

HAWAII HEALTH SYSTEMS CORPORATION

Job Description

Pharmacy Technician

(Position Description, Class Specification & Minimum Qualification Requirements)

Entry Level Work	HE-04	6.796
Full Performance Work	HE-06	6.797

Function and Location

This position works in the pharmacy unit of a hospital, clinic or long term care facility and is responsible for assisting a Pharmacist in providing pharmaceutical services in accordance with established procedures and methods. The position may be required to work on shifts, including evenings, and weekends and holidays.

Key Duties and Responsibilities

1. Assist the pharmacist in preparing physician orders by pulling labels generated by the pharmacist and filling with the appropriate medication. This process may include the preparing and sending of a unit dosed oral medication, a reconstituted medication, a topical medication, or an IV solution, as specified by the label.
2. Prepare intravenous solutions (large volume solutions, IVPB, syringes, TPNs, etc.) using aseptic technique, as specified by the label.
3. Refer all completed drug orders to the pharmacist for checking before dispensing.
4. Adhere to safety/infection control policies and procedures. Report any unsafe equipment or practices.
5. Answer telephone calls and triage to appropriate person according to departmental guidelines.
6. Maintain a clean, well-stocked, and safe environment for patients and staff.
7. Pre-pack medications as unit dosed items for administration when necessary or when requested by pharmacist.
8. Remove outdated medications from stock and automated dispensing machines.

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9. Perform daily stocking and filling of pharmacy shelves, automated dispensing machines throughout the hospital, as assigned by pharmacist.
10. Maintain crash cart trays and emergency medication boxes.
11. Deliver completed drug orders to the appropriate floors or authorized individual caring for the patient.
12. Fulfill any special request from the pharmacist to service a particular need within the pharmacy or hospital, or in any emergent patient-specific situation.
13. Adhere to scheduled breaks and lunch times as assigned by pharmacist.
14. Complete annual and one-time competency assessments as determined by departmental policy.
15. Maintain the strictest confidentiality of all patient and facility-related employee information.

Other Duties

In addition to the key duties and responsibilities, this position may be assigned to:

Maintain temperature logs of refrigerators within the Pharmacy; maintain I.V. inventory and supplies; perform daily narcotic pulls; unpack, check, and stock all incoming medications and supplies; assist nursing staff in troubleshooting Pyxis related problems when requested; perform special projects as assigned by the Director or designee and perform other related duties as assigned.

Knowledge and Abilities used in Performing Key Duties at the Full Performance Level

Demonstrated proficiency in the application of all of the knowledge and abilities, specified below for the Full Performance level, in providing the full range of services, independently. Knowledge of the policies, procedures and work rules of the work site.

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Controls Exercised over the Work

A Pharmacist provides supervision to the position.

Instructions Provided: Entry level employees are provided specific and detailed instructions; full performance employees are provided general instructions, and specific instructions in new and unusual situations.

Assistance Provided: Entry level employees are provided close guidance in performing tasks; full performance employees perform work independently with a Pharmacist being available to provide specific guidance and assistance in handling new and unusual situations.

Review of Work: For each prescription filled, work is reviewed by the Pharmacist to ensure proper filling.

Prerequisite Qualifications Required for the Entry Level

Experience and Essential Knowledge and Abilities: One (1) year of work experience in a pharmacy setting (i.e., community pharmacy, hospitals, other medical institutions) which provided basic knowledge of pharmaceutical nomenclature; pharmaceutical system of weights and measures (e.g., milligrams, milliliters, cubic centimeters, etc.); commonly used pharmaceutical preparations used in the treatment of illnesses; dosage requirements; storage requirements; routes of drug administration; and practices and procedures employed in filling pharmacy prescriptions; and the ability to perform basic arithmetic computations (addition, subtraction, multiplication, division); and transcribe accurate medication profiles.

Certification may be recommended: Basic Life Support (BLS) for Healthcare Workers.

Physical Requirements: All employees must be physically able to perform the essential duties of the position. The general types of physical abilities involved, and examples of the tasks requiring these abilities, follows:

Physical			
Requirement	Occasional	Frequent	Comments/Related Job Duty
Sit	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Prepare prescriptions by measuring, counting, reconstituting or mixing items, packaging items.

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Stand	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Prepare prescriptions by measuring, counting, reconstituting or mixing items, packaging items.
Walk	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Distribute or deliver completed drug orders to patients and/or authorized personnel.
Bend	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Stock shelves, dispensing machines, medication stations.
Squat	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Stock shelves, dispensing machines, medication stations.
Crawl	<input checked="" type="checkbox"/>	<input type="checkbox"/>	In case of fire.
Climb	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Stock shelves, assist in inventory control.
Reach Above Head	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Preparing prescriptions, packaging items.
Can Lift Unassisted:			
up to 10 lbs.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Equipment ordinarily worked with, boxes, containers, supplies.
11 – 20 lbs.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Equipment ordinarily worked with, boxes, containers, supplies.
21 – 50 lbs.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Equipment ordinarily worked with, boxes, containers, supplies.
51 lbs. & over	never- should get assistance		
Can Carry Unassisted:			
up to 10 lbs.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Equipment ordinarily worked with, boxes, containers, supplies.
11 – 20 lbs.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Equipment ordinarily worked with, boxes, containers, supplies.
21 – 50 lbs.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Equipment ordinarily worked with, boxes, containers, supplies.
51 lbs. & over	never- should get assistance		
Grasping:			
Right Hand	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Steady hands to mix, measure, pour compounds.
Left Hand	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Steady hands to mix, measure, pour compounds.
Both Hands	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Steady hands to mix, measure, pour compounds.

