



2023 Open Forum on Policy Topics

Wednesday, September 14, 2022
6:00pm – 7:00pm ET

For Every Pharmacist. For All of Pharmacy.

[pharmacist.com](https://www.pharmacist.com)

Objectives

1. Briefly review the purpose of the House of Delegates
2. Provide short overview of the policy development process
3. Outline the 2022-2023 proposed policy topics
4. Briefly discuss next steps in the process

Webinar scheduled for 60 minutes.

(10 minutes for intro/overview, 15 minutes per topic, and 5-10 minutes for final comments/questions)

Webinar Process

To request to speak during the webinar, click on the **raise hand** button. You will be placed in the queue and recognized by the moderator.

Provide written questions/comments through the **question panel** or send an email to **HOD@aphanet.org**. Written comments may be limited due to time but will be made available to the Policy Committee.

The moderator and APhA Staff will clarify issues but will not engage in debate. Be courteous to your colleagues in your communications.

We want and need your perspective to help shape the direction of the proposed policy statements to be considered by the 2023 House.

Purpose of the House of Delegates

House of Delegates

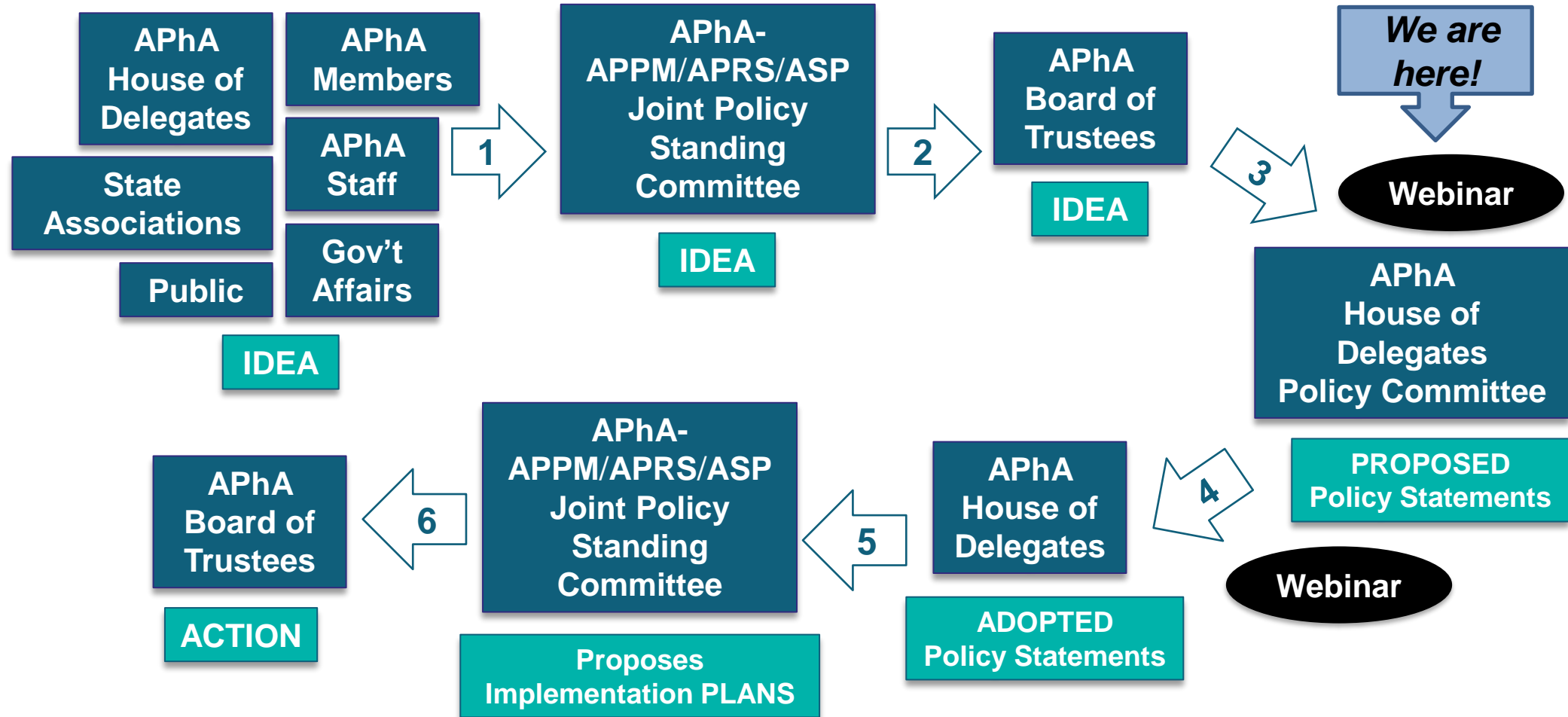
- “serves as a legislative body in the development of association policy. It shall act on such policy recommendations as shall come before it and shall adopt rules or procedures for the conduct of its business.” (*from APhA Bylaws*)

