

(FOR THE PROFESSIONALS CONTRACT)

9. **Clinical Ladder for Pharmacists**

- a. Graduate Intern Pharmacist. This position is for newly graduated pharmacists who have not yet received their Pharmacist license. This position is a limited term position, maximum of approximately one year. The Graduate Intern Pharmacist's pay rate is 66.6% of the start step of the wage scale for Pharmacist I. The Graduate Intern Pharmacist may be promoted to Pharmacist I upon receipt of California license per the discretion of the pharmacy management team.
- b. Pharmacist I (Staff Pharmacist). This is for newly licensed pharmacists or pharmacists with less than 2 years of inpatient experience.
- c. Pharmacist II (Staff Pharmacist). This position requires two (2) years of inpatient acute care experience (either 2 years of acute care inpatient experience, PGY-1 and PGY-2 inpatient residencies, or 1 year of PGY-1 inpatient residency plus 1 year of acute care inpatient experience).
- d. Pharmacist III (Advanced Practice Pharmacist / Clinical Pharmacist).

~~The Pharmacist III is a clinical pharmacy specialist level position, and the pharmacist must have completed postgraduate residency training, equivalent years of experience, or hold certain credentials/certifications. There are a limited number of Pharmacist III positions available, and the position must be posted, and positions will be posted based on operational need, and positions are posted at management's discretion.~~

~~In order to move into the Pharmacist III position, the position must be a posted position, there will be a limited number of Pharmacist III positions as this position is a specialty lead position.~~

~~If a Pharmacist II meets the criteria to be a Pharmacist III in a particular specialty and there is, at that time, no Pharmacist III in that specialty, then the Hospital shall offer that employee a reclassification to the Pharmacist III classification. On the other hand, if a Pharmacist II meets the criteria to be a Pharmacist III in a particular specialty and there is/are already one (1) or more Pharmacist III(s) in that specialty, then the Hospital, at its sole discretion, may offer that employee a reclassification to the Pharmacist III classification.~~

~~If a Pharmacist III in a particular specialty leaves employment with the Hospital, and there is a Pharmacist II who meets the criteria to be a Pharmacist III in that specialty, then the Hospital shall offer that employee a reclassification to the Pharmacist III classification. If there are more than one (1) Pharmacist IIs who meet the criteria to be a Pharmacist III in that specialty, then the Hospital shall offer reclassification to the Pharmacist III classification to the most senior first, and so on until the position is filled or no Pharmacist IIs who meet the criteria remain.~~

The Hospital is committed to the current Pharmacist staff and supports professional

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advancement for those who have demonstrated clinical leadership within the profession and Hospital. If a Pharmacist III in a particular specialty leaves employment with the Hospital, the Hospital will commit to posting the position within fourteen days.
~~Pharmacist II who meet the qualifications should apply and will be given full consideration.~~

The required qualifications for Pharmacist III are:

- i. Position must be full-time, 40 hours/week, in each specialty
- ii. Must have an Advanced Practice License and one of the following (in the applicable a relevant specialty):
 - (1) BPS (Board of Pharmacy Specialties) certification in the applicable specialty
 - (2) An Advanced Practice License
 - (3) PGY1 and/or PGY2 ASHP accredited residency program
 - (4) Minimum five (5) years of clinical pharmacy practice in the applicable specialty and non-accredited residency program with either a non-accredited residency program or a PGY1 accredited residency program
 - (5) ~~BCPC (Board Certified Pharmaceutical Specialty) certification, or~~
 - (6) ~~Have completed a Residency Program.~~
- iii. Must have a minimum of three (3) years of experience as a pharmacist in an inpatient hospital acute-care setting
- iv. Must have been a preceptor for a student, intern, or resident within the past 5 years.
- e. Specific specialties attached to Pharmacist III positions are the following:
 - i. Oncology (BMT/HemOnc)
 - ii. Research
 - iii. Critical Care (NICU/PICU)
 - iv. Critical Care (PICU)
 - v. Emergency Medicine
 - vi. Pain Management
 - vii. Surgical/Medical Services
 - viii. Antimicrobial Stewardship Program (ASP)
 - ix. Chemo-Specialty (Hem/Onc Service Line — 5 South, BMT, Day Hospital)
 - x. Research-Specialty (Investigational Drug Service, Unit Inspections)
 - xi. PICU / ED (Critical Care Specialty)
 - xii. NICU / Surgical Services (Critical Care Specialty)
 - xiii. ASP (Antimicrobial Stewardship Program)
- f. Duties for the Pharmacist III, in addition to Pharmacist II duties, will include:

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- i. Standard Clinical Pharmacist Duties
 - (1) Development of implementation of a plan of care
 - (2) Daily follow up evaluation and medication monitoring for all patients on the specific service
 - (3) Take Medication History and perform medication reconciliation
 - (4) Develop an active problem list with assessment of each problem using SOAP format
 - (5) Plan of care to optimize medication therapy and improve patient outcomes
 - (6) Professional development/maintenance of Advanced Practice Pharmacist License
 - (7) Direct patient care provider
 - (8) Educator, researcher, preceptor
 - (9) Collaborative development of hospital policies
 - (10) Precepting of students and residents
- ii. Medicine Utilization Evaluations (as defined by ASHP guidelines)
- iii. Formulary
 - (1) Develop and maintain medical staff approved formulary
 - (2) Sustain formulary by minimizing non-formulary procurements, utilize therapeutic substitution protocols, and promote rational drug therapy selection
- iv. Prescribing. Ordering under standardized procedures/protocols as defined by interdisciplinary practice committee
- v. Clinical Lead for Pharmacists/Technicians related to specialty
- vi. Special Projects related to specialty services
- vii. Educational presentations to pharmacy staff or to other hospital departments/services

Signed on behalf of NUHW:

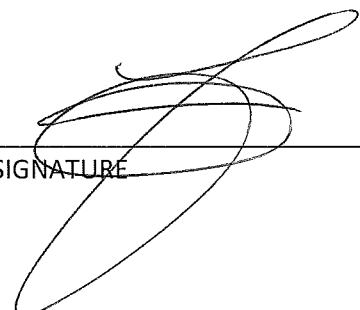
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PRINT NAME


SIGNATURE

7/22/2023
DATE

Signed on behalf of UCSFBCHO:

Tonia Y. Suber
PRINT NAME


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2/22/23
DATE

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