

**XXXXX Hospital
Age Appropriate Competencies**

EMPLOYEE:

Job Title: Pharmacist

Category: Medication Dosage & Route

DOMAIN	BEHAVIORS DESIRED	ADOLESCENT	ADULT	GERIATRIC
Knowledge of Growth & Development Principles	Pass Written Test with at least a score of 80%	Score:		
Ability to Assess Appropriate Data	Assessment of Allergies; Other Medications the pt is on; Body Mass of pt; Food/Drug & Drug/Drug Interactions; Ability to swallow medications;	Typically able to tolerate pills; Typically on few other medications outside of immediate treatment needs; Independence and control are important at this age;	Typically able to swallow pills; Frequently on meds other than those required for the immediate treatment needs (ie: diabetes, hypercholesterolemia,)	Frequently has difficulty swallowing; Body mass has lessened in many; Dosage requirements may be less due to loss of body mass; Frequently has multiple co-morbidities that require a variety of medications which may interact with medications required for treatment of immediate needs; Lab results may need to be examined depending on the class of medication; Determine if class of medication, dosage, route, etc is appropriate for age of patient;
Ability to Interpret/Apply Data	Correct method of delivery of medication based on patient factors; Education of pt & family regarding interaction of medications;	Most often dispense as pill unless current condition requires otherwise or pt requests other form; Allow for alterations in standard administration times and methods based on pt's requests, when ever it is not contraindicated;	Alter method of administration based on ability to swallow; Educate patient of any potential interactions with regular meds;	Critical that height & weight are obtained prior to dispensing med; Alter method of administration based on ability to swallow; Offer meds in alternate forms if available; Assure that body mass can tolerate amount of med ordered, as well as the class of medication and route; Educate patient and significant other of any potential interactions with regular meds or food;
Ability to Communicate with patient / significant other	Demonstration of ability to alter communication style based on condition of patient & age;	Assess hearing and speaking ability; Communicate with patient as an adult, but do not forget that the pt may not be able to comprehend all info.	Assess hearing and speaking ability	Speak deeply and slowly ; Assess hearing and speaking ability;

Ability To Evaluate Effectiveness	Patient/Significant Other verbalizes an understanding of potential drug / drug interactions; Identifies other forms of medication as appropriate;	Evaluation of Adolescent's understanding of medication regime;	Evaluation of pt's understanding of potential drug interactions;	Substitution of method of administration of med, class of medication, and/or dosage, based on patient needs & reaction to medications; Follow lab results to assure that side effects are tolerated; Observe other medications ordered to assure as few interactions as possible;

Must be completed during Orientation to a new position, and again on an annual basis. Evaluate Employee's competency in each age group, for each domain. Insert date achieved/demonstrated competency and Supervisor's initials in the appropriate column & row.

The above listed employee has demonstrated competency in all of the above age appropriate behaviors.

SUPERVISOR :

DATE COMPLETED:

Submit to HR on at the end of the orientation period and on an annual basis thereafter.