

PART II

HAWAII HEALTH SYSTEMS CORPORATION
STATE OF HAWAII

Minimum Qualification Specifications
for the Classes:

GRADUATE PHARMACIST
PHARMACIST I, II, III

Job Codes: 5.666, 5.668, 5.670, 5.672

Education: Graduation from an accredited college or university with a Doctor of Pharmacy degree accredited by the Accreditation Council for Pharmacy Education (A.C.P.E.).

Experience:

Graduate Pharmacist: No experience required.

Pharmacist I: Six months of professional full-time work experience as a licensed Pharmacist. Must possess supervisory aptitude. Supervisory aptitude is the demonstration of aptitude or potential for the performance of supervisory duties through successful completion of regular or special assignments which involve some supervisory responsibilities or aspects; by serving as a group or team leader, previous work experience in a position that demonstrates or performs supervisory functions or in similar work in which opportunities for demonstrating supervisory capabilities exist; by completion of training courses in supervision accompanied by application of supervisory skills in work assignments; or by favorable appraisals by a supervisor indicating the possession of supervisory potential.

Pharmacist II: One year of professional full-time work experience as a licensed Pharmacist. Must possess supervisory aptitude. Supervisory aptitude is the demonstration of aptitude or potential for the performance of supervisory duties through successful completion of regular or special assignments which involve some supervisory responsibilities or aspects; by serving as a group or team leader, previous work experience in a position that demonstrates or performs supervisory functions or in similar work in which opportunities for demonstrating supervisory capabilities exist; by completion of training courses in supervision accompanied by application of supervisory skills in work

assignments; or by favorable appraisals by a supervisor indicating the possession of supervisory potential.

Pharmacist III: Two years of professional full-time work experience as a licensed Pharmacist. Must possess supervisory aptitude. Supervisory aptitude is the demonstration of aptitude or potential for the performance of supervisory duties through successful completion of regular or special assignments which involve some supervisory responsibilities or aspects; by serving as a group or team leader, previous work experience in a position that demonstrates or performs supervisory functions or in similar work in which opportunities for demonstrating supervisory capabilities exist; by completion of training courses in supervision accompanied by application of supervisory skills in work assignments; or by favorable appraisals by a supervisor indicating the possession of supervisory potential.

Non-Qualifying Experience:

Pre-license experience performed to meet licensing requirements is not qualifying to meet professional pharmacist experience requirements.

License Requirement: A valid license with the State of Hawaii as a Pharmacist at the time of appointment.

Quality of Experience:

Possession of the required number of years of experience will not in itself be accepted as proof of qualification for a position. The applicant's overall experience must have been of such scope and level of responsibility as to conclusively demonstrate that they have the ability to perform the duties of the position for which they are being considered.

Selective Certification:

Specialized knowledge, skills, and abilities may be required to perform the duties of some positions. In such positions, Selective Certification Requirements may be established, and certification may be restricted to those who possess the pertinent experience and/or training required to perform the duties of the position.

Regions or facilities requesting selective certification must show the connection between the kind of training and/or experience on which they wish to base selective certification and the duties of the position to be filled.

Health & Physical Requirements:

Applicants must meet the health and physical requirements deemed necessary to effectively and safely perform the essential functions of the position with or without reasonable accommodation.

This is an amendment to the minimum qualification specifications for the classes GRADUATE PHARMACIST, PHARMACIST I, II, & III to update the Education, Quality of Experience, Selective Certification, Health & Physical and delete Mental/Emotional Requirements effective May 15, 2026.

APPROVED: May 15, 2026

JUANITA LAUTI
Vice President & Chief Human Resources Officer