**FORMAT TO REQUEST CHANGES (FTRC)**

**CROW/NORTHERN CHEYENNE HOSPITAL**

**Directions:** Please use this format as a guideline for your request. Supplemental materials may be attached to your request. Department heads submit requests through their supervisor and present to Administration for Review and Decision.

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DEPT. OR ORGANIZATION CSU Pharmacy Services

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PURPOSE OF REQUEST: New position to establish Community/Public Health Pharmacist Services

**GENERAL DESCRIPTION OF REQUEST**

1. **What changes (additions or modifications) are proposed?**

CSU Pharmacy Supervisor is requesting the creation and addition of a new Pharmacist FTE to the Org Chart, Spending Plan and CAPHR. This is to start on 9/1/22 and may be filled by an internal candidate. The Community/Public Health Pharmacist service intentions are to collaborate with Public Health Nursing to address a myriad of ongoing community and public health needs that require pharmaceutical expertise and intervention. This FTE would provide direct patient care in the following areas: STI screening/treatment; Hepatitis C screening/management/treatment; screening/treatment of other communicable diseases (i.e. tuberculosis, COVID-19, Monkey Pox, etc.); substance use disorder screening/management/treatment; expanding community access to naloxone; detention center screenings/treatment/substance use disorder; community/school screenings/education; PHN walk-in office visits (SUD; Hepatitis C; STI; COVID-19); homeless patient visits (i.e. SUD; syringe exchange program, birth control, naloxone); patient home visits (discharge medication reconciliation; medication management; patient/family education); and Vaccines for Children (VFC) program management. Pharmacists are the recognized medication experts on the healthcare team. As such, pharmacists can play an important role in optimizing therapeutic outcomes and promoting safe, cost-effective medication use for patients, expand access to care services under the existing Collaborative Practice Agreement (CPA) and other policies and procedures related to medication management, and assist with the coordination of care and improved quality and safety of care. The Public Health Nursing department has requested that they have a dedicated Community/Public Health pharmacist on their team to address ongoing community and public health needs..

1. **What are the goals and anticipated benefits/outcomes?**

Establishment of a Community/Public Health pharmacist position reflects an additional step in strategic planning initiatives to expand the PCMH model across CSU outpatient care delivery. The Community/Public Health position would serve to establish the services and benefits of having pharmacy directly located in Public Health Nursing Department to support public health initiatives, patient safety processes and quality of care. Serving as part of the Public Health team, pharmacists can also support revenue generation processes by counseling and dispensing appropriate medications in clinic and meet regulatory compliance processes for JC and CMS, including sound medication reconciliation processes for patients. Once established, training requirements and expectations of this position can then be replicated for additional positions to further develop and enhance Community/Public Health services across CSU.

1. **What data or information supports the need for this change?**

In addition to the request by Public Health Nursing Department supervisor and staff, a pilot project of staffing a pharmacist, on average, of once-weekly in PHN Department has generated the following impacts and data through tracking documentation of interventions:

* Tracking 101 Hepatitis C consults
  + 42 documented cures
  + 10 MT Medicaid Prior Authorizations completed since April 2022 (start of PHN pharmacist pilot)
* Increased the amount of Narcan (naloxone) in the community:
  + 60 doses dispensed in all of 2021
  + 78 doses dispensed from April through August 16,2022
* Increased access to Vivitrol (naltrexone) for SUD
  + Doubled utilization of naltrexone compared to calendar year 2021
* Created/implemented STI standing order to increase timeliness to STI treatment:
  + 32 patients received treatment under standing order since May 2022.

Quantitatively, Community/Public Health pharmacists can improve disease specific outcomes and help meet GPRA Measures, such as A1c glycemic control, blood pressure control, assessment of statin therapy to reduce CVD risk in diabetic patients, as well as, immunization measures and prevention measures such as tobacco cessation interventions, SBIRT for substance use disorder. Community/Public Health pharmacist services can enhance cost avoidance measures through decreased hospitalizations and readmissions; decreased emergency department visits, and resolution of potentially hazardous medication related misadventures. Community/Public Health pharmacist will assist with adherence to policy, procedures, best practices, and evidenced based medicine for both contractor and permanent nurses and providers. Finally, pharmacist under the existing CPA can expand services to include, but not limited to, substance use disorder, behavioral health, and diabetes and cardiovascular healthcare.

Qualitatively, pharmacists can improve patient satisfaction ratings and quality of life, as well as, improving provider satisfaction. Furthermore, Community/Public Health pharmacists will contribute to quality improvement projects

1. **What departments or services and patients/clients will be impacted and are they involved in the planning and evaluation of the proposed change?**

Outpatient services, inpatient services, surgery services, and emergency department services will be impacted with the increased pharmacy department services provided. However, only outpatient clinical services are expected to be involved in the planning and evaluation of the addition of this position, as this department will be the most impacted.

1. **Are there other potential options to achieve the desired change?**

Removing a staff member from the current pharmacy staffing model to support Community/Public Health needs would result in the desired change for services, but such a move would impact the delivery of other services provided from the Pharmacy Department due to staffing constraints, particularly when moving towards expanding PCMH teams across CSU and working to initiate 24/7 on-site pharmacy coverage in the Emergency and Inpatient Departments.

1. **What resources are required?**

Development of position description, classification, and recruitment of new position. Position would need to be added to SU CAPHR and funded at the Clinical Pharmacist, GS-12(GS-0660, Pharmacist) rate range of $106,933-$126,985.

1. **What additional costs or cost savings are anticipated?**

The healthcare system will benefit from cost avoidance measures through decreased medication errors and increased adherence, decreased hospital admissions and readmissions, decreased emergency department visits, and an adherence to procedures, policies, best practices, and evidenced based medicine. The literature estimates, that pharmacist interventions and extending access to care services can result in per patient cost savings of $3,191. Literature indicates that expansion of substance use disorder treatment and management can save the healthcare system $2,094 per patient. As services are implemented, the opportunity to develop pharmacy clinical billings services and reimbursement exists to serve as a potential new revenue source.

1. **How will the proposed change(s) be planned and implemented?**

Approval of position from Exec Staff, creation of new HR documentation advertisement and hiring. The start date for this year is 9/1/22.

1. **Does implementation pose issues for the Environment of Care, Infection Control Programs or Information Management systems?**

No concerns or issues for these systems. Position should support these programs/systems.

1. **What is the proposed implementation date?**

CSU Pharmacy Services would like to have this position developed and staffed by September 1, 2022.

1. **What is planned for the development of policies and procedures/forms, etc.?**

CSU Director of Pharmacy Services will be responsible for the creation of HR documents for this position.

1. **What orientation/training/certification is required?**

If an internal candidate or outgoing resident is hired, no additional training will be needed. Also, trained COVID hires would be able transition. Outside candidates will need to be trained in the Outpatient and PCMH Pharmacy Department Services. BLS, ACLS, and PALS will be required. Some of this training may be truncated based on previous individual training and experience.

1. **How will the effectiveness of the change be assessed?**

Position will be accountable to Director of Pharmacy Services. Effectiveness will be assessed by whether or not we were able to establish and expand Community/Public Health services, expand teams across CSU, establish new services to meet unmet needs in the access to care and treatment of substance use disorder; Hepatitis C, STI, and others as previously mentioned, and generate additional revenue through cost avoidance and initiation of billing of clinical pharmacy services.