Association policy directs:

- Advocacy activities
- External communications
- Advisory committees
- Association activities

Existing APhA policy can be found online at: <https://aphanet.pharmacist.com/policy-manual>

APhA Policy Development Roadmap



APhA Antitrust Statement

The American Pharmacists Association complies with all Federal and State Antitrust laws, rules and regulations. Therefore:

- 1) Meetings will follow a formal, pre-approved agenda which will be provided to each attendee. Participants at meetings should adhere strictly to the agenda. Subjects not included on the agenda should generally not be considered at the meeting.
- 2) The agenda will be specific and will prohibit discussions or recommendations regarding topics that may cause antitrust problems, such as prices or price levels. In addition, no discussion is permitted of any elements of a company's operations which might influence price such as:
 - 1) Cost of operations, supplies, labor or services;
 - 2) Allowance for discounts;
 - 3) Terms of sale including credit arrangements; and,
 - 4) Profit margins and mark ups, provided this limitation shall not extend to discussions of methods of operation, maintenance, and similar matters in which cost, or efficiency is merely incidental.
- 3) It is a violation of Antitrust laws to agree not to compete, therefore, discussions of division of territories or customers or limitations on the nature of business carried on or products sold are not permitted.
- 4) Boycotts in any form are unlawful. Discussion relating to boycotts is prohibited, including discussions about blacklisting or unfavorable reports about particular companies including their financial situation.
- 5) Whenever discussion borders on an area of antitrust sensitivity, the Association's representative should request that the discussion be stopped and ask that the request be made a part of the minutes of the meeting being attended. If others continue such discussion, the webinar will be terminated.



Policy Topics for 2023

- Employment Standards & Pharmacist-Patient-Prescriber-Payer Responsibilities
- Just Culture Approach in Pharmacy
- Site of Care Patient Steerage by Bagging Practices



Policy Topics for 2023

Employment Standards & Pharmacist-Patient-Prescriber-Payer
Responsibilities

Employment Standards

Rationale

- Pharmacy staff work diligently to deliver high quality patient care and services; however this can also take a toll on their well-being
- Pharmacy employers of all settings play an integral role in managing safe, ethical and effective conditions for patients and pharmacists
- Employment standards for pharmacists and pharmacy staff influence personnel and patient safety outcomes, medication errors, and more
- Recently increased strains on pharmacy staff make effective employment standards even more important – thus driving a need to re-evaluate existing APhA policy

Employment Standards

Rules that explain how employers must treat, pay, and protect their employees

Example Standards Prior to Employment	Example Standards During Employment
<ul style="list-style-type: none">• Required Education• Professional Licensure• Diversity, Equity & Inclusion	<ul style="list-style-type: none">• Employee Benefits• Performance Standards• Code of Ethics• Safety Standards• Diversity, Equity & Inclusion

Employment Standards

Related Existing APhA Policies

2019 Qualification Standards for Pharmacists

2018 Pharmacist Workplace Environment and Patient Safety

2017, 2012, 1989 Equal Rights and Opportunities for Pharmacy Personnel

2013, 2009 Independent Practice of Pharmacists

2012, 2001, 1969 Pharmacist Workforce Consensus

2008 Internet Access by Pharmacists

2007 Pharmacy Personnel Immunization Rates

2001 Employee Benefits



Opportunity for Discussion

Employment Standards & Pharmacist-Patient-Prescriber-Payer Responsibilities

Employment Standards

What is your perspective?

