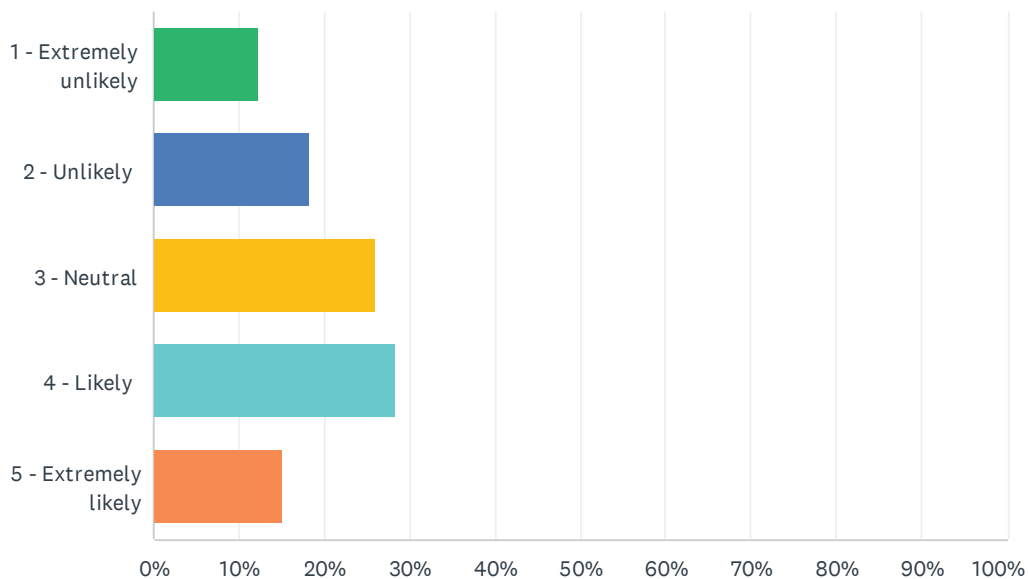


Q1 Expand Technician Scope of Practice – Immunizations Authorize the administration of immunizations and vaccines by pharmacy technicians that includes all approved ACIP-recommended vaccines for adults and children.

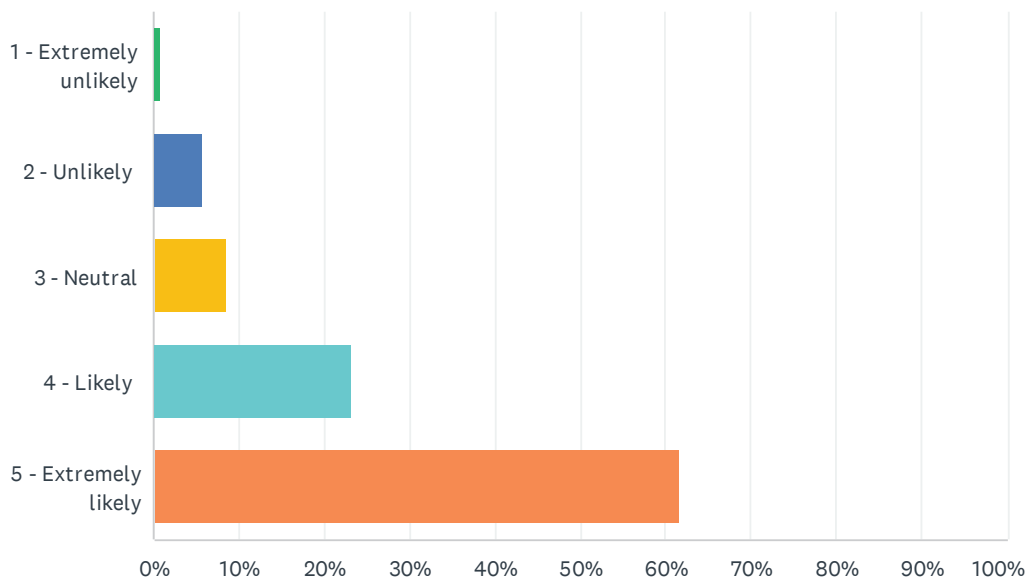
Answered: 219 Skipped: 8



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	12.33%	27
2 - Unlikely	18.26%	40
3 - Neutral	26.03%	57
4 - Likely	28.31%	62
5 - Extremely likely	15.07%	33
TOTAL		219

Q2 Mandatory Breaks/Rest Periods Require pharmacies to provide appropriate opportunities for uninterrupted rest periods and meal breaks to all staff.

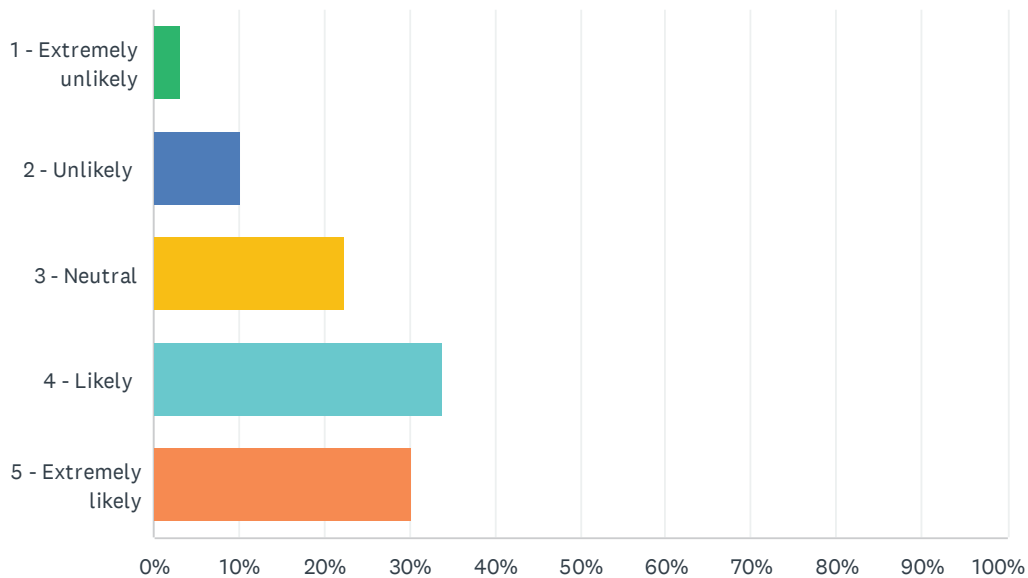
Answered: 224 Skipped: 3



ANSWER CHOICES	RESPONSES
1 - Extremely unlikely	0.89% 2
2 - Unlikely	5.80% 13
3 - Neutral	8.48% 19
4 - Likely	23.21% 52
5 - Extremely likely	61.61% 138
TOTAL	224

Q3 Improve Resources to Promote Technician Onboarding Board shall develop onboarding educational videos and other materials to facilitate onboarding of new technicians.

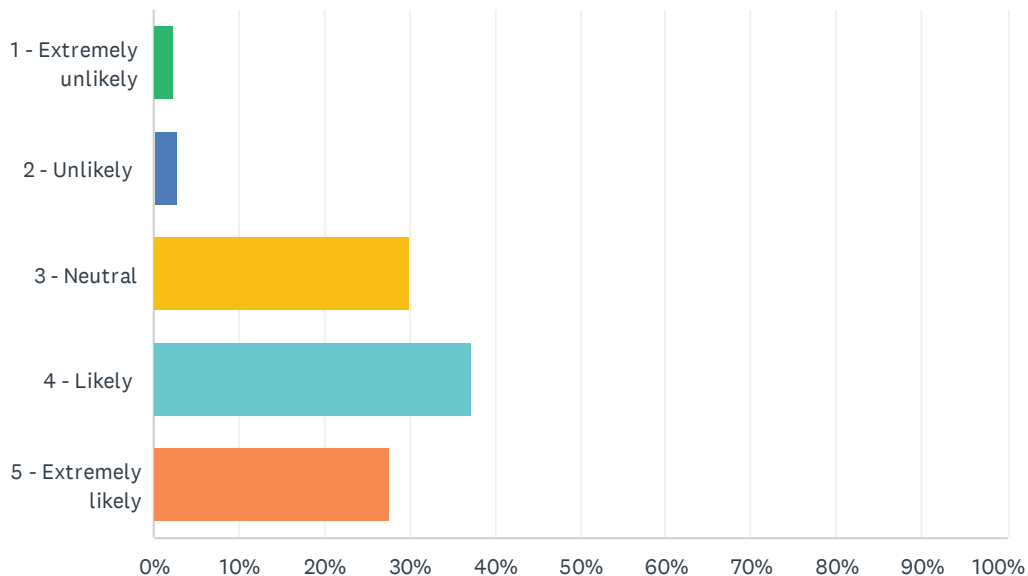
Answered: 224 Skipped: 3



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	3.13%	7
2 - Unlikely	10.27%	23
3 - Neutral	22.32%	50
4 - Likely	33.93%	76
5 - Extremely likely	30.36%	68
TOTAL		224

Q4 License Transferability Board shall develop and implement a process for technician reciprocity. NOTE: The Board implemented a technician reciprocity rule effective 4/1/22. For more information [CLICK HERE](#).

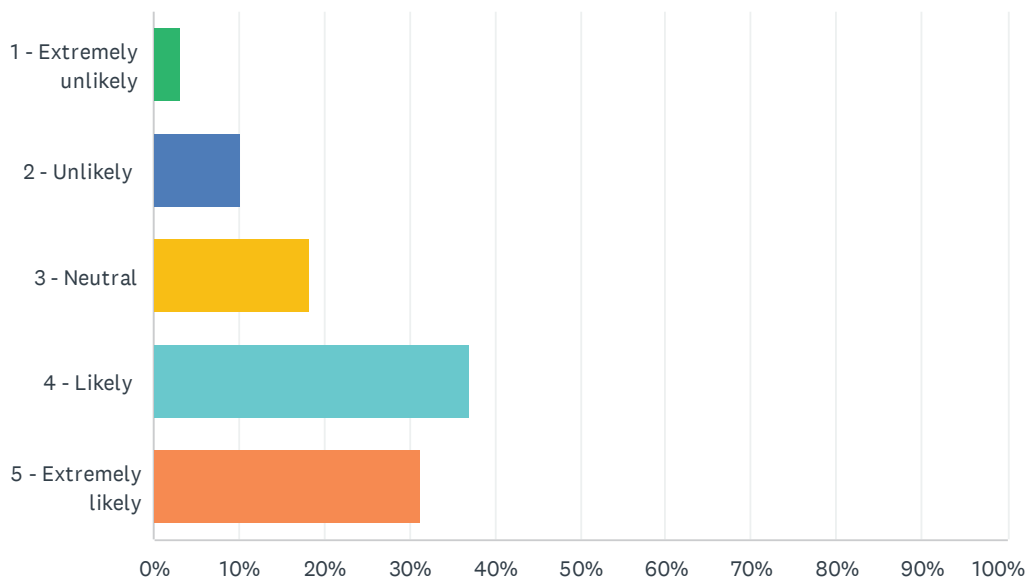
Answered: 220 Skipped: 7



ANSWER CHOICES	RESPONSES
1 - Extremely unlikely	2.27% 5
2 - Unlikely	2.73% 6
3 - Neutral	30.00% 66
4 - Likely	37.27% 82
5 - Extremely likely	27.73% 61
TOTAL	220

Q5 Improve Technician Training Resources Requiring pharmacies to have a dedicated staff member to train all new technicians. Staff person should be at the pharmacy or district level.

Answered: 224 Skipped: 3

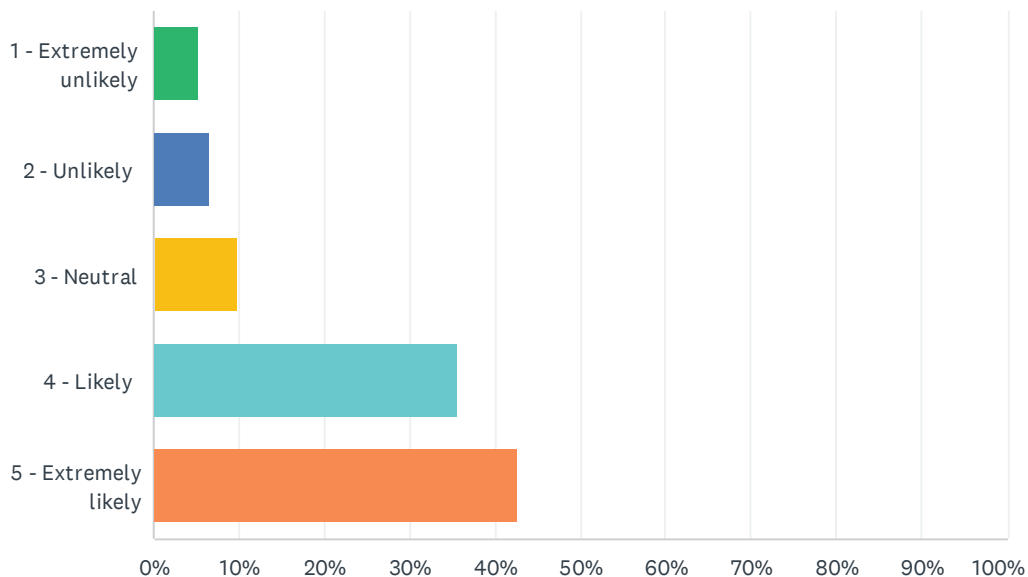


ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	3.13%	7
2 - Unlikely	10.27%	23
3 - Neutral	18.30%	41
4 - Likely	37.05%	83
5 - Extremely likely	31.25%	70
TOTAL		224

Q6 Staffing Plan Require each pharmacy’s responsible person to develop a staffing plan that establishes the appropriate number of pharmacy technicians and interns to pharmacist(s) on duty. The staffing plan shall ensure that the number of pharmacy technicians and interns on duty can be satisfactorily supervised by the pharmacist(s) on duty. The responsible person shall be able to increase staffing to operate a pharmacy in a safe and effective manner. In developing a staffing plan, the responsible person shall consider all the following:

- a. The volume of workload and the services provided by the pharmacy.
- b. The volume of prescriptions handled by staff to include:
 - i. Prescriptions filled, dispensed, and sold;
 - ii. Prescriptions placed on hold;
 - iii. Prescriptions returned to stock;
 - iv. Any other prescriptions metrics developed by the responsible person.
- c. Security needs of the pharmacy and pharmacy staff.
- d. Required closing or opening of certain touchpoints (drive-thru, vaccines, etc.). Provide autonomy to the on-duty pharmacist as part of the rule to close or open touchpoints.
- e. Number of staff and level of staff competency. The responsible person shall be able to increase staffing to operate a pharmacy in a safe and effective manner.

Answered: 225 Skipped: 2

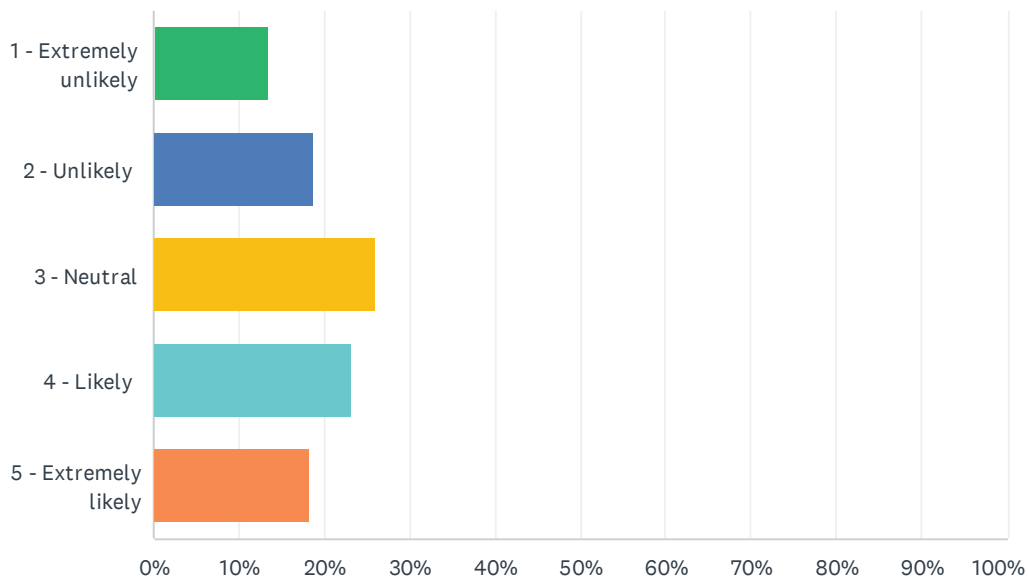


Pharmacist Workload Advisory Committee - Survey of Policy Options

ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	5.33%	12
2 - Unlikely	6.67%	15
3 - Neutral	9.78%	22
4 - Likely	35.56%	80
5 - Extremely likely	42.67%	96
TOTAL	225	

Q7 Tech-Check-Tech Implementation of Tech-Check-Tech or technology assisted technician product verification.

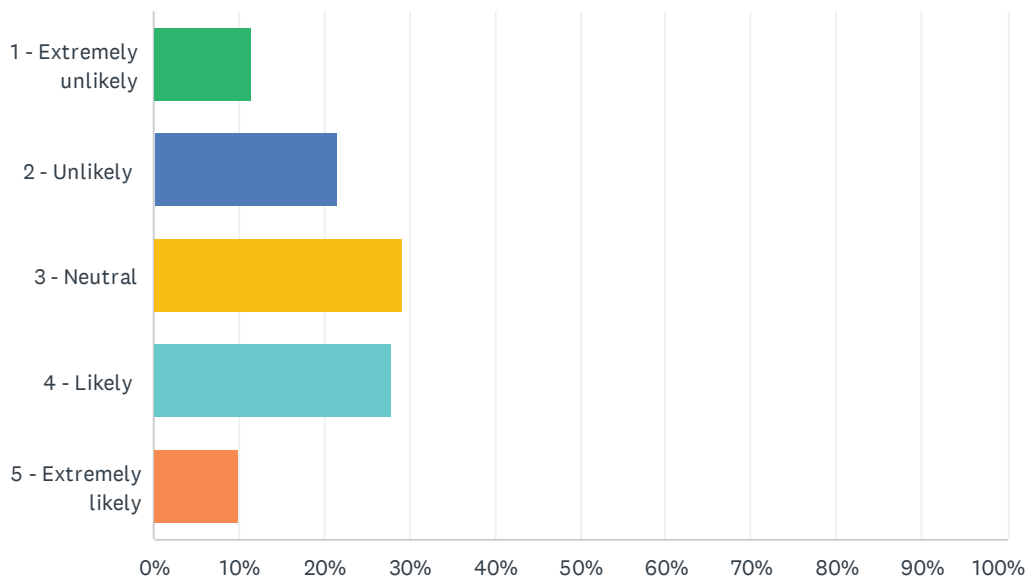
Answered: 223 Skipped: 4



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	13.45%	30
2 - Unlikely	18.83%	42
3 - Neutral	26.01%	58
4 - Likely	23.32%	52
5 - Extremely likely	18.39%	41
TOTAL		223

Q8 Expand Technician Scope of Practice – Order and Administration of Diagnostics Tests Change in the required current law/rule(s) regarding the authority to order and administer diagnostic tests. This should include diagnostic tests for COVID-19 and tests for COVID-19 antibodies. In addition, other FDA approved tests should be included in the amended law/rule(s). Also, the updated law/rule(s) should allow under the supervision of a pharmacist two additional work groups to the already allowed pharmacy intern and certified pharmacy technician. These additions are registered pharmacy technicians and pharmacy technician trainees.

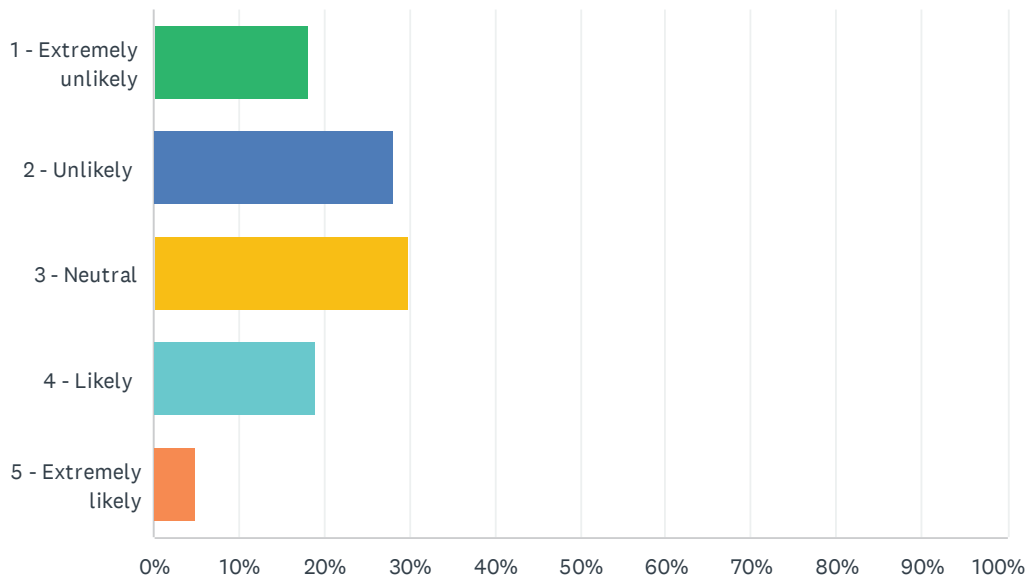
Answered: 219 Skipped: 8



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	11.42%	25
2 - Unlikely	21.46%	47
3 - Neutral	29.22%	64
4 - Likely	27.85%	61
5 - Extremely likely	10.05%	22
TOTAL		219

Q9 Expand Technician Scope of Practice – Drug Administration Develop permanent law/rule(s) to allow for pharmacy technicians to administer drugs in the state of Ohio. This would include at a minimum immunization, antipsychotic drugs, Hydroxyprogesterone caproate, Medroxyprogesterone acetate, and Cobalamin at least. This is currently allowed by law/rule for pharmacists in the state.

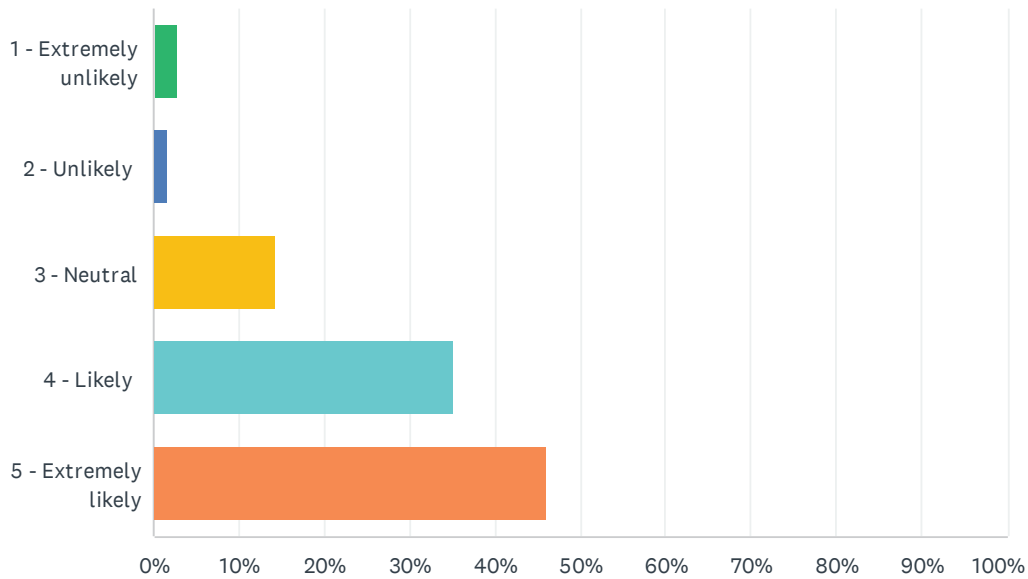
Answered: 221 Skipped: 6



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	18.10%	40
2 - Unlikely	28.05%	62
3 - Neutral	29.86%	66
4 - Likely	19.00%	42
5 - Extremely likely	4.98%	11
TOTAL		221

Q10 Managing Touchpoints Provide autonomy to the pharmacist on duty to shut down touchpoints and non-essential services if understaffed. Require ancillary staffing (support personnel and technicians) at each point of contact when the pharmacy is open. This must include drive-thru, drop-off, register, vaccinations, and a person dedicated to phones.

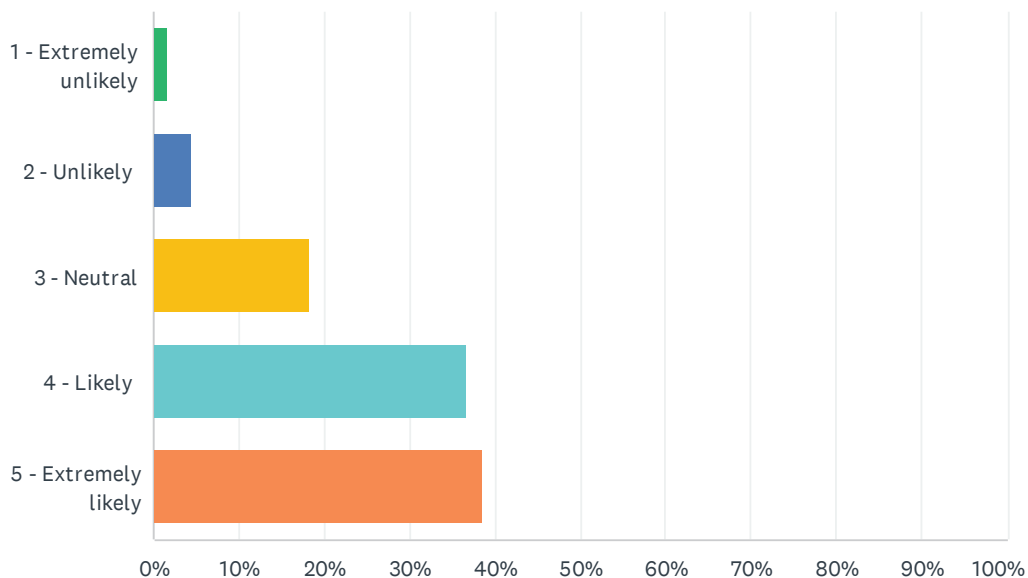
Answered: 224 Skipped: 3



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	2.68%	6
2 - Unlikely	1.79%	4
3 - Neutral	14.29%	32
4 - Likely	35.27%	79
5 - Extremely likely	45.98%	103
TOTAL		224

Q11 Working Conditions / Security Require any “open-door” pharmacy must operate with at least one technician and one pharmacist (or two pharmacists). Include exception for documented absence.

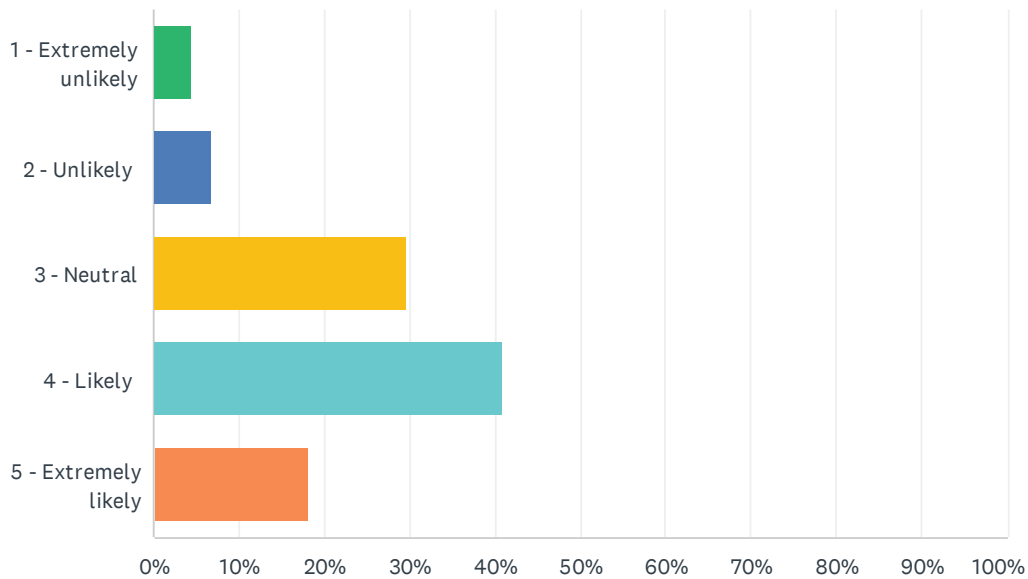
Answered: 223 Skipped: 4



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	1.79%	4
2 - Unlikely	4.48%	10
3 - Neutral	18.39%	41
4 - Likely	36.77%	82
5 - Extremely likely	38.57%	86
TOTAL		223

Q12 Career Technician Pathways We are adding more and more clinical services and responsibilities to the pharmacy technician position. Some employers are compensating accordingly while others are not. Since we cannot implement any rules or regulations involving pay, I feel it would help to somehow recognize our pharmacy technicians' additional certifications including immunizations, MTM, etc.

