

Pharmacist Survey Results

October 29, 2020

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Office of Professional Regulation



Why?

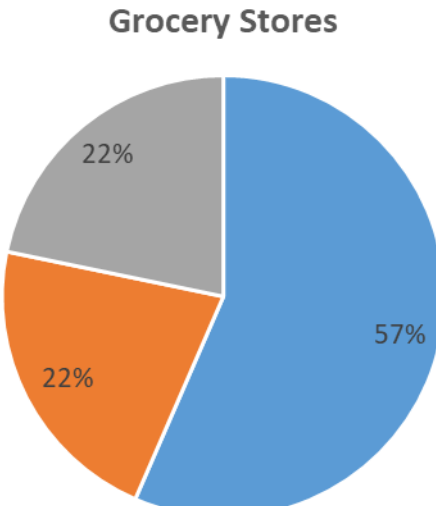
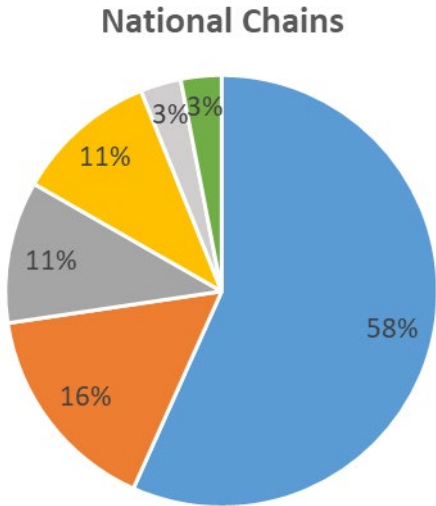
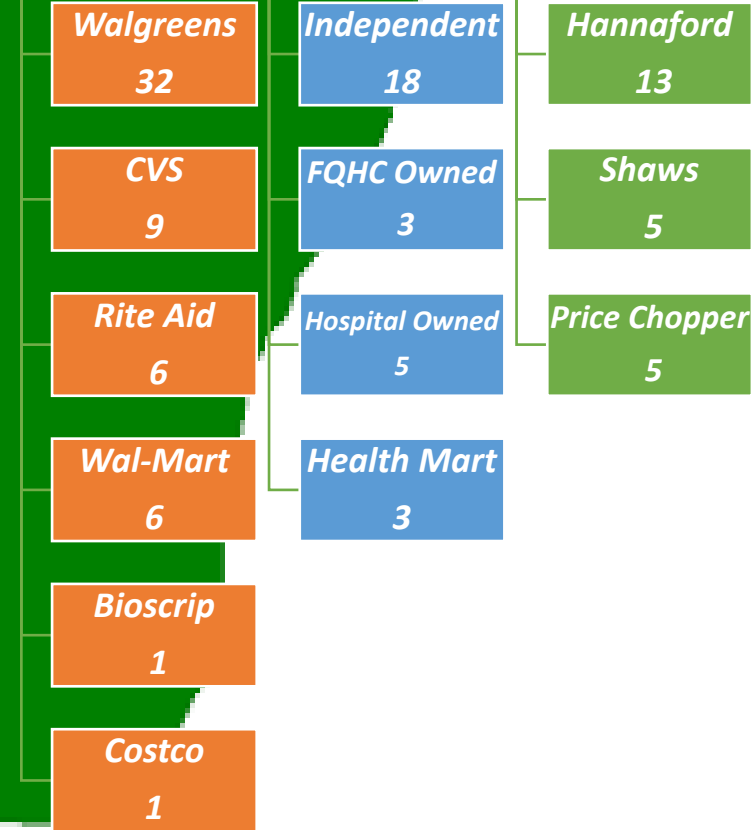
- ***Trends brought to BOP from OPR's inspectors***
 - Lack of pharmacist overlap
 - Limitations of pharmacy systems
- ***Representative Tom Stevens' proposed 2017/2018 Bill***
 - H.445 An act relating to work conditions in the practice of pharmacy

“Enhancing Well-being and Resilience Among the Pharmacist Workforce: A National Consensus Conference”

- **Objectives of the consensus conference were to:**
 - Evaluate factors that contribute to well-being and resilience at the individual, organizational, and profession levels.
 - Develop strategies that could improve pharmacist well-being and resilience and decrease moral distress within individuals, managers, organizations, and the profession.
 - Identify and prioritize strategies that will drive change and fuel improvements in well-being and resilience.
 - Develop actionable recommendations that guide organizations and individuals in implementing positive change.
- **Fifty consensus recommendations**, for boards of pharmacy, pharmacy professional associations, pharmacy employers, pharmacy managers and schools of pharmacy, arose from the conference
 - among them is the **dissemination of workforce surveys assessing pharmacist well-being and patient safety.**



