



Career Service Authority

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Pharmacist

GENERAL STATEMENT OF CLASS DUTIES

Provides prescribed medications, drugs, and other pharmaceuticals as needed for adequate inpatient/outpatient care according to professional standards and practices or acts as a consultant and coordinates an adverse drug reaction program for the Rocky Mountain Poison Control.

DISTINGUISHING CHARACTERISTICS

This classification is located at Denver Health Medical Center and is being maintained for promotional purposes.

Guidelines, Difficulty and Decision Making Level:

Guidelines are generally but not always clearly applicable, requiring the employee to exercise judgment in selecting the most pertinent guideline, interpret precedents, adapt standard practices to differing situations, and recommend alternative actions in situations without precedent.

Duties assigned are generally complex and may be of substantial intricacy. Work assignment is performed within an established framework under general instructions but requires simultaneous coordination of assigned functions or projects in various stages of completion.

Employee is responsible for determining time, place, and sequence of actions to be taken. Unusual problems or proposed deviations from guidelines, practices, or precedents may be discussed with the supervisor before being initiated.

Level of Supervision Received and Quality Review:

Under general supervision, the employee receives assignments and is expected to carry them through to completion with substantial independence. Work is reviewed for adherence to instructions, accuracy, completeness, and conformance to standard practice or precedent. Recurring work clearly covered by guidelines may or may not be reviewed.

Interpersonal Communications and Purpose:

Contacts with the public or employees where explanatory or interpretive information is exchanged, defended, and gathered and discretion and judgment are required within the parameters of the job function.

Level of Supervision Exercised:

By position. performs leadwork.

ESSENTIAL DUTIES

Advises patients, family and medical and nursing staff on use of various medications including dosage, side effects, drug interactions, and composition.

Prepares or oversees the preparation of intravenous solutions and monitors patients for proper intravenous nutrition.

Ensures secure storage of narcotics and other controlled substances, and checks stock on a regular basis to identify and reorder outdated stock and ensure that stock is maintained in accordance with manufacturer requirements.

Compounds, labels and packages medications and pharmaceuticals, and ensures delivery of quality pharmacy services for inpatients and outpatients.

Consults with and advises medical staff regarding utilization of drugs and pharmaceuticals, and monitors drug therapy as assigned by medical staff, and suggests alternate drug therapy when appropriate.

Monitors drug therapy for potential drug-drug, drug-food and drug-disease interactions. Performs as a consultant on medication related issues and assists in coordinating the drug utilization program at Denver Health and Hospital Authority.

Ensures adherence to all legal and professional pharmacy requirements.

Interprets and clarifies orders for all types of medications. Researches drug information requests and responds promptly.

Maintains established departmental policies and procedures, quality improvement, safety, environmental infection controls standards.

Provides information and advice to patients, medical and nursing staff concerning medications.

By position, monitors drug therapies to identify cost containment opportunities.

Enhances professional growth and development through participation in educational programs, receiving current literature, and attending in-service meetings and workshops.

Performs other related duties as assigned or requested.

1. Any one position may not include all of the duties listed. However, the allocation of positions will be determined by the amount of time spent in performing the essential duties listed above.

MINIMUM QUALIFICATIONS

Competencies, Knowledge, & Skills:

Chemistry - Knowledge of the chemical composition, structure, and properties of substances and of the chemical processes and transformations that they undergo. This includes uses of chemicals and their interactions, danger signs, production techniques, and disposal methods.

Medicine and Dentistry - Knowledge of the information and techniques needed to diagnose and treat human injuries, diseases, and deformities. This includes symptoms, treatment alternatives, drug properties and interactions, and preventive health-care measures.

Biology - Knowledge of plant and animal organisms, their tissues, cells, functions, interdependencies, and interactions with each other and the environment.

Integrity/Honesty - Displays a high standard of ethical conduct and understands the impact of violating these standards on an organization, self and others; chooses an ethical course of action; is trustworthy.

Oral Communication - Expresses ideas and facts to individuals or groups effectively, makes clear and convincing oral presentations, listens to others and facilitates an open exchange of ideas.

Problem-Solving - Identifies and analyzes problems; uses sound reasoning to arrive at conclusions; finds alternative solutions to complex problems; distinguishes between relevant and irrelevant information to make logical judgments.

Written Communication - Expresses facts and ideas in writing in a succinct and organized manner.

Reading - Understands and interprets written material, including technical information, rules, regulations, instructions, reports, charts, graphs or tables; applies what is learned from written materials to specific situations.

Technical Competence - Uses knowledge that is acquired through formal training and/or extensive on-the-job experience to perform one's job; works with, understands, and evaluates technical information related to the job; advises others on technical issues.

Leadership - Interacts with others to influence, motivate, and challenge them; adapts leadership styles to a variety of situations.

Flexibility - Is open to change and new information; adapts behavior and work methods in response to new information, changing conditions or unexpected obstacles; effectively deals with ambiguity.

Interpersonal Skills - Shows understanding, courtesy, tact, empathy, concern; develops and maintains relationships; may deal with people who are difficult, hostile, distressed; relates well to people from varied backgrounds and situations; is sensitive to individual differences.

Reasoning - Identifies rules, principles or relationships that explain facts, data or other information; analyzes information and makes correct inferences or draws accurate conclusions.

Self Management - Sets well-defined and realistic personal goals; displays a high level of initiative, effort and commitment towards completing assignments in a timely manner; works with minimal supervision; is motivated to achieve; demonstrates responsible behavior.

Teamwork - Encourages and facilitates cooperation, pride, trust and group identity; fosters commitment and team spirit; works with others to achieve goals.

Decision Making - Specifies goals and obstacles to achieving those goals, generates alternatives, considers risks and evaluates and chooses the best alternative in order to make a determination, draw conclusions or solve a problem.

Physical Demands (Physical Demands are a general guide and specific positions will vary based on working conditions, locations, and agency/department needs):

Carrying: transporting an object, usually by hand, arm, or shoulder.
Eye/hand/foot coordination: performing work through using two or more.
Feeling: perceiving attributes of objects by means of skin receptors.
Fingering: picking, pinching, or otherwise working with fingers.
Handling: seizing, holding, grasping, or otherwise working with hands.
Hearing: perceiving the nature of sounds by the ear.
Reaching: extending the hand(s) and arm(s) in any direction.
Repetitive motions: Making frequent movements with a part of the body.
Sitting: remaining in the normal seated position.
Standing: remaining on one's feet in an upright position.
Talking: expressing or exchanging ideas by means of spoken words.
Walking: moving about on foot.

Working Environment:

Exposed to infections and contagious disease
Exposed to patient elements
Exposed to unpleasant elements (accidents, injuries and illness)
Exposure to toxic chemicals
Handles absentee replacements on short notice
Handles emergency or crisis situations
Occasional pressure due to multiple calls and inquiries
Requires judgment/action which could result in death of patient
Subject to electrical and radiant energy hazards
Subject to long irregular hours
Subject to many interruptions
Subject to varying and unpredictable situations

Education Requirement:

Bachelor's Degree in Pharmacy and completion of an internship

Experience Requirement:

None

Education/Experience Equivalency:

None

Licensure and/or Certification:

Licensed by the State of Colorado Board of Pharmacy Registration (R.Ph.) at the time of application.

CLASS DETAIL

FLSA CODE: Exempt

ESTABLISHED DATE: 09/16/1995

ESTABLISHED BY: Jean Canfield

REVISED DATE: 11/01/2009

REVISED BY: Blair Malloy

CLASS HISTORY 11/2009 - This class was revised, competencies and distinguishing characteristics added, and placed in new template.