Answered: 220 Skipped: 7

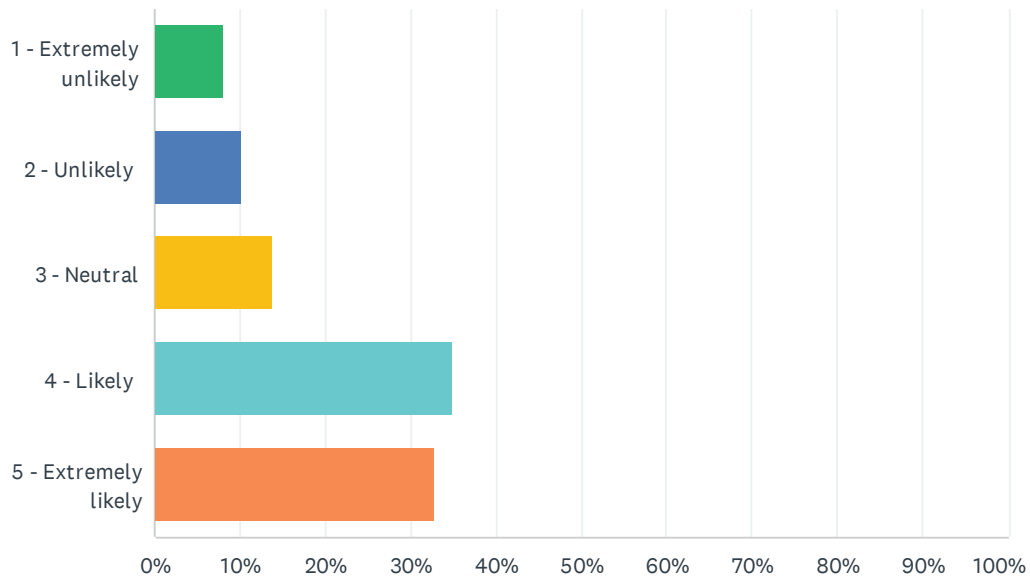


ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	4.55%	10
2 - Unlikely	6.82%	15
3 - Neutral	29.55%	65
4 - Likely	40.91%	90
5 - Extremely likely	18.18%	40
TOTAL		220

Q13 Report of Understaffing(A) Adequate staffing to safely dispense prescriptions is the responsibility of the pharmacy and the pharmacy's responsible person. If conditions exist that could cause prescriptions to be dispensed in an unsafe manner the pharmacy and the pharmacy's responsible person shall take action to correct the problem.(B) In order to ensure adequate staffing levels a staffing report form shall be available in each pharmacy. A copy of this form, when executed, will be given to the immediate supervisor and a copy must remain in the pharmacy for Board inspection. Such form shall include, but not be limited to the following:(1) Date and time the inadequate staffing occurred;(2) Number of prescriptions filled during this time frame;(3) Summary of events; and(4) Any comments or suggestions.(C) A pharmacist shall complete the staffing report form when:(1) A pharmacist is concerned regarding staffing due to:(a) inadequate number of support persons (cashiers, technicians, auxiliary supportive personnel, etc.); or,(b) excessive workload;(2) Filling out the form may enable management to make a better decision concerning staffing.(3) Any errors that occurred to the result of inadequate staffing.(D) The responsible person shall submit that form in a manner determined by the board. (E) Each pharmacy shall review completed staffing reports and address any issues listed as well as document any corrective action taken or justification for inaction to assure continual self-improvement. If the issue is not staffing related, measures taken to address the issue should be described.(F) Each pharmacy shall retain completed staffing reports on-site in a readily retrievable manner for at least three years from the date of creation.

Answered: 223 Skipped: 4

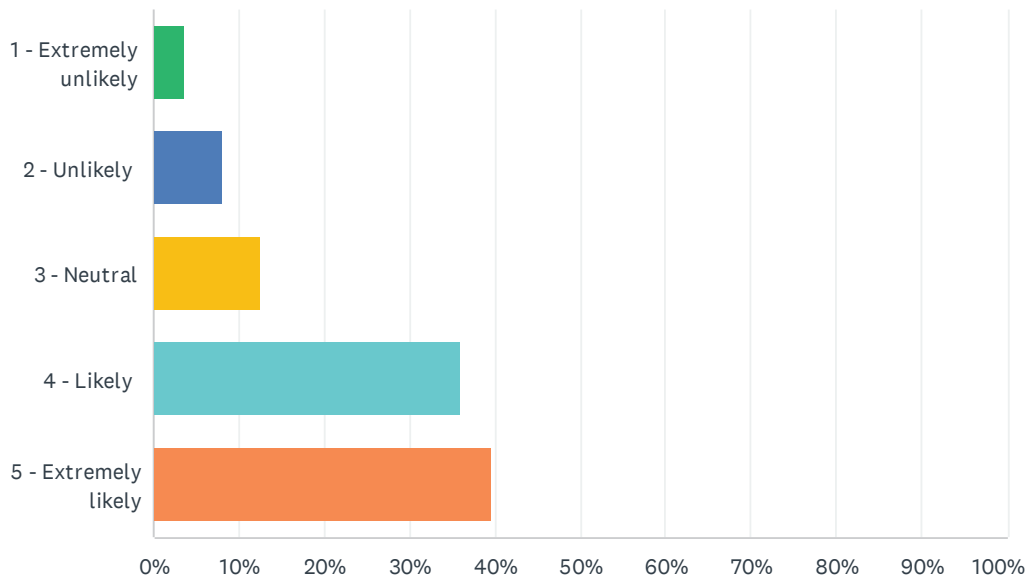
Pharmacist Workload Advisory Committee - Survey of Policy Options



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	8.07%	18
2 - Unlikely	10.31%	23
3 - Neutral	13.90%	31
4 - Likely	34.98%	78
5 - Extremely likely	32.74%	73
TOTAL		223

Q14 Limits on Hours WorkedA pharmacy shall not require a pharmacist or pharmacy technician to work longer than twelve (12) hours per twenty-four (24) hour period. A pharmacist/technician working longer than six (6) continuous hours per 24-hour period must be permitted a thirty-minute meal break. Signage indicating the pharmacy hours of operation, including the meal break, must be displayed in a location readily visible to the public.

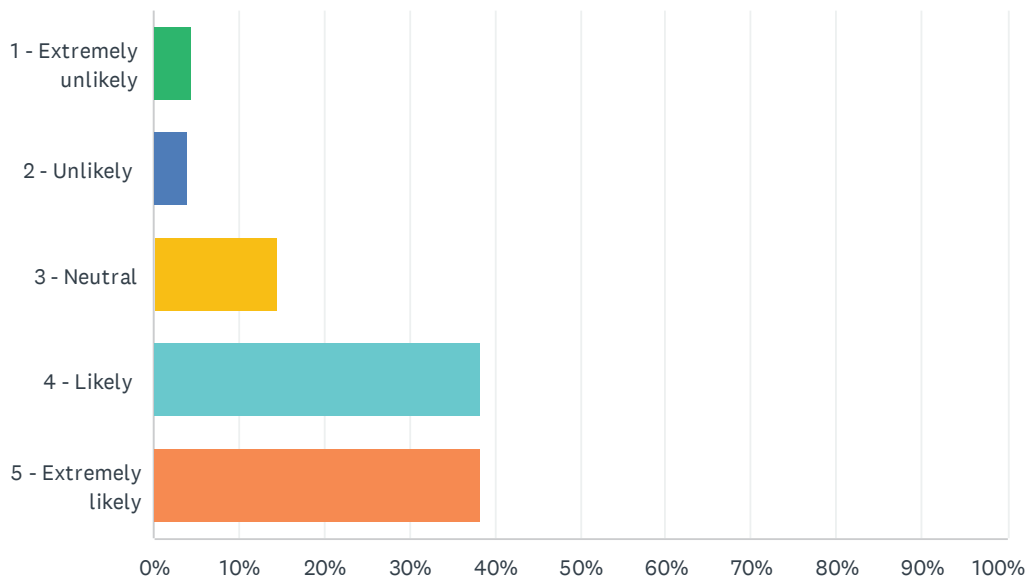
Answered: 222 Skipped: 5



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	3.60%	8
2 - Unlikely	8.11%	18
3 - Neutral	12.61%	28
4 - Likely	36.04%	80
5 - Extremely likely	39.64%	88
TOTAL		222

Q15 Mandatory Dark Hours Require “open door” pharmacies to operate dark hours that allow for staff to prepare and catch up on their work without any interruptions. This will allow pharmacies to operate more efficiently and safely and help minimize distractions when engaged in activities requiring greater concentration.

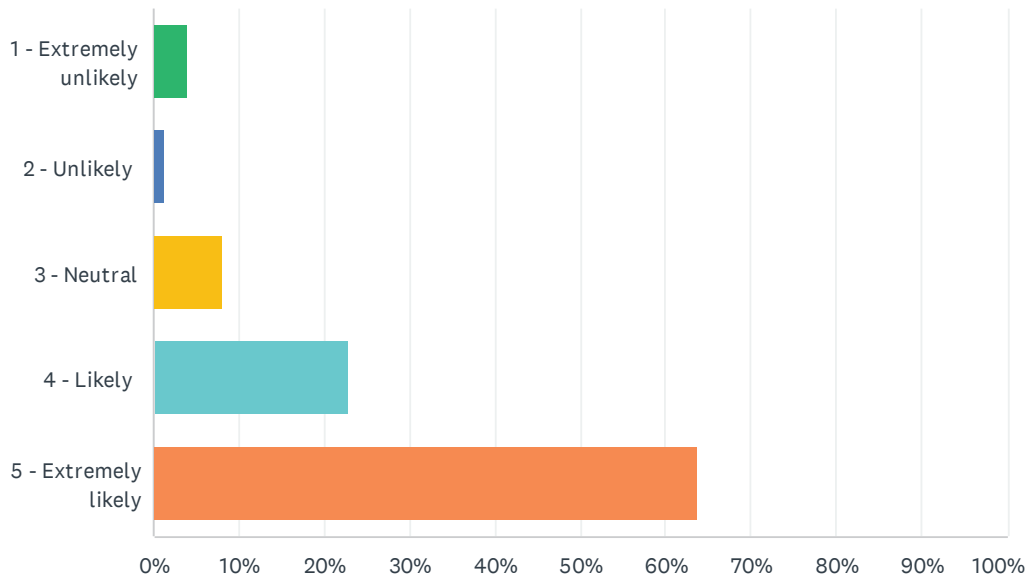
Answered: 221 Skipped: 6



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	4.52%	10
2 - Unlikely	4.07%	9
3 - Neutral	14.48%	32
4 - Likely	38.46%	85
5 - Extremely likely	38.46%	85
TOTAL		221

Q16 Metrics Eliminate Job impacting metrics that compromise safety and integrity of the profession. Pharmacists and technicians should not be financially impacted, or job performance impacted to meet corporate metrics around speed and time to fulfillment. Accuracy should be allowed as a metric. Prohibit metrics related to the volume of services provided.

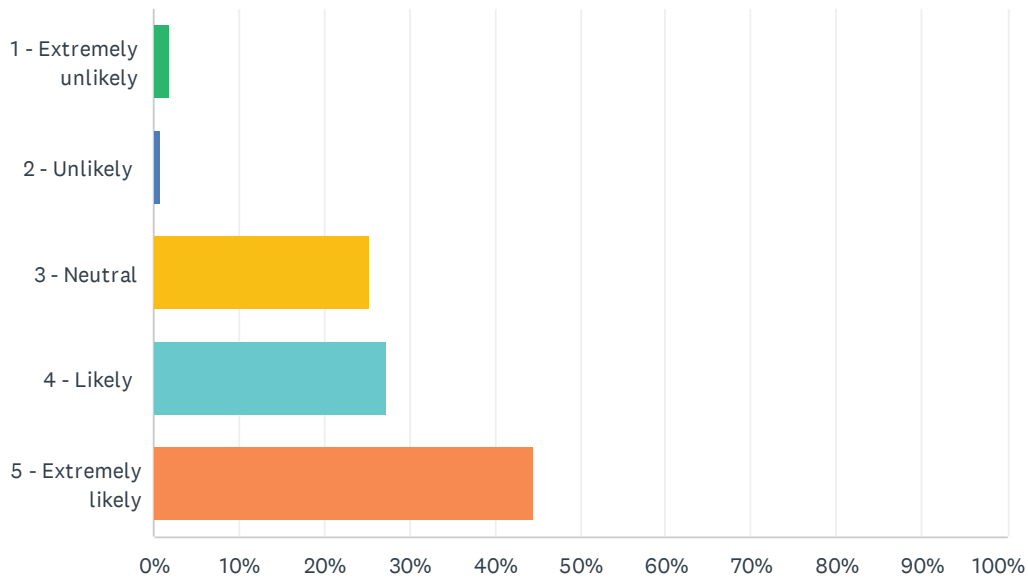
Answered: 224 Skipped: 3



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	4.02%	9
2 - Unlikely	1.34%	3
3 - Neutral	8.04%	18
4 - Likely	22.77%	51
5 - Extremely likely	63.84%	143
TOTAL		224

Q17 Elimination of Cold Call Lists Eliminate required cold call lists.

Answered: 220 Skipped: 7

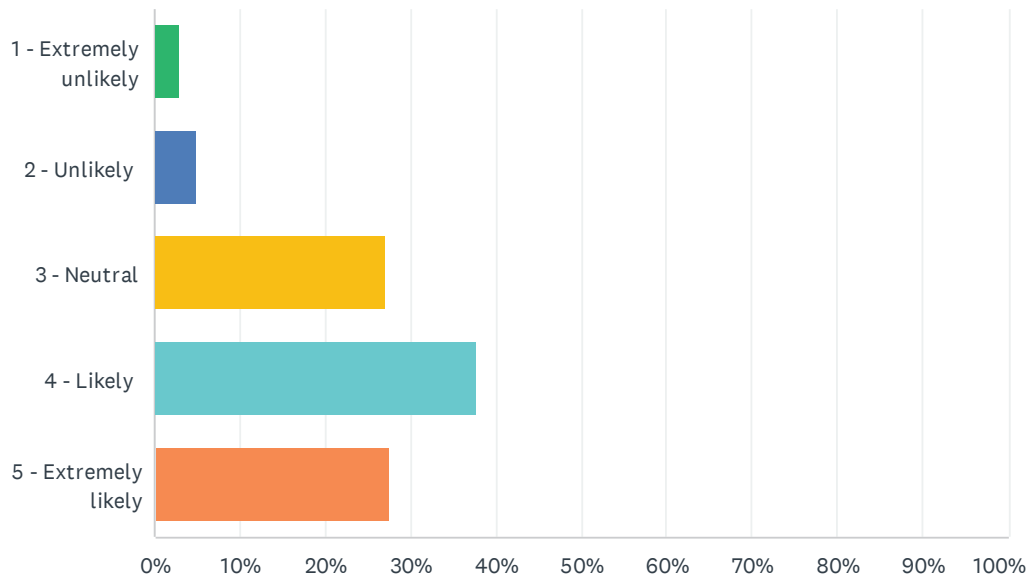


ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	1.82%	4
2 - Unlikely	0.91%	2
3 - Neutral	25.45%	56
4 - Likely	27.27%	60
5 - Extremely likely	44.55%	98
TOTAL		220

Q18 Alabama Rule - Supervising Pharmacist There is a growing discussion among pharmacy boards throughout the country about workload conditions in pharmacy. In that discussion, there are many issues contributing to workplace dissatisfaction. It is important to understand that issues related to dissatisfaction in workplace conditions may not fall under the authority of any board of pharmacy unless it involves an adverse result to the safety of patients. One concern of dissatisfaction addresses board of pharmacy disciplinary actions and the focus on the individual licensee and not on the permit or the root cause. The Board has several actions that do address the root cause as well as the permit. Board Rule 680-X-2-.12 Supervising Pharmacist specifically states: If the actions of the permit holder have deemed to contribute to or cause a violation of any provision of this section, the Board may hold the permit holder responsible and/or absolve the supervising pharmacist from the responsibility of that action. In addition, it is a violation of this rule for any person to subvert the authority of the supervising pharmacist by impeding the management of any pharmacy in relation to compliance with federal and state drug or pharmacy laws and regulations. Any such act(s) may result in charges being filed against the permit holder. To fully understand the impact of the above-cited section, it should be read with the following sections of 680-X-2-.22 Code of Professional Conduct in mind. (2) (a) A pharmacist and a pharmacy should hold the health and safety of patients to be of first consideration and should render to each patient the full measure of professional ability as an essential health practitioner. (2) (f) A pharmacist and a pharmacy should not agree to practice under terms or conditions that interfere with or impair the proper exercise of professional judgment and skill, that cause a deterioration of the quality of professional services, or that require consent to unethical conduct.)

Answered: 207 Skipped: 20

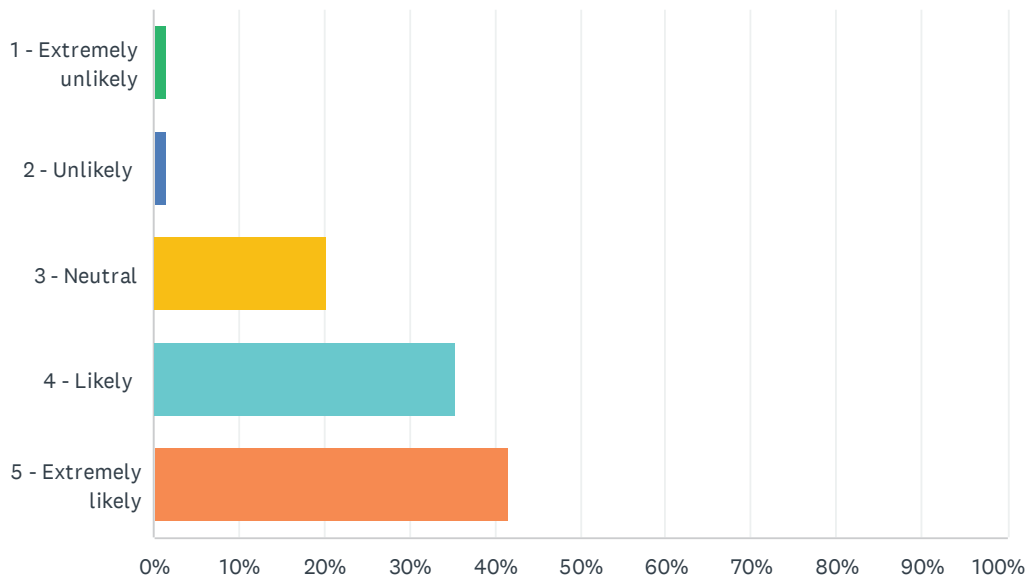
Pharmacist Workload Advisory Committee - Survey of Policy Options



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	2.90%	6
2 - Unlikely	4.83%	10
3 - Neutral	27.05%	56
4 - Likely	37.68%	78
5 - Extremely likely	27.54%	57
TOTAL		207

Q19 Pharmacy Benefit Managers The Board should ensure that its rules cannot be utilized by pharmacy benefit managers and insurers to initiate clawbacks.

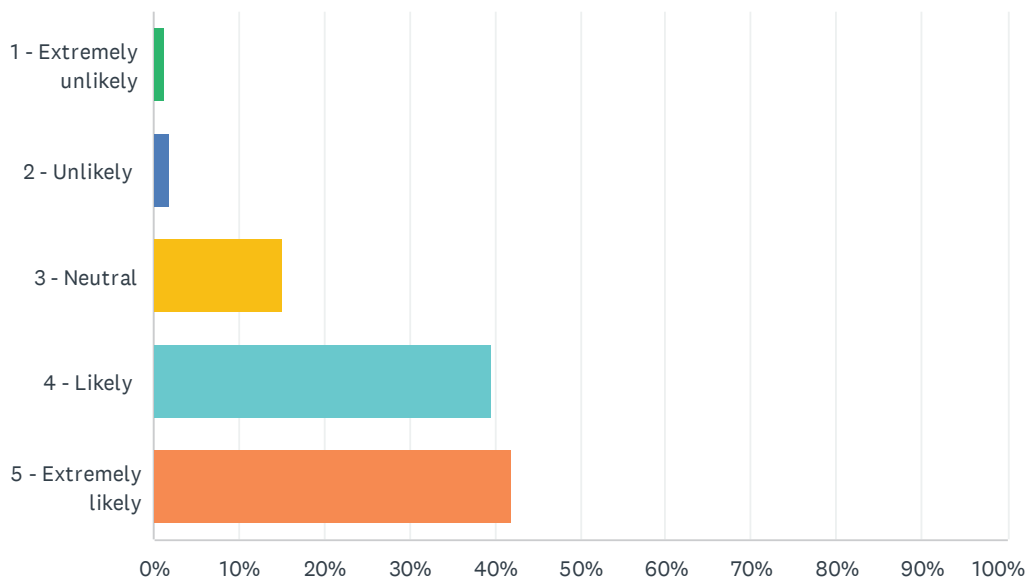
Answered: 212 Skipped: 15



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	1.42%	3
2 - Unlikely	1.42%	3
3 - Neutral	20.28%	43
4 - Likely	35.38%	75
5 - Extremely likely	41.51%	88
TOTAL		212

Q20 Improve Quality of Electronic Prescribing Develop a process to regulate electronic prescription transmission systems to improve quality and standardize format.

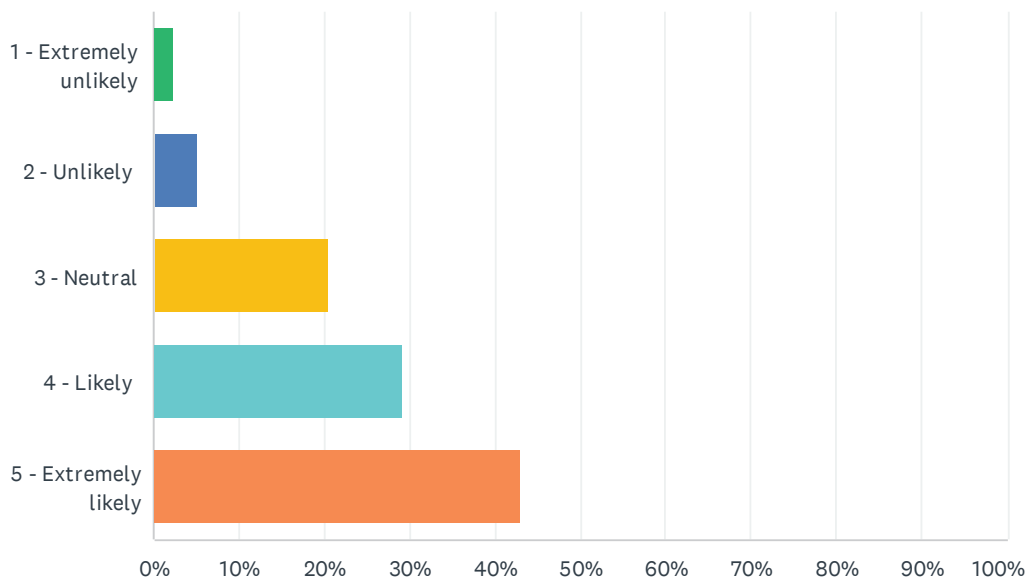
Answered: 217 Skipped: 10



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	1.38%	3
2 - Unlikely	1.84%	4
3 - Neutral	15.21%	33
4 - Likely	39.63%	86
5 - Extremely likely	41.94%	91
TOTAL		217

Q21 Authorizing Pharmacists to Prescribe Drug Devices Permit pharmacists to prescribe drug devices necessary to dispense a prescription.

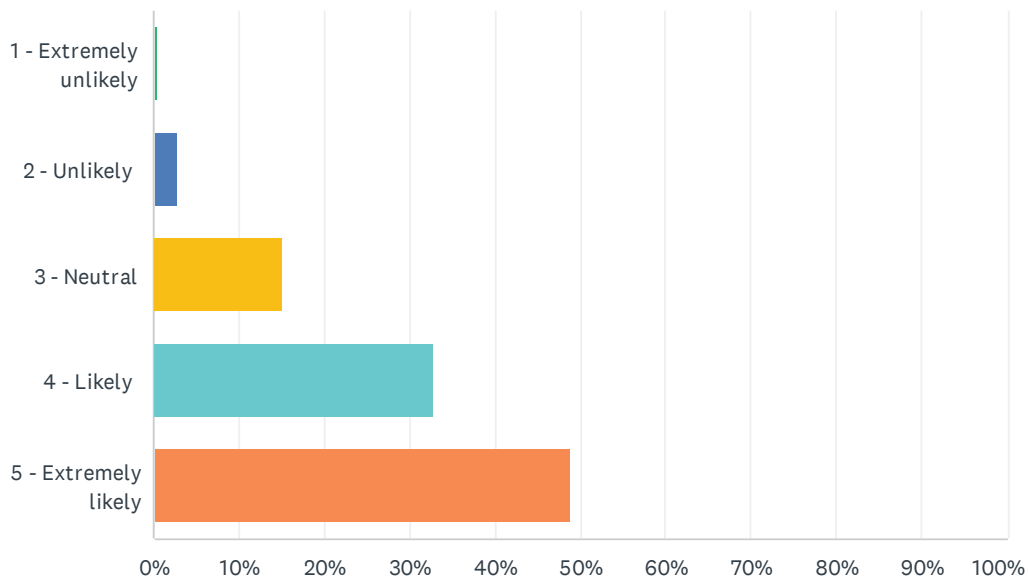
Answered: 216 Skipped: 11



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	2.31%	5
2 - Unlikely	5.09%	11
3 - Neutral	20.37%	44
4 - Likely	29.17%	63
5 - Extremely likely	43.06%	93
TOTAL		216

Q22 Eliminating Manual Logs Review Board rules to reduce the use of paper logs.

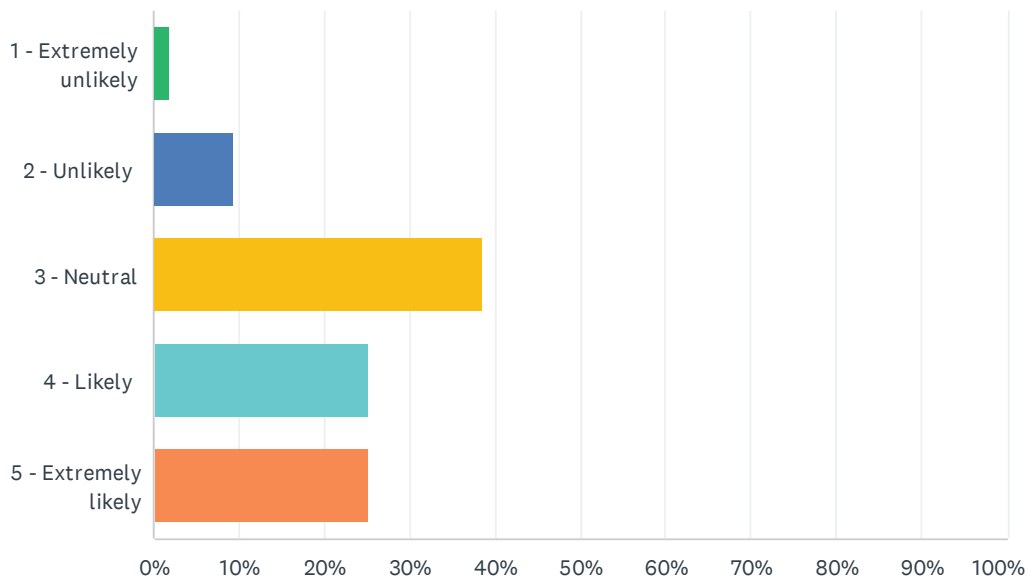
Answered: 219 Skipped: 8



ANSWER CHOICES	RESPONSES
1 - Extremely unlikely	0.46% 1
2 - Unlikely	2.74% 6
3 - Neutral	15.07% 33
4 - Likely	32.88% 72
5 - Extremely likely	48.86% 107
TOTAL	219

Q23 Change of Responsible Person Requirements Extend notification requirement of the responsible person from 10 to 30 days.

