

Adding a Clinical Pharmacist to Your Practice

What are the required qualifications of a Clinical Pharmacist?

- ✓ PharmD or BSP Pharm degree
- ✓ Residency training or a minimum of 3 years of clinical practice in primary care
- ✓ Board certification recommended, in pharmacotherapy, ambulatory care, or another specialty based on the practice site and patient population (e.g., cardiology, pediatrics, geriatrics, psychiatry)
- ✓ Training and prior experience in providing comprehensive medication management (CMM)

Helpful Resources

- Isasi F, Krofah E. The expanding role of pharmacists in a transformed health care system (Washington, D.C.: National Governors Association Center for Best Practices, January 13, 2015). Available at: <https://jcpp.net/wp-content/uploads/2015/09/NGA-TheExpandingRoleOfPharmacists.pdf>
- Board of Pharmacy Specialties® website: <https://www.bpsweb.org/>
- The patient care process for delivering comprehensive medication management (CMM): optimizing medication use in patient-centered, team-based care settings. CMM in Primary Care Research Team. July 2018. Available at: http://www.accp.com/cmm_care_process

What support and resources does my practice need to provide a Clinical Pharmacist?

- ✓ Defined roles and responsibilities for the clinical pharmacist (e.g., provide direct patient care __ hours per week, serve as a medication consultant for providers and staff, provide medication education and training to patients and clinic staff)
- ✓ Expectations and goals for the clinical pharmacist that are aligned with the practice's goals and needs of the patient population
- ✓ Commitment from the practice leadership to supporting the clinical pharmacist role
- ✓ If required, collaborative practice agreements (CPAs)
 - *These documents may not be necessary at the time of hiring (state laws vary), but should be considered as the pharmacist becomes integrated into the practice*
- ✓ Established pharmacist-provider relationships, inter-professional collaboration
- ✓ Full EHR access to patient medical information and for documentation of recommendations and follow-up
- ✓ Adequate space for the pharmacist to meet with patients and secure telehealth technology for the pharmacist to use
- ✓ Practice-level support for recruiting patients, scheduling visits, and rooming patients
- ✓ Billing and revenue strategies for maximizing pharmacist value to the practice

Helpful Resources

- National Alliance of State Pharmacy Associations (NASPA) website. Collaborative practice agreements: resources and more. June 8, 2017. Available at: <https://naspa.us/resource/cpa/>
- Centers for Disease Control and Prevention. Collaborative practice agreements and pharmacists' patient care services: a resource for pharmacists. Atlanta, GA: US Dept. of Health and Human Services, Centers for Disease Control and Prevention; 2013. Available at: https://www.cdc.gov/dhbsp/pubs/docs/Translational_Tools_Pharmacists.pdf
- Patient-Centered Primary Care Collaborative (PCPCC). The patient-centered medical home: integrating comprehensive medication management to optimize patient outcomes resource guide, 2nd Ed. Washington, DC: PCPCC, 2012. Available at: www.pcpcc.org/sites/default/files/media/medmanagement.pdf
- American College of Clinical Pharmacy (ACCP). Comprehensive medication management in team-based care. Available at: <https://www.accp.com/docs/positions/misc/CMM%20Brief.pdf>
- Pestka DL, Frail CK, Sorge LA, Funk KA, Roth McClurg MT, Sorensen TD. The practice management components needed to support comprehensive medication management in primary care clinics. J Am Coll Clin Pharm. 2019;1–10. <https://doi.org/10.1002/jac5.1181>
- AMA StepsForward™. Embedding pharmacists into the practice: collaborate with pharmacists to improve patient outcomes. Available at: <https://edhub.ama-assn.org/steps-forward/module/2702554>

Where can I find a Clinical Pharmacist?

- ✓ Establish the level of support desired (full or part-time) and the funding required
 - *Funds can be recovered through revenue gained or cost savings realized through improvement in quality metrics. Some costs can also be recuperated via standard billing mechanisms*
- ✓ Post the position utilizing existing resources
 - *Job postings services associated with national pharmacy organizations*
 - [American College of Clinical Pharmacy \(ACCP\)](#)
 - [American Pharmacists Association \(APhA\)](#)
 - [American Society of Hospital Pharmacists \(ASHP\)](#)
 - *Job search engines (e.g. Indeed.com, LinkedIn)*
 - *Local and regional job listings*
- ✓ For practices needing less than a full-time clinical pharmacist employee, consider utilizing a service or employer that provides clinical pharmacy services on a contracted basis
- ✓ Clinical pharmacy consulting businesses
- ✓ Local community pharmacies providing clinical services
 - *Community pharmacies may be able to bridge the gap if they can establish value-based contracting and Collaborative Practice Agreements (CPAs) with physician offices, but the process of care and qualifications of a clinical pharmacist providing direct patient care cannot be sacrificed in those partnerships. These pharmacies would also need to address interoperability, real time sharing of health information, and collaborative care plan updates*
- ✓ Schools of pharmacy or academic medical centers
 - *Schools of pharmacy may be interested in placing their faculty in your practice to provide CMM while creating rotation sites for pharmacy students or residents*
 - *Academic medical centers may be willing to enter into a financial arrangement to provide clinical pharmacists on an hourly basis*

Helpful Resources

- Carmichael J, Jassar G, Nguyen PA. Healthcare metrics: where do pharmacists add value? *Am J Health-Syst Pharm.* 2016; 73: 1537-47. Available at: <https://academic.oup.com/ajhp/article-abstract/73/19/1537/5101809?redirectedFrom=fulltext>
- American College of Clinical Pharmacy (ACCP) online position listings: <https://www.accp.com/careers/onlinePositionListings.aspx>
- American Pharmacists Association (APhA) Career Center: <https://jobs.pharmacist.com/>
- American Society of Hospital Pharmacists (ASHP) CareerPharm®: <https://www.ashp.org/Professional-Development/CareerPharm?loginreturnUrl=SSOCheckOnly>