PHARMACIES IN VERMONT

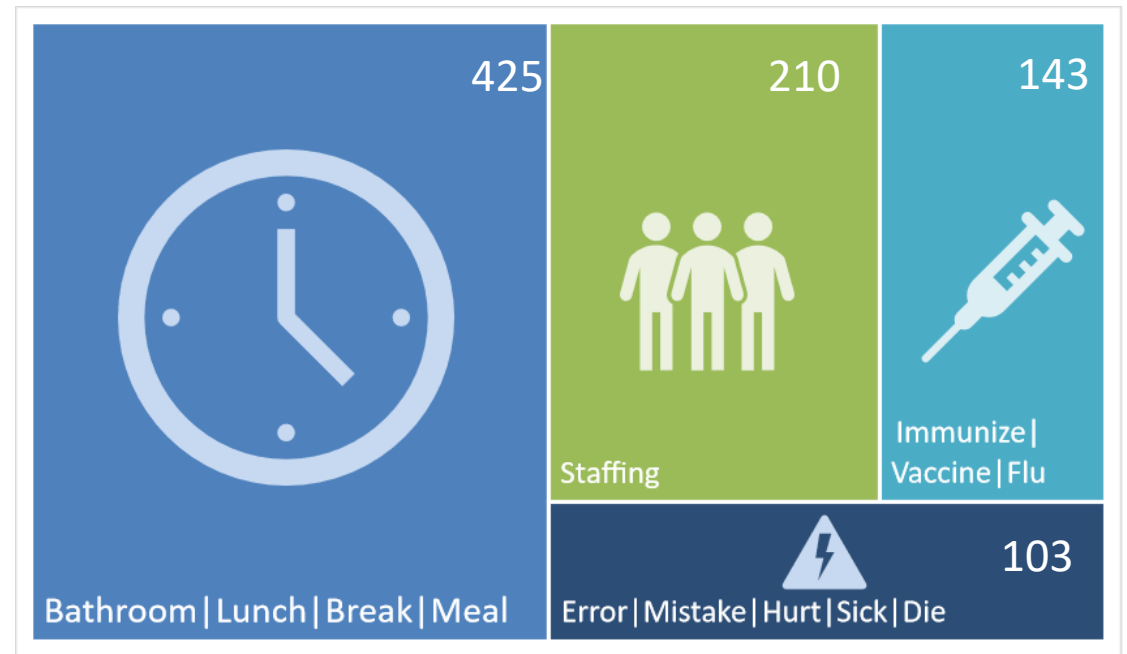


Note: Vermont pharmacy counts as of 10/28/2020

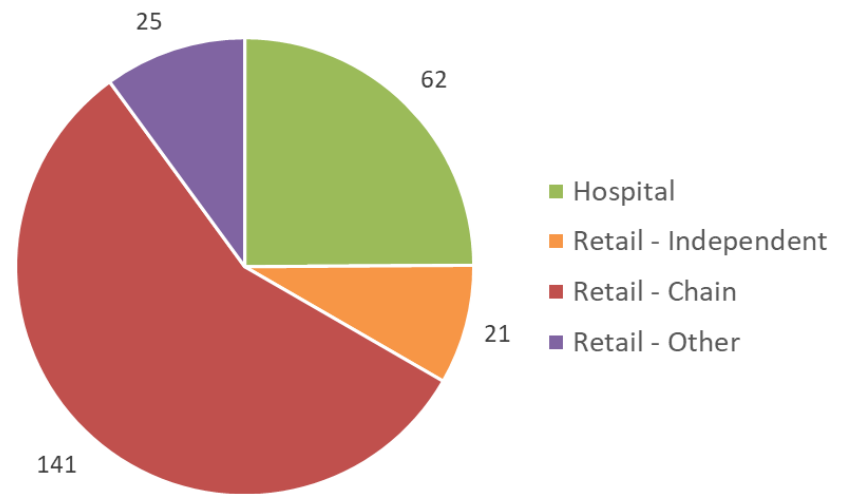


Question	Hospital	Retail-Independent	Retail-Chain	Retail-Other
Length of Shift	✓		✓	
Meal Break			✓	✓
Pharmacy Technician Staffing	✓		✓	
Delegation of Duties	✓		✓	
Sole Pharmacist	✓		✓	
Before/After Work Hours		✓	✓	
Patient Safety- Adequacy of # Pharmacist on Duty	✓		✓	
Patient Safety- Working Conditions	✓		✓	
Patient Safety- Resignation	✓		✓	

