

-
1. **What exactly is LTC pharmacy?** LTC pharmacies provide medication and pharmacist consulting services to nursing homes, group homes, hospice and assisted living facilities. Can include Skilled Nursing, Intermittent and Custodial care settings.
 - * Considered a “Closed Door” practice – NO in-person customer contact on central fill side, orders usually faxed in, unit dose used extensively with onsite equipment to produce on a custom basis, set up in “assembly line” fashion depending on the size.
 - * Most common positions are: Staff Pharmacist, Consultant Pharmacist, Infusion Pharmacist and Management or a combination of these positions.

 2. **LTC Job Descriptions:**
 - * Staff Pharmacist – Prep. of orders to be shipped to client facility including prep. and checking, taking orders (phone/fax), checking orders for drug interaction / appropriate for patient, tech supervision, inventory management, etc. (Central Fill Setting, closed door, more relaxed environment than retail – not less busy)
 - * Consultant Pharmacist – Perform chart reviews, clinical consultation, medication management, drug interactions, makes recommendations to physicians on patient charts. (On-site once/month, work out of your home, travel to nursing homes)
 - * Infusion Pharmacist – Prepare all of the IV and infusion products for client facilities.
 - * Management – Management of the pharmacy, management of the Consultant Pharmacists, Region / Area management – 2 or more pharmacies

 3. **Benefits of LTC pharmacy:**
 - * No in-person customer contact on central fill side and no drive-thru windows
 - * More relaxed working environment (sometimes jeans allowed) but not necessarily less busy
 - * No third party claim or Medicare Part D problems handled by pharmacists – usually have billing dept. in a call center format.
 - * Typically, better and more flexible work schedules, no night shift, limited weekends.
 - * Plenty of Tech help and low pharmacy technician turnover
 - * Diverse duties and opportunities for pharmacists – Strong Clinical Opportunity
 - * Responsive Management in most cases
 - * Good benefits with large company, average pay for Central Fill Pharmacists (less than retail), better pay for Consultants, good trade off for work setting and hours
 - * The respect and treatment you deserve as a pharmacist

 4. **Typical Schedule for LTC Pharmacists:**
 - * Typically, more “family friendly” than retail
 - * Fewer weekends, holidays and evenings than retail or hospital settings
 - * In Staff positions, shifts are usually 8 hours and scheduling is more flexible than retail
 - * In Consulting positions, schedule is travel based between facilities with rotation
 - * Most facilities require their pharmacists to be on call on a rotating basis

-
1. **What exactly is LTC pharmacy?** LTC pharmacies provide medication and pharmacist consulting services to nursing homes, group homes, hospice and assisted living facilities. Can include Skilled Nursing, Intermittent and Custodial care settings.
 - * Considered a "Closed Door" practice – NO in-person customer contact on central fill side, orders usually faxed in, unit dose used extensively with onsite equipment to produce on a custom basis, set up in "assembly line" fashion depending on the size.
 - * Most common positions are: Staff Pharmacist, Consultant Pharmacist, Infusion Pharmacist and Management or a combination of these positions.

 2. **LTC Job Descriptions:**
 - * Staff Pharmacist – Prep. of orders to be shipped to client facility including prep. and checking, taking orders (phone/fax), checking orders for drug interaction / appropriate for patient, tech supervision, inventory management, etc. (Central Fill Setting, closed door, more relaxed environment than retail – not less busy)
 - * Consultant Pharmacist – Perform chart reviews, clinical consultation, medication management, drug interactions, makes recommendations to physicians on patient charts. (On-site once/month, work out of your home, travel to nursing homes)
 - * Infusion Pharmacist – Prepare all of the IV and infusion products for client facilities.
 - * Management – Management of the pharmacy, management of the Consultant Pharmacists, Region / Area management – 2 or more pharmacies

 3. **Benefits of LTC pharmacy:**
 - * No in-person customer contact on central fill side and no drive-thru windows
 - * More relaxed working environment (sometimes jeans allowed) but not necessarily less busy
 - * No third party claim or Medicare Part D problems handled by pharmacists – usually have billing dept. in a call center format.
 - * Typically, better and more flexible work schedules, no night shift, limited weekends.
 - * Plenty of Tech help and low pharmacy technician turnover
 - * Diverse duties and opportunities for pharmacists – Strong Clinical Opportunity
 - * Responsive Management in most cases
 - * Good benefits with large company, average pay for Central Fill Pharmacists (less than retail), better pay for Consultants, good trade off for work setting and hours
 - * The respect and treatment you deserve as a pharmacist

 4. **Typical Schedule for LTC Pharmacists:**
 - * Typically, more "family friendly" than retail
 - * Fewer weekends, holidays and evenings than retail or hospital settings
 - * In Staff positions, shifts are usually 8 hours and scheduling is more flexible than retail
 - * In Consulting positions, schedule is travel based between facilities with rotation
 - * Most facilities require their pharmacists to be on call on a rotating basis

5. **Typical Salaries for LTC: (Georgia Wage/Benefit Survey)**

- * Typically less than independent and chain retail pharmacies
- * Typically higher than most hospital salaries
- * Sample Salary in Georgia (2005) – 1 year experience, Pharm D, Staff Pharmacist position, LTC setting - \$ 81K - \$ 90K, Average - \$ 86.5K
- * Retail salary averages for same experience - \$ 90,000 - \$ 100,000
- * Hospital salary (metro) averages for same experience - \$ 80,000 - \$ 85,000

7. **Potential Employers – LTCPA Members** – represents the three major national long-term pharmacies. Together, they serve 1.5 million people through a network of approximately 500 pharmacies nationwide.

- * Kindred Pharmacy Services, Omnicare, PharMerica
 - MANY other opportunities with smaller, regional LTC Pharmacies that have contracts with 1-2 homes.
 - Opportunity to join forces with a few other experienced Consultant Pharmacists and get nursing home contracts direct – sell customer service against large companies.
 - Perhaps the greatest upcoming opportunity is with upcoming approval of Medicare Part D for cognitive services by Pharmacists at \$ 50.00 per patient. This will mean that retails and other pharmacies will move into this market.

8. **Alternative Employment Opportunities** – When pharmacist complete their training, sometimes the decisions for employment are not clear. The need to try different practice settings before making long term commitments is necessary.

- Hire Dynamics Rx – A Georgia-based Pharmacy-niche staffing firm and employer of over 65 Pharmacists and Techs offers **short-term, long-term, travel, PRN contract and Direct Hire** opportunities directly with our firm and with our clients. We represent opportunities in **GA, TN, NC and SC**.
- We offer top industry pay and full benefits including medical (100% paid for Rx with no waiting period, dental, life, prescription drug insurance coverage as well as a 401k with employer match, weekly payroll with direct deposit, PTO and CE / Fun events annually.
- We offer opportunities in virtually every practice area of pharmacy including PBM, Government / VA, Pharmaceutical industry, etc.
- **What makes us different?** Your career advocate, flexibility, diverse options.

By choosing HDRx as your full time employer, you have the flexibility to work in a variety of practice settings on a rotational basis, ability to set your own schedule, access to unadvertised job opportunities and receive top pay and benefits!