

Pharmacist Retention Checklist

Salaries

- | | Yes | No |
|--|------------|-----------|
| a. Our salaries and benefits are competitive to other hospitals in our region. | _____ | _____ |
| b. Our salaries and benefits are competitive to other non-hospital pharmacist employers in our region. | _____ | _____ |
| c. We regularly monitor, track and adjust pharmacist salaries (e.g. quarterly) | _____ | _____ |

Development

- | | | |
|--|-------|-------|
| d. We provide annual opportunities for our staff to obtain additional training or attend professional meetings at hospital expense | _____ | _____ |
| e. We provide opportunities for pharmacists to progress into areas of greater responsibility based on experience and skills | _____ | _____ |
| f. We promote and reward professional development growth in our performance appraisal system. | _____ | _____ |
| g. We actively mentor new, inexperienced practitioners. | _____ | _____ |

Lifestyle

- | | | |
|---|-------|-------|
| h. We offer preferred shifts and schedules whenever possible. We shift non-time sensitive work to fit the preferred shifts. | _____ | _____ |
| i. We offer significant incentives to those who work non-preferred shifts. | _____ | _____ |
| j. We meet with our staff at least annually to discuss quality of life issues and adjust our work environment where possible. | _____ | _____ |
| k. We offer flexible/creative schedules when possible to meet special needs. | _____ | _____ |

Practice

- | | | |
|---|-------|-------|
| l. Staff have the necessary tools to do their jobs-adequate references and electronic information sources, palm pilots, space, access to computers. | _____ | _____ |
| m. Most of our pharmacists practice in an environment that is professionally challenging and rewarding with patient contact. | _____ | _____ |
| n. We use automation and technicians to perform duties that do not require pharmacist knowledge and expertise | _____ | _____ |
| o. Our pharmacists are in a position to positively affect patient care and outcomes. | _____ | _____ |

Environment

- | | | |
|---|-------|-------|
| p. Our staff have regular communication from management. | _____ | _____ |
| q. Our staff has regular opportunities to communicate issues to management. | _____ | _____ |
| r. Our management staff and other staff members are enjoyable to work with. | _____ | _____ |
| s. Our technician staff is well trained and work collaboratively with our pharmacist staff. | _____ | _____ |
| t. Our relationship with other professionals-such as physicians and nurses-is positive, constructive and collaborative. | _____ | _____ |