FIFTH EDITION

COMPETENCE ASSESSMENT TOOLS FOR HEALTH-SYSTEM PHARMACIES

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10 9 8 7 6 5 4 3 2 1
Contents

About the Editor ................................................................. vii
Special Acknowledgments ................................................... viii
Contributors ............................................................................. ix
About This Edition ............................................................... xi
Competency Crosswalk ........................................................ xiii
Acknowledgments ................................................................ xvii

Section I: Introduction

Chapter 1: Competence Assessment ........................................ 1
    Lee B. Murdaugh
Chapter 2: Designing and Managing a Competence Assessment Program ........................................ 11
    Lee B. Murdaugh and Angela K. Gomez
Chapter 3: Educating the Pharmacy Staff ................................ 19
    Angela K. Gomez

Section II: Job Descriptions and New Employee Assessment Tools

Chapter 4: Director of Pharmacy ............................................. 33
Chapter 5: Clinical Manager .................................................. 43
Chapter 6: Staff Pharmacist .................................................. 53
Chapter 7: Purchasing Technician .......................................... 63
Chapter 8: Pharmacy Technician ........................................... 71
Chapter 9: Resources for Customizing Job Descriptions .......... 79
Chapter 10: Orientation Record ............................................... 93
Chapter 11: Initial Skills Assessment—General ....................... 97
Chapter 12: Initial Skills Assessment—Pharmacist .................. 105
Chapter 13: Initial Skills Assessment—Pharmacy Technician .... 117

Section III: General Competencies

Chapter 14: Confidentiality and Patient Rights ....................... 127
    Gary G. Cacciatore
Chapter 15: Safety .................................................................. 139
Chapter 16: Security ............................................................. 143
Chapter 17: Fire Safety .......................................................... 147
Competence Assessment Tools for Health-System Pharmacies

Chapter 18: Hazardous Materials ......................................................... 151
Lee B. Murdaugh

Chapter 19: Emergency Management ..................................................... 177
Lee B. Murdaugh

Chapter 20: Infection Prevention ......................................................... 189
Lee B. Murdaugh

Chapter 21: Information Management .................................................... 201
Lee B. Murdaugh

Section IV: Pharmaceutical Care Competencies

Chapter 22: Neonatal and Infant Patients for Pharmacists .......................... 217
Chrissy Schabacker

Chapter 23: Pediatric and Adolescent Patients for Pharmacists .................... 233
Chrissy Schabacker

Chapter 24: Adult Patients for Pharmacists ............................................ 251
Nisha Pherwani

Chapter 25: Geriatric Patients for Pharmacists ......................................... 261
Charlie Waters

Chapter 26: Obstetric Patients ........................................................... 279
Kenneth J. Knapp

Chapter 27: Oncology Patients ............................................................ 295
Nisha Pherwani

Chapter 28: Psychiatric Patients .......................................................... 311
Talia Puzantian

Chapter 29: Medication Dosing in Patients with Renal Dysfunction ............... 329
Curt W. Quap

Chapter 30: Medication Dosing in Patients with Hepatic Dysfunction ............. 339
Curt W. Quap

Chapter 31: Intravenous to Oral Therapy Conversion ................................... 351
Curt W. Quap

Chapter 32: Antibiotic Streamlining ....................................................... 363
Oscar E. Guzman

Chapter 33: Aminoglycoside Dosing ....................................................... 393
Whitney Y. Hung

Chapter 34: Parenteral Anticoagulant Therapy .......................................... 425
Jennifer D. Van Cura-Frame

Chapter 35: Oral Anticoagulant Therapy ................................................ 443
Jorge A. Berrios

Chapter 36: Pain Management ............................................................ 463
Trinh T. Bui
Chapter 37: Adult Enteral Nutrition ....................................................... 487
   Karrie Derenski
Chapter 38: Adult Parenteral Nutrition .................................................... 505
   Karrie Derenski
Chapter 39: Patient Counseling .......................................................... 533
   Nisha Pherwani
Chapter 40: Adverse Drug Reaction Reporting .............................................. 545
   Lee B. Murdaugh
Chapter 41: Medication Safety ........................................................... 557
   Natasha Nicol

