

FIFTH EDITION

COMPETENCE ASSESSMENT TOOLS FOR HEALTH-SYSTEM PHARMACIES

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This work developed in cooperation with Cardinal Health.



Any correspondence regarding this publication should be sent to the publisher, American Society of Health-System Pharmacists, 7272 Wisconsin Avenue, Bethesda, MD 20814, attention: Special Publishing.

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Director, Special Publishing: Jack Bruggeman
Acquisitions Editor: Robin Coleman
Editorial Project Manager: Ruth Bloom
Project Editor: Kristin Eckles
Cover & Page Design: David Wade and Carol Barrer

Library of Congress Cataloging-in-Publication Data

Murdaugh, Lee B., author.

Competence assessment tools for health-system pharmacies / Lee B. Murdaugh. -- Fifth edition.

p. ; cm.

Preceded by

Includes bibliographical references and index.

ISBN 978-1-58528-402-3 (alk. paper)

I. American Society of Health-System Pharmacists, issuing body. II. Title.

[DNLM: 1. Pharmacy Service, Hospital--standards. 2. Accreditation--standards. 3. Employee Performance Appraisal--standards. 4. Job Description--standards. 5. Pharmacists. 6. Professional Competence--standards. WX 179] RA975.5.P5

362.17>82--dc23

2014029804

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ISBN: 978-1-58528-402-3

10 9 8 7 6 5 4 3 2 1

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About the Editor

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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

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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*.

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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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About This Edition




























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

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Acknowledgments

I would like to thank the following individuals for reviewing chapters for the fifth edition.

Curt W. Quap, RPh, MSPharm, 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.

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