Key: ✓ Favorable Result ✓ Unfavorable Result

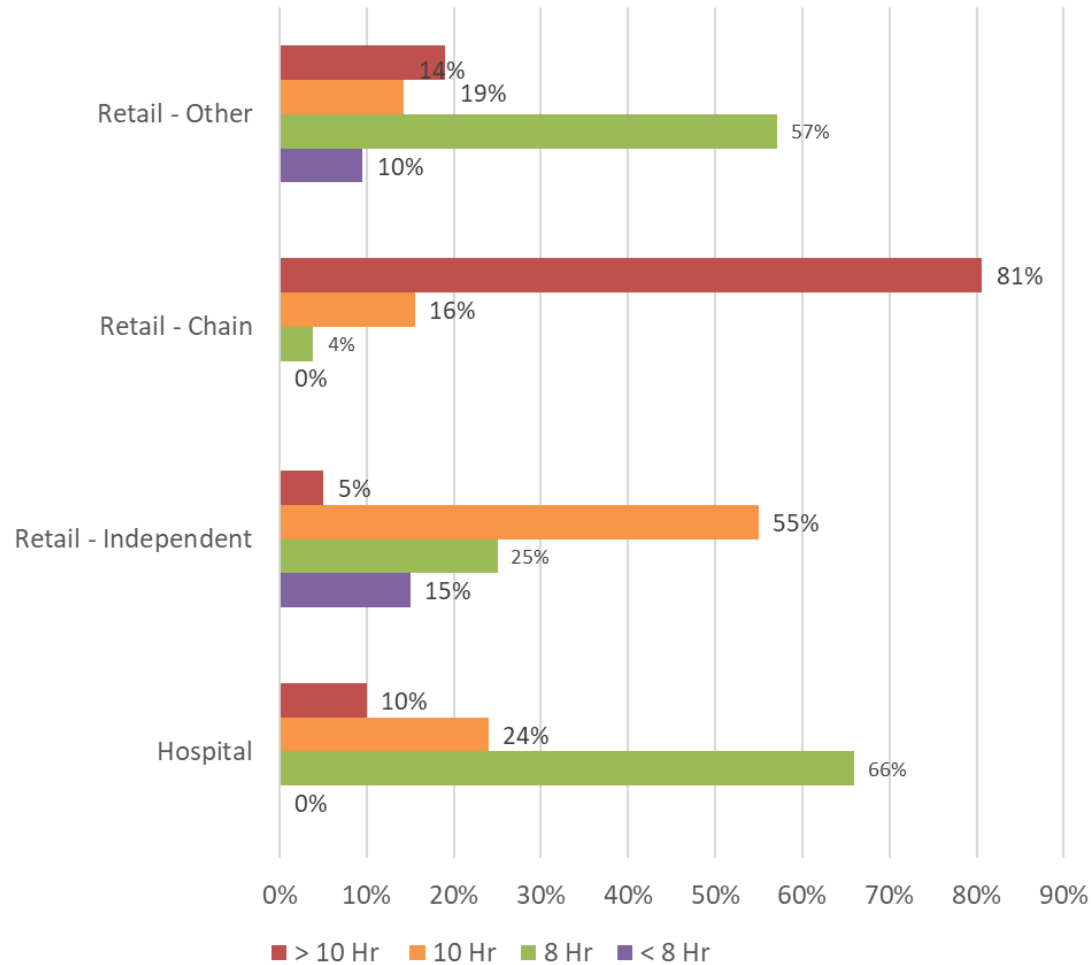


Survey Results by Pharmacist Setting

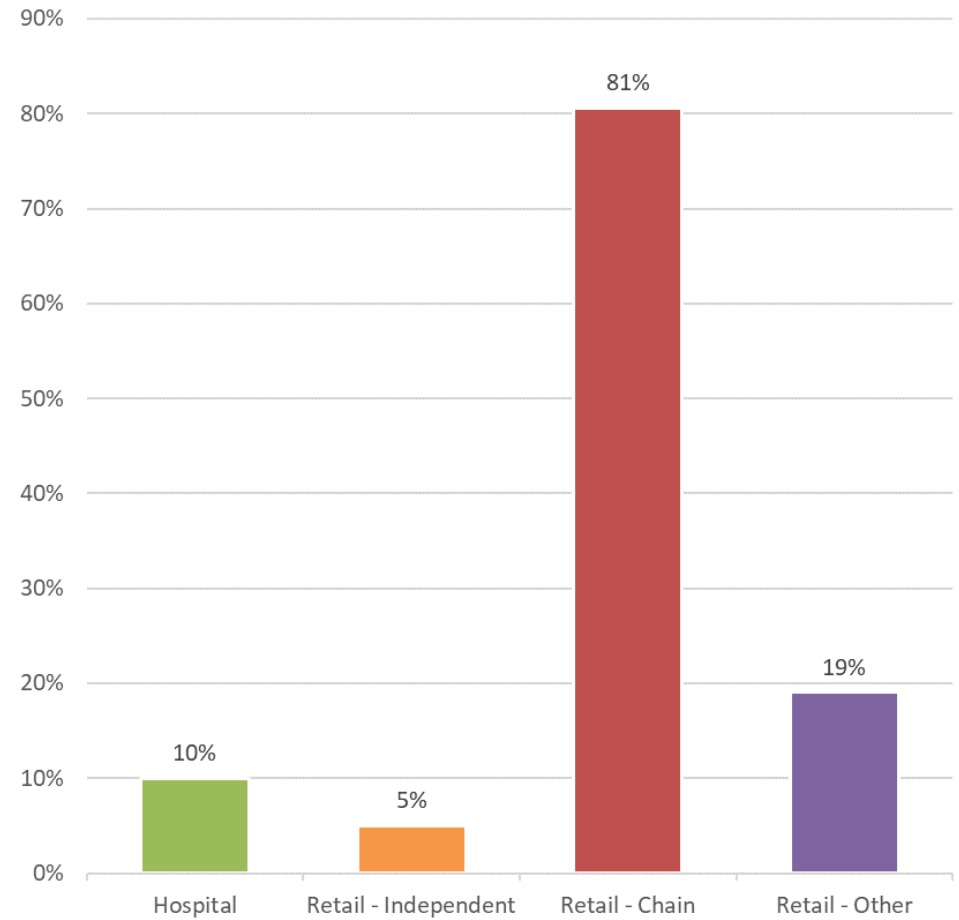


Length of Shift

Typical Length of Shift

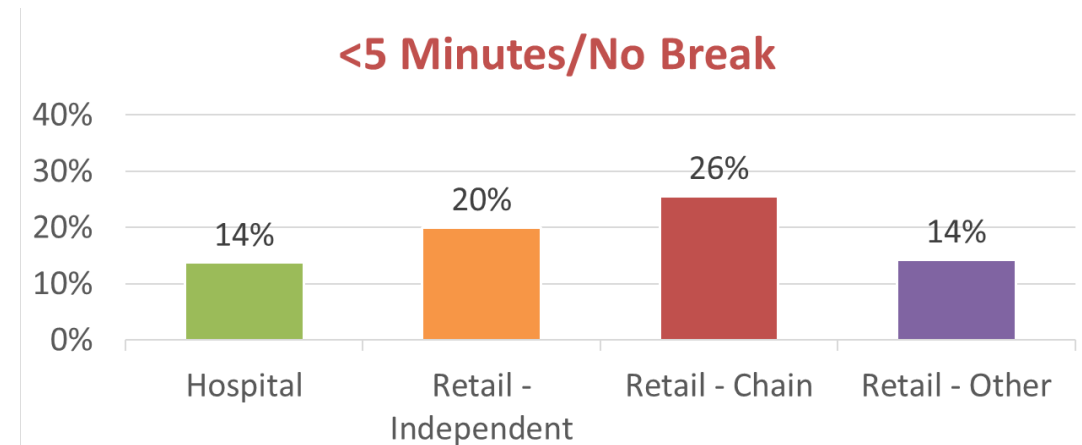
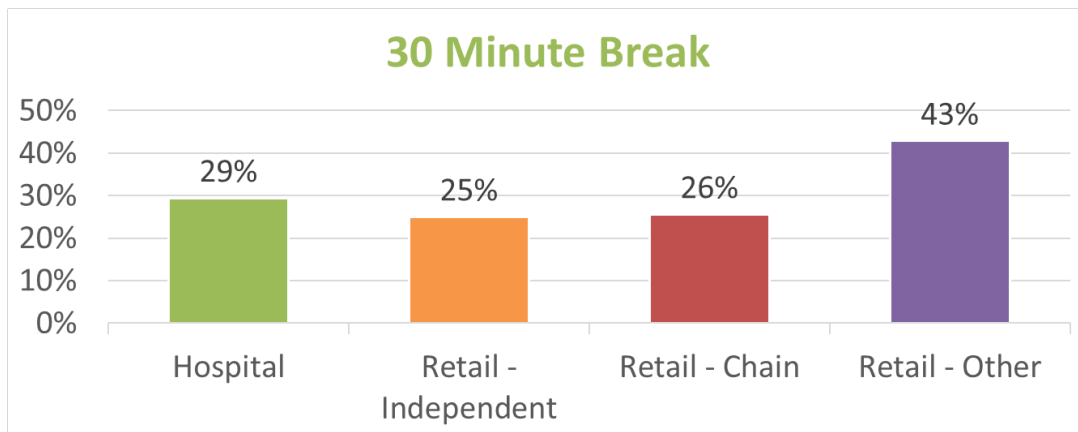
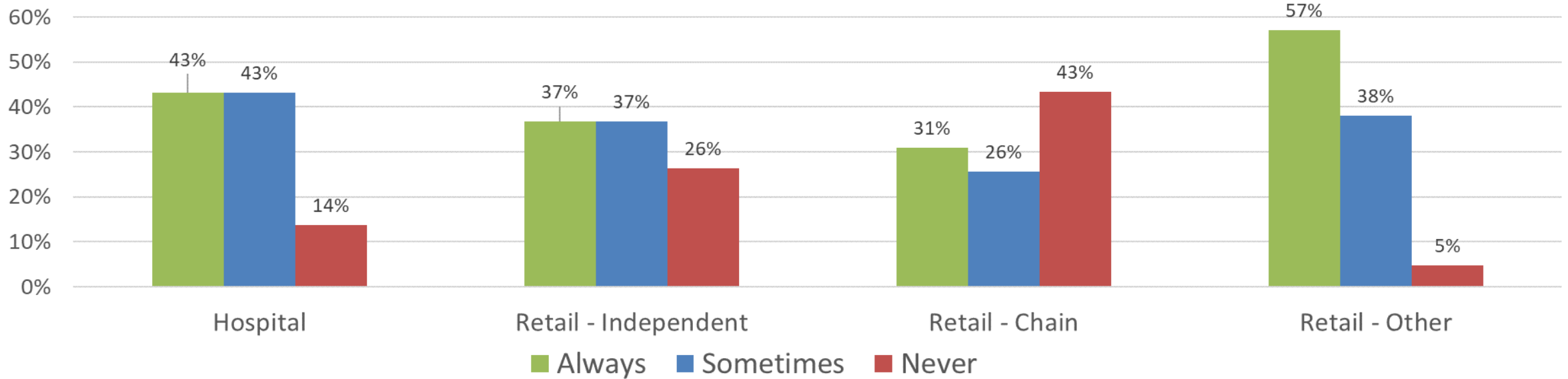


>10 Hour Shift



Meal Breaks

In practice, how often do you actually take a meal or rest break in each eight-hour shift?