SECTION V: Pharmaceutical Care Competencies for Technicians
     Chapter 42: Neonatal and Infant Patients for Technicians ..................................... 581
       Lee B. Murdaugh
     Chapter 43: Pediatric and Adolescent Patients for Technicians ................................ 595
       Lee B. Murdaugh
     Chapter 44: Adult Patients for Technicians ................................................. 607
       Lee B. Murdaugh
     Chapter 45: Geriatric Patients for Technicians .............................................. 615
       Lee B. Murdaugh

SECTION VI: Compounding and Dispensing Competencies
     Chapter 46: Compounding Sterile Preparations ............................................. 631
       Patricia C. Kienle
     Chapter 47: Compounding Hazardous Drugs ............................................... 653
       Patricia C. Kienle
     Chapter 48: Compounding Nonsterile Preparations .......................................... 671
       Patricia C. Kienle
     Chapter 49: Repackaging Medications. ..................................................... 681
       Robert C. Jordin
     Chapter 50: Controlled Substances .......................................................... 699
       Heidi H. Bragg
     Chapter 51: Medication Area Inspections .................................................. 717
       Robert C. Jordin

INDEX ........................................................................................................... 735
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During her more than 30-year healthcare career, Lee B. Murdaugh, RPh, PhD, has helped more than 1,000 hospitals prepare for accreditation surveys. As the Director of Accreditation and Medication Safety for Cardinal Health Innovative Delivery Solutions, she assists pharmacies in preparing for accreditation surveys and implementation of best practices that foster safe medication use. Lee also actively presents on her areas of expertise: competence assessment, accreditation compliance, and medication safety.

Prior to joining Cardinal Health, Dr. Murdaugh was Director of Pharmacy at St. Mary’s Health System in Knoxville, Tennessee. Long active in pharmacy education, she was a preceptor for three colleges of pharmacy and was a codeveloper and instructor for the pharmacy technician training program at the Tennessee Technology School. Lee received a bachelor of science degree in Pharmacy, as well as a doctor of philosophy degree in Drug and Materials Toxicology from the University of Tennessee. She was a Fellow of the American Foundation for Pharmacy Education from 1976 to 1979 and received the prestigious Chairman’s Award from Cardinal Health in 1998.

Dr. Murdaugh authored the four previous editions of *Competence Assessment Tools for Health-System Pharmacies*. She has also authored articles and other publications on accreditation compliance, including coauthoring ASHP’s eighth edition of *Assuring Continuous Compliance with Joint Commission Standards: A Pharmacy Guide*. A member of ASHP for more than 25 years, Lee is actively involved in committee participation, providing presentations, and contributing to publications. She is also an active member of the Tennessee Pharmacists Association and is a peer reviewer for *Hospital Pharmacy* journal.
Special Acknowledgments

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Dr. Gomez is a member of the Alliance for Continuing Education in the Health Professions, the American Society of Training and Development, the International Society of Performance Improvement, and an affiliate member of the American Society of Health-System Pharmacists. She has served as a reviewer for the American Journal of Pharmaceutical Education and the Journal of Pharmacy Practice and as a field reviewer for the Accreditation Council for Pharmacy Education. Dr. Gomez also serves as a consulting editor for the journals Performance Improvement and Performance Improvement Quarterly.

John P. (Pat) Uselton, RPh

As a licensed hospital pharmacist since 1972, John P. (Pat) Uselton, RPh, has over 40 years of healthcare industry experience and has guided pharmacies through more than 2,000 regulatory and accreditation surveys. He currently serves as the Director of Quality and Pharmacy Practice for Cardinal Health Innovative Delivery Solutions, where he leads a team that provides assistance to organizations in preparing their pharmacies for accreditation surveys for The Joint Commission, DNV’s National Integrated Healthcare Accreditation Organization, AOA’s Healthcare Facilities Accreditation Program, Center for Improvement in Healthcare Quality, Centers for Medicare & Medicaid Services, and other regulatory surveys. His team focuses on processes that promote compliance with standards and regulations by providing resources such as accreditation preparedness assessments, medication safety assessments, operational assessments, USP Chapter <797> compliance assessments, and a variety of other tools and educational programs.

