



# Essential Functions for Pharmacy Technicians



The following technical standards and essential functions outline reasonable expectations of a student in the Pharmacy Technician program for the performance of common pharmacy technician functions. The pharmacy technician student must be able to apply the knowledge and skills necessary to function in a variety of classroom, lab, and/or clinical situations while providing the essential competencies of pharmacy technicians. These requirements apply for the purpose of admission and continuation in the program. The student must demonstrate the abilities detailed in the following table.

## Essential Function I: Observation

- Ability to participate actively in all demonstrations, laboratory exercise, and clinical experiences in the professional program component.
- Able to visually discriminate increment readings on syringes. (Corrected as necessary).
- Able to read instrument scales.
- Able to enter and review data during use of computer equipment.
- Able to visually discriminate different colored and shaped objects.
- Recognize and interpret facial expressions and body language.
- Assess the environment at a distance.
- Auditory (corrected as necessary).
- Recognize and respond to soft voices or voices under protective garb.
- Recognize and respond to voices over the telephone, via a speaker, or from microphone speaker in a drive-thru.

## Essential Function II: Communication

- Ability to communicate effectively in English using verbal, non-verbal and written formats with faculty, other students, clients, families and all members of the healthcare team.
- Exercise excellent verbal and interpersonal communication work to impart information to clients or to the public, to convey instructions to patients or co-workers clearly and accurately.
- Assess nonverbal communications.
- Transmit information to clients, fellow students, faculty and staff, and members of the health care team.
- Receive, write and interpret written communication in both academic and clinical settings.

## Essential Function III: Motor

- Sufficient motor ability to execute the movement and skills required for safe and effective pharmaceutical practice.
- Eye-hand coordination and finger dexterity required to achieve the psychomotor objectives (use of a spatula and tablet counter, mortar and pestle, balance and weight set, needles, syringes, and the skills of counting and pouring)
- Excellent fine motor skills and hand/finger strength, such as those required to perform sterile compounding using strict aseptic technique.
- The ability to manipulate needles and syringes while holding your arms out in front of you for extended periods of time.
- Lift up to 50 pounds
- Stand and/or walk for long periods of time (8-12 hours)

### **Essential Function IV: Intellectual**

- Ability to collect, interpret and integrate information and make decisions.
- Read and comprehend relevant information in textbooks, prescriptions and medication orders, medical records and professional literature
- Measure, calculate, reason, analyze and synthesize
- Utilize intellectual abilities, exercise good judgment and complete tasks, within required time limits
- Retain information
- Apply knowledge to new situations and problem solving scenarios

### **Essential Function V: Behavioral and Social Attributes**

- Possess the emotional health and stability required for full utilization of the student's intellectual abilities, the exercise of good judgment, the prompt completion of all academic and patient care responsibilities and the development of mature, sensitive, and effective relationships with clients and other members of the health care team.
- Possess the ability to tolerate taxing workloads, function effectively under stress, adapt to changing environments, display flexibility, and learn to function in the face of uncertainties inherent in clinical settings with patients.
- Possess compassion, integrity, concern for others, and motivation.
- Possess the ability to demonstrate professional behaviors and a strong work ethic.
- Manage heavy academic schedules and deadlines
- Perform in fast paced clinical situations
- Display flexibility
- Sustain professional activities for protracted periods under conditions of physical and emotional stress
- Demonstrate emotional health required for full utilization of intellectual abilities and exercise of good judgment
- Demonstrate integrity, concern for others, interpersonal skills, interest and motivations
- Accepts responsibility and accountability for one's own actions
- Develop mature, sensitive and effective relationships with clients and others
- Comply with the professional standards of the pharmacy profession

I have read the above essential functions and understand the performance standards specific to the occupation of pharmacy technician. I have the ability to meet the Physical Performance Standards as specified.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_