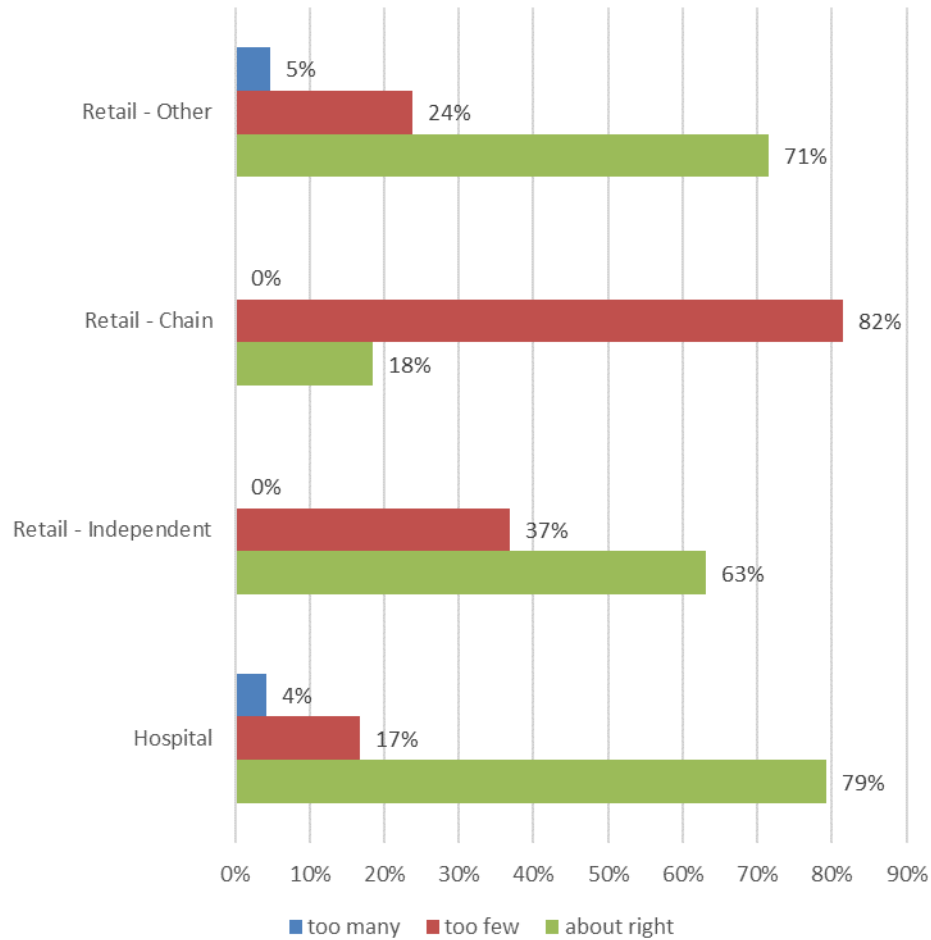


REGULATORY STANDARD: Pursuant to Administrative Rule 9.21(b): No pharmacist shall work more than 8 hours without a meal/rest break.