Physical (continued)

Requirement	Occasional	Frequent	Comments/Related Job Duty
Push/Pulling	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Fine Manipulating: Right Hand	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Prepare prescriptions by measuring, counting, reconstituting or mixing items, packaging items.

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Left Hand	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Prepare prescriptions by measuring, counting, reconstituting or mixing items, packaging items.
Both Hands	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Prepare prescriptions by measuring, counting, reconstituting or mixing items, packaging items.
Exposure to Heights	<input type="checkbox"/>	<input type="checkbox"/>	N/a
Around Moving Machinery	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Exposure to Dust, Fumes	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Operate Foot Pedals:			
Right Foot	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Left Foot	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Both Feet	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Exposure to Marked Changes in Temperature & Humidity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Drive a Vehicle	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Pickup medications
Exposure to Sharp Instruments	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Needles, scissors, scalpels, knives.
Write	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Type medical label, assist in inventory control.

Sensory

Requirement	Comments/Related Job Duty
Can Distinguish Smells	N/A
Can Distinguish Tastes	N/A
Can Hear: Normal Tones	Frequent-take telephone orders from physicians, hear the conversational voice.
Soft Tones	
Can Distinguish Temperatures By Touch/Proximity	
Eyesight: Normal/Corrected	Frequent-to read physician instructions, prescription requests, medication orders, drug labels.
Close Eye Work (reading small figures)	Frequent- to prepare prescriptions, read labels/orders, distinguish various shares and colors of medication.

Mental

Requirement	Comments/Related Job Duty
Can Read, Speak and Write (What language/s)	English-in order to read medication requests, communicate to staff and physicians.
Is Oriented with Reality	Necessary
Can control Emotions (temper, etc.)	Necessary

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Has Positive Attitude toward the ill, the Handicapped and the Elderly	Necessary
Can Remember/Recall	Necessary
Able to Work with Controlled Substances (drugs)	Necessary-must dispense controlled substances.
Can Handle Stress	Necessary-as it relates to both physical and mental.

Prerequisite Qualifications Required for the Full Performance Level

In addition to the qualifications required at the entry level:

Experience and Essential Knowledge and Abilities: One (1) year of work experience assisting a licensed pharmacist in a hospital which required receiving and reading prescription and medication orders from physicians; performing arithmetic computations to determine proper measurements/quantities of pharmaceutical components required; measuring, counting, packaging, and labeling items and arranging them for final professional review. The work experience must have demonstrated a knowledge of commonly used pharmaceutical preparations used in the treatment of illnesses, dosage requirements, dosage forms, storage requirements; experience in receiving and reading requisitions from pharmacists; measuring, counting, packaging, and labeling items; aseptic techniques; routes of drug administration; pharmaceutical nomenclature; pharmaceutical system of weights and measures; procedures and operations relating to aseptic compounding and parenteral admixture operations; arranging medication for final professional review; maintaining accurate inventory records; State and Federal pharmacy regulations; applicable hospital/unit policies and procedures; and the ability to provide pharmaceutical services in accordance with established procedures and methods; measure drug doses accurately; maintain records and prepare reports; and communicate effectively orally and in writing.

Substitutions Allowed:

- a. Successful completion of a pharmacy technician program from an accredited school may be substituted for all of the experience required for the entry and six (6) months of the full performance level, or
- b. Successful completion of a practical nursing program from an accredited community college or possession of a current license to practice as a Licensed Practical Nurse in the State of Hawaii, or equivalent, may be

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- substituted for all of the experience required for the entry and six (6) months of the full performance level, or
- c. At least one (1) year of work experience as a Licensed Practical Nurse who administered a variety of medications on a daily basis which provided a basic knowledge of pharmaceutical nomenclature; commonly used pharmaceutical preparations used in the treatment of illnesses; dosage forms; dosage and frequency requirements; storage requirements; and various routes of drug administration, may be substituted for all of the experience required for the entry and full performance level, or
 - d. Possession of a Bachelor's Degree in Pharmacy from an accredited college or university may be substituted for all of the experience required for the entry and full performance level.

Desirable Qualifications: Ability to learn quickly; be a "team player" and get along well with others; be self-motivated; use a computer to enter and retrieve data; good memory; and be able to work under pressure and meet deadlines.