 - Assesses the patient's progression to achieving desired medication treatment goals.
- d. Review of medication orders
 - i. Reviews all medication orders for appropriate dose, duration, frequency, dosage form and indication.
 - ii. Monitors therapy for potential or actual drug interactions (e.g. drug-drug, drug-disease, drug-allergy, etc.)
 - iii. Compliance with inpatient drug formulary.
- e. Patient education
 - i. Assesses patient understanding of medication regimen and provides education tailored to the patient through the following modalities:
 - First dose teaching
 - Food-drug interaction counseling
 - Discharge counseling
 - Medication classes
 - Compliance aids
- f. Providing drug information to health care providers.
 - i. Answers general and patient specific drug information questions.
 - ii. Provides in-services and lectures to health care team members.
- g. Scholarly activity
 - i. Promotes the research mission of the organization.
 - ii. Contributes to the profession by participating in scholarly activities (e.g. professional publications, podium presentations, poster presentations, practice based research).
 - iii. Mentors student pharmacists in their pursuit of scholarly activity.
 - iv. Provides didactic training at UW School of Pharmacy as a lecturer.
- h. Coordination of drug distribution
 - i. Serve as the liaison for inpatient information for central and ambulatory pharmacies.
 - ii. Coordinate drug delivery and documentation.
 - iii. Coordinate the preparation and distribution of all medications.
 - iv. Understand investigational drug protocols and procedures for investigational drug research studies, implementation, administration and record keeping.
 - v. Understand safety precautions, including hazardous materials handling and proper precautions against blood-borne pathogens, as it relates to areas of practice.
 - vi. Monitor medication use system is providing the right patient, right drug, right dose, right route, and right time.

II. Training and Education

- a. Assist with the precepting and evaluation of student pharmacists on rotation.
- b. Provide community service presentations, drug information and disease prevention programs to consumer and patient groups.

III. Quality Improvement

- a. Personal continuing education and professional development.
- b. Identify and report adverse drug events (adverse drug reactions and medication errors) in the Patient Safety Net.
- c. Assure compliance with hospital, integrated health system and department policies and procedures.
- d. Monitor compliance with state and federal laws and regulations related to the practice of pharmacy as well as standards and regulations for other regulatory agencies.
- e. Participate in department and hospital committees.
- f. Participate in departmental quality improvement activities.

IV. Pharmacy Technician Oversight

- a. Provide direct supervision of pharmacist assistants and technicians daily activities.
- b. Assist with the education, training, and development of these employees.
- c. Provide feedback and evaluation of performance to the Technical Coordinator and Pharmacy Manager.

V. Responsible for all elements described in the Clinical Pharmacist position description. (See appropriate position description)

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ALL DUTIES AND REQUIREMENTS MUST BE PERFORMED CONSISTENT WITH THE UW HEALTH PERFORMANCE STANDARDS.

JOB REQUIREMENTS

Education	Minimum	PharmD degree or equivalent experience
	Preferred	
Work Experience	Minimum	
	Preferred	Prior pharmacy related work experience
Licenses & Certifications	Minimum	Licensed or eligible for licensure to practice pharmacy in the State of Wisconsin Please see license and certification table below.
	Preferred	

Required Skills, Knowledge, and Abilities

- Pharmaceutical knowledge and skills
- Ability to accept accountability for patient outcomes
- Ability to prioritize patient needs above all else
- Ability to practice pharmacy with integrity towards coworkers and patients
- Ability to accept and respond constructively to feedback and criticism
- Ability to learn computer and application skills as applicable to role
- Ability to interact with and work around people
- Ability to make judgments in demanding situations.
- Ability to react to frequent changes in duties and volume of work
- Effective communication skills, both verbal and written
- Ability to listen empathetically
- Ability to logically organize details
- Comfortable accepting responsibility for medium to large scale projects involving multiple resources and spanning many months from start to finish
- Ability to manage multiple concurrent activities

AGE SPECIFIC COMPETENCY (Clinical jobs only)

Identify age-specific competencies for direct and indirect patient care providers who regularly assess, manage and treat patients.

Instructions: Indicate the age groups of patients served either by direct or indirect patient care by checking the appropriate boxes below. Next,

<input type="checkbox"/>	Infants (Birth – 11 months)	<input type="checkbox"/>	Adolescent (13 – 19 years)
<input type="checkbox"/>	Toddlers (1 – 3 years)	<input type="checkbox"/>	Young Adult (20 – 40 years)
<input type="checkbox"/>	Preschool (4 – 5 years)	<input type="checkbox"/>	Middle Adult (41 – 65 years)
<input type="checkbox"/>	School Age (6 – 12 years)	<input type="checkbox"/>	Older Adult (Over 65 years)

JOB FUNCTIONS

Review the employee's job description and identify each essential function that is performed differently based on the age group of the patient.

PHYSICAL REQUIREMENTS

Indicate the appropriate physical requirements of this job in the course of a shift. *Note: reasonable accommodations may be made available for individuals with disabilities to perform the essential functions of this position.*

Physical Demand Level		Occasional Up to 33% of the time	Frequent 34%-66% of the time	Constant 67%-100% of the time
<input type="checkbox"/>	Sedentary: Ability to lift up to 10 pounds maximum and occasionally lifting and/or carrying such articles as dockets, ledgers and small tools. Although a sedentary job is defined as one, which involves sitting, a certain amount of walking and standing is often necessary in carrying out job duties. Jobs are sedentary if walking and standing are required only occasionally and other sedentary criteria are met.	Up to 10#	Negligible	Negligible
X	Light: Ability to lift up to 20 pounds maximum with frequent lifting and/or carrying of objects weighing up to 10 pounds. Even though the weight lifted may only be a negligible amount, a job is in this category when it requires walking or standing to a	Up to 20#	Up to 10# or requires significant walking or standing, or requires pushing/pulling of	Negligible or constant push/pull of items of negligible weight

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	significant degree.		arm/leg controls	
	Medium: Ability to lift up to 50 pounds maximum with frequent lifting/and or carrying objects weighing up to 25 pounds.	20-50#	10-25#	Negligible-10#
	Heavy: Ability to lift up to 100 pounds maximum with frequent lifting and/or carrying objects weighing up to 50 pounds.	50-100#	25-50#	10-20#
	Very Heavy: Ability to lift over 100 pounds with frequent lifting and/or carrying objects weighing over 50 pounds.	Over 100#	Over 50#	Over 20#
Other - list any other physical requirements or bona fide occupational qualifications not indicated above:		<ul style="list-style-type: none"> Ability to work with drug product (allergy issues) 		

Work/Environmental: Moderate noise level consistent with an office environment

Note: The purpose of this document is to describe the general nature and level of work performed by personnel so classified; it is not intended to serve as an inclusive list of all responsibilities associated with this position.

LICENSES AND CERTIFICATIONS		
Job Title	Job Code	License/Certifications
Clinical Pharmacist	700001A	<ul style="list-style-type: none"> No lifesaving certifications
	700001B	<ul style="list-style-type: none"> BLS
	700001C	<ul style="list-style-type: none"> BLS + ACLS
	700001D	<ul style="list-style-type: none"> BLS + PALS
	700001E	<ul style="list-style-type: none"> BLS + ACLS + PALS