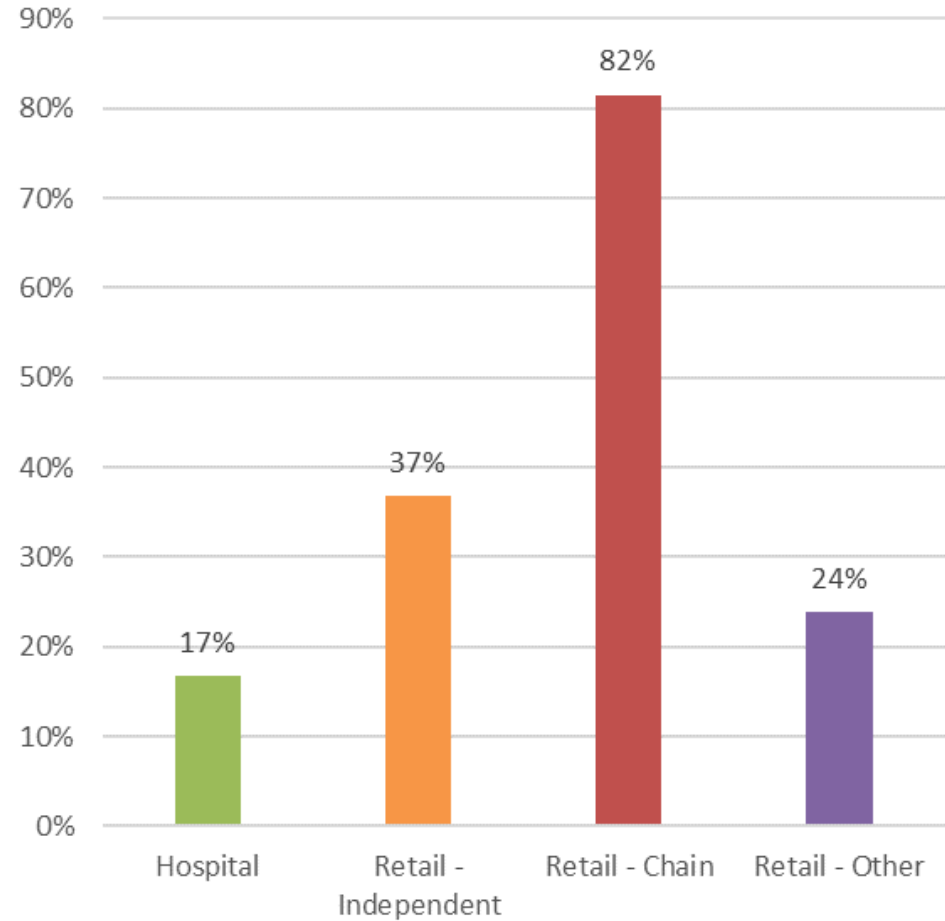


Pharmacy Technicians

Adequacy of the technician to pharmacist ratio

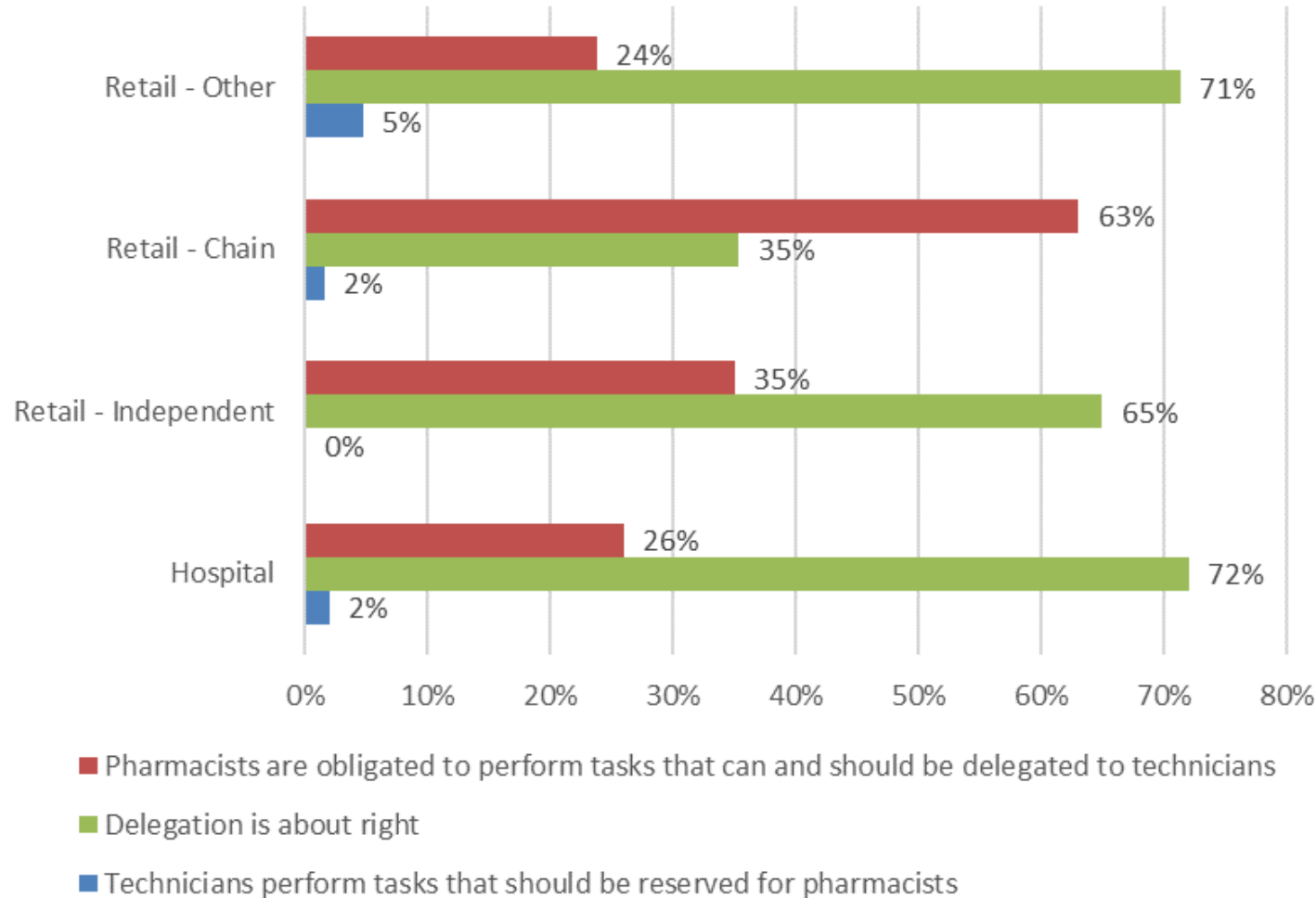


Too Few technicians

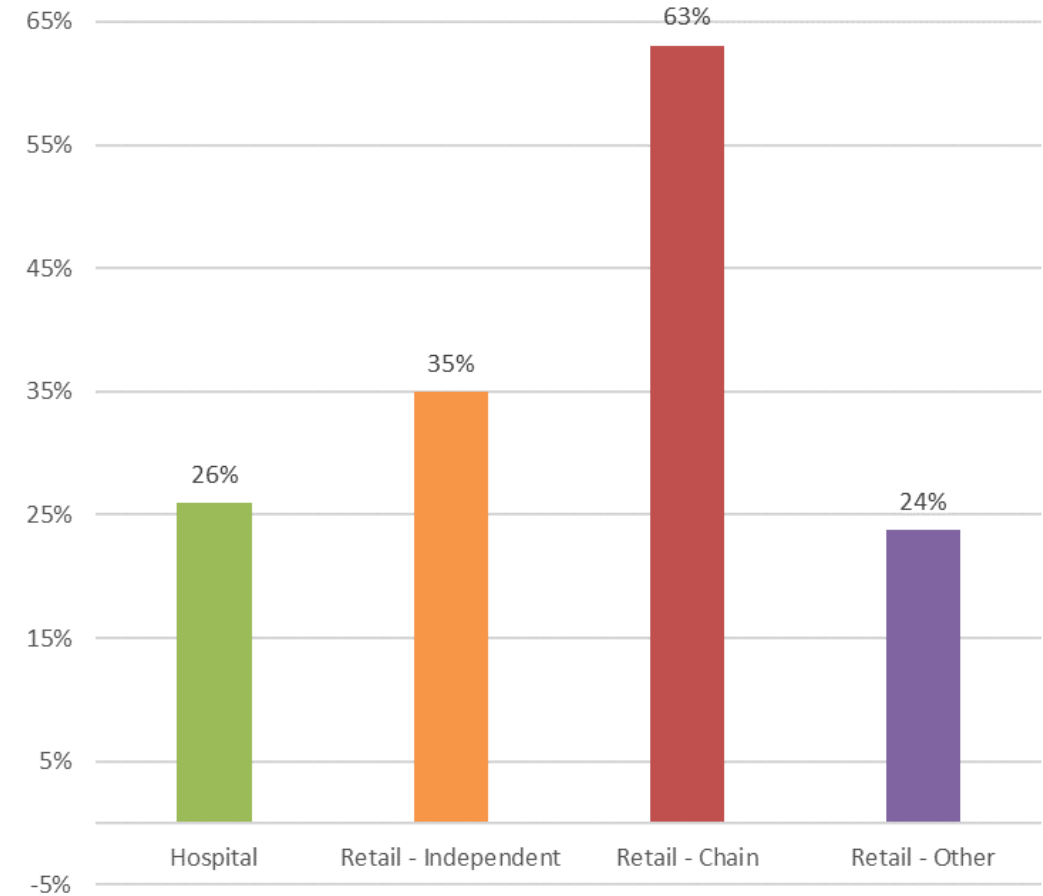


Delegation of Technician Duties

Suitability of Delegation

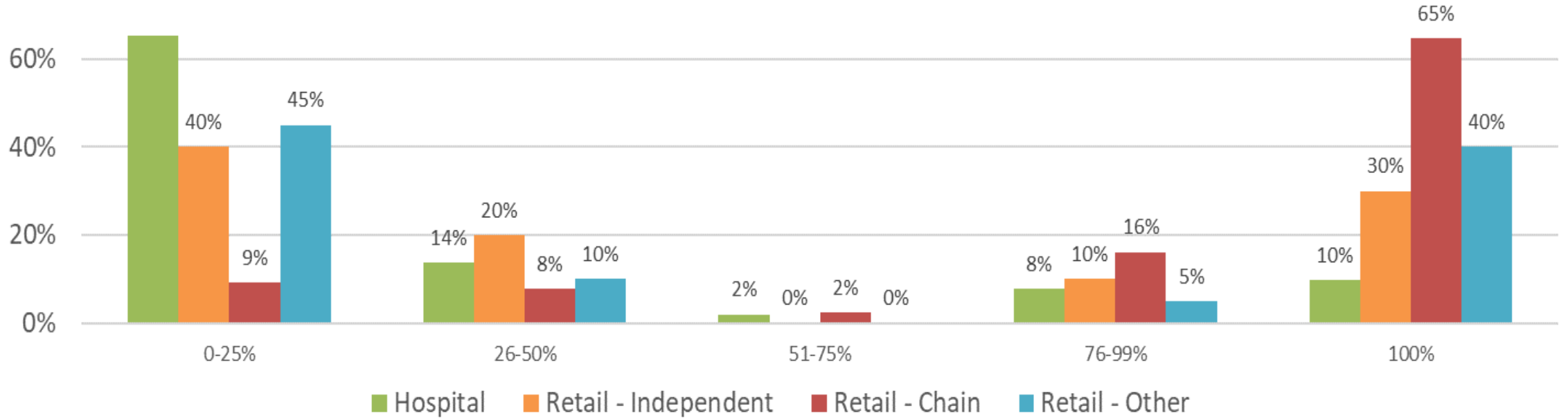


Pharmacists obligated to perform tasks that should be delegated to Techs