Pat has been a member of the American Society of Health-System Pharmacists for over 25 years. He has contributed to several ASHP publications including the fourth and fifth editions of Competence Assessment Tools for Health-System Pharmacies, Introduction to Hospital & Health-System Pharmacy Practice, and the fourth edition of Handbook of Institutional Pharmacy Practice. He also coauthored the eighth edition of Assuring Continuous Compliance with Joint Commission Standards: A Pharmacy Guide, and frequently presents to national and state pharmacy groups on accreditation, medication safety, and other related topics.
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Since its original publication, *Competence Assessment Tools for Health-System Pharmacies* has continued to meet the changing needs of pharmacy directors and their staff.

In the continuing effort to meet the needs of our readership, this fifth edition contains the following:

- A CD with the MS Word files of the job descriptions and PDF files of all competencies
- A crosswalk guide identifying competencies appropriate for pharmacists and pharmacy technicians
- Two updated chapters on competence assessment and designing and managing a competence assessment program reflecting current Joint Commission competence standards
- A new chapter on educating the pharmacy staff
- Updated competencies on compounding sterile preparations and compounding hazardous drugs to reflect current USP requirements and the addition of study guides
- New competencies as follows:
  - Aminoglycoside dosing
  - Parenteral anticoagulant therapy
  - Oral anticoagulant therapy
  - Medication dosing in hepatic dysfunction
  - Compounding nonsterile preparations
  - Four chapters specific to pharmacy technicians on age-specific competencies
- Expanded information in the hazardous materials competency including the revised Occupational Safety and Health Administration (OSHA) Hazard Communication Standard
- Updated infection prevention competency including information about safe injection practices from the Centers for Disease Control and Prevention
- Updated confidentiality and patients’ rights competency to reflect current legislation protecting the privacy of medical information
- Updated pharmaceutical care competencies to reflect current practice
- New assessment exam questions in most competencies

Purchasers may continue to print forms and other resources as provided on the companion CD for use in their practice site. The content provided can also guide purchasers in creating their own materials for their institution or practice site. Content from the book may not be photocopied, and content from the companion CD may not be uploaded to an intranet, learning management system, or course management system without express written permission from ASHP. For specific questions regarding usage, copyright, and permission, please contact ASHP at publications@ashp.org or call 301-664-8741.
Competency Crosswalk
### Table 29-2. Oral Bioavailability of Selected Medications Available in Both IV and PO Formulations

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### Section III. General Competencies

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### Section IV. Pharmaceutical Care Competencies

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**Section V. Pharmaceutical Care Competencies for Technicians**

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**Section VI. Compounding and Dispensing Competencies**

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<td>51. Medication Area Inspections</td>
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I would like to thank the following individuals for reviewing chapters for the fifth edition.

**Curt W. Quap, RPh, MS Pharm, FASHP**, Director, Clinical Information and Education Resources, Cardinal Health Innovative Delivery Solutions, for reviewing the following chapters:

- Adult Parenteral Nutrition
- Aminoglycoside Dosing
- Obstetric Patients
- Oral Anticoagulant Therapy
- Pain Management
- Parenteral Anticoagulant Therapy

**Oscar E. Guzman, PharmD, BCPS**, Clinical Director, Critical Care and Infectious Diseases, Cardinal Health Innovative Delivery Solutions, for reviewing the Aminoglycoside Dosing chapter.

**Jennifer D. Van Cura-Frame, PharmD**, Director, Consulting and Clinical Operations, Cardinal Health Innovative Delivery Solutions, for reviewing the Aminoglycoside Dosing chapter.

*Lee B. Murdaugh, RPh, PhD*