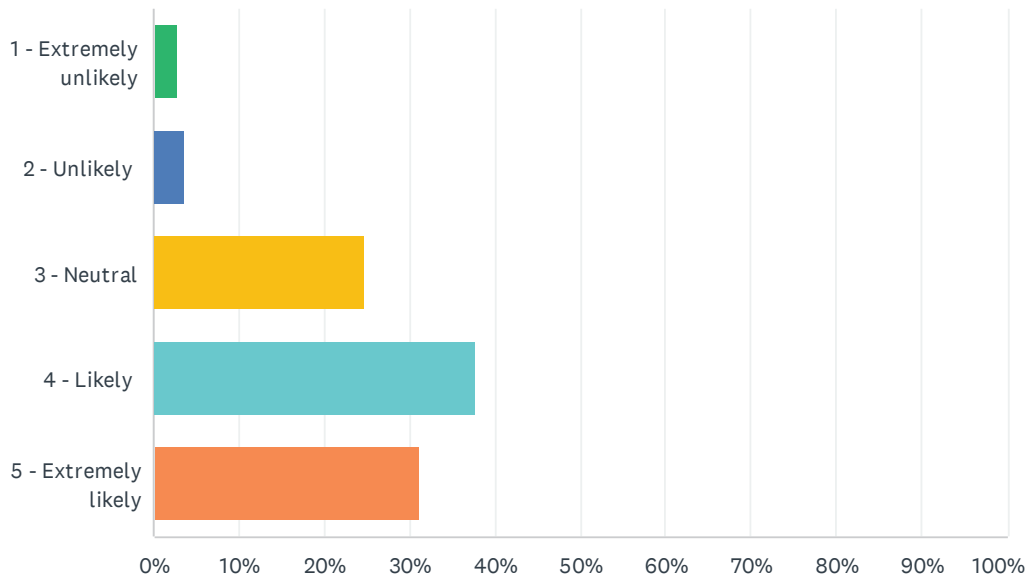
Answered: 215 Skipped: 12



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	1.86%	4
2 - Unlikely	9.30%	20
3 - Neutral	38.60%	83
4 - Likely	25.12%	54
5 - Extremely likely	25.12%	54
TOTAL		215

Q24 Improving the Physical Security of Pharmacies Look at ways to improve the physical security of pharmacies.

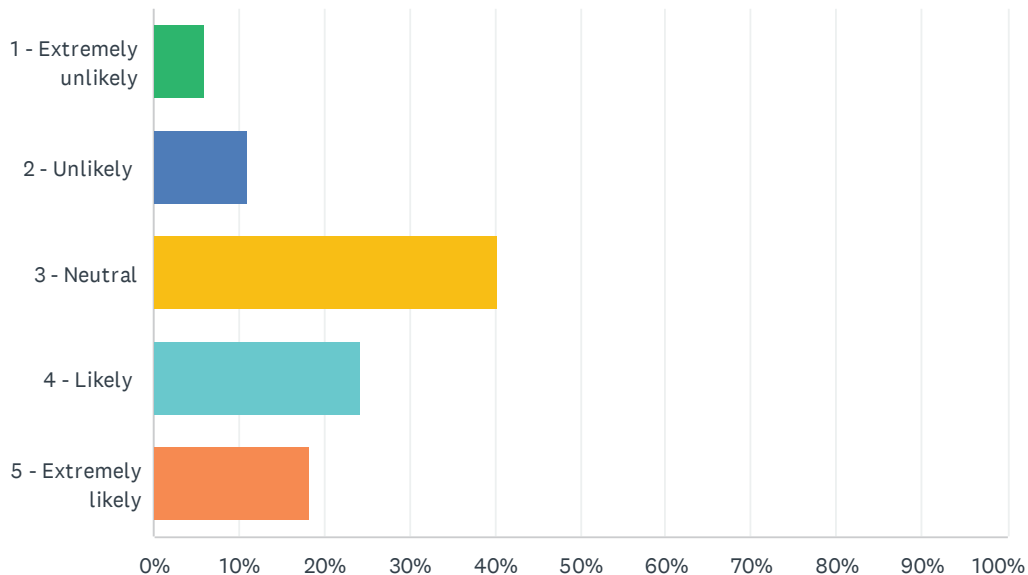
Answered: 215 Skipped: 12



ANSWER CHOICES	RESPONSES
1 - Extremely unlikely	2.79% 6
2 - Unlikely	3.72% 8
3 - Neutral	24.65% 53
4 - Likely	37.67% 81
5 - Extremely likely	31.16% 67
TOTAL	215

Q25 Pharmacy Intern Ratios Expand the number of interns that can work under the supervision of a pharmacist (currently 2:1).

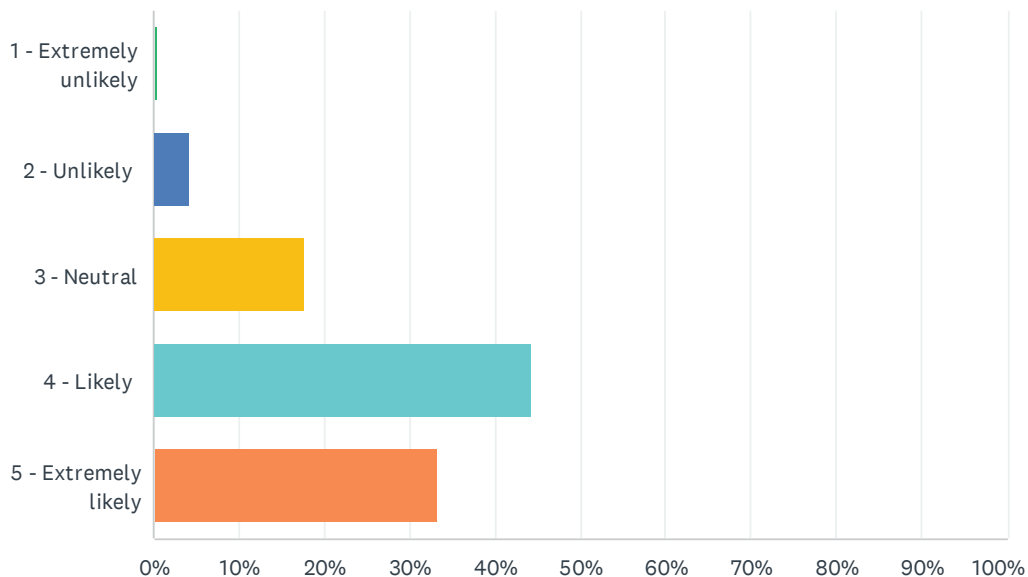
Answered: 218 Skipped: 9



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	5.96%	13
2 - Unlikely	11.01%	24
3 - Neutral	40.37%	88
4 - Likely	24.31%	53
5 - Extremely likely	18.35%	40
TOTAL		218

Q26 Automation and Technology Examine ways to utilize automation and technology to improve working conditions.

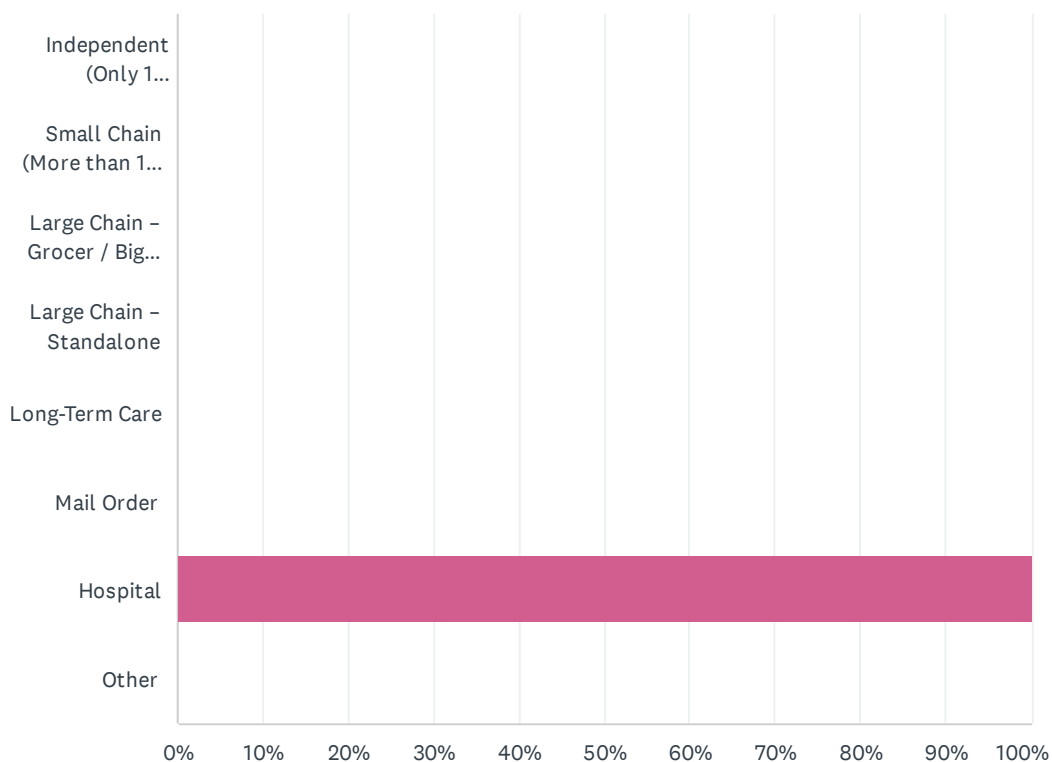
Answered: 216 Skipped: 11



ANSWER CHOICES	RESPONSES
1 - Extremely unlikely	0.46% 1
2 - Unlikely	4.17% 9
3 - Neutral	17.59% 38
4 - Likely	44.44% 96
5 - Extremely likely	33.33% 72
TOTAL	216

Q27 Please identify your primary practice setting:

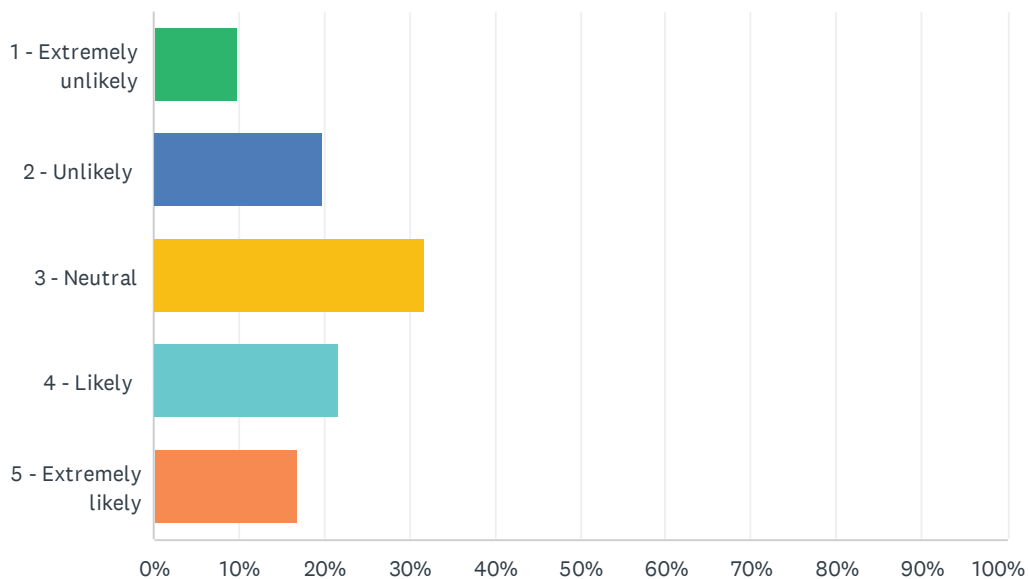
Answered: 227 Skipped: 0



ANSWER CHOICES	RESPONSES	
Independent (Only 1 location)	0.00%	0
Small Chain (More than 1, but less than 12 locations)	0.00%	0
Large Chain – Grocer / Big Box Store	0.00%	0
Large Chain – Standalone	0.00%	0
Long-Term Care	0.00%	0
Mail Order	0.00%	0
Hospital	100.00%	227
Other	0.00%	0
TOTAL		227

Q1 Expand Technician Scope of Practice – Immunizations Authorize the administration of immunizations and vaccines by pharmacy technicians that includes all approved ACIP-recommended vaccines for adults and children.

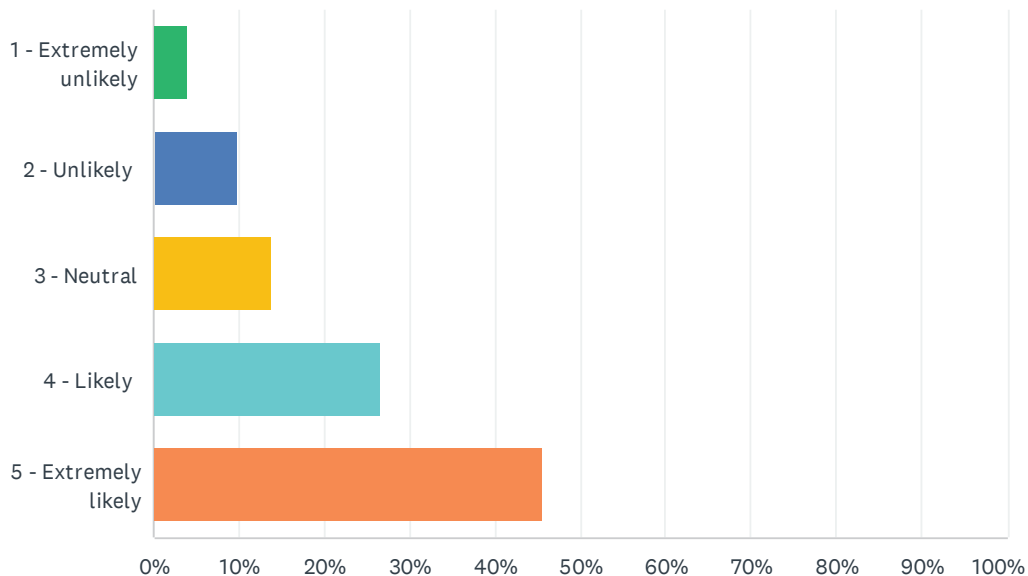
Answered: 101 Skipped: 0



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	9.90%	10
2 - Unlikely	19.80%	20
3 - Neutral	31.68%	32
4 - Likely	21.78%	22
5 - Extremely likely	16.83%	17
TOTAL		101

Q2 Mandatory Breaks/Rest Periods Require pharmacies to provide appropriate opportunities for uninterrupted rest periods and meal breaks to all staff.

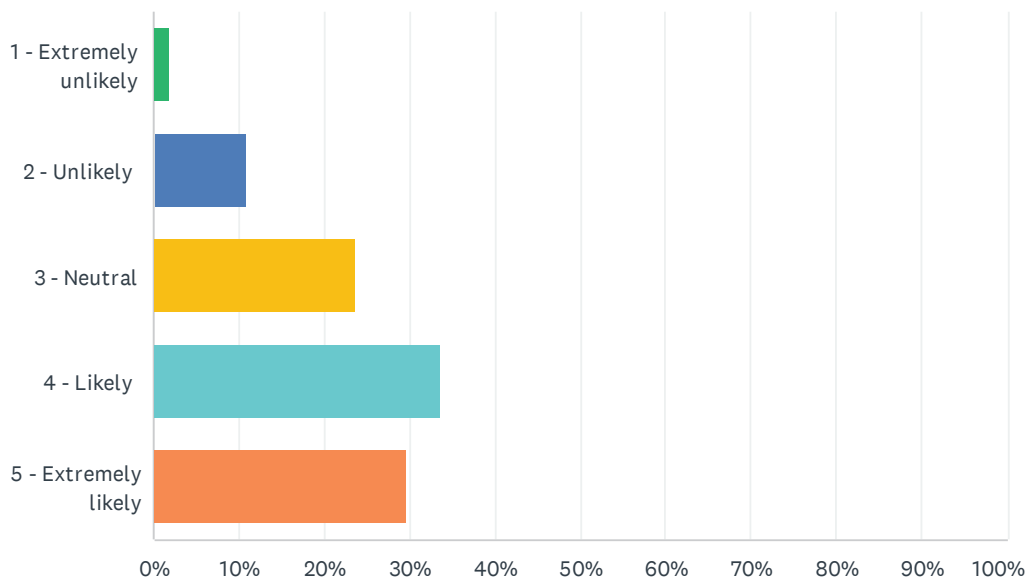
Answered: 101 Skipped: 0



ANSWER CHOICES	RESPONSES
1 - Extremely unlikely	3.96% 4
2 - Unlikely	9.90% 10
3 - Neutral	13.86% 14
4 - Likely	26.73% 27
5 - Extremely likely	45.54% 46
TOTAL	101

Q3 Improve Resources to Promote Technician Onboarding Board shall develop onboarding educational videos and other materials to facilitate onboarding of new technicians.

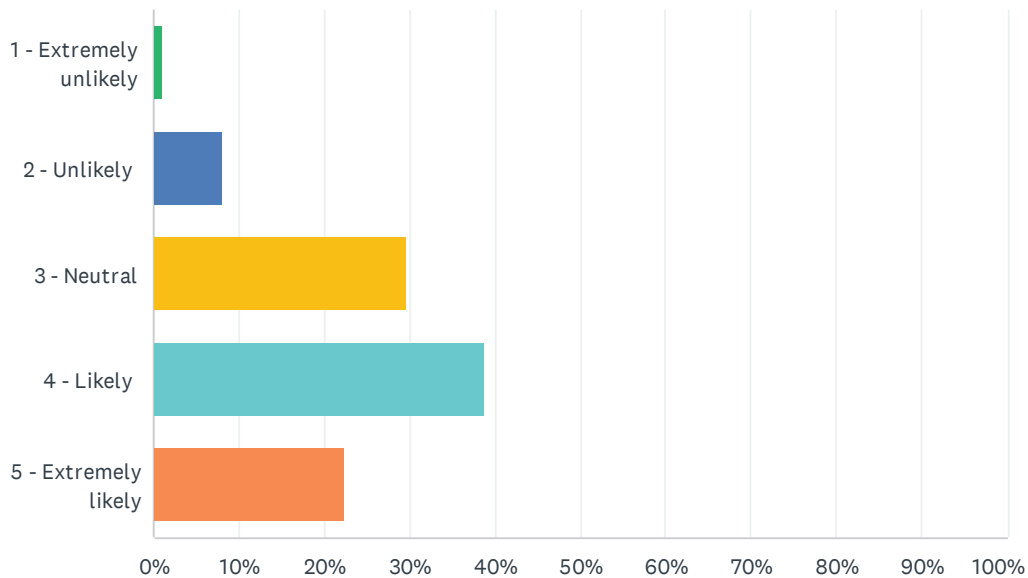
Answered: 101 Skipped: 0



ANSWER CHOICES	RESPONSES
1 - Extremely unlikely	1.98% 2
2 - Unlikely	10.89% 11
3 - Neutral	23.76% 24
4 - Likely	33.66% 34
5 - Extremely likely	29.70% 30
TOTAL	101

Q4 License Transferability Board shall develop and implement a process for technician reciprocity. NOTE: The Board implemented a technician reciprocity rule effective 4/1/22. For more information [CLICK HERE](#).

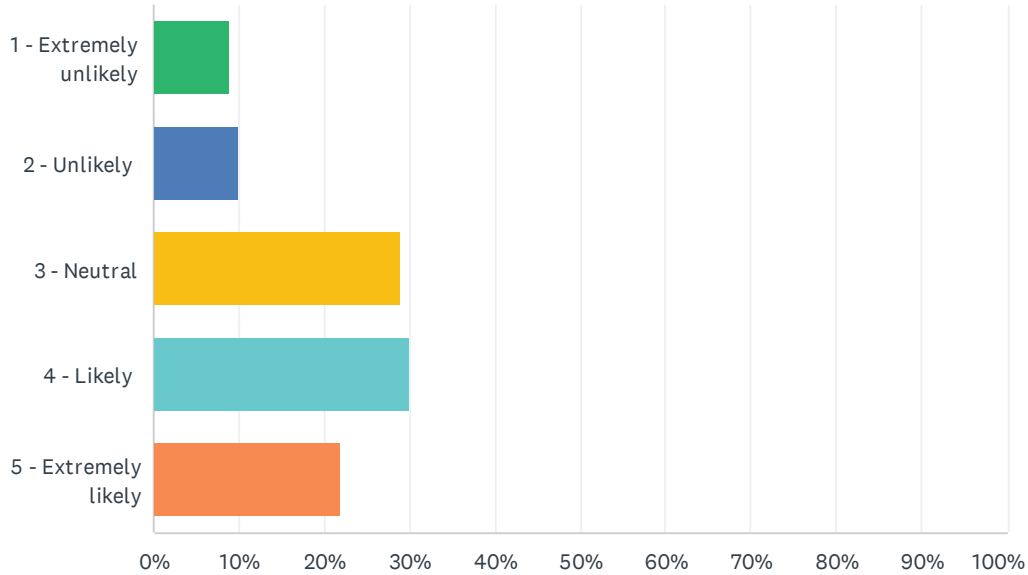
Answered: 98 Skipped: 3



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	1.02%	1
2 - Unlikely	8.16%	8
3 - Neutral	29.59%	29
4 - Likely	38.78%	38
5 - Extremely likely	22.45%	22
TOTAL		98

Q5 Improve Technician Training Resources Requiring pharmacies to have a dedicated staff member to train all new technicians. Staff person should be at the pharmacy or district level.

Answered: 100 Skipped: 1

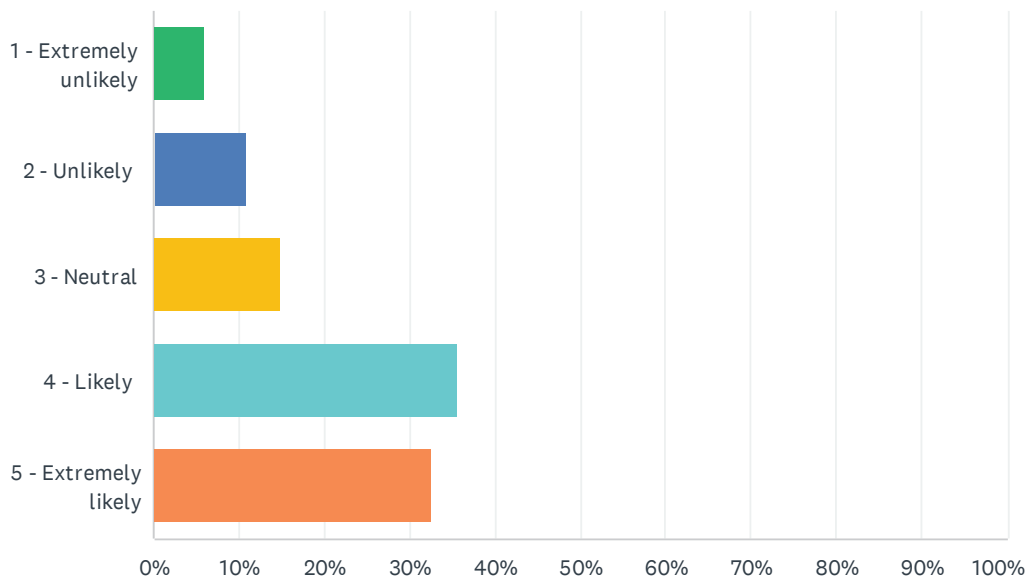


ANSWER CHOICES	RESPONSES
1 - Extremely unlikely	9.00% 9
2 - Unlikely	10.00% 10
3 - Neutral	29.00% 29
4 - Likely	30.00% 30
5 - Extremely likely	22.00% 22
TOTAL	100

Q6 Staffing Plan Require each pharmacy’s responsible person to develop a staffing plan that establishes the appropriate number of pharmacy technicians and interns to pharmacist(s) on duty. The staffing plan shall ensure that the number of pharmacy technicians and interns on duty can be satisfactorily supervised by the pharmacist(s) on duty. The responsible person shall be able to increase staffing to operate a pharmacy in a safe and effective manner. In developing a staffing plan, the responsible person shall consider all the following:

- a. The volume of workload and the services provided by the pharmacy.
- b. The volume of prescriptions handled by staff to include:
 - i. Prescriptions filled, dispensed, and sold;
 - ii. Prescriptions placed on hold;
 - iii. Prescriptions returned to stock;
 - iv. Any other prescriptions metrics developed by the responsible person.
- c. Security needs of the pharmacy and pharmacy staff.
- d. Required closing or opening of certain touchpoints (drive-thru, vaccines, etc.). Provide autonomy to the on-duty pharmacist as part of the rule to close or open touchpoints.
- e. Number of staff and level of staff competency. The responsible person shall be able to increase staffing to operate a pharmacy in a safe and effective manner.

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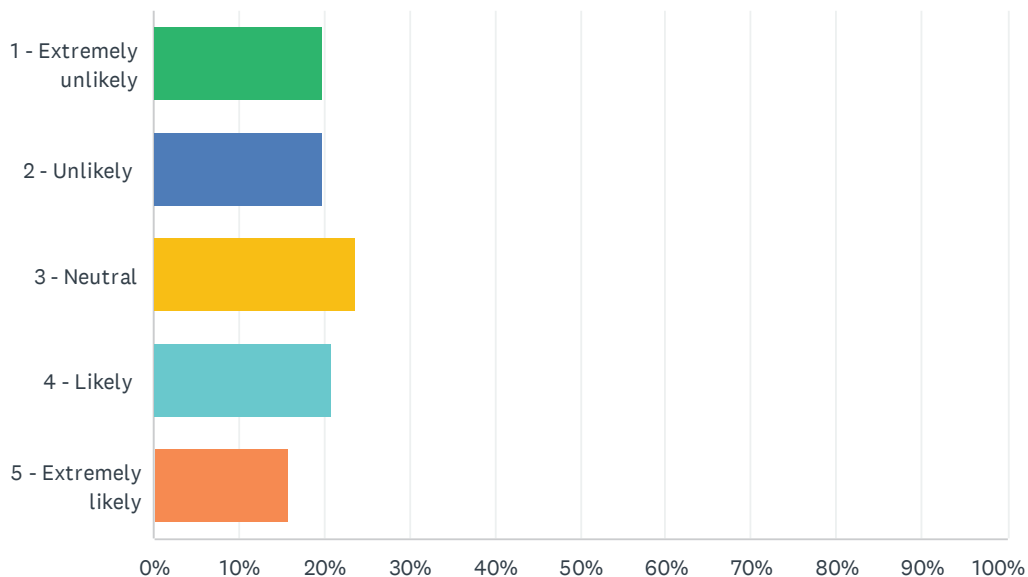


Pharmacist Workload Advisory Committee - Survey of Policy Options

ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	5.94%	6
2 - Unlikely	10.89%	11
3 - Neutral	14.85%	15
4 - Likely	35.64%	36
5 - Extremely likely	32.67%	33
TOTAL		101

Q7 Tech-Check-Tech Implementation of Tech-Check-Tech or technology assisted technician product verification.