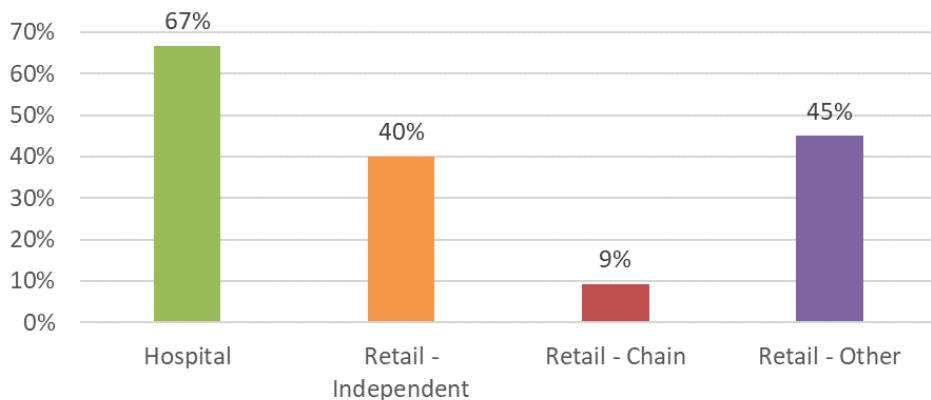


Sole Pharmacist on Duty

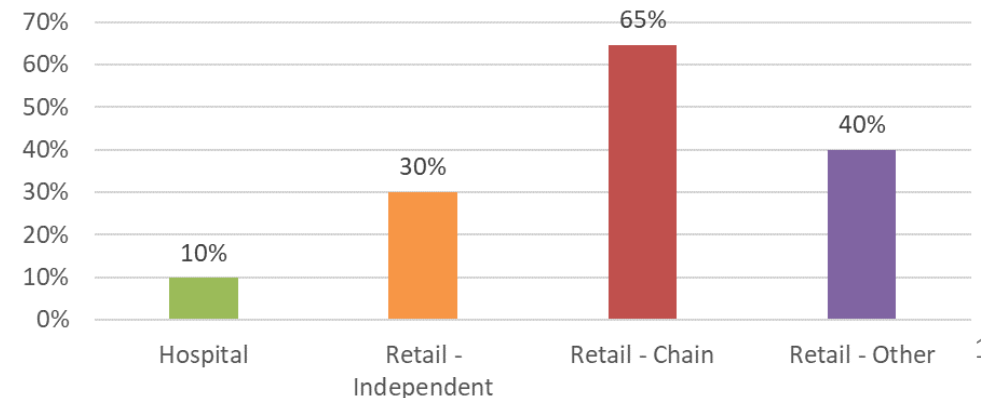
When working a shift for 8 or more hours, what percentage of your shift are you the sole pharmacist on-duty?



0 - 25% of the time

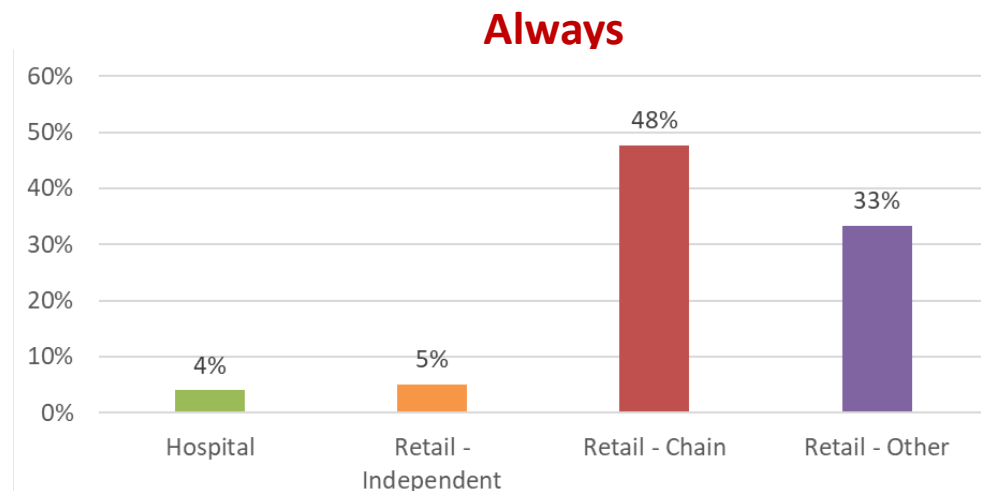
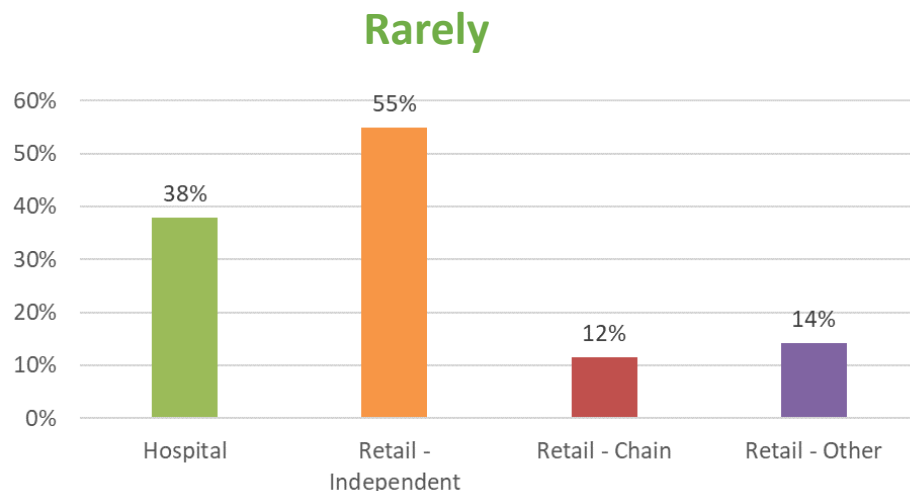
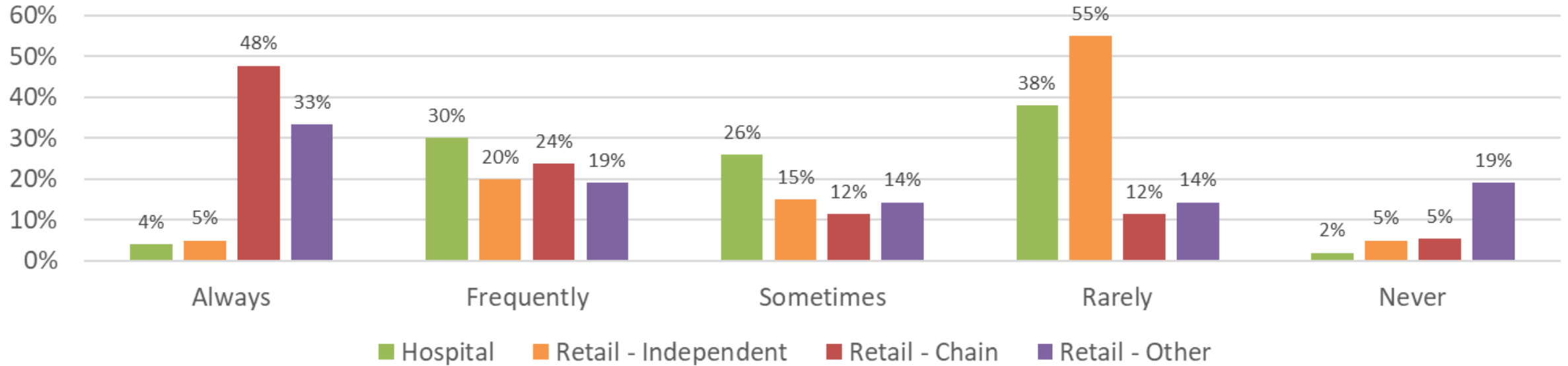


