



# GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDÁT ESPETÁT MIMURIÁT GUÅHÅN

850 Governor Carlos Camacho Road, Tamuning, Guam 96913  
Operator: (671) 647-2330 or 2552 | Fax: (671) 649-5508



## AREA OF CONSIDERATION – OPEN COMPETITIVE

### TO ESTABLISH A LIST FOR THE POSITION OF **HOSPITAL PHARMACIST**

**OPEN: November 01, 2023**

**CLOSING DATE: CONTINUOUS**

**ANN. NO.: 24-44**

#### GENERAL PAY PLAN

**OPEN: Q-01 \$73,788.00 P/A to Q-10 \$101,296.00 P/A**  
**PROMOTION: Q-01 \$73,788.00 P/A to Q-18 \$130,052.00 P/A**

#### **MINIMUM EXPERIENCE AND TRAINING:**

- A) Two (2) years of experience as a hospital/clinical pharmacist and graduation from an accredited school of pharmacy with a Bachelor's degree in pharmacy; or
- B) Any equivalent combination of experience and training beyond the Bachelor's degree which provides the minimum knowledge, abilities and skills.

#### **NECESSARY SPECIAL QUALIFICATIONS:**

Possession of a current certificate of registration as a registered pharmacist and current licensure to practice from any one of the U.S. or Territories.

**Pursuant to P.L. 24-329, Guam Allied Health Practice Act, effective 12/30/98, mandating that Allied Health Professions shall be licensed under the Guam Board of Allied Health Examiners.**

#### **NATURE OF WORK:**

This is professional hospital pharmacy work.

Employees in this class perform the full range of complex professional hospital pharmacy duties and may supervise the work of pharmacy technicians and aides.

**ILLUSTRATIVE EXAMPLES OF WORK:** (Any one position may not include all the duties listed, nor do the examples cover all duties which may be performed.)

Interprets, compounds and dispenses medications according to physician's prescription; directs technicians and aides in the proper filling, charging and recording of prescriptions. Interprets and checks direct physician's inpatient drug order. Gives necessary instructions/explanations as to the use of prescribed medications, including the warnings and side effects. Checks and assesses appropriateness of drug therapy from patient medication profiles, including food – and laboratory – drug interactions. Checks unit-dose cassettes as filled by technicians; prepares I.V. admixtures; monitors patient medication profiles; determines whether drug returned from nursing units should be placed back in pharmacy stock or discarded. Provides drug information to physicians, nurses and other health professionals. Checks all areas where medications are stocked including nursing units, OPD, O.R. and Emergency drug units. Makes inventory of and maintains records of narcotics and other controlled drugs. Participates in in-service education for nurse, technicians and other hospital personnel. Makes recommendation as to how pharmaceutical methods and procedures can be improved and implements new improved techniques and methods. Maintains records and prepares reports. Performs related duties as required.

#### **MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:**

- Knowledge of the principles and practices of hospital pharmacy services.
- Knowledge of the unit-dose system and I.V. admixture.
- Knowledge of drug interactions including food-drug, lab-drug and drug-drug interactions.
- Ability to compound and dispense a variety of drugs.
- Ability to make decisions in accordance with appropriate program guidelines.
- Abilities to interpret and apply pertinent laws, regulations and other program guidelines.

- Ability to work effectively with employees and the public.
- Ability to communicate effectively, orally and in writing.
- Ability to maintain records and prepare reports.

**EXAMINATION REQUIREMENTS:** A written test may be required. When a written test is not required, applicants will be rated on a scale between 70.00 and 100 percent on the basis of their training, education and experience in relation to the minimum requirements of the positions. **Individuals with disabilities who require special accommodations should contact this office prior to any scheduled examination.**

**EDUCATION REQUIREMENT:** Applicants claiming education accomplishment, such as, degrees or credits are required to submit official or verified copies of university or college transcripts. Pursuant to Public Law 29-113, effective September 30, 2008, all new employment in the service of the government of Guam shall have, as a reasonable measure of job performance, minimum requirement of high school diploma or a successful completion of General Education Development (GED) test or any equivalent of a general education high school program, apprenticeship program or successful completion of certification program, from a recognized, accredited or certified vocational technical institution, in a specialized field required for the job.

**CMS OMNIBUS COVID-19 HEALTHCARE STAFF VACCINATION REQUIREMENT:** Pursuant to CMS regulation, all eligible staff, both current and new, working at either the acute hospital or the Skilled Nursing Facility, are required to be fully vaccinated against COVID-19. The CMS mandate applies to all eligible staff working at almost all CMS-certified facilities that participate in the Medicare and Medicaid programs. This includes facility employees, licensed practitioners, students, trainees, vendors, contractors and volunteers. Additionally, this includes individuals who provide care, treatment, or other services for the facility and/or its patients under contract or other arrangements, even at a third party location.

**DRUG SCREENING AND PRE-EMPLOYMENT PHYSICAL MEDICAL EXAMINATION:** All applicants tentatively selected for this position are required to submit to a urine test to screen for illegal use of drugs prior to appointment. All applicants accepting employment with Guam Memorial Hospital Authority must take and pass a pre-entry Physical examination and COVID screening and show proof of COVID vaccination.

**PRIMARY SOURCE VERIFICATION:** Applicants applying for positions in the Nursing and/or Allied Health Professional positions requiring licensure pursuant to Public Law 24-329 or National Credentialing Institution must obtain a verification of licensure upon notification of selection as a condition of employment. All cost incurred for licensure/ certification verification is at the applicant's expense.

**VETERANS' PREFERENCE:** Applications claiming veteran's preference are required to provide a copy of their DD-214 (Military discharge member 4 form). Those claiming Compensable Disability are required to provide verification from the Veteran's Administration.

**DISABILITY PREFERENCE:** Applicants wishing to claim Disability Preference should submit a Government of Guam Disability Certification form, certified by the Director of Public Health & Social Services.

**POLICE AND COURT CLEARANCE:** Pursuant to Executive Order No. 2005-34 and Public Law No. 28-24, all applicants accepting employment with Guam Memorial Hospital Authority must submit a police and Superior Court of Guam clearance of no more than 3 months old from the date of notification of selection as a condition of employment. The cost of the clearances is the applicant's responsibility. Off-Island applicants must obtain clearances from their last place of resident.

**AREA OF CONSIDERATION AND INTERVIEW PROCESS:** A personal interview, interview by telephone or video conferencing will be held by the appointing authority or his designee for eligible candidates referred via certification. Certification for interviews are prepared from valid eligibility listings in accordance with the area of consideration or examination and in the following order if available: 1) Departmental; 2) Government-wide; and 3) Open Competitive. Candidates will be contacted accordingly during active recruitment when their names are reached on the appropriate list.


**Important Note:** Individuals with disabilities who require special accommodations should contact the Equal Employment Opportunity Office at (671) 647-2104, prior to any scheduled interviews. If traveling off-island and/or if contact information has changed, all eligible candidates are responsible for notifying the Human Resources Office of any changes in contact information to include email and mailing addresses.

**IMPORTANT INFORMATION:** Public Law 99-603 (8USC, Section 1324A) requires the Government of Guam to verify the identity and work eligibility of all newly hired employees. All new employees shall be required to provide proof of identity and work eligibility to work in the United States.

If you are hired to fill a position in the Government of Guam, you will be required to present valid documents that will establish your identity and work eligibility.

**WHERE TO APPLY:** Applicants must submit the "Guam Memorial Hospital Authority – Employment Application" to the Guam Memorial Hospital Human Resources Department between the hours of 7:00 a.m. to 4:00 p.m., Monday through Friday. Closed on official Government Holidays, Saturday and Sunday or via email to [human.resources@gmha.org](mailto:human.resources@gmha.org). To ensure full consideration of your application, all supporting documents must be submitted with the application. For further information, call (671) 647-2409/2171 or visit the Guam Memorial Hospital Authority Human Resources Department at 850 Gov. Carlos Camacho Road Oka, Tamuning, Guam 96913. The Human Resources Department is located on the first floor within the Administration offices or visit the "gmha.org website" for other employment opportunities.

APPROVED:

  
LILLIAN Q. PEREZ-POSADAS, MN, RN  
Hospital Administrator/CEO