- What other areas should the proposed policy statements address?
- What are your questions, concerns, etc. about defining Employment Standards and how they impact you as a pharmacist?
- Are there other gaps in existing APhA policy that should be addressed by this topic?
- What other resources can you provide on Employment Standards for the Committee?



Policy Topics for 2023

Just Culture Approach in Pharmacy

Just Culture Approach in Pharmacy

Rationale

- Recent mainstream media coverage of a Tennessee nurse sentenced to three years probation for committing a fatal medication error have opened a national conversation about just culture.
- How does just culture affect pharmacy?



Just Culture Approach in Pharmacy

Just Culture: A system of shared accountability, as opposed to individual blame, in which organizations are accountable for the systems they have designed and for responding to the behaviors of their employees in a fair and just manner.

In health care, this often is applicable to the reporting, prevention, and assessment of medication errors.

Just Culture Approach in Pharmacy

Human Error

vs

Medical Error

Negligence

vs

Recklessness

Just Culture Approach in Pharmacy

Related Existing APhA Policies

2020, 2010 E-Prescribing Standardization

2015 Interoperability of Communications Among Health Care Providers to Improve Quality of Patient Care

2012 Medication Verification

2001 Administrative Contributions to Medication Errors

2001 Medication Error Reporting

2000 Medication Errors



Opportunity for Discussion

Just Culture Approach in Pharmacy

Just Culture Approach In Pharmacy

What is your perspective?

- What other areas should the proposed policy statements address?
- What are your questions, concerns, etc. about defining Just Culture and how it impacts you as a pharmacist?
- Are there gaps in existing APhA policy that should be addressed by this topic?
- What other resources can you provide on Just Culture for the Committee?



Policy Topics for 2023

Site of Care Patient Steerage

Site of Care Patient Steerage

Rationale

- Increasingly more health systems are affected by bagging policies, in which payers have vertically integrated with pharmacy benefit managers (PBMs) so that pertinent medications may be filled by a PBM-owned specialty pharmacy.
- These policies raise concerns of:
 - Patients' timely access to medications
 - Quality, safety, and integrity of the drug chain of custody
 - Patient steerage of where medications may be administered

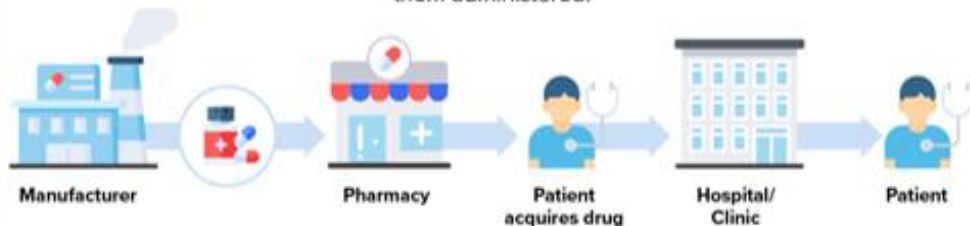
Site of Care Patient Steerage

What does site of care steerage refer to?

- Often, as part of payer bagging policies, patients are limited to certain medications dispensed by only certain pharmacies or settings
- Furthermore, they may be limited as to where a medication may be administered

Brown Bagging

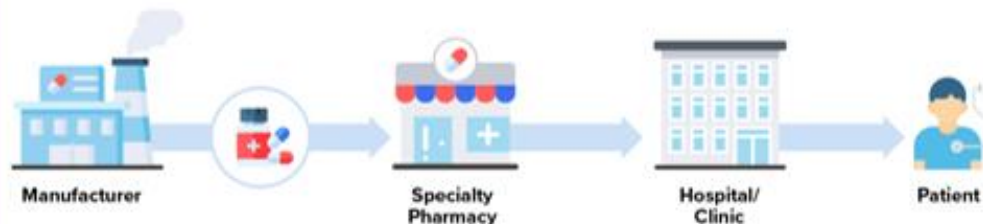
The practice of patients acquiring pharmaceuticals, through their pharmacy benefit and bringing the drugs to a physician's office or hospital to have them administered.



No longer legal in most places. Multiple failure points.

White Bagging

A specialty pharmacy ships a patient's prescription directly to the provider (Hospital or Clinic).



Transportation of drugs problematic. Drugs can be sent from anywhere, arrive late, etc. Issue is fragmentation of care and negative patient experience. Multiple steps in the process.

Clear Bagging

A health system's internal specialty pharmacy fulfills the patient's prescription, then transports the product to the location of drug administration. Effectively depicts transparency among stakeholders.



Functional solution but lacks holistic healthcare approach; widget movement only.

Gold Bagging

Incorporates transparent clear bagging approach AND emphasizes the gold standard of care. Correlates to Olympic gold medal performance through improved care process leading to better patient outcomes.



Holistic, best practice approach. SP dispenses drug from their inventory to their clinic for their patient. More controlled, fewer failure points, patients' physicians and EMR all available and updated. Promotes health equity. Gold Bagging acknowledges essential value in the pharmacy process steps, which are typically not reimbursable. Clinical pharmacist steps include: lab value monitoring and sterile infusion preparation.

Standards of Drug Supply Chain Integrity:

FDA-Approved Medication Package Inserts

Drug Supply Chain Security Act

Site of Care Patient Steerage

Related Existing APhA Policies

2022 Procurement Strategies and Patient Steerage

1. APhA opposes mandated procurement strategies that restrict patients' and providers' ability to choose treatment options and that compromise patient safety and quality of care.
2. APhA calls for procurement strategies and care models that lower total costs, do not restrict or delay care, and ensure continuity of care.

(JAPhA. 62(4):942; July 2022)

2019 Consolidation Within Health Care

2017 Patient Access to Pharmacist-Prescribed Medications

2019 Referral System for the Pharmacy Profession

2004,1990 Freedom to Choose

1989 Impact of Drug Distribution Systems on Integrity and Stability of Drugs

1978 Post-Marketing Requirements

Policy Gap = Site of Care Steerage



Opportunity for Discussion

Site of Care Patient Steerage



Site of Care Patient Steerage

What is your perspective?

- What considerations and/or information would you need in order to develop policy on this subject?
- What are your concerns related to patient steering of sites of care?
- Are there other gaps in existing APhA policy that should be addressed by this topic?
- What resources can you provide for the Committee?



Opportunity for Discussion

Policy Topics for 2023

- Employment Standards & Pharmacist-Patient-Prescriber-Payer Responsibilities
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Policy Development Next Steps

<https://www.pharmacist.com/About/Leadership/HOD/Learn>

Open Forum on Policy Topics

- Wed, Sept 14, 2022 – 6:00 PM – 7:00 PM (ET)
- Wed, Sept 21, 2022 – 2:00 PM – 3:00 PM (ET)

Open Forum on Proposed Policy Statements

- Wed, Dec 7, 2022 – 3:00 PM - 4:00 PM (ET)
- Wed, Dec 14, 2022 – 6:00 PM - 7:30 PM (ET)

Open Hearing on Policy Review Committee and HRRC Reports

- Wed, Jan 11, 2023 – 2:00 PM - 3:00 PM (ET)
- Wed, Feb 18, 2023 – 6:00 PM - 7:00 PM (ET)

Open Hearing on New Business Items

- Wed, Feb 1, 2023 – 3:00 PM - 4:30 PM (ET)
- Wed, Feb 8, 2023 – 6:00 PM - 7:30 PM (ET)

Open Hearing on House 2023 Session Materials

- Wed, Feb 15, 2023 – 2:00 PM - 3:00 PM (ET)
- Wed, Feb 22, 2023 – 6:00 PM – 7:00 PM (ET)

Delegate Orientation Recording

- Now Available Online

**Download the
APhA2023
Policy Webinar
Opportunities
Document
in your
GoToWebinar
Control Panel
for Registration
Links**

“House-keeping”

Reminder: Sign-up as a delegate if you have not already done so!

Contact your state pharmacy association, APhA Academy, or affiliated organization.

Have a New Business Item?

New business items **due 60 days prior** to first HOD session

- January 23, 2023

Forms available at:

[New Business Item Link](#) or https://aphanet.pharmacist.com/sites/default/files/audience/NBI_Form_1.doc

*The New Business Item Form will download as a word document

Contact APhA staff with any questions (hod@aphanet.org)



Thank you!

Contact HOD Staff or submit additional questions or comments at hod@aphanet.org

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