100% of the time

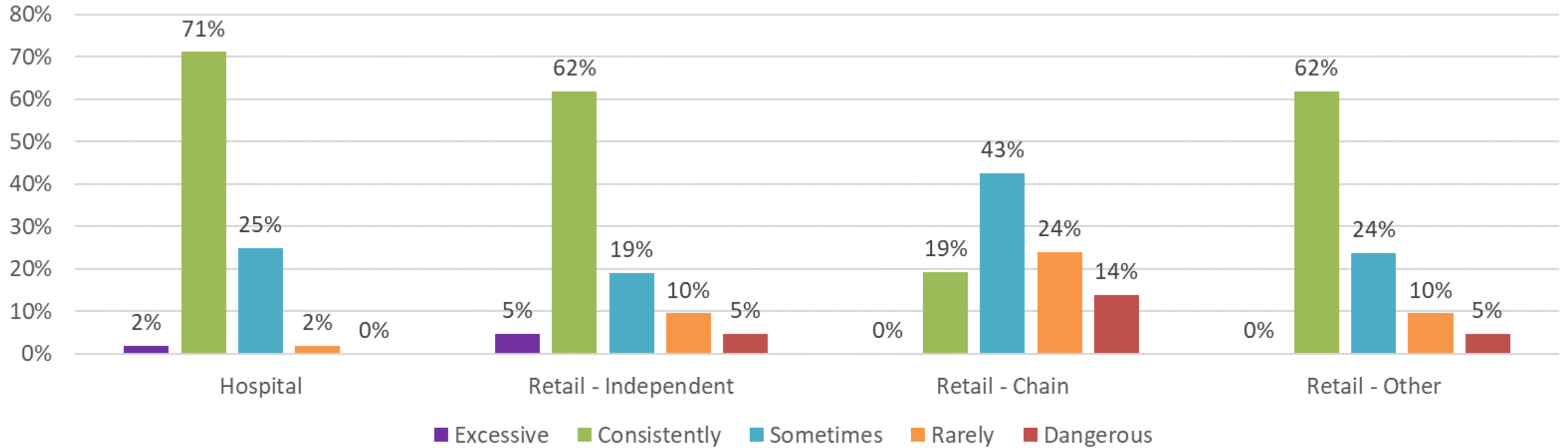


Before or After Work Hours

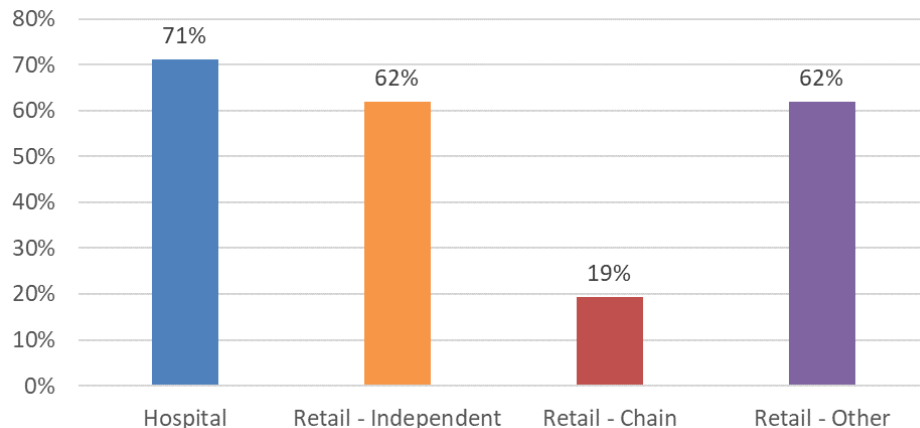
In a 5-day work week, how often do you work before or after your scheduled shift in order to complete necessary work?



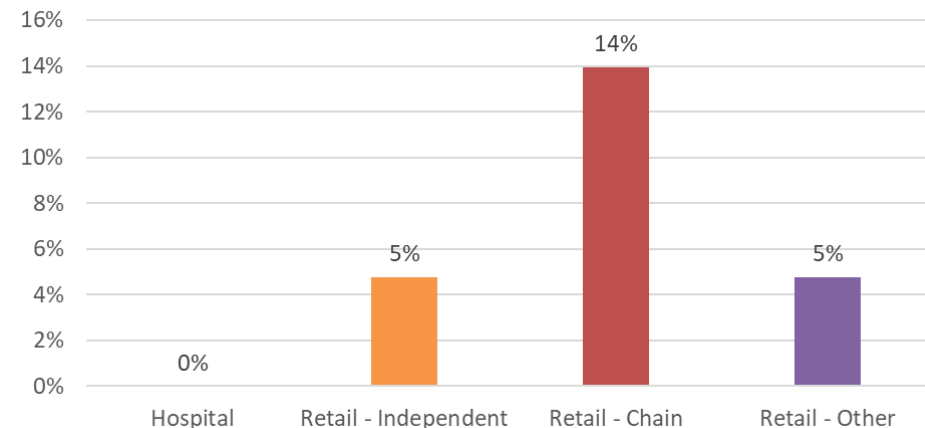
Number of Pharmacists on Duty Adequate to Provide Safe Patient Care



Consistent

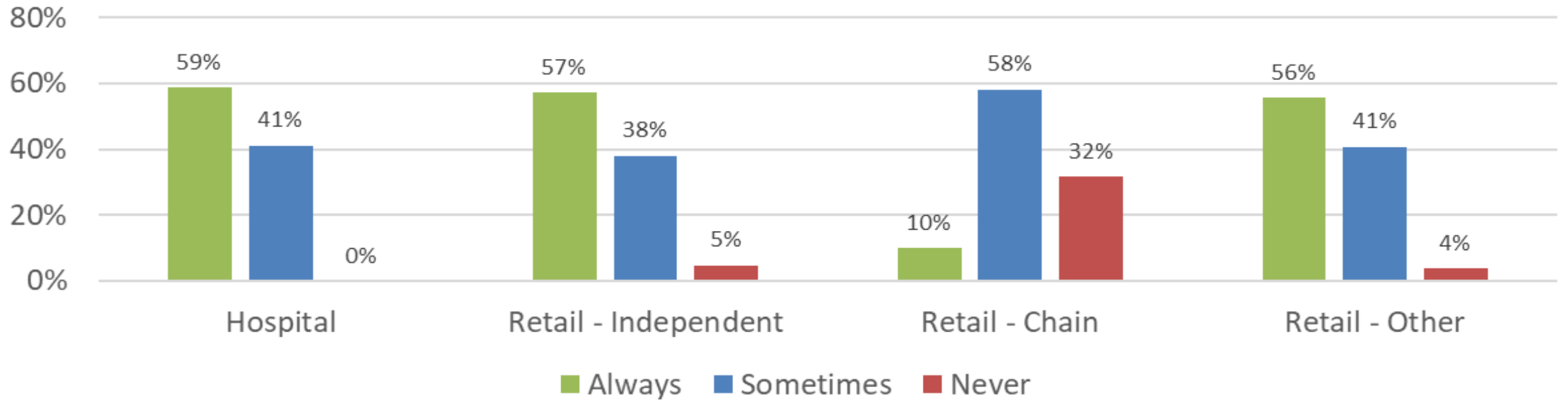


Dangerous



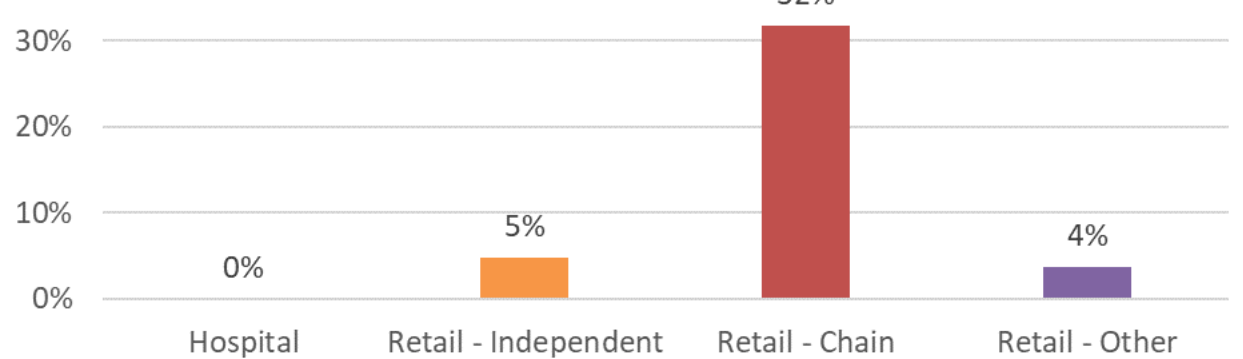
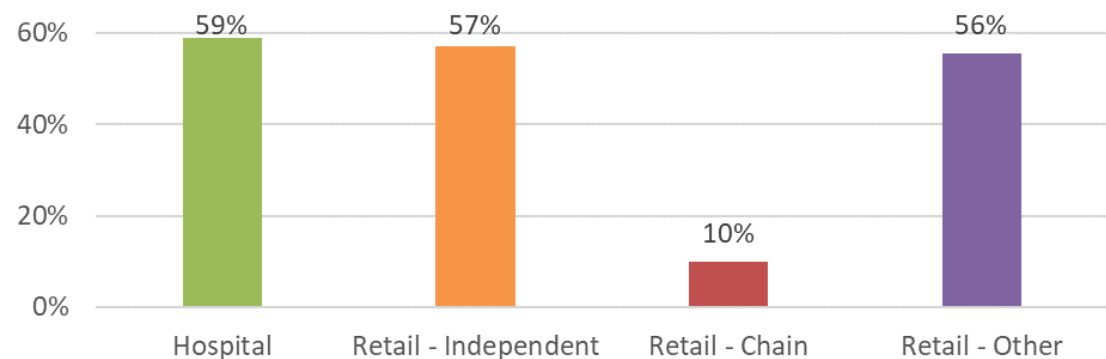
Working Conditions and Patient Safety

Are working conditions compatible with competent/safe pharmacy care?

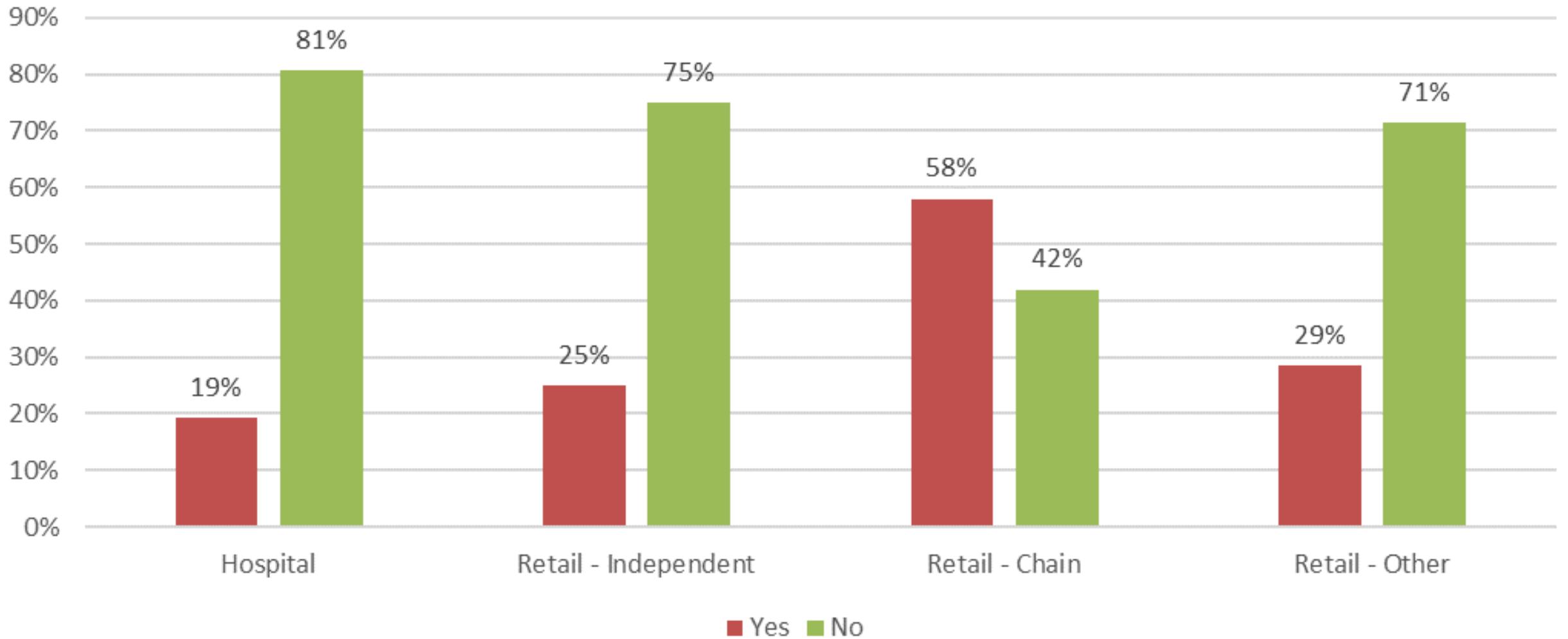


Always

Never



Considered Leaving Position Due to Patient Safety Concern



Next Steps

Rule Making

Additional Surveys

Pharmacy technicians

Drill-down, setting-specific

Legislation

Enforcement

Rule Making

- Illinois
 - <https://www.idfpr.com/PROFS/Meetings/Reports/Collaborative%20Pharmaceutical%20Task%20Force%20Report%2010%2011%202019.pdf>
 - <https://www.ilga.gov/legislation/publicacts/101/PDF/101-0621.pdf>
- California – 9/25/20 “No Pharmacist Left Alone”
 - https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=201720180SB1442
- Collaborate with other Boards of Pharmacy
 - NABP EO Interactive Forum – Canadian and US Boards have shared their efforts and want to coordinate efforts to highlight this widespread issue that needs national/federal-level attention