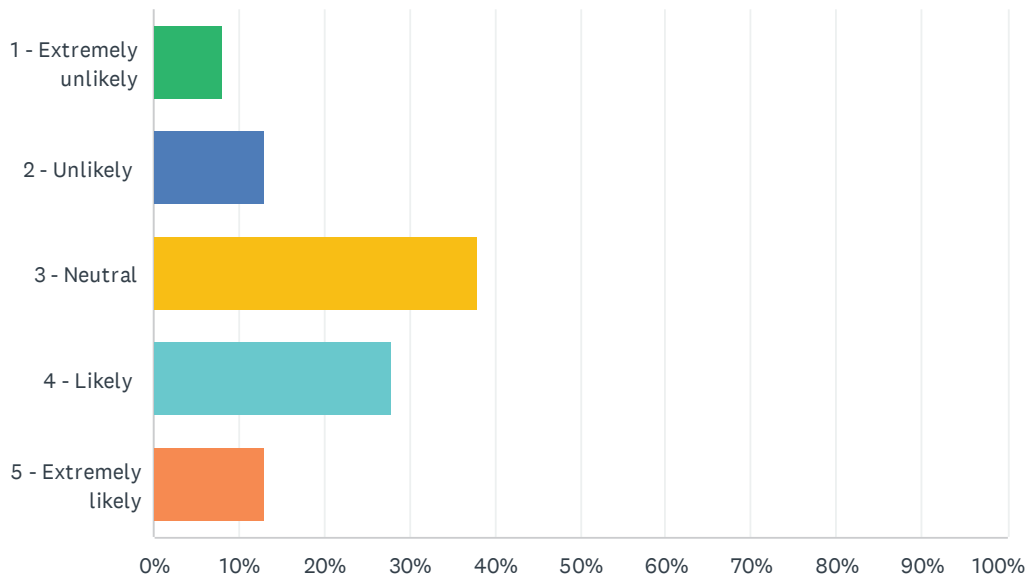
Answered: 101 Skipped: 0



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	19.80%	20
2 - Unlikely	19.80%	20
3 - Neutral	23.76%	24
4 - Likely	20.79%	21
5 - Extremely likely	15.84%	16
TOTAL		101

Q8 Expand Technician Scope of Practice – Order and Administration of Diagnostics Tests Change in the required current law/rule(s) regarding the authority to order and administer diagnostic tests. This should include diagnostic tests for COVID-19 and tests for COVID-19 antibodies. In addition, other FDA approved tests should be included in the amended law/rule(s). Also, the updated law/rule(s) should allow under the supervision of a pharmacist two additional work groups to the already allowed pharmacy intern and certified pharmacy technician. These additions are registered pharmacy technicians and pharmacy technician trainees.

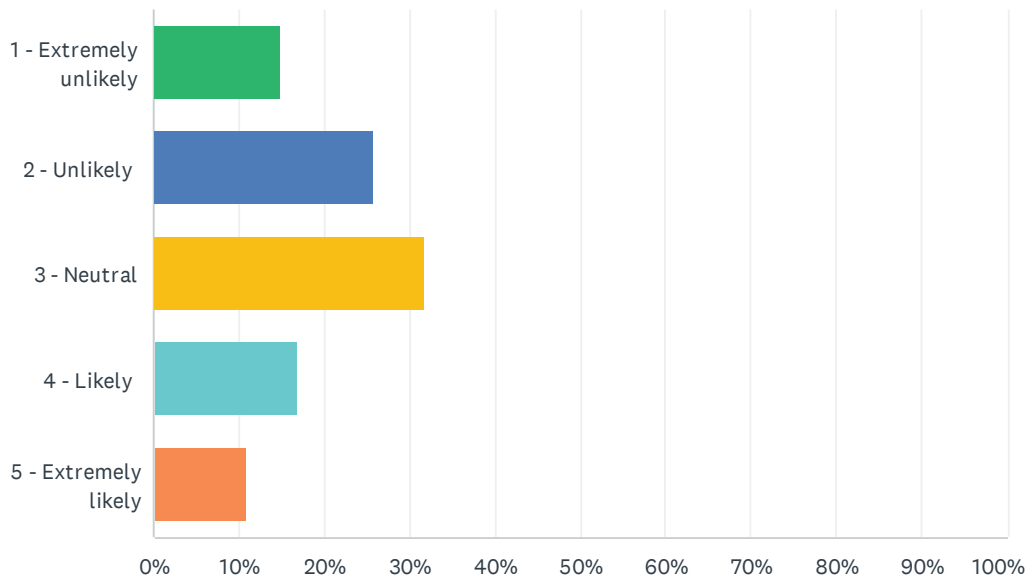
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ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	8.00%	8
2 - Unlikely	13.00%	13
3 - Neutral	38.00%	38
4 - Likely	28.00%	28
5 - Extremely likely	13.00%	13
TOTAL		100

Q9 Expand Technician Scope of Practice – Drug Administration Develop permanent law/rule(s) to allow for pharmacy technicians to administer drugs in the state of Ohio. This would include at a minimum immunization, antipsychotic drugs, Hydroxyprogesterone caproate, Medroxyprogesterone acetate, and Cobalamin at least. This is currently allowed by law/rule for pharmacists in the state.

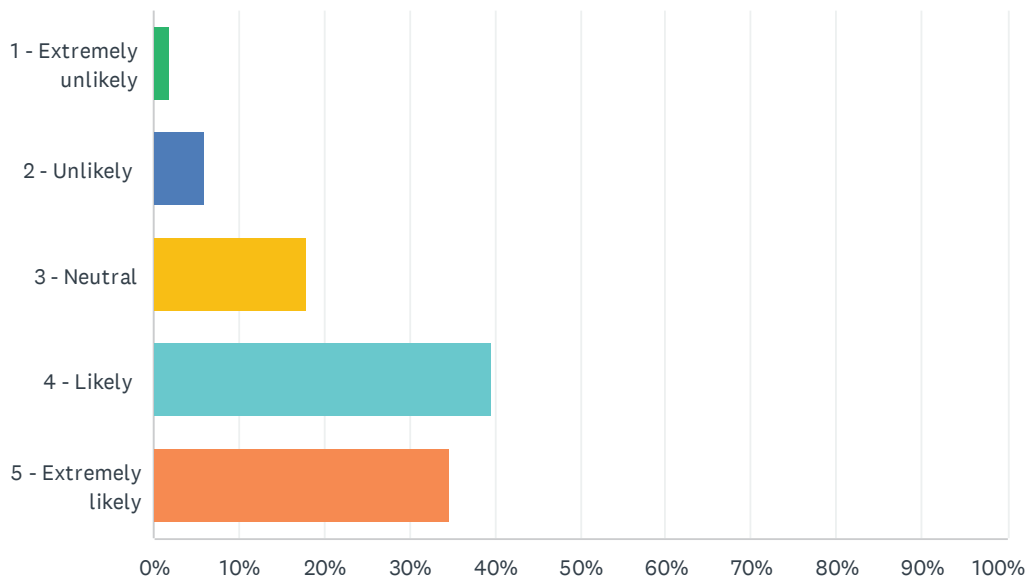
Answered: 101 Skipped: 0



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	14.85%	15
2 - Unlikely	25.74%	26
3 - Neutral	31.68%	32
4 - Likely	16.83%	17
5 - Extremely likely	10.89%	11
TOTAL		101

Q10 Managing Touchpoints Provide autonomy to the pharmacist on duty to shut down touchpoints and non-essential services if understaffed. Require ancillary staffing (support personnel and technicians) at each point of contact when the pharmacy is open. This must include drive-thru, drop-off, register, vaccinations, and a person dedicated to phones.

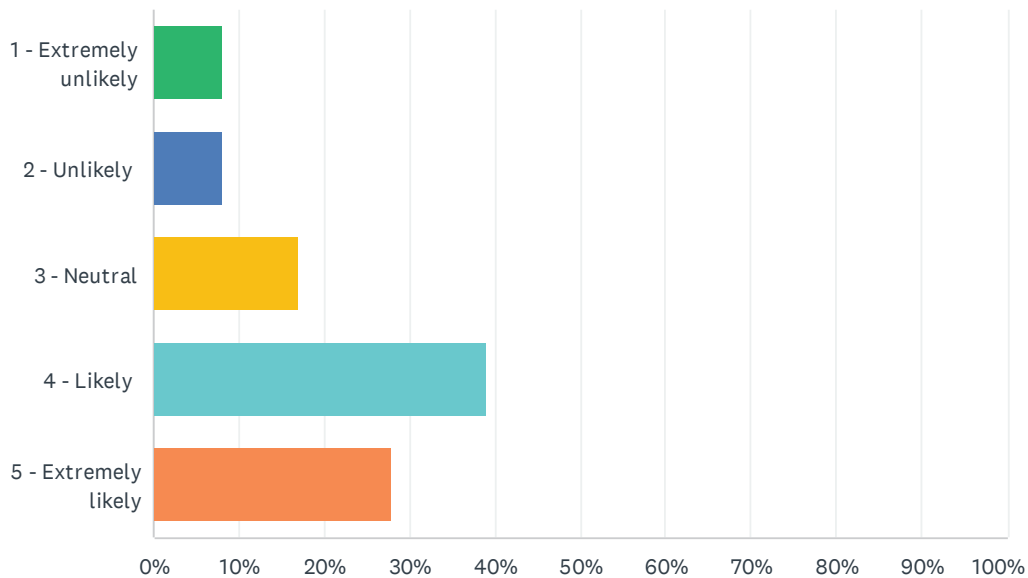
Answered: 101 Skipped: 0



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	1.98%	2
2 - Unlikely	5.94%	6
3 - Neutral	17.82%	18
4 - Likely	39.60%	40
5 - Extremely likely	34.65%	35
TOTAL		101

Q11 Working Conditions / Security Require any “open-door” pharmacy must operate with at least one technician and one pharmacist (or two pharmacists). Include exception for documented absence.

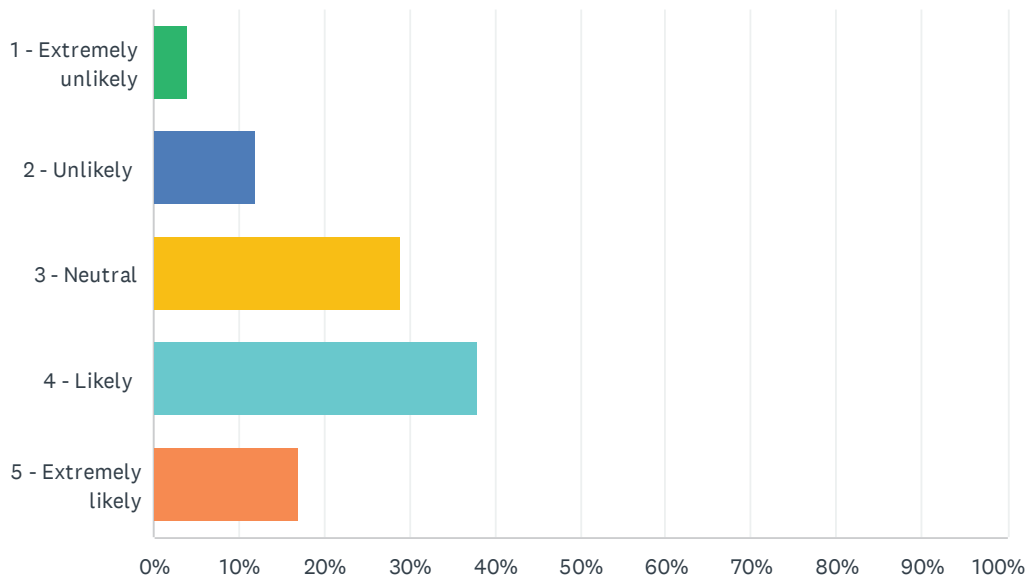
Answered: 100 Skipped: 1



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	8.00%	8
2 - Unlikely	8.00%	8
3 - Neutral	17.00%	17
4 - Likely	39.00%	39
5 - Extremely likely	28.00%	28
TOTAL		100

Q12 Career Technician Pathways We are adding more and more clinical services and responsibilities to the pharmacy technician position. Some employers are compensating accordingly while others are not. Since we cannot implement any rules or regulations involving pay, I feel it would help to somehow recognize our pharmacy technicians' additional certifications including immunizations, MTM, etc.

Answered: 100 Skipped: 1

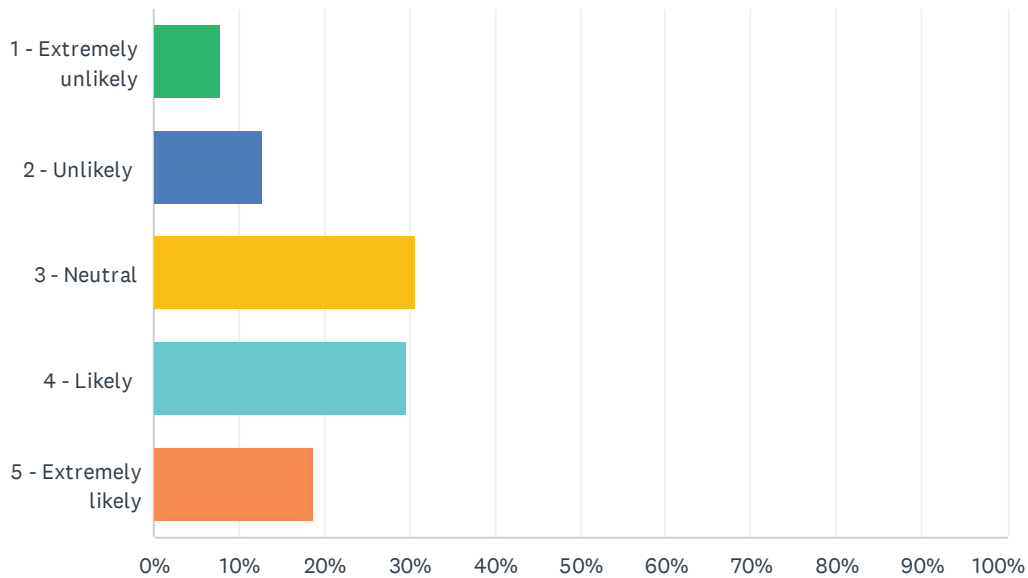


ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	4.00%	4
2 - Unlikely	12.00%	12
3 - Neutral	29.00%	29
4 - Likely	38.00%	38
5 - Extremely likely	17.00%	17
TOTAL		100

Q13 Report of Understaffing(A) Adequate staffing to safely dispense prescriptions is the responsibility of the pharmacy and the pharmacy's responsible person. If conditions exist that could cause prescriptions to be dispensed in an unsafe manner the pharmacy and the pharmacy's responsible person shall take action to correct the problem.(B) In order to ensure adequate staffing levels a staffing report form shall be available in each pharmacy. A copy of this form, when executed, will be given to the immediate supervisor and a copy must remain in the pharmacy for Board inspection. Such form shall include, but not be limited to the following:(1) Date and time the inadequate staffing occurred;(2) Number of prescriptions filled during this time frame;(3) Summary of events; and(4) Any comments or suggestions.(C) A pharmacist shall complete the staffing report form when:(1) A pharmacist is concerned regarding staffing due to:(a) inadequate number of support persons (cashiers, technicians, auxiliary supportive personnel, etc.); or,(b) excessive workload;(2) Filling out the form may enable management to make a better decision concerning staffing.(3) Any errors that occurred to the result of inadequate staffing.(D) The responsible person shall submit that form in a manner determined by the board. (E) Each pharmacy shall review completed staffing reports and address any issues listed as well as document any corrective action taken or justification for inaction to assure continual self-improvement. If the issue is not staffing related, measures taken to address the issue should be described.(F) Each pharmacy shall retain completed staffing reports on-site in a readily retrievable manner for at least three years from the date of creation.

Answered: 101 Skipped: 0

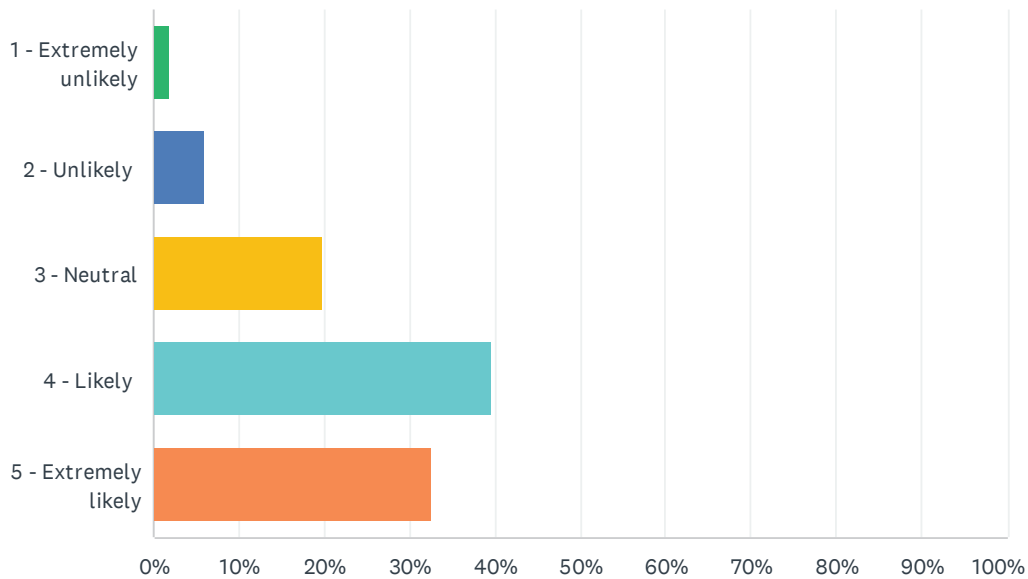
Pharmacist Workload Advisory Committee - Survey of Policy Options



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	7.92%	8
2 - Unlikely	12.87%	13
3 - Neutral	30.69%	31
4 - Likely	29.70%	30
5 - Extremely likely	18.81%	19
TOTAL		101

Q14 Limits on Hours WorkedA pharmacy shall not require a pharmacist or pharmacy technician to work longer than twelve (12) hours per twenty-four (24) hour period. A pharmacist/technician working longer than six (6) continuous hours per 24-hour period must be permitted a thirty-minute meal break. Signage indicating the pharmacy hours of operation, including the meal break, must be displayed in a location readily visible to the public.

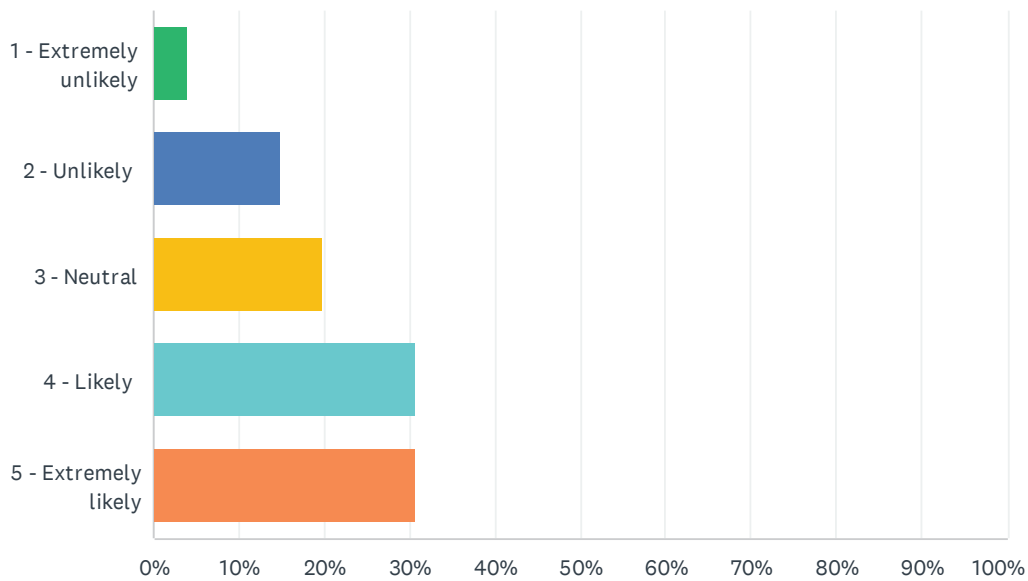
Answered: 101 Skipped: 0



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	1.98%	2
2 - Unlikely	5.94%	6
3 - Neutral	19.80%	20
4 - Likely	39.60%	40
5 - Extremely likely	32.67%	33
TOTAL		101

Q15 Mandatory Dark Hours Require “open door” pharmacies to operate dark hours that allow for staff to prepare and catch up on their work without any interruptions. This will allow pharmacies to operate more efficiently and safely and help minimize distractions when engaged in activities requiring greater concentration.

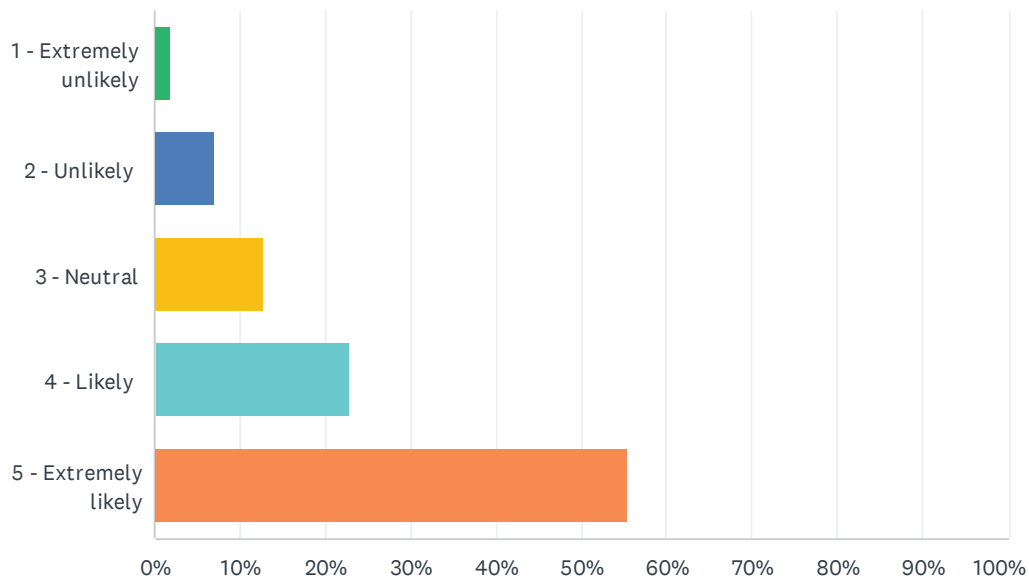
Answered: 101 Skipped: 0



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	3.96%	4
2 - Unlikely	14.85%	15
3 - Neutral	19.80%	20
4 - Likely	30.69%	31
5 - Extremely likely	30.69%	31
TOTAL		101

Q16 Metrics Eliminate Job impacting metrics that compromise safety and integrity of the profession. Pharmacists and technicians should not be financially impacted, or job performance impacted to meet corporate metrics around speed and time to fulfillment. Accuracy should be allowed as a metric. Prohibit metrics related to the volume of services provided.

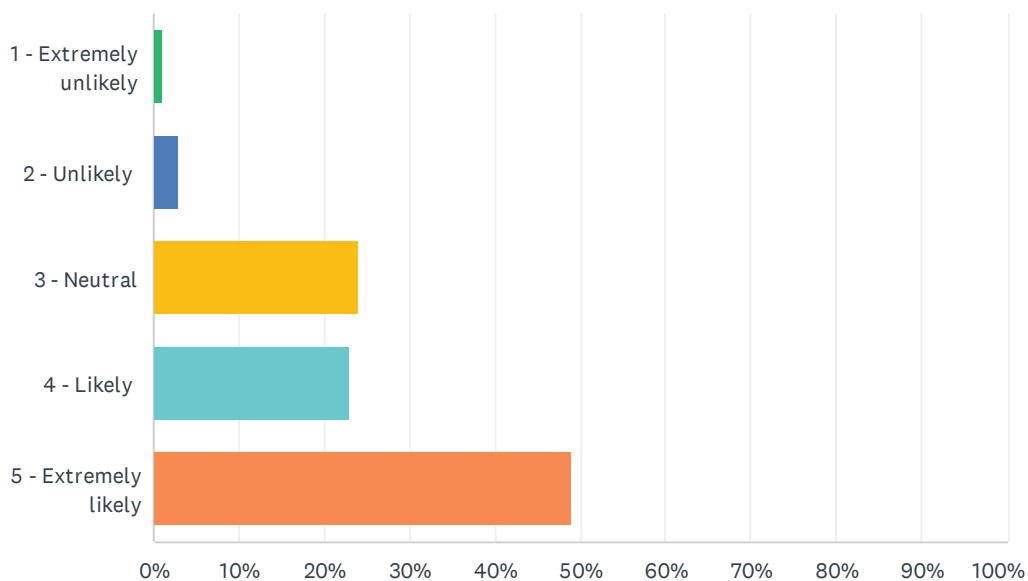
Answered: 101 Skipped: 0



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	1.98%	2
2 - Unlikely	6.93%	7
3 - Neutral	12.87%	13
4 - Likely	22.77%	23
5 - Extremely likely	55.45%	56
TOTAL		101

Q17 Elimination of Cold Call Lists Eliminate required cold call lists.

Answered: 100 Skipped: 1

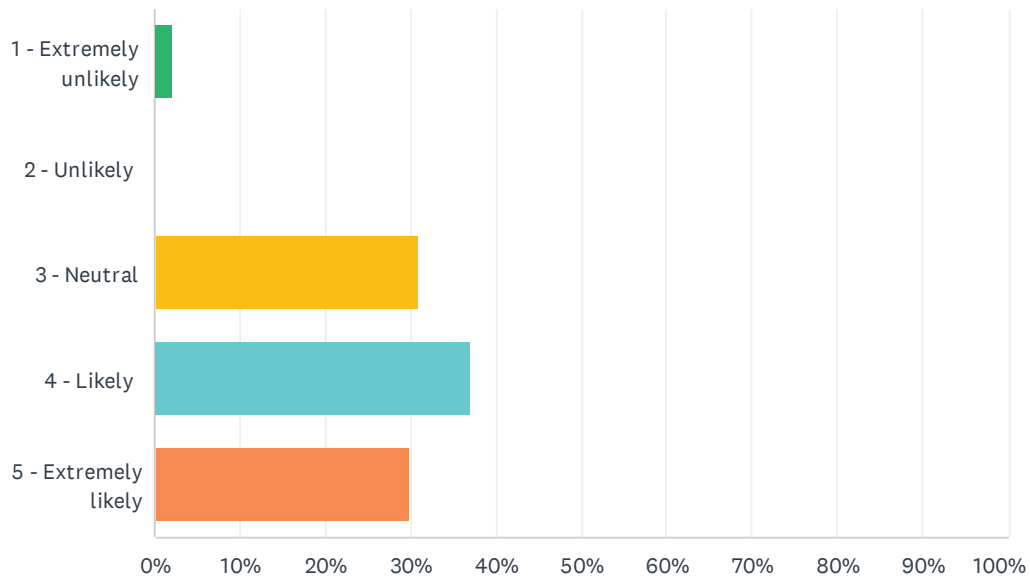


ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	1.00%	1
2 - Unlikely	3.00%	3
3 - Neutral	24.00%	24
4 - Likely	23.00%	23
5 - Extremely likely	49.00%	49
TOTAL		100

Q18 Alabama Rule - Supervising Pharmacist There is a growing discussion among pharmacy boards throughout the country about workload conditions in pharmacy. In that discussion, there are many issues contributing to workplace dissatisfaction. It is important to understand that issues related to dissatisfaction in workplace conditions may not fall under the authority of any board of pharmacy unless it involves an adverse result to the safety of patients. One concern of dissatisfaction addresses board of pharmacy disciplinary actions and the focus on the individual licensee and not on the permit or the root cause. The Board has several actions that do address the root cause as well as the permit. Board Rule 680-X-2-.12 Supervising Pharmacist specifically states: If the actions of the permit holder have deemed to contribute to or cause a violation of any provision of this section, the Board may hold the permit holder responsible and/or absolve the supervising pharmacist from the responsibility of that action. In addition, it is a violation of this rule for any person to subvert the authority of the supervising pharmacist by impeding the management of any pharmacy in relation to compliance with federal and state drug or pharmacy laws and regulations. Any such act(s) may result in charges being filed against the permit holder. To fully understand the impact of the above-cited section, it should be read with the following sections of 680-X-2-.22 Code of Professional Conduct in mind. (2) (a) A pharmacist and a pharmacy should hold the health and safety of patients to be of first consideration and should render to each patient the full measure of professional ability as an essential health practitioner. (2) (f) A pharmacist and a pharmacy should not agree to practice under terms or conditions that interfere with or impair the proper exercise of professional judgment and skill, that cause a deterioration of the quality of professional services, or that require consent to unethical conduct.)

