



## Competency/Skills Self-Appraisal: Pharmacist

Name \_\_\_\_\_ Date \_\_\_\_\_

Please check the column that applies to your skill level:  
 3= Very Competent > 1yr Exp.      2=Some Help needed <1 yr. Exp.      1=Need Direction <6 months Exp.      0=Never Done

SKILLS	3	2	1	0	SKILLS	3	2	1	0
▪ BCLS Expires:					▪ Infectious disease				
▪ CPR Expires:					▪ Kinetics				
▪ RPH Date:					▪ Pain management				
▪ PharmD Date:					▪ Psychiatric				
▪ Other Certification (specify): _____					▪ Renal				
<b>1. AGE SPECIFIC PRACTICE CRITERIA:</b>					▪ Diabetes				
▪ Newborn/Neonate (birth to 30 days)					▪ Anesthesia/OR satellite				
▪ Infant ( 30 days to 1 year)					▪ Other (specify): _____				
▪ Toddler (1 -3 years)					<b>5. GENERAL SKILLS:</b>				
▪ Preschooler (3-5 years)					▪ Confidentiality of Information/HIPAA				
▪ School Age Children ( 5-12 years)					▪ Ordering Supplies				
▪ Adolescent (12-18 years)					▪ Universal Precautions/Infection Control Procedures				
▪ Young Adults (18-39 years)					▪ Pharmacy specific infection control practices				
▪ Middle Adults (39-64 years)					▪ JCAHO – National Patient Safety Guidelines				
▪ Geriatric (64 +)					▪ Do not use list of abbreviations				
<b>2. EXPERIENCE WITH AGE GROUPS:</b>					▪ Familiar with OBRA 90				
▪ Able to adapt care to incorporate normal growth and development					▪ Caregiver/Patient Education				
▪ Able to adapt method and terminology of patient instructions to their age, comprehension and maturity level					▪ Interpret prescriptions for accuracy				
▪ Ensures safe environment reflecting specific needs of various age groups					▪ Prepare and fill prescriptions				
<b>3. EXPERIENCE IN SETTINGS:</b>					▪ Create new patient profiles				
▪ HMO					▪ Screen medication orders for completeness				
▪ Home Health					▪ Prepare prescriptions				
▪ Hospital inpatient					▪ Counsel patients				
▪ Hospital outpatient					▪ Record keeping for controlled substances				
▪ Independent					▪ Narcotic inventory control				
▪ Industry					▪ Familiarities with medical records/profiles				
▪ Long Term Care					▪ Word processing skills				
▪ Mail order					▪ Computerized medication information databases				
▪ Nuclear					▪ Purchasing medications, medical devices and supplies				
▪ Retail					▪ Stocking medications and supplies				
▪ Home infusion					▪ Hazardous chemical protocols				
<b>4. SPECIALITIES:</b>					▪ MSDS – provide information and education				
▪ Pediatrics					▪ Disposal of hazardous materials/waste				
▪ Geriatrics					▪ Compliance with State/Federal laws				
▪ Oncology					▪ Billing for services				
▪ Nuclear					▪ Handling third party rejected claims				
▪ Nutrition					▪ Formulary management				

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<b>5. GENERAL SKILLS CONTINUED:</b>					▪ Infectious disease				
▪ Reconstitution					Hospital				
▪ Batch hood use and maintenance					▪ Centralized pharmacy				
▪ Reporting medication errors					▪ Decentralized pharmacy				
▪ Medication allergies					▪ Outpatient pharmacy				
▪ Food/medication interactions					▪ OR Satellite pharmacy				
▪ Medication interactions					▪ Anesthesia medication management				
▪ Adverse medication interactions					▪ Cardiac dosing				
▪ Dosage calculations					▪ Psychotherapeutic management				
▪ Medication exchange system					▪ Therapeutic med monitoring				
▪ Medication safety initiatives					▪ Renal dosing				
▪ Medication recall					▪ Unit dose				
▪ Monitoring of high risk meds					▪ Mix and check IVs				
▪ Baker machine					▪ Automated mixing				
▪ Cad cassettes					▪ Manual mixing				
▪ Packaging anlineoplastic agents (Home Patients)					Retail				
▪ Prepacking					▪ Unit dose				
▪ Unit dose cart fill					<b>7. MEDICATION ADMINISTRATION:</b>				
▪ Cashier					▪ Preparation of medications				
Familiarity with:					▪ Storage of medications				
▪ Oral tablets and capsules					▪ Dispensing of medications				
▪ Sublingual medications					▪ Narcotic accountability				
▪ Eye drops and ointments					▪ After hours med systems				
▪ Nose drops					▪ Emergency med systems				
▪ Transdermal patches					▪ Unit dose systems				
▪ Ear drops					▪ Control of sample medications				
▪ Oral inhalers					▪ Investigational medications				
▪ Suppositories					▪ Emergency med systems				
▪ Enemas					▪ Unit dose systems				
▪ Injectables					▪ Control of sample medications				
<b>6. PRACTICE SETTING SKILLS:</b>					▪ Investigational medications				
Home Infusion					▪ Epidural/PCA management				
▪ Mix and check IVs					▪ Radiographic contrast media				
▪ Automated mixing					▪ Blood derivatives (albumin)				
▪ Manual mixing					<b>9. DOCUMENTATION:</b>				
Long Term Care					▪ Patient profiles				
▪ Mix and check IVs					▪ Appropriate labeling				
▪ Evaluate care plans					▪ Required State and Federal laws				
▪ Make recommendations					▪ Formulary management				
▪ Unit dose					▪ Drug utilization review				
Specialty					▪ Patient education				
▪ Oncology					▪ Billing and credits				
▪ Nuclear					<b>10. AUTOMATION TYPES:</b>				
▪ Nutrition					▪ Baxter				

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<b>10. AUTOMATION TYPES CONTINUED:</b>					▪ Use of ideal body weight for dosing				
▪ Abbott					▪ Use of actual body weight for dosing				
▪ McKesson					▪ Use of body surface area for dosing				
▪ Pysis					▪ calibration of droppers				
▪ Accudose					▪ Altering formulas				
▪ Other (specify): _____					▪ mass/volume/density				
<b>11. COMPUTER SYSTEMS/SOFTWARE:</b>					▪ Unit dose – solid and oral liquids				
▪ 3M					Conversion for medications:				
▪ Cemer (Mega Source)					▪ Intravenous to oral				
▪ Condor					▪ Oral to intravenous				
▪ HBOC					▪ Intravenous to intravenous (Brand changes)				
▪ IBAX Series 5000					▪ Oral to oral (Brand changes)				
▪ Legacy (Coram)					▪ specific gravity of liquids				
▪ Meditech					▪ specific gravity for solids				
▪ Mesta-Med Plus					▪ specific volume				
▪ NDC					Percentage calculations				
▪ Osco					▪ % weight in volume				
▪ PAL					▪ % volume in volume				
▪ PDX					▪ % weight in weight				
▪ Pharmworks					Dilution and concentration				
▪ Pix					▪ Alcohol dilution				
▪ QS-1					▪ Acid dilution				
▪ Renlar					▪ Stock solutions				
▪ Saint (First Data)					▪ Isotonic and electrolyte solutions				
▪ SMS					▪ Calculation for isotonic solution preparation				
▪ Technicon					▪ Millimoles vs. milligram				
▪ Walgreens					▪ Osmolarity				
▪ Zadol					▪ Constituted solutions and admixtures				
<b>12. IV ADMIX EXPERIENCE:</b>					▪ Oral solution/suspension				
▪ Calculation of dosage					▪ Parenteral				
▪ Sterile technique					▪ Drug availability and pharmacokinetics				
▪ Laminar flow hood					▪ Elimination rate and elimination half life				
▪ Chemotherapy admixtures					▪ Creatinine clearance rate				
TPN					▪ Adjusting creatinine clearance rte				
▪ Initial nutritional assessment					▪ Radioactive pharmaceuticals				
▪ Compounding					▪ Intersystem conversion				
▪ Support and adjustments					▪ Solubility ratios				
▪ Kinetics					▪ Buffer solutions				
▪ Epidural infusions					<b>14. OTHER:</b>				
▪ Antibiotics					▪ Advantage system				
▪ Piggybacks					▪ Baxter's add-a-vial				
▪ Intrathecal syringes/infusions					▪ Multi dose vials				
▪ Other (specify): _____					▪ Batch injection devices				
<b>13. DOSING:</b>					▪ Skin care products				
▪ Medication dosing for neonates/pediatrics					▪ Ulcer care products				
▪ Medication dosing for young adult/adult/elderly					▪ Wound care				