Answered: 97 Skipped: 4

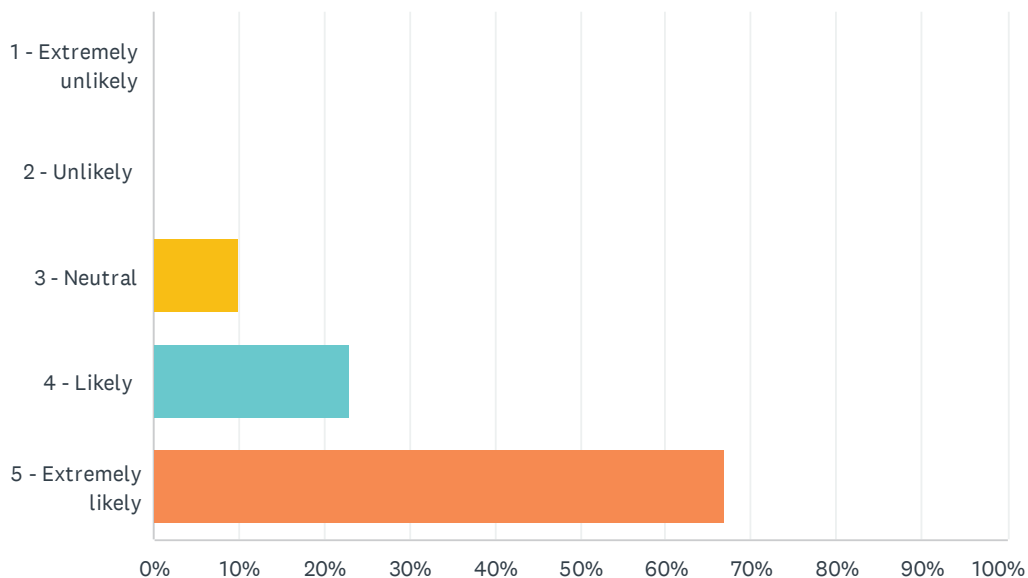
Pharmacist Workload Advisory Committee - Survey of Policy Options



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	2.06%	2
2 - Unlikely	0.00%	0
3 - Neutral	30.93%	30
4 - Likely	37.11%	36
5 - Extremely likely	29.90%	29
TOTAL		97

Q19 Pharmacy Benefit Managers The Board should ensure that its rules cannot be utilized by pharmacy benefit managers and insurers to initiate clawbacks.

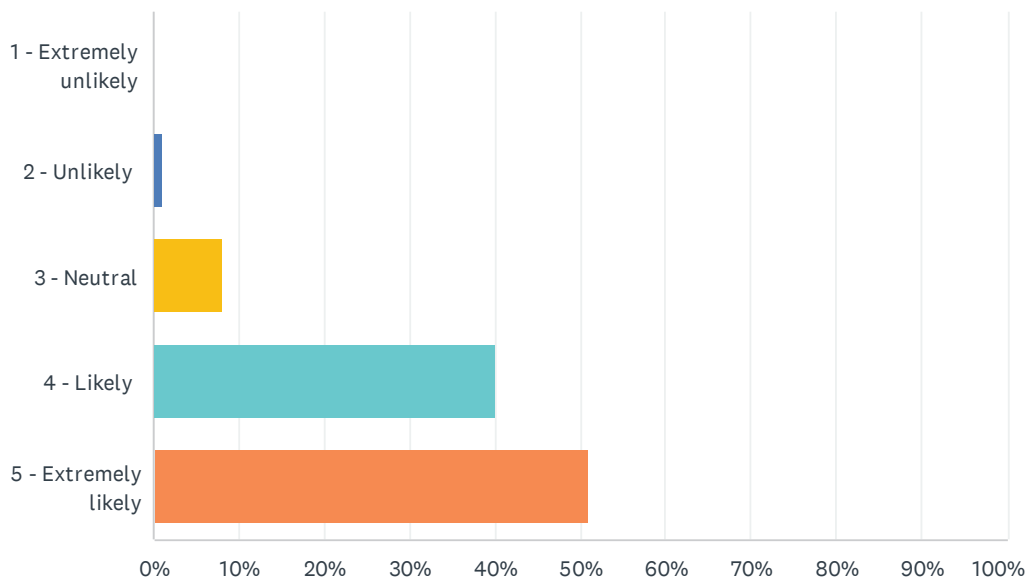
Answered: 100 Skipped: 1



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	0.00%	0
2 - Unlikely	0.00%	0
3 - Neutral	10.00%	10
4 - Likely	23.00%	23
5 - Extremely likely	67.00%	67
TOTAL		100

Q20 Improve Quality of Electronic Prescribing Develop a process to regulate electronic prescription transmission systems to improve quality and standardize format.

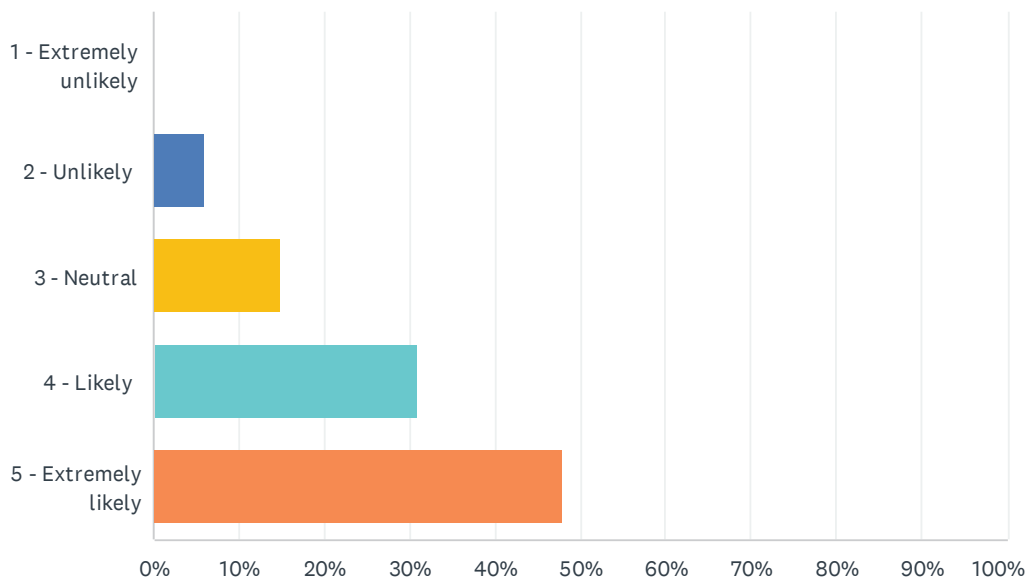
Answered: 100 Skipped: 1



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	0.00%	0
2 - Unlikely	1.00%	1
3 - Neutral	8.00%	8
4 - Likely	40.00%	40
5 - Extremely likely	51.00%	51
TOTAL		100

Q21 Authorizing Pharmacists to Prescribe Drug Devices Permit pharmacists to prescribe drug devices necessary to dispense a prescription.

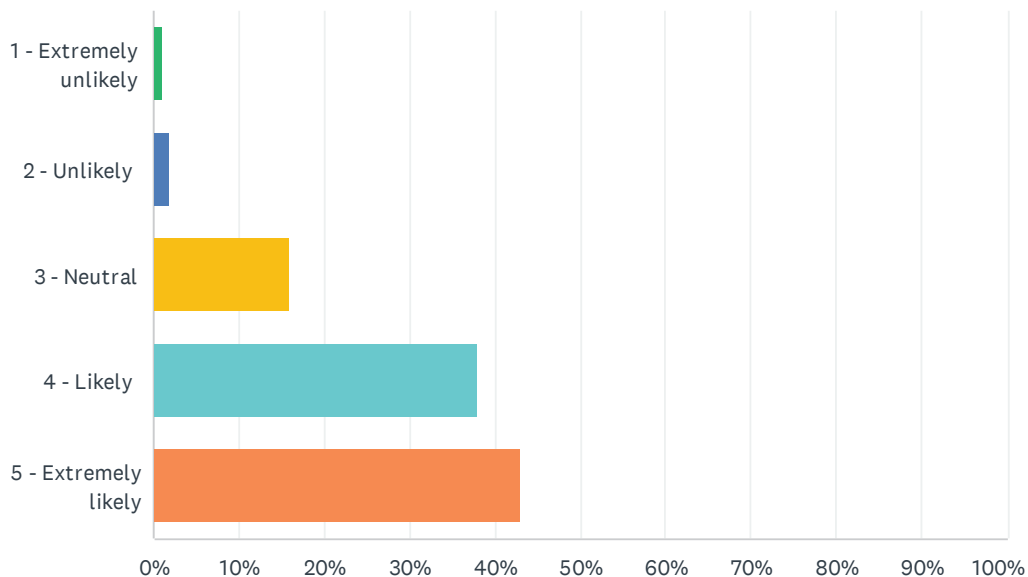
Answered: 100 Skipped: 1



ANSWER CHOICES	RESPONSES
1 - Extremely unlikely	0.00% 0
2 - Unlikely	6.00% 6
3 - Neutral	15.00% 15
4 - Likely	31.00% 31
5 - Extremely likely	48.00% 48
TOTAL	100

Q22 Eliminating Manual Logs Review Board rules to reduce the use of paper logs.

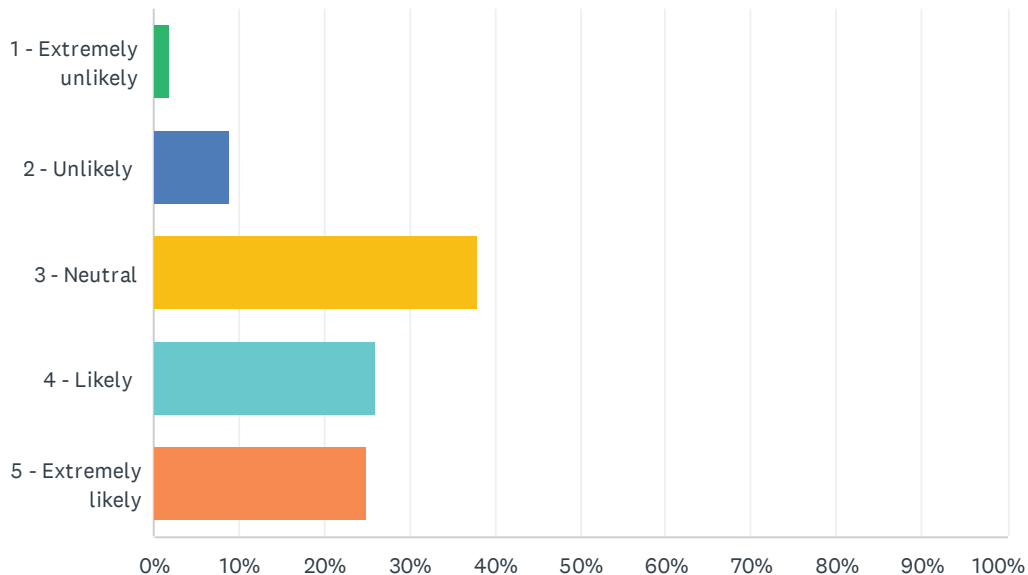
Answered: 100 Skipped: 1



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	1.00%	1
2 - Unlikely	2.00%	2
3 - Neutral	16.00%	16
4 - Likely	38.00%	38
5 - Extremely likely	43.00%	43
TOTAL		100

Q23 Change of Responsible Person Requirements Extend notification requirement of the responsible person from 10 to 30 days.

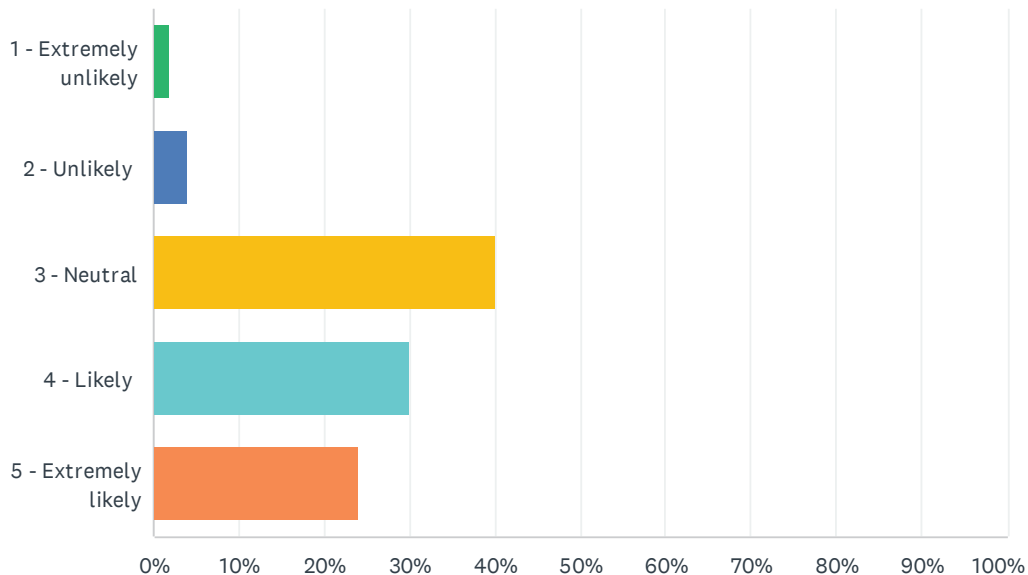
Answered: 100 Skipped: 1



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	2.00%	2
2 - Unlikely	9.00%	9
3 - Neutral	38.00%	38
4 - Likely	26.00%	26
5 - Extremely likely	25.00%	25
TOTAL		100

Q24 Improving the Physical Security of Pharmacies Look at ways to improve the physical security of pharmacies.

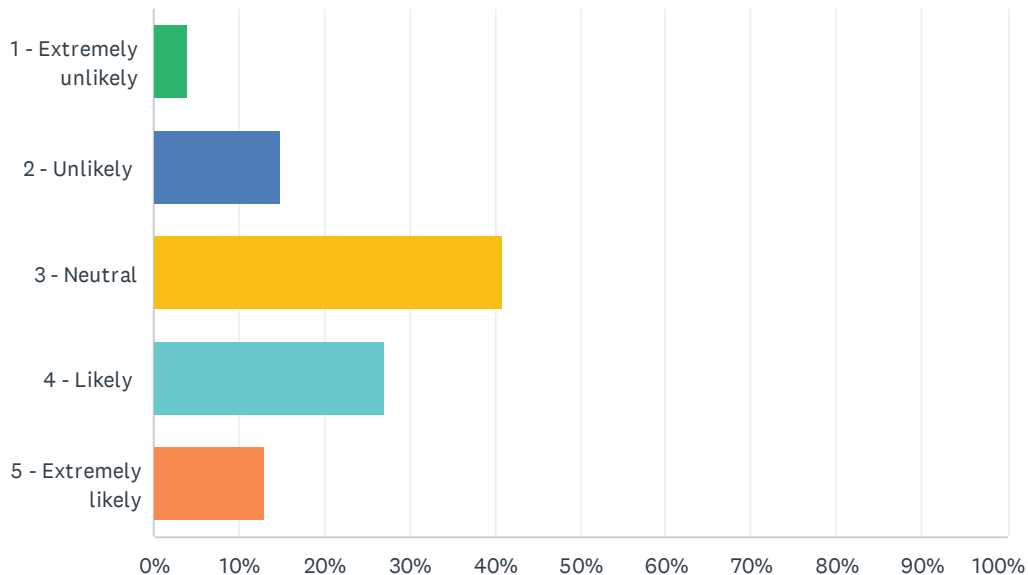
Answered: 100 Skipped: 1



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	2.00%	2
2 - Unlikely	4.00%	4
3 - Neutral	40.00%	40
4 - Likely	30.00%	30
5 - Extremely likely	24.00%	24
TOTAL		100

Q25 Pharmacy Intern Ratios Expand the number of interns that can work under the supervision of a pharmacist (currently 2:1).

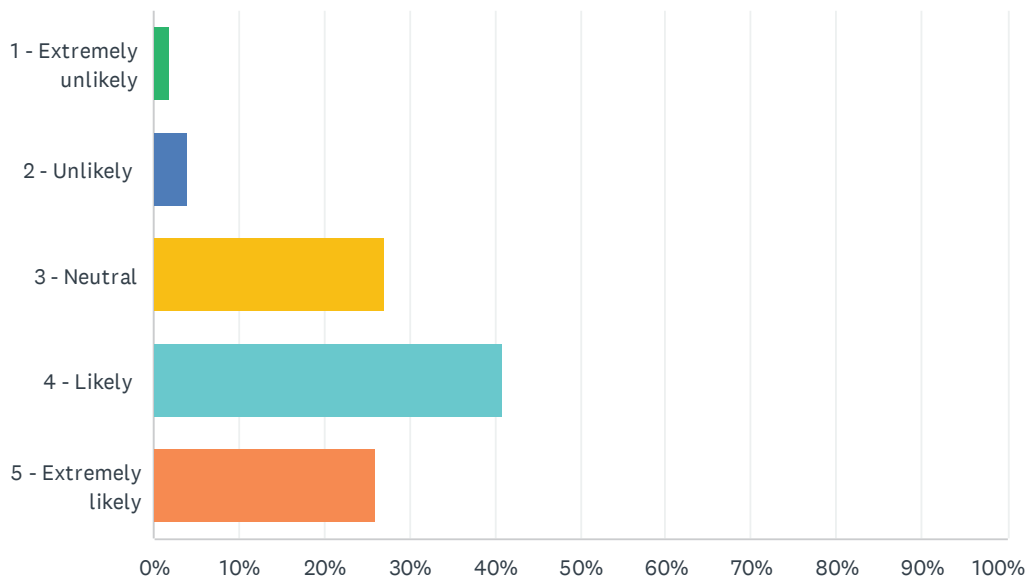
Answered: 100 Skipped: 1



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	4.00%	4
2 - Unlikely	15.00%	15
3 - Neutral	41.00%	41
4 - Likely	27.00%	27
5 - Extremely likely	13.00%	13
TOTAL		100

Q26 Automation and Technology Examine ways to utilize automation and technology to improve working conditions.

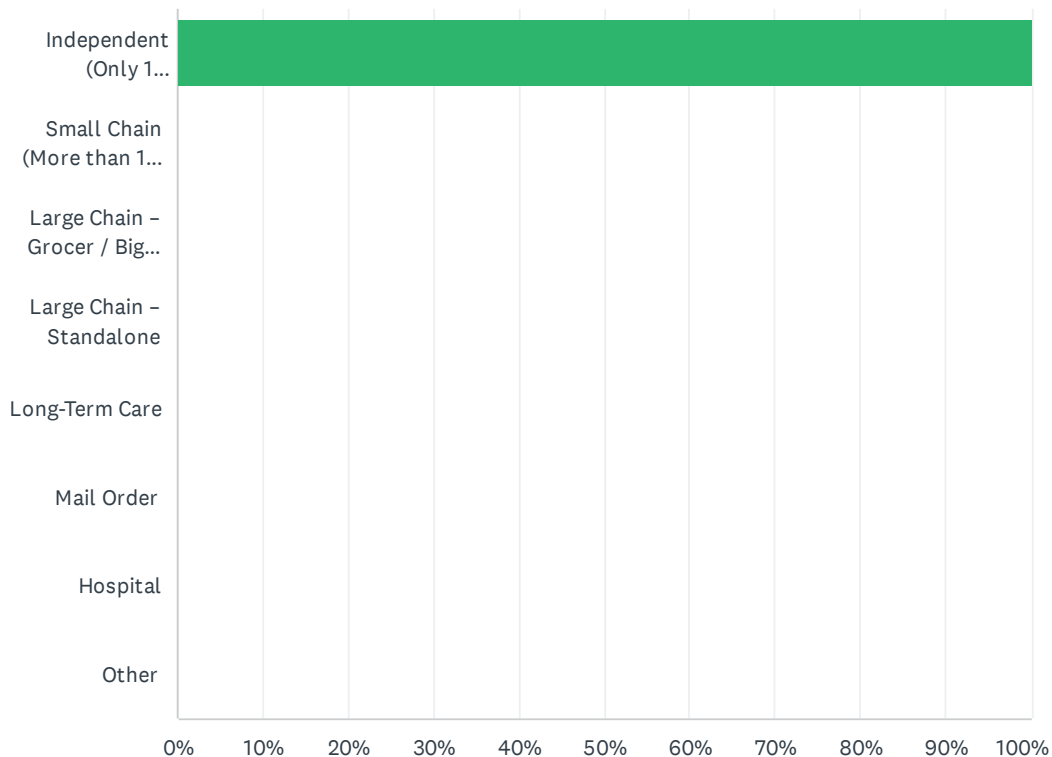
Answered: 100 Skipped: 1



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	2.00%	2
2 - Unlikely	4.00%	4
3 - Neutral	27.00%	27
4 - Likely	41.00%	41
5 - Extremely likely	26.00%	26
TOTAL		100

Q27 Please identify your primary practice setting:

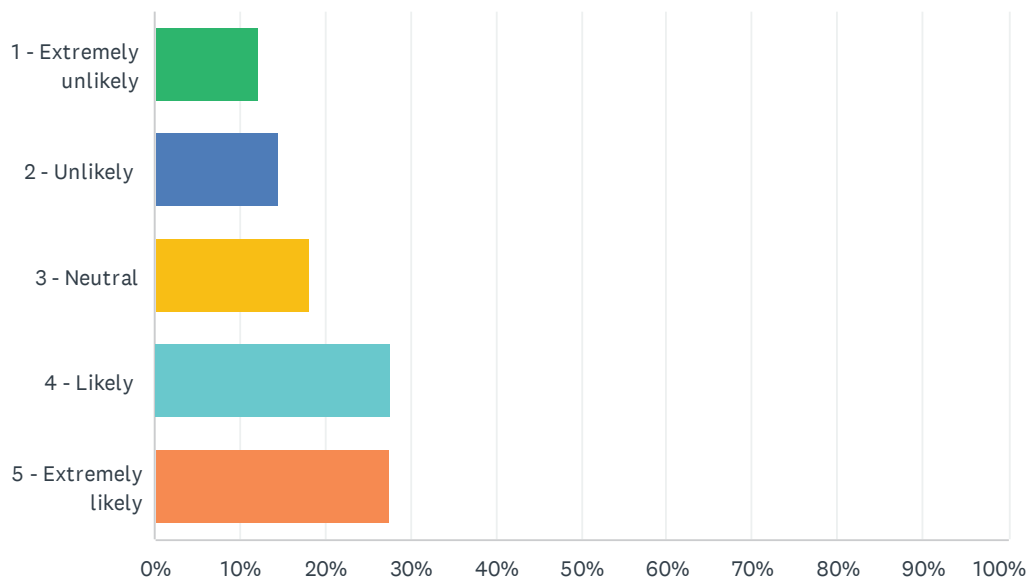
Answered: 101 Skipped: 0



ANSWER CHOICES	RESPONSES	
Independent (Only 1 location)	100.00%	101
Small Chain (More than 1, but less than 12 locations)	0.00%	0
Large Chain – Grocer / Big Box Store	0.00%	0
Large Chain – Standalone	0.00%	0
Long-Term Care	0.00%	0
Mail Order	0.00%	0
Hospital	0.00%	0
Other	0.00%	0
TOTAL		101

Q1 Expand Technician Scope of Practice – Immunizations Authorize the administration of immunizations and vaccines by pharmacy technicians that includes all approved ACIP-recommended vaccines for adults and children.

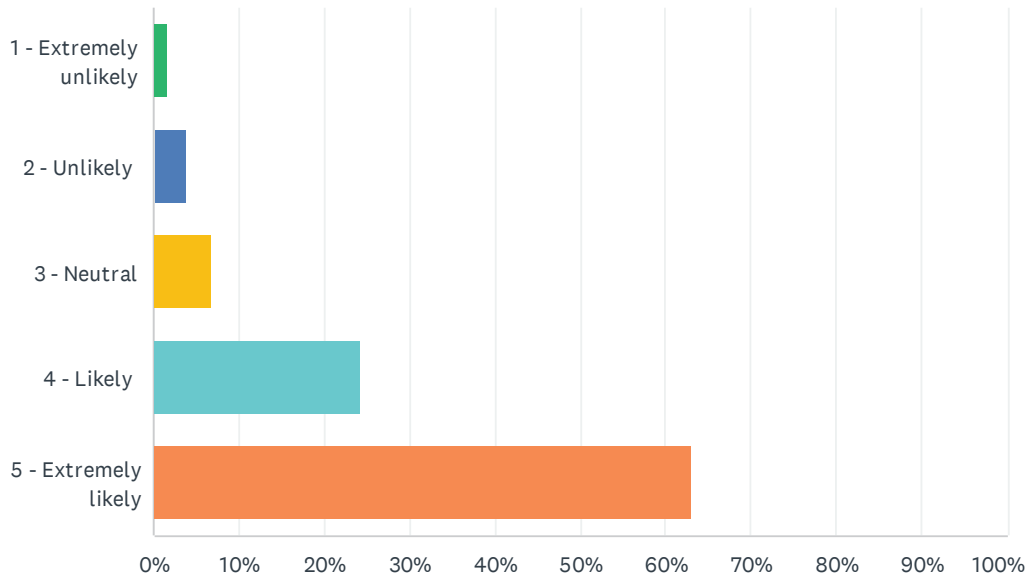
Answered: 685 Skipped: 2



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	12.12%	83
2 - Unlikely	14.60%	100
3 - Neutral	18.10%	124
4 - Likely	27.74%	190
5 - Extremely likely	27.45%	188
TOTAL		685

Q2 Mandatory Breaks/Rest Periods Require pharmacies to provide appropriate opportunities for uninterrupted rest periods and meal breaks to all staff.

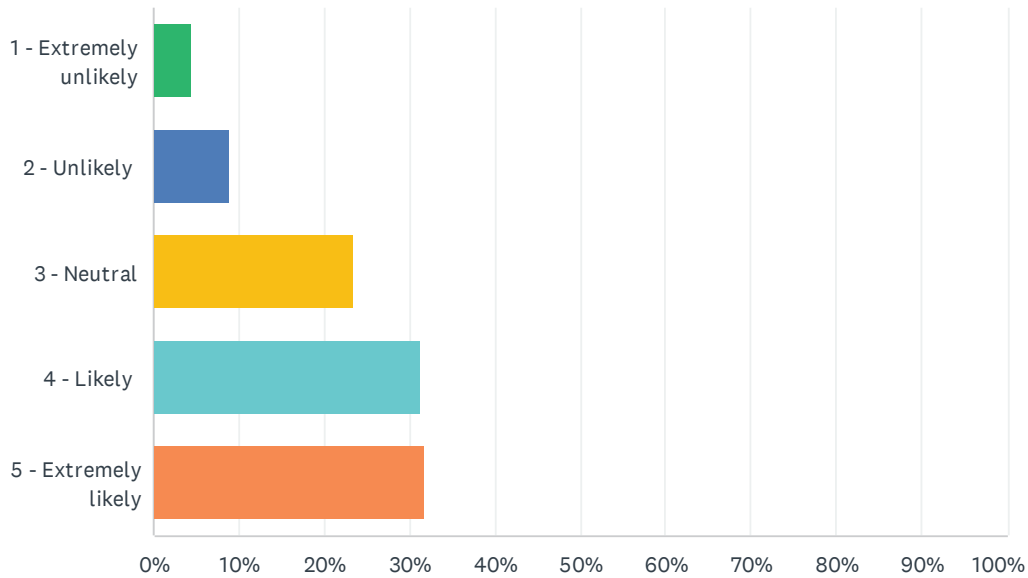
Answered: 685 Skipped: 2



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	1.61%	11
2 - Unlikely	3.94%	27
3 - Neutral	6.86%	47
4 - Likely	24.38%	167
5 - Extremely likely	63.21%	433
TOTAL		685

Q3 Improve Resources to Promote Technician Onboarding Board shall develop onboarding educational videos and other materials to facilitate onboarding of new technicians.

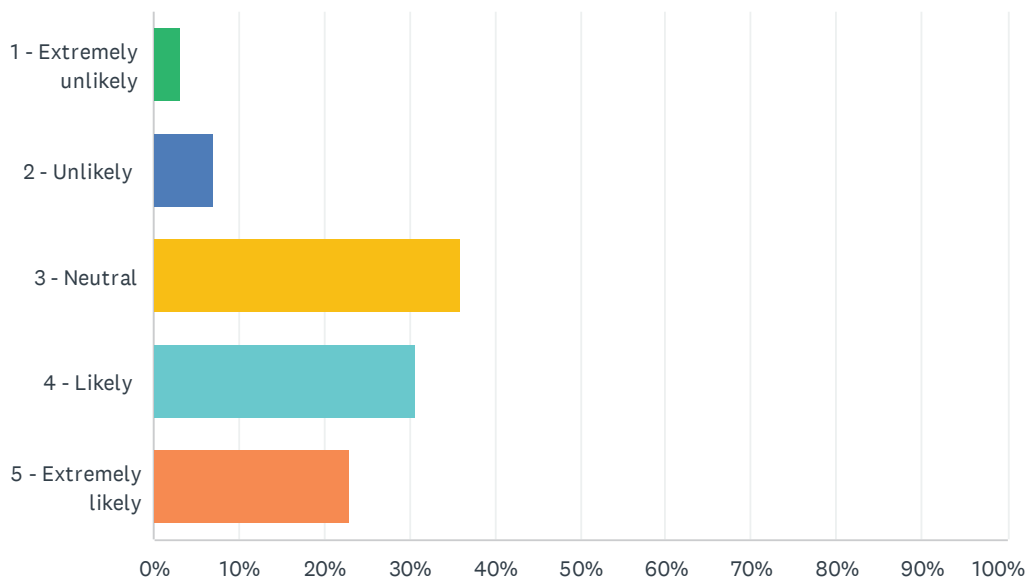
Answered: 684 Skipped: 3



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	4.53%	31
2 - Unlikely	8.92%	61
3 - Neutral	23.39%	160
4 - Likely	31.43%	215
5 - Extremely likely	31.73%	217
TOTAL		684

Q4 License Transferability Board shall develop and implement a process for technician reciprocity. NOTE: The Board implemented a technician reciprocity rule effective 4/1/22. For more information [CLICK HERE](#).

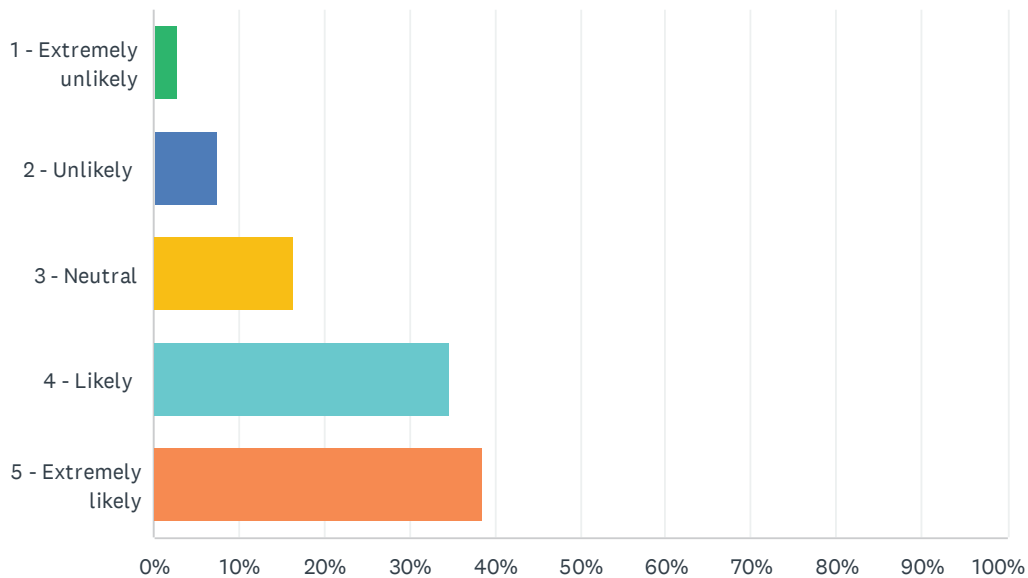
Answered: 679 Skipped: 8



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	3.09%	21
2 - Unlikely	7.07%	48
3 - Neutral	35.94%	244
4 - Likely	30.78%	209
5 - Extremely likely	23.12%	157
TOTAL		679

Q5 Improve Technician Training Resources Requiring pharmacies to have a dedicated staff member to train all new technicians. Staff person should be at the pharmacy or district level.

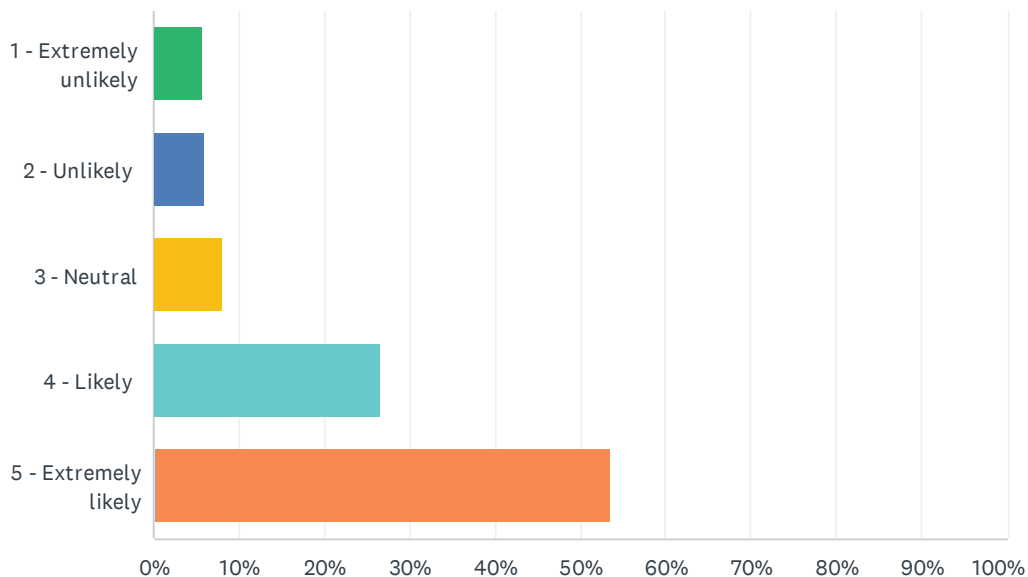
Answered: 683 Skipped: 4



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	2.78%	19
2 - Unlikely	7.47%	51
3 - Neutral	16.40%	112
4 - Likely	34.70%	237
5 - Extremely likely	38.65%	264
TOTAL		683

Q6 Staffing Plan Require each pharmacy’s responsible person to develop a staffing plan that establishes the appropriate number of pharmacy technicians and interns to pharmacist(s) on duty. The staffing plan shall ensure that the number of pharmacy technicians and interns on duty can be satisfactorily supervised by the pharmacist(s) on duty. The responsible person shall be able to increase staffing to operate a pharmacy in a safe and effective manner. In developing a staffing plan, the responsible person shall consider all the following: a. The volume of workload and the services provided by the pharmacy. b. The volume of prescriptions handled by staff to include: i. Prescriptions filled, dispensed, and sold; ii. Prescriptions placed on hold; iii. Prescriptions returned to stock; iv. Any other prescriptions metrics developed by the responsible person. c. Security needs of the pharmacy and pharmacy staff. d. Required closing or opening of certain touchpoints (drive-thru, vaccines, etc.). Provide autonomy to the on-duty pharmacist as part of the rule to close or open touchpoints. e. Number of staff and level of staff competency. The responsible person shall be able to increase staffing to operate a pharmacy in a safe and effective manner.

Answered: 685 Skipped: 2

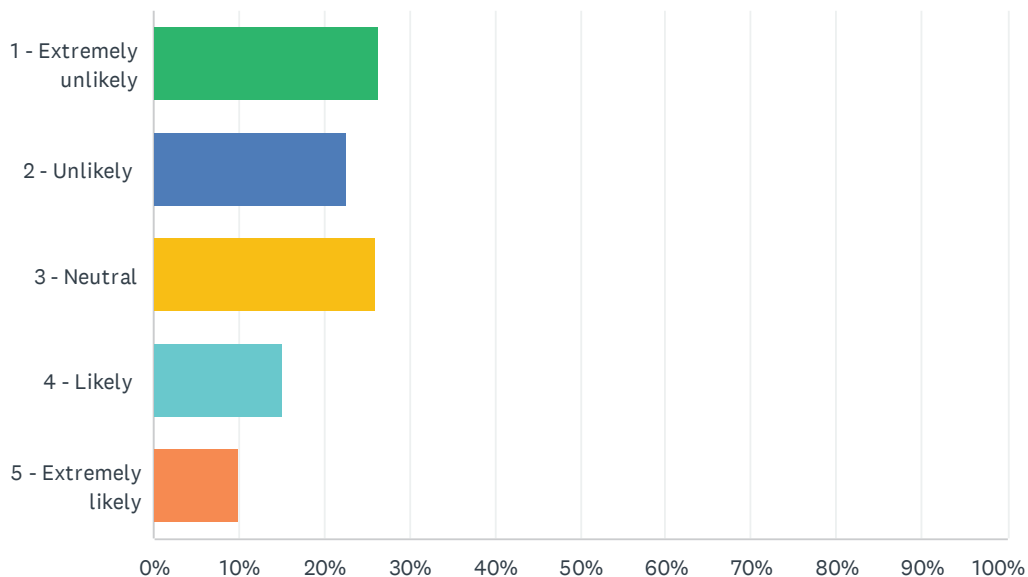


Pharmacist Workload Advisory Committee - Survey of Policy Options

ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	5.84%	40
2 - Unlikely	5.99%	41
3 - Neutral	8.03%	55
4 - Likely	26.57%	182
5 - Extremely likely	53.58%	367
TOTAL	685	

Q7 Tech-Check-Tech Implementation of Tech-Check-Tech or technology assisted technician product verification.

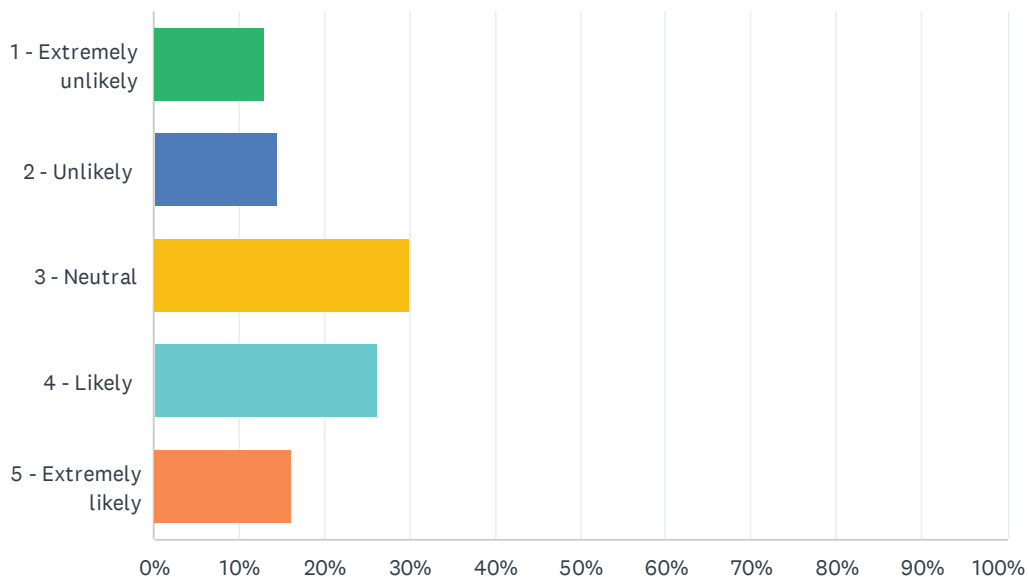
Answered: 684 Skipped: 3



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	26.46%	181
2 - Unlikely	22.51%	154
3 - Neutral	26.02%	178
4 - Likely	15.06%	103
5 - Extremely likely	9.94%	68
TOTAL		684

Q8 Expand Technician Scope of Practice – Order and Administration of Diagnostics Tests Change in the required current law/rule(s) regarding the authority to order and administer diagnostic tests. This should include diagnostic tests for COVID-19 and tests for COVID-19 antibodies. In addition, other FDA approved tests should be included in the amended law/rule(s). Also, the updated law/rule(s) should allow under the supervision of a pharmacist two additional work groups to the already allowed pharmacy intern and certified pharmacy technician. These additions are registered pharmacy technicians and pharmacy technician trainees.

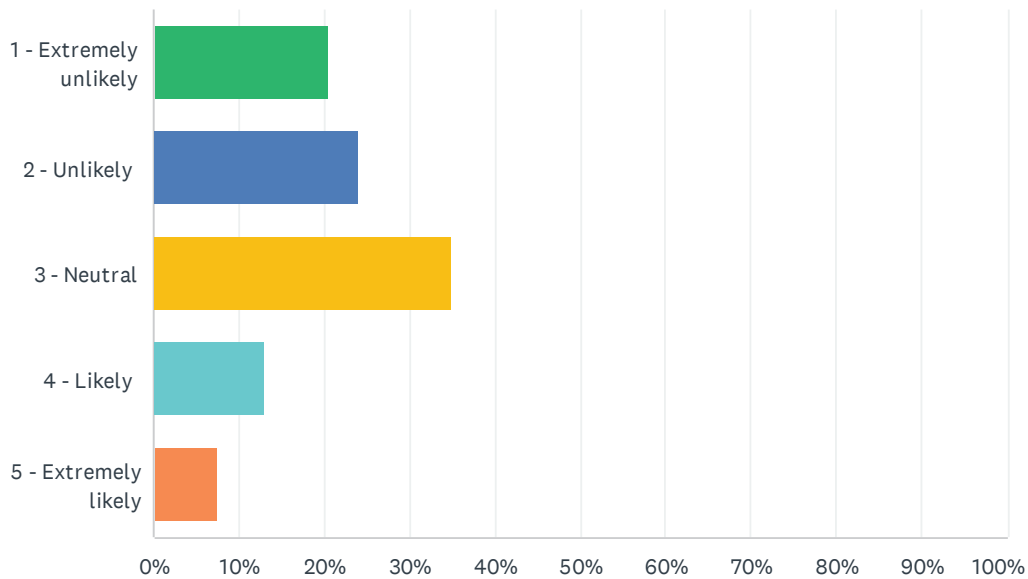
Answered: 683 Skipped: 4



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	13.03%	89
2 - Unlikely	14.49%	99
3 - Neutral	30.01%	205
4 - Likely	26.21%	179
5 - Extremely likely	16.25%	111
TOTAL		683

Q9 Expand Technician Scope of Practice – Drug Administration Develop permanent law/rule(s) to allow for pharmacy technicians to administer drugs in the state of Ohio. This would include at a minimum immunization, antipsychotic drugs, Hydroxyprogesterone caproate, Medroxyprogesterone acetate, and Cobalamin at least. This is currently allowed by law/rule for pharmacists in the state.

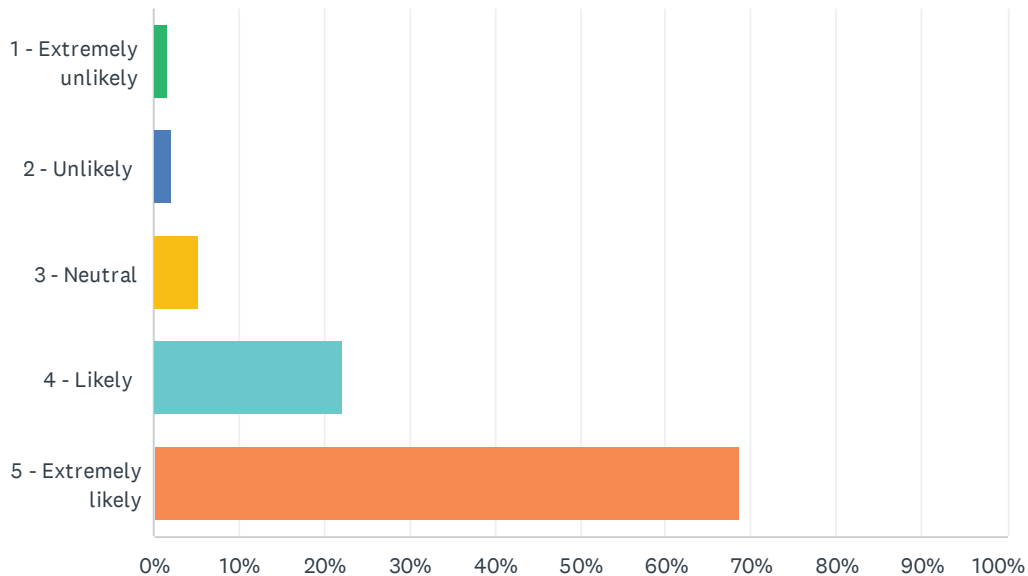
Answered: 682 Skipped: 5



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	20.38%	139
2 - Unlikely	24.05%	164
3 - Neutral	35.04%	239
4 - Likely	13.05%	89
5 - Extremely likely	7.48%	51
TOTAL		682

Q10 Managing Touchpoints Provide autonomy to the pharmacist on duty to shut down touchpoints and non-essential services if understaffed. Require ancillary staffing (support personnel and technicians) at each point of contact when the pharmacy is open. This must include drive-thru, drop-off, register, vaccinations, and a person dedicated to phones.

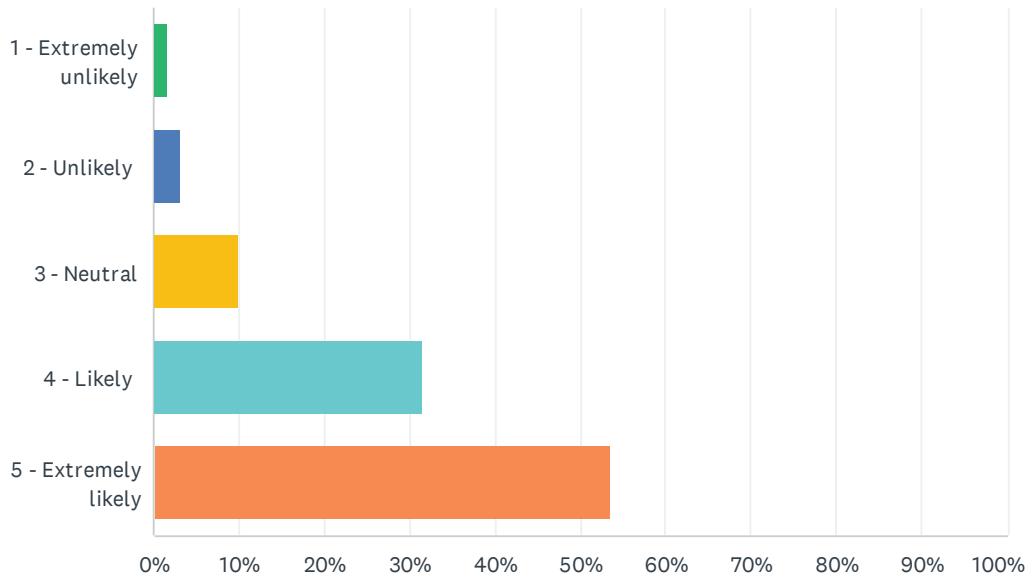
Answered: 684 Skipped: 3



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	1.75%	12
2 - Unlikely	2.05%	14
3 - Neutral	5.41%	37
4 - Likely	22.22%	152
5 - Extremely likely	68.57%	469
TOTAL		684

Q11 Working Conditions / Security Require any “open-door” pharmacy must operate with at least one technician and one pharmacist (or two pharmacists). Include exception for documented absence.

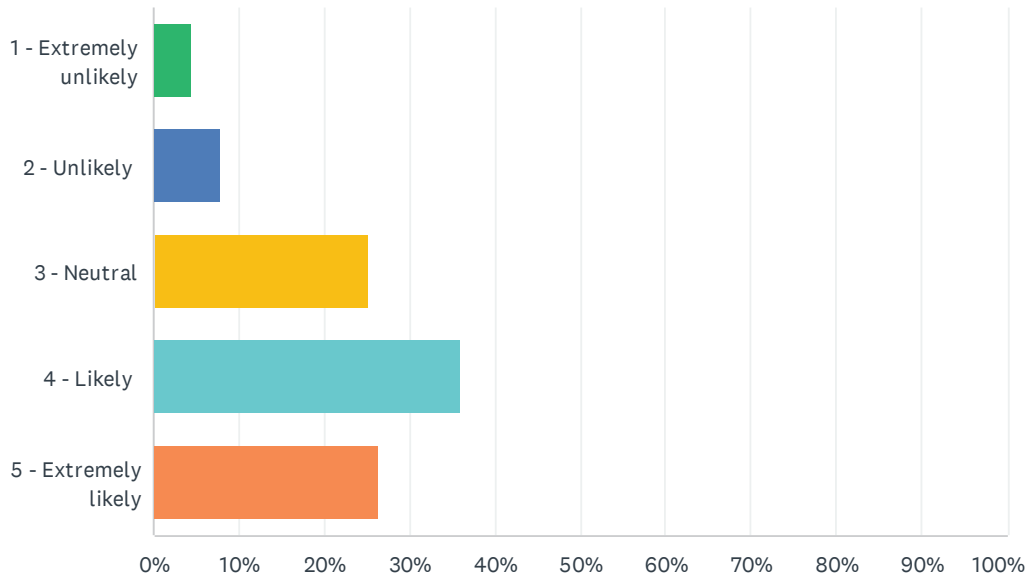
Answered: 686 Skipped: 1



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	1.60%	11
2 - Unlikely	3.21%	22
3 - Neutral	10.06%	69
4 - Likely	31.63%	217
5 - Extremely likely	53.50%	367
TOTAL		686

Q12 Career Technician Pathways We are adding more and more clinical services and responsibilities to the pharmacy technician position. Some employers are compensating accordingly while others are not. Since we cannot implement any rules or regulations involving pay, I feel it would help to somehow recognize our pharmacy technicians' additional certifications including immunizations, MTM, etc.

Answered: 681 Skipped: 6

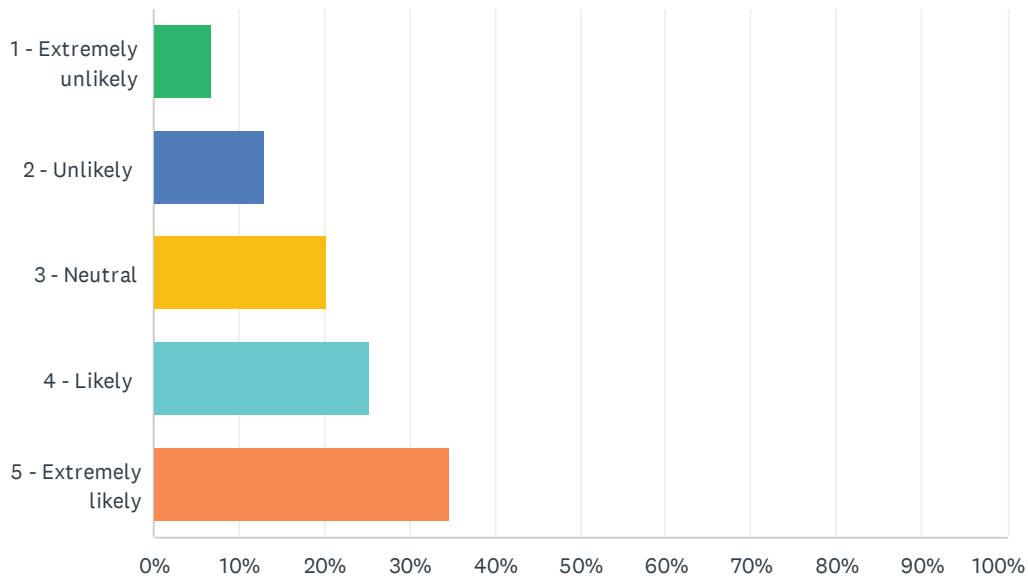


ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	4.41%	30
2 - Unlikely	7.93%	54
3 - Neutral	25.26%	172
4 - Likely	35.98%	245
5 - Extremely likely	26.43%	180
TOTAL		681

Q13 Report of Understaffing(A) Adequate staffing to safely dispense prescriptions is the responsibility of the pharmacy and the pharmacy's responsible person. If conditions exist that could cause prescriptions to be dispensed in an unsafe manner the pharmacy and the pharmacy's responsible person shall take action to correct the problem.(B) In order to ensure adequate staffing levels a staffing report form shall be available in each pharmacy. A copy of this form, when executed, will be given to the immediate supervisor and a copy must remain in the pharmacy for Board inspection. Such form shall include, but not be limited to the following:(1) Date and time the inadequate staffing occurred;(2) Number of prescriptions filled during this time frame;(3) Summary of events; and(4) Any comments or suggestions.(C) A pharmacist shall complete the staffing report form when:(1) A pharmacist is concerned regarding staffing due to:(a) inadequate number of support persons (cashiers, technicians, auxiliary supportive personnel, etc.); or,(b) excessive workload;(2) Filling out the form may enable management to make a better decision concerning staffing.(3) Any errors that occurred to the result of inadequate staffing.(D) The responsible person shall submit that form in a manner determined by the board. (E) Each pharmacy shall review completed staffing reports and address any issues listed as well as document any corrective action taken or justification for inaction to assure continual self-improvement. If the issue is not staffing related, measures taken to address the issue should be described.(F) Each pharmacy shall retain completed staffing reports on-site in a readily retrievable manner for at least three years from the date of creation.

Answered: 684 Skipped: 3

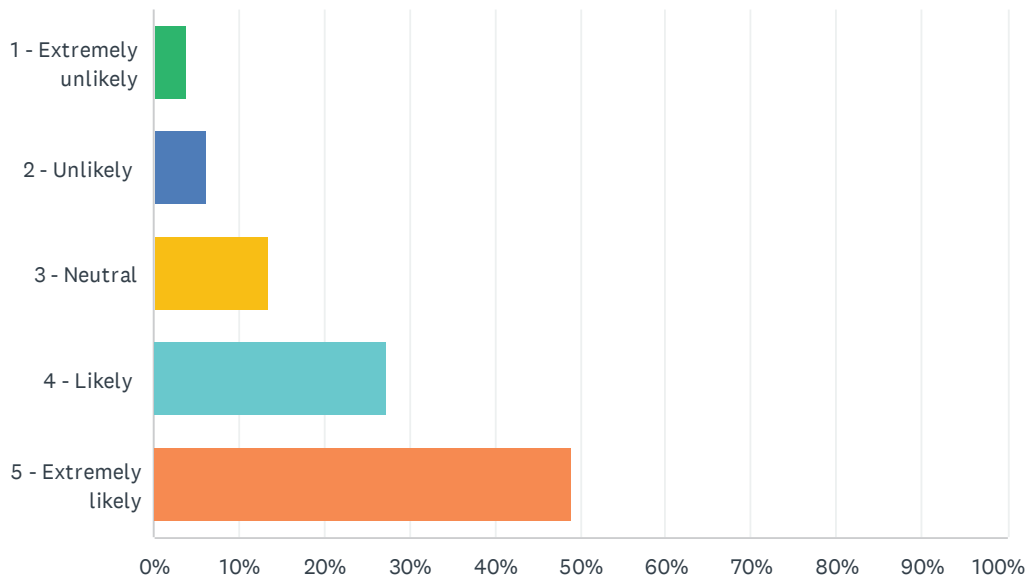
Pharmacist Workload Advisory Committee - Survey of Policy Options



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	6.73%	46
2 - Unlikely	13.01%	89
3 - Neutral	20.18%	138
4 - Likely	25.44%	174
5 - Extremely likely	34.65%	237
TOTAL		684

Q14 Limits on Hours WorkedA pharmacy shall not require a pharmacist or pharmacy technician to work longer than twelve (12) hours per twenty-four (24) hour period. A pharmacist/technician working longer than six (6) continuous hours per 24-hour period must be permitted a thirty-minute meal break. Signage indicating the pharmacy hours of operation, including the meal break, must be displayed in a location readily visible to the public.

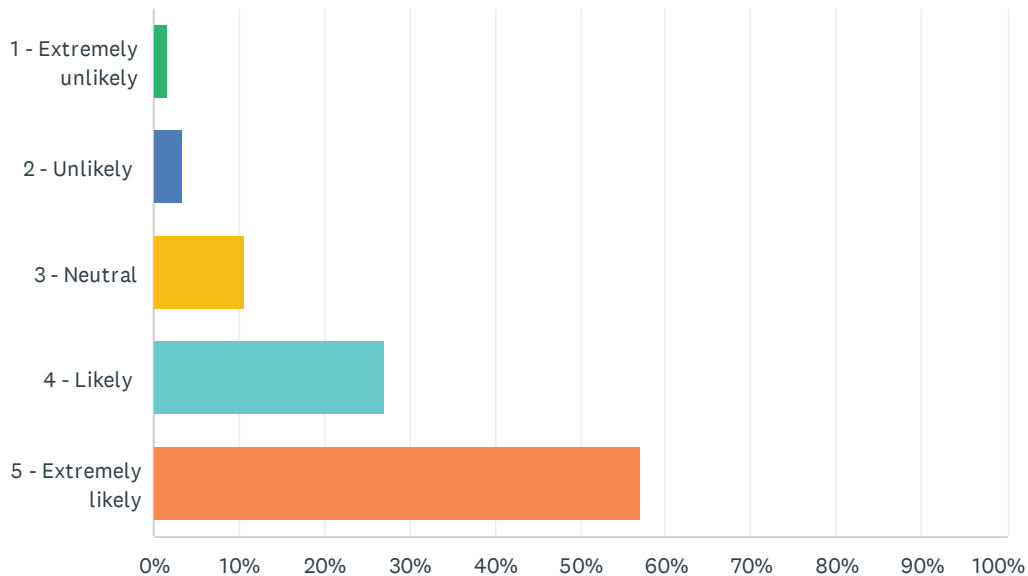
Answered: 685 Skipped: 2



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	3.94%	27
2 - Unlikely	6.28%	43
3 - Neutral	13.43%	92
4 - Likely	27.30%	187
5 - Extremely likely	49.05%	336
TOTAL		685

Q15 Mandatory Dark Hours Require “open door” pharmacies to operate dark hours that allow for staff to prepare and catch up on their work without any interruptions. This will allow pharmacies to operate more efficiently and safely and help minimize distractions when engaged in activities requiring greater concentration.

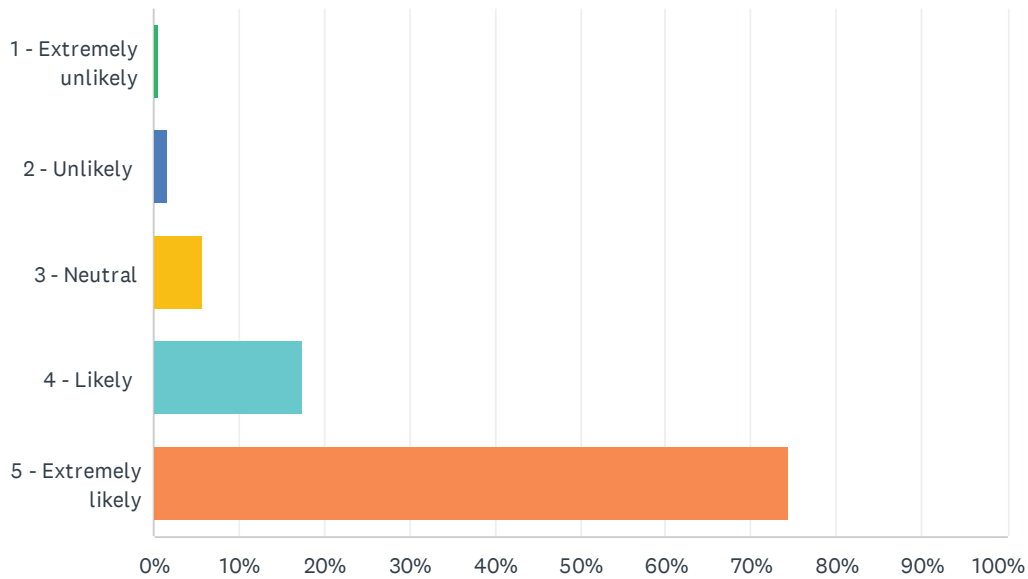
Answered: 687 Skipped: 0



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	1.75%	12
2 - Unlikely	3.35%	23
3 - Neutral	10.63%	73
4 - Likely	27.07%	186
5 - Extremely likely	57.21%	393
TOTAL		687

Q16 Metrics Eliminate Job impacting metrics that compromise safety and integrity of the profession. Pharmacists and technicians should not be financially impacted, or job performance impacted to meet corporate metrics around speed and time to fulfillment. Accuracy should be allowed as a metric. Prohibit metrics related to the volume of services provided.

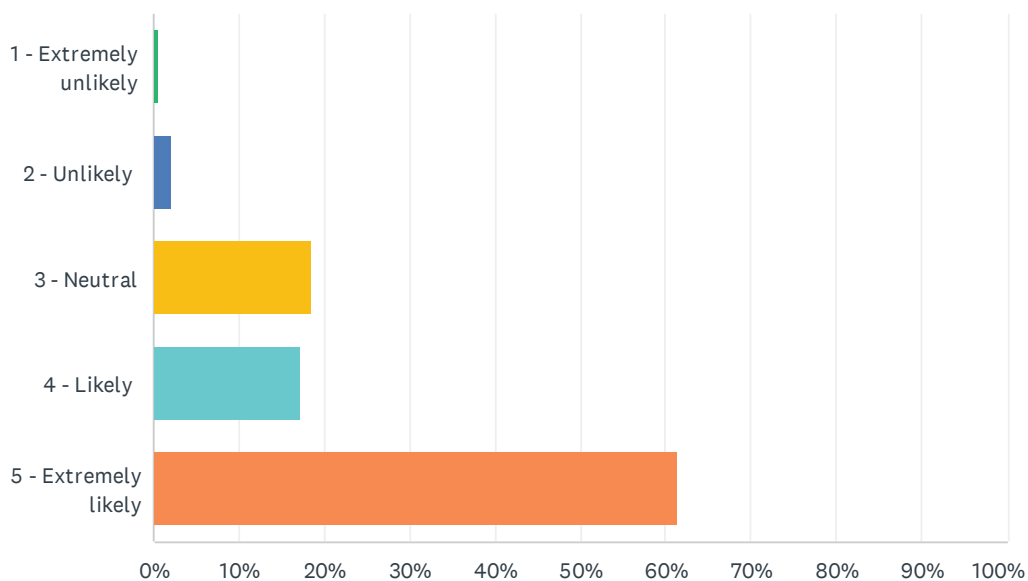
Answered: 687 Skipped: 0



ANSWER CHOICES	RESPONSES
1 - Extremely unlikely	0.73% 5
2 - Unlikely	1.75% 12
3 - Neutral	5.68% 39
4 - Likely	17.47% 120
5 - Extremely likely	74.38% 511
TOTAL	687

Q17 Elimination of Cold Call Lists Eliminate required cold call lists.

Answered: 683 Skipped: 4

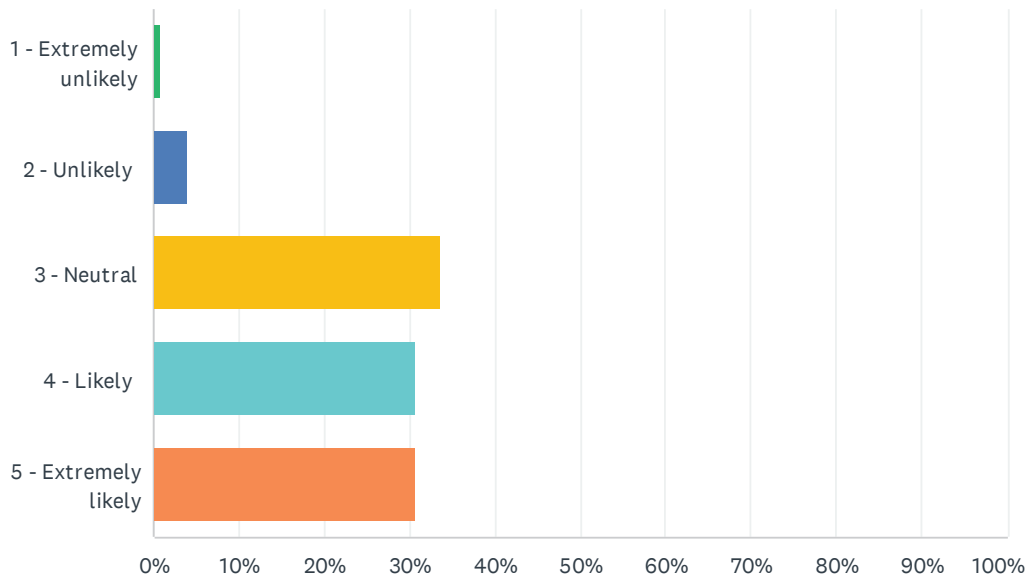


ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	0.73%	5
2 - Unlikely	2.05%	14
3 - Neutral	18.59%	127
4 - Likely	17.28%	118
5 - Extremely likely	61.35%	419
TOTAL		683

Q18 Alabama Rule - Supervising Pharmacist There is a growing discussion among pharmacy boards throughout the country about workload conditions in pharmacy. In that discussion, there are many issues contributing to workplace dissatisfaction. It is important to understand that issues related to dissatisfaction in workplace conditions may not fall under the authority of any board of pharmacy unless it involves an adverse result to the safety of patients. One concern of dissatisfaction addresses board of pharmacy disciplinary actions and the focus on the individual licensee and not on the permit or the root cause. The Board has several actions that do address the root cause as well as the permit. Board Rule 680-X-2-.12 Supervising Pharmacist specifically states: If the actions of the permit holder have deemed to contribute to or cause a violation of any provision of this section, the Board may hold the permit holder responsible and/or absolve the supervising pharmacist from the responsibility of that action. In addition, it is a violation of this rule for any person to subvert the authority of the supervising pharmacist by impeding the management of any pharmacy in relation to compliance with federal and state drug or pharmacy laws and regulations. Any such act(s) may result in charges being filed against the permit holder. To fully understand the impact of the above-cited section, it should be read with the following sections of 680-X-2-.22 Code of Professional Conduct in mind. (2) (a) A pharmacist and a pharmacy should hold the health and safety of patients to be of first consideration and should render to each patient the full measure of professional ability as an essential health practitioner. (2) (f) A pharmacist and a pharmacy should not agree to practice under terms or conditions that interfere with or impair the proper exercise of professional judgment and skill, that cause a deterioration of the quality of professional services, or that require consent to unethical conduct.)

Answered: 652 Skipped: 35

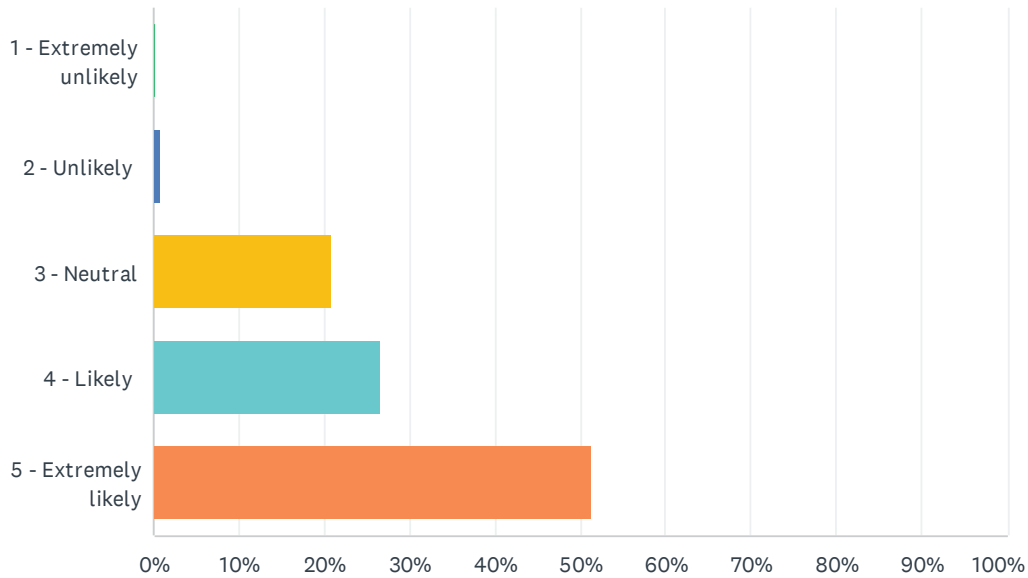
Pharmacist Workload Advisory Committee - Survey of Policy Options



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	0.92%	6
2 - Unlikely	3.99%	26
3 - Neutral	33.74%	220
4 - Likely	30.67%	200
5 - Extremely likely	30.67%	200
TOTAL		652

Q19 Pharmacy Benefit Managers The Board should ensure that its rules cannot be utilized by pharmacy benefit managers and insurers to initiate clawbacks.

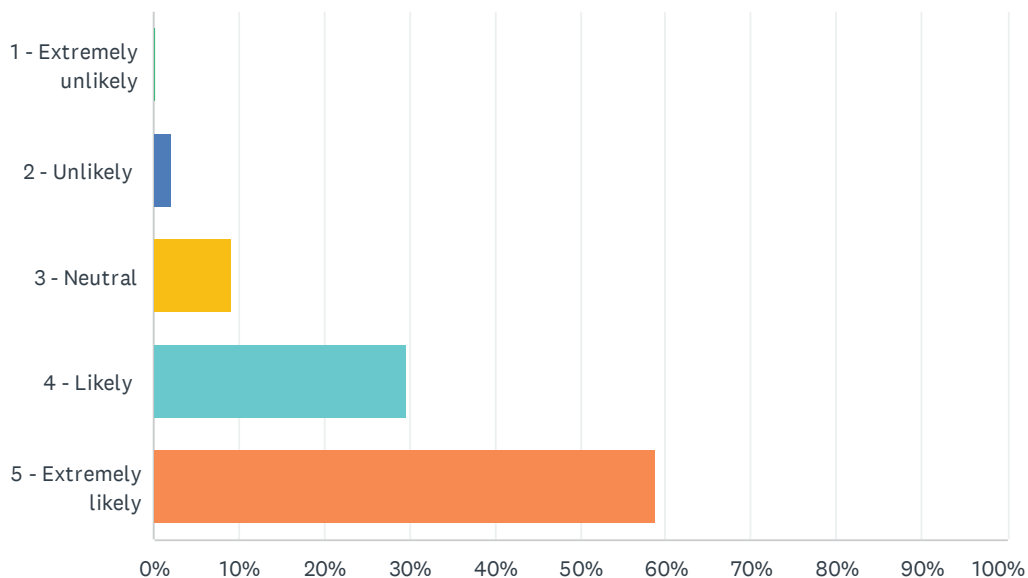
Answered: 668 Skipped: 19



ANSWER CHOICES	RESPONSES
1 - Extremely unlikely	0.15% 1
2 - Unlikely	0.90% 6
3 - Neutral	20.96% 140
4 - Likely	26.65% 178
5 - Extremely likely	51.35% 343
TOTAL	668

Q20 Improve Quality of Electronic Prescribing Develop a process to regulate electronic prescription transmission systems to improve quality and standardize format.

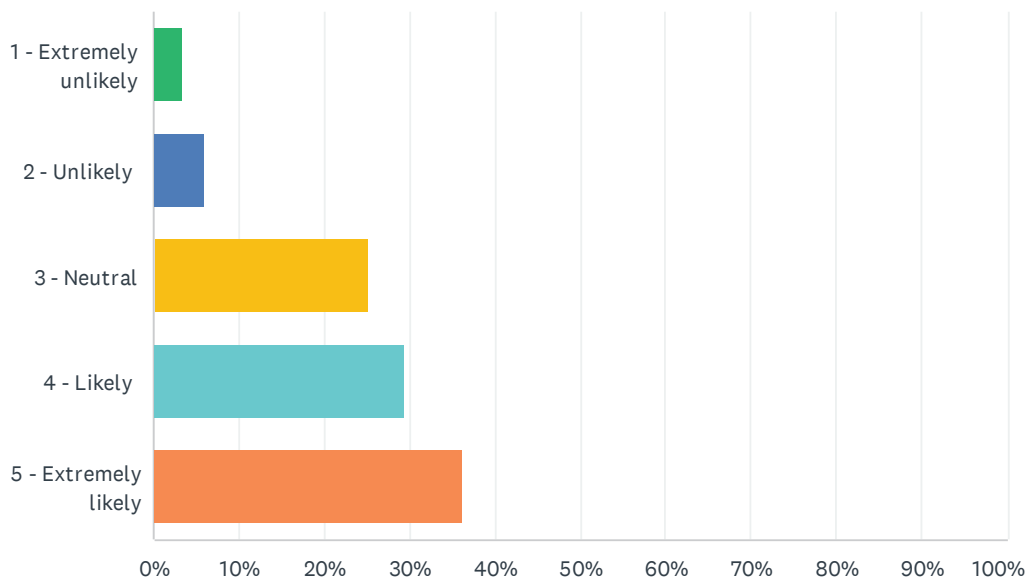
Answered: 676 Skipped: 11



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	0.15%	1
2 - Unlikely	2.22%	15
3 - Neutral	9.17%	62
4 - Likely	29.59%	200
5 - Extremely likely	58.88%	398
TOTAL		676

Q21 Authorizing Pharmacists to Prescribe Drug Devices Permit pharmacists to prescribe drug devices necessary to dispense a prescription.

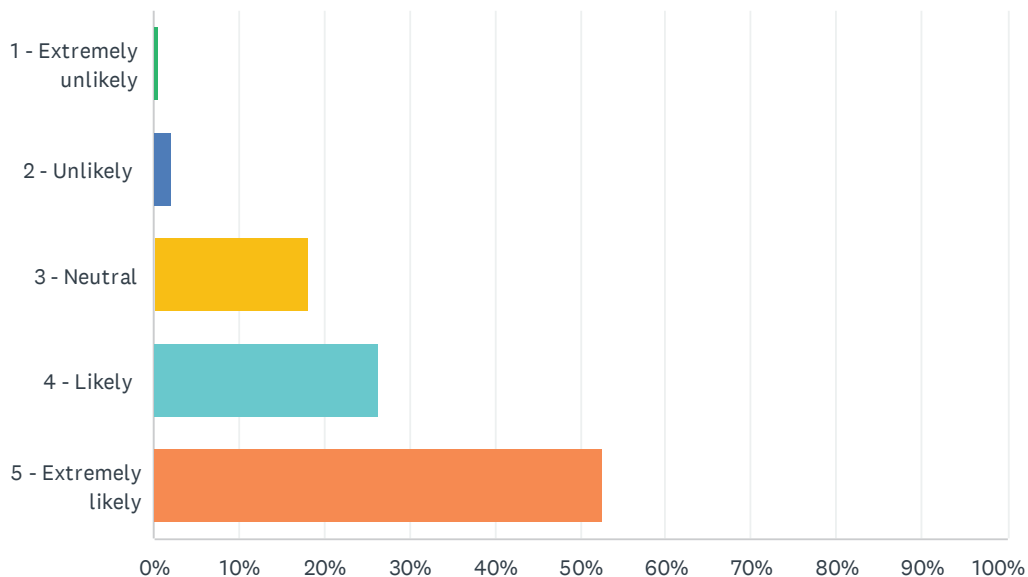
Answered: 677 Skipped: 10



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	3.40%	23
2 - Unlikely	5.91%	40
3 - Neutral	25.11%	170
4 - Likely	29.39%	199
5 - Extremely likely	36.19%	245
TOTAL		677

Q22 Eliminating Manual Logs Review Board rules to reduce the use of paper logs.

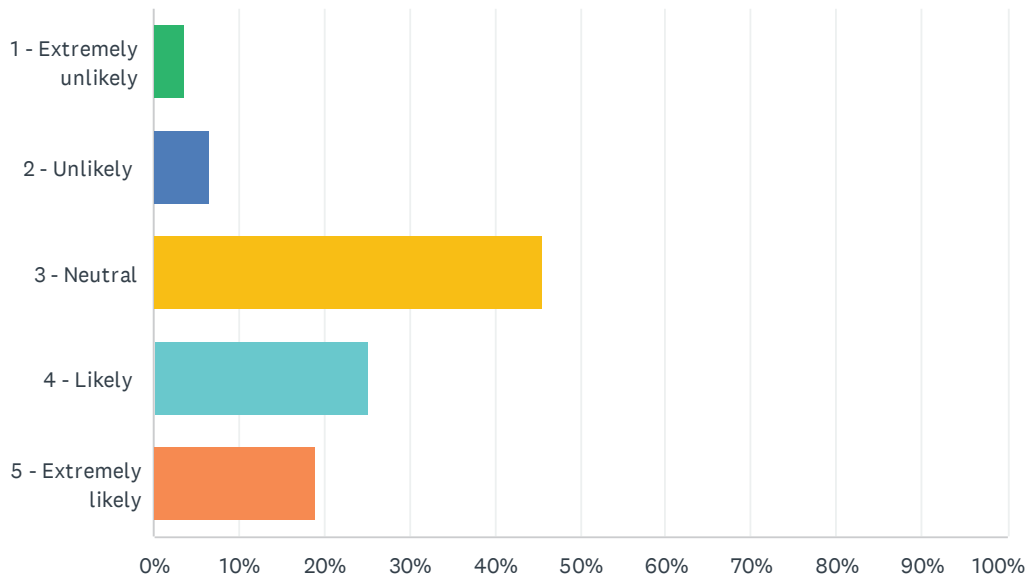
Answered: 678 Skipped: 9



ANSWER CHOICES	RESPONSES
1 - Extremely unlikely	0.59% 4
2 - Unlikely	2.21% 15
3 - Neutral	18.14% 123
4 - Likely	26.40% 179
5 - Extremely likely	52.65% 357
TOTAL	678

Q23 Change of Responsible Person Requirements Extend notification requirement of the responsible person from 10 to 30 days.

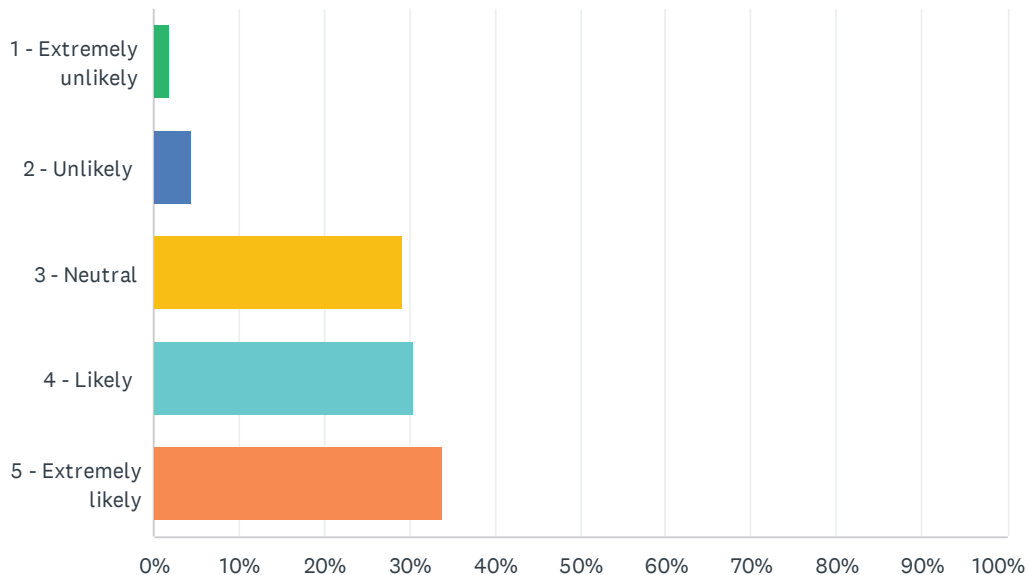
Answered: 676 Skipped: 11



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	3.55%	24
2 - Unlikely	6.66%	45
3 - Neutral	45.56%	308
4 - Likely	25.15%	170
5 - Extremely likely	19.08%	129
TOTAL		676

Q24 Improving the Physical Security of Pharmacies Look at ways to improve the physical security of pharmacies.

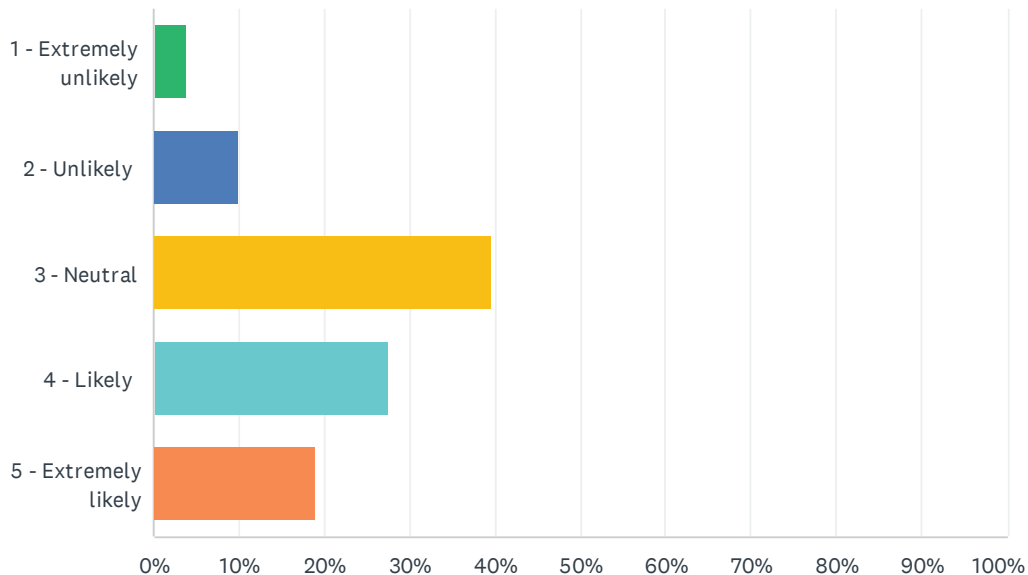
Answered: 677 Skipped: 10



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	1.92%	13
2 - Unlikely	4.43%	30
3 - Neutral	29.25%	198
4 - Likely	30.43%	206
5 - Extremely likely	33.97%	230
TOTAL		677

Q25 Pharmacy Intern Ratios Expand the number of interns that can work under the supervision of a pharmacist (currently 2:1).

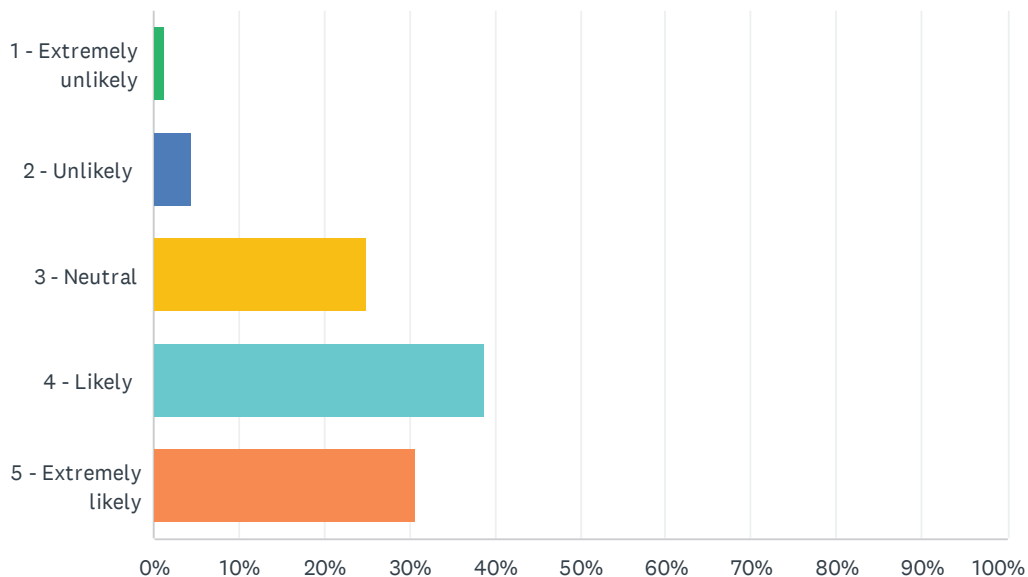
Answered: 675 Skipped: 12



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	3.85%	26
2 - Unlikely	10.07%	68
3 - Neutral	39.70%	268
4 - Likely	27.41%	185
5 - Extremely likely	18.96%	128
TOTAL		675

Q26 Automation and Technology Examine ways to utilize automation and technology to improve working conditions.

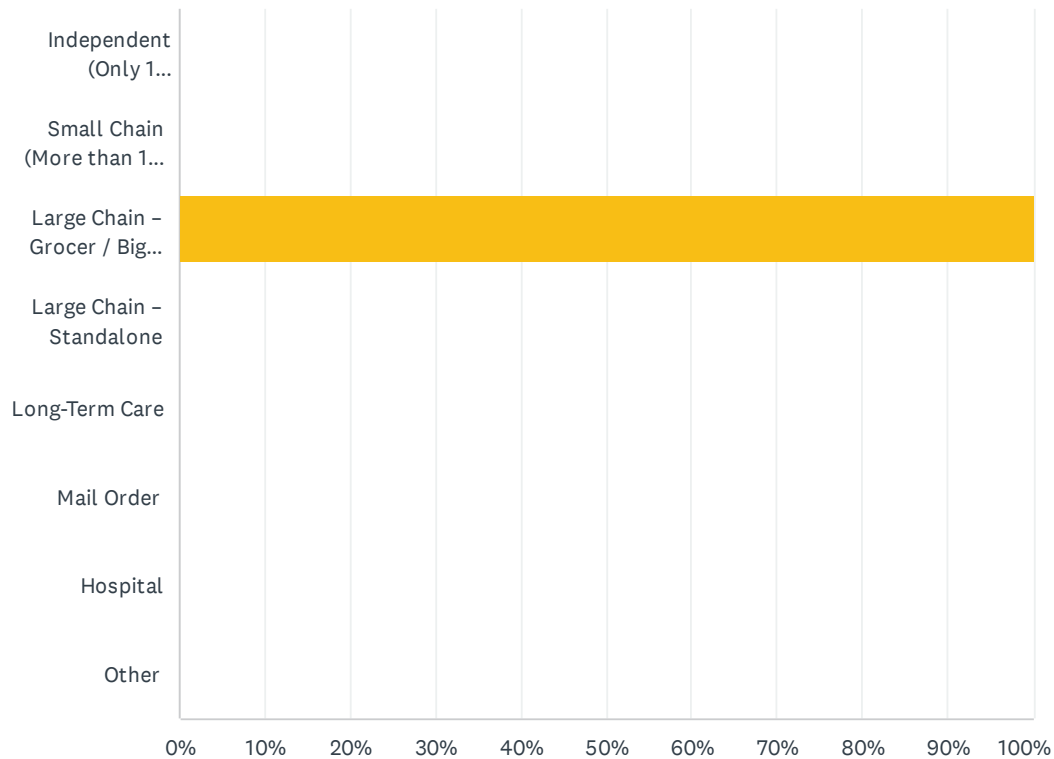
Answered: 676 Skipped: 11



ANSWER CHOICES	RESPONSES
1 - Extremely unlikely	1.33% 9
2 - Unlikely	4.44% 30
3 - Neutral	24.85% 168
4 - Likely	38.76% 262
5 - Extremely likely	30.62% 207
TOTAL	676

Q27 Please identify your primary practice setting:

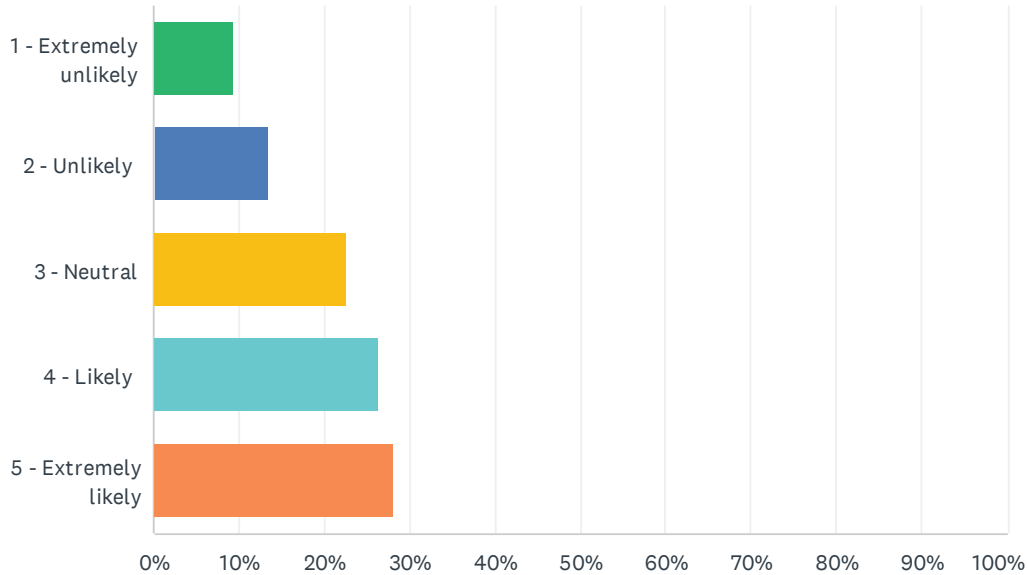
Answered: 687 Skipped: 0



ANSWER CHOICES	RESPONSES	
Independent (Only 1 location)	0.00%	0
Small Chain (More than 1, but less than 12 locations)	0.00%	0
Large Chain – Grocer / Big Box Store	100.00%	687
Large Chain – Standalone	0.00%	0
Long-Term Care	0.00%	0
Mail Order	0.00%	0
Hospital	0.00%	0
Other	0.00%	0
TOTAL		687

Q1 Expand Technician Scope of Practice – Immunizations Authorize the administration of immunizations and vaccines by pharmacy technicians that includes all approved ACIP-recommended vaccines for adults and children.

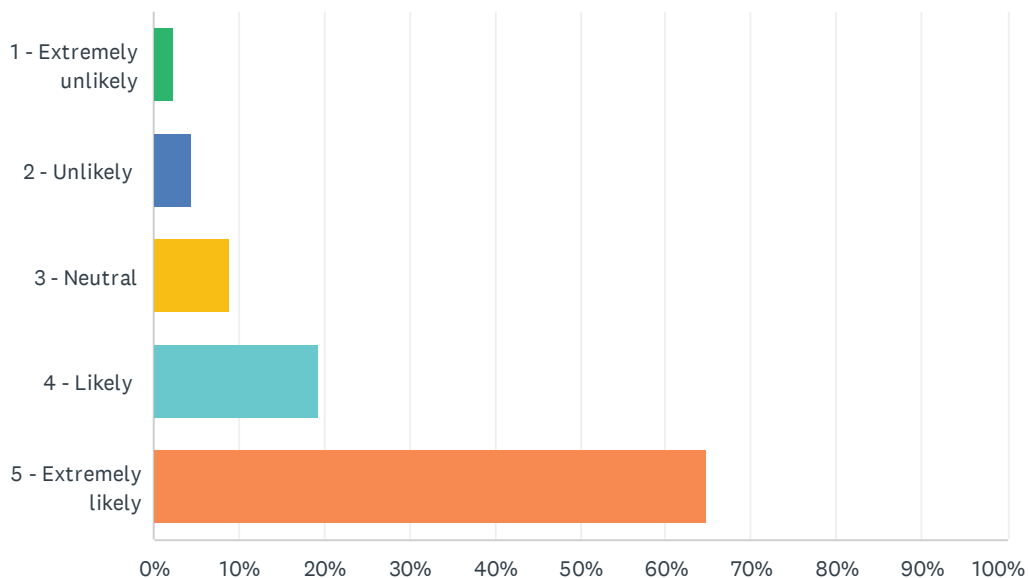
Answered: 513 Skipped: 2



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	9.36%	48
2 - Unlikely	13.45%	69
3 - Neutral	22.61%	116
4 - Likely	26.51%	136
5 - Extremely likely	28.07%	144
TOTAL		513

Q2 Mandatory Breaks/Rest Periods Require pharmacies to provide appropriate opportunities for uninterrupted rest periods and meal breaks to all staff.

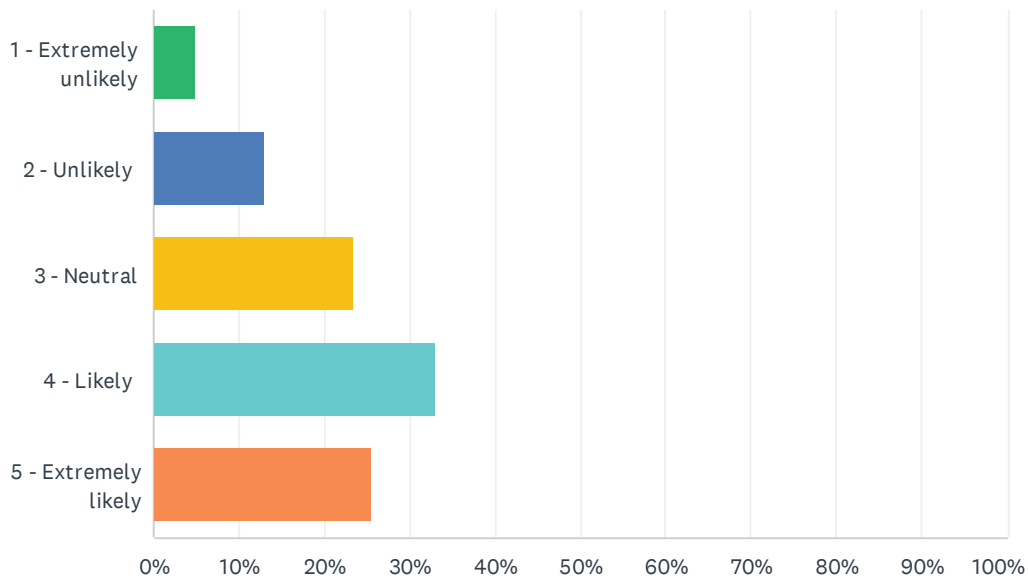
Answered: 513 Skipped: 2



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	2.34%	12
2 - Unlikely	4.48%	23
3 - Neutral	8.97%	46
4 - Likely	19.30%	99
5 - Extremely likely	64.91%	333
TOTAL		513

Q3 Improve Resources to Promote Technician Onboarding Board shall develop onboarding educational videos and other materials to facilitate onboarding of new technicians.

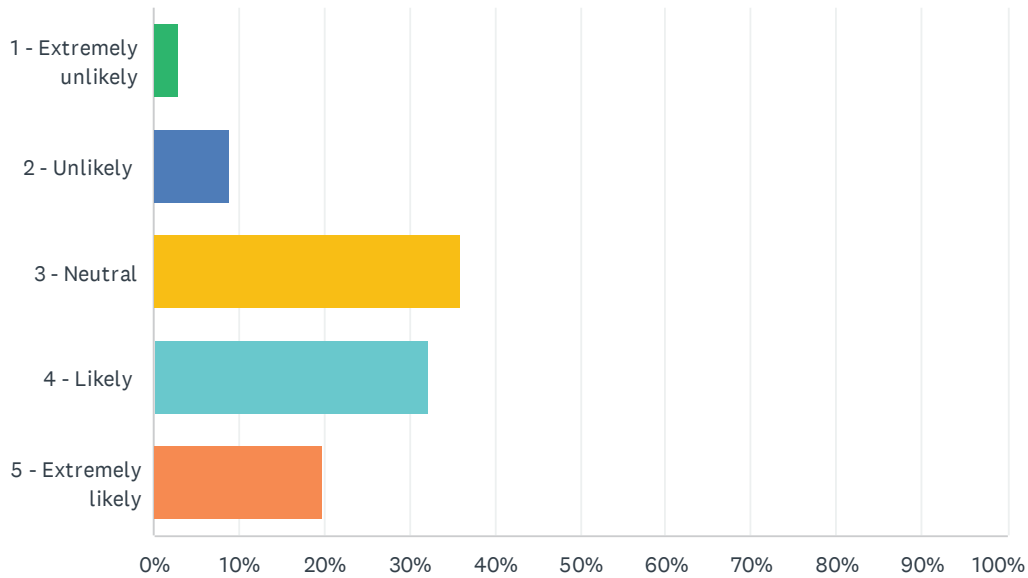
Answered: 513 Skipped: 2



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	4.87%	25
2 - Unlikely	13.06%	67
3 - Neutral	23.39%	120
4 - Likely	33.14%	170
5 - Extremely likely	25.54%	131
TOTAL		513

Q4 License Transferability Board shall develop and implement a process for technician reciprocity. NOTE: The Board implemented a technician reciprocity rule effective 4/1/22. For more information [CLICK HERE](#).

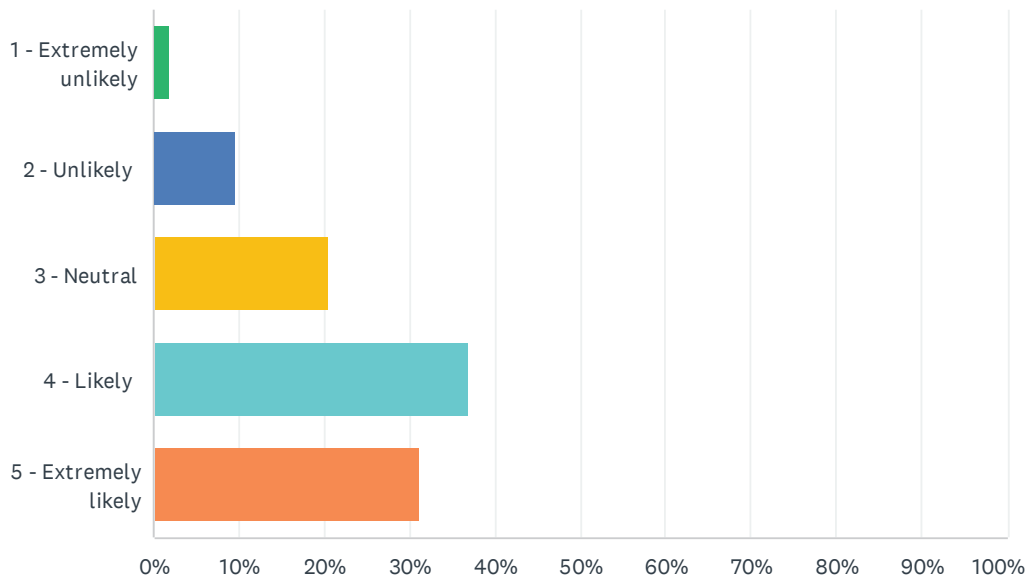
Answered: 510 Skipped: 5



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	2.94%	15
2 - Unlikely	9.02%	46
3 - Neutral	36.08%	184
4 - Likely	32.16%	164
5 - Extremely likely	19.80%	101
TOTAL		510

Q5 Improve Technician Training Resources Requiring pharmacies to have a dedicated staff member to train all new technicians. Staff person should be at the pharmacy or district level.

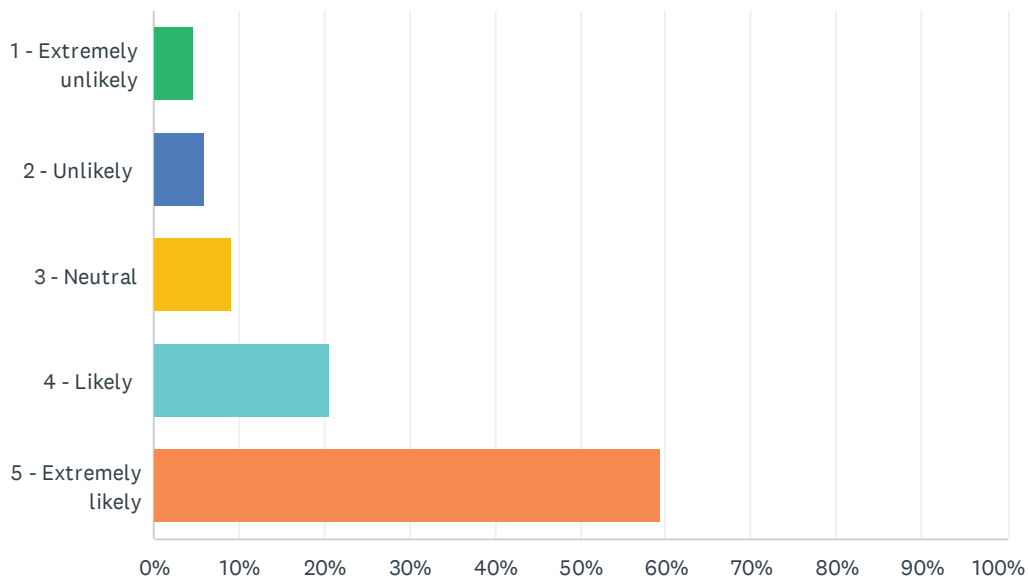
Answered: 512 Skipped: 3



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	1.95%	10
2 - Unlikely	9.57%	49
3 - Neutral	20.51%	105
4 - Likely	36.91%	189
5 - Extremely likely	31.05%	159
TOTAL		512

Q6 Staffing Plan Require each pharmacy’s responsible person to develop a staffing plan that establishes the appropriate number of pharmacy technicians and interns to pharmacist(s) on duty. The staffing plan shall ensure that the number of pharmacy technicians and interns on duty can be satisfactorily supervised by the pharmacist(s) on duty. The responsible person shall be able to increase staffing to operate a pharmacy in a safe and effective manner. In developing a staffing plan, the responsible person shall consider all the following: a. The volume of workload and the services provided by the pharmacy. b. The volume of prescriptions handled by staff to include: i. Prescriptions filled, dispensed, and sold; ii. Prescriptions placed on hold; iii. Prescriptions returned to stock; iv. Any other prescriptions metrics developed by the responsible person. c. Security needs of the pharmacy and pharmacy staff. d. Required closing or opening of certain touchpoints (drive-thru, vaccines, etc.). Provide autonomy to the on-duty pharmacist as part of the rule to close or open touchpoints. e. Number of staff and level of staff competency. The responsible person shall be able to increase staffing to operate a pharmacy in a safe and effective manner.

Answered: 509 Skipped: 6

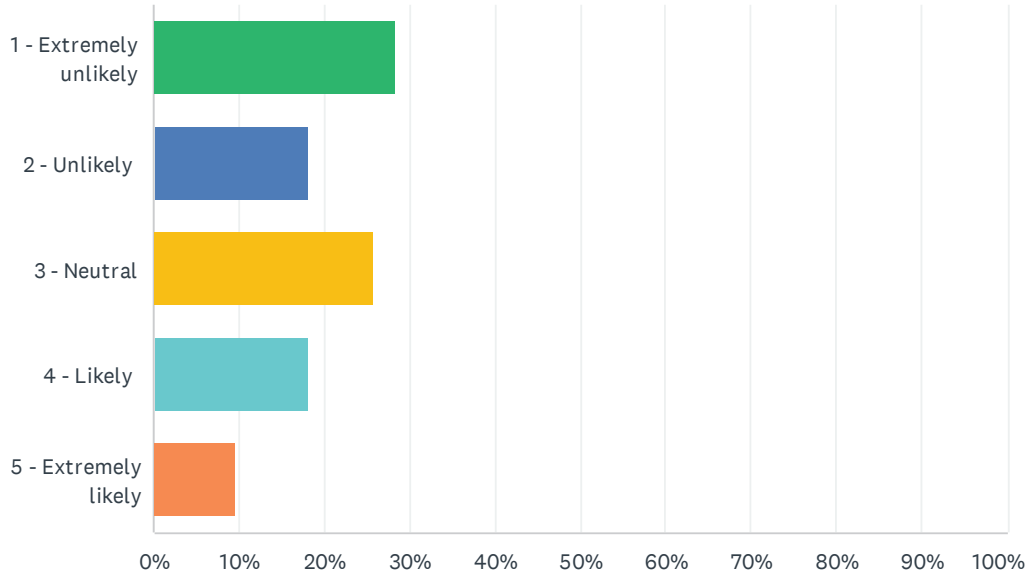


Pharmacist Workload Advisory Committee - Survey of Policy Options

ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	4.72%	24
2 - Unlikely	5.89%	30
3 - Neutral	9.23%	47
4 - Likely	20.63%	105
5 - Extremely likely	59.53%	303
TOTAL		509

Q7 Tech-Check-Tech Implementation of Tech-Check-Tech or technology assisted technician product verification.

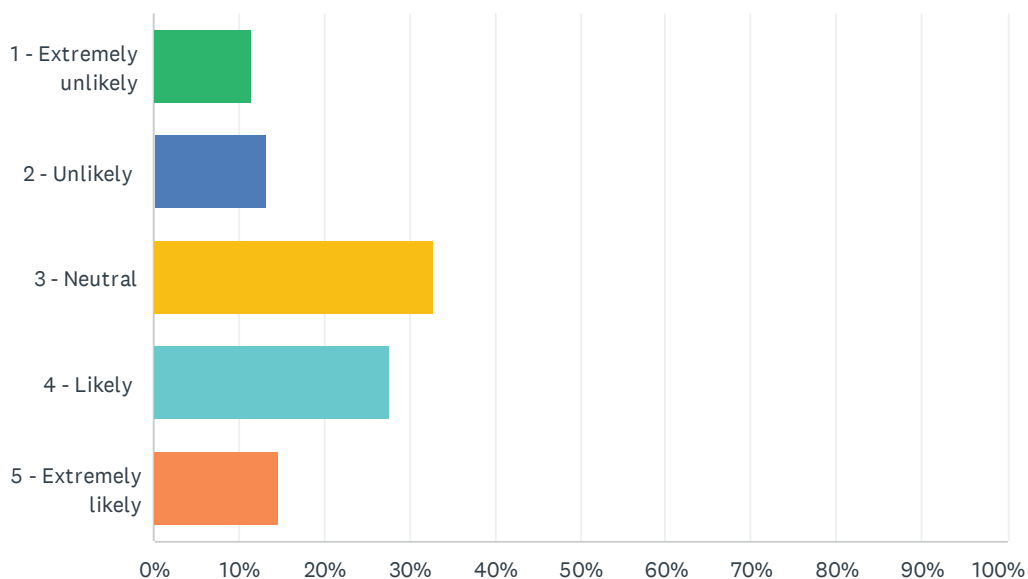
Answered: 510 Skipped: 5



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	28.43%	145
2 - Unlikely	18.04%	92
3 - Neutral	25.88%	132
4 - Likely	18.04%	92
5 - Extremely likely	9.61%	49
TOTAL		510

Q8 Expand Technician Scope of Practice – Order and Administration of Diagnostics Tests Change in the required current law/rule(s) regarding the authority to order and administer diagnostic tests. This should include diagnostic tests for COVID-19 and tests for COVID-19 antibodies. In addition, other FDA approved tests should be included in the amended law/rule(s). Also, the updated law/rule(s) should allow under the supervision of a pharmacist two additional work groups to the already allowed pharmacy intern and certified pharmacy technician. These additions are registered pharmacy technicians and pharmacy technician trainees.

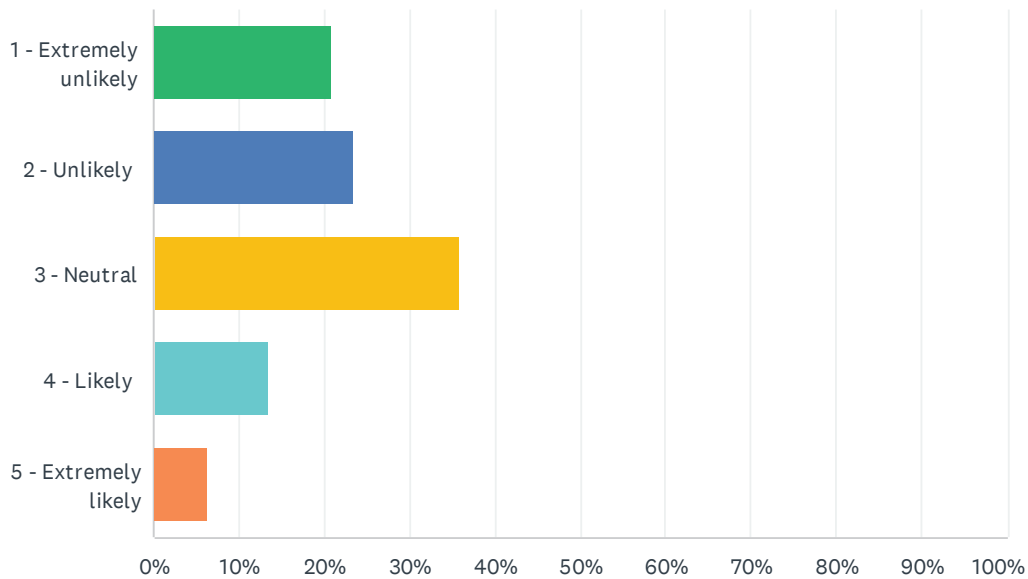
Answered: 510 Skipped: 5



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	11.57%	59
2 - Unlikely	13.14%	67
3 - Neutral	32.94%	168
4 - Likely	27.65%	141
5 - Extremely likely	14.71%	75
TOTAL		510

Q9 Expand Technician Scope of Practice – Drug Administration Develop permanent law/rule(s) to allow for pharmacy technicians to administer drugs in the state of Ohio. This would include at a minimum immunization, antipsychotic drugs, Hydroxyprogesterone caproate, Medroxyprogesterone acetate, and Cobalamin at least. This is currently allowed by law/rule for pharmacists in the state.

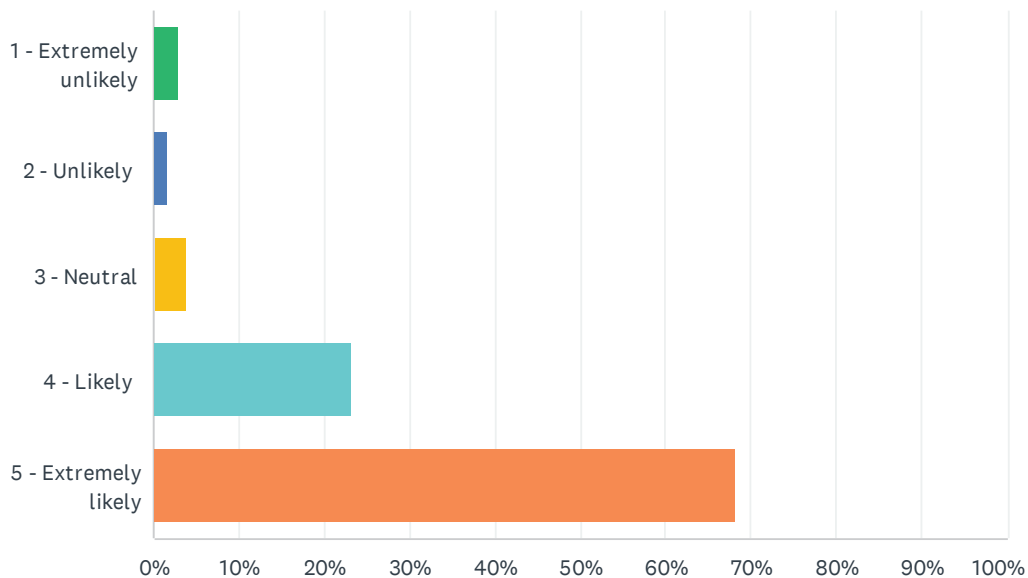
Answered: 513 Skipped: 2



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	20.86%	107
2 - Unlikely	23.39%	120
3 - Neutral	35.87%	184
4 - Likely	13.45%	69
5 - Extremely likely	6.43%	33
TOTAL		513

Q10 Managing Touchpoints Provide autonomy to the pharmacist on duty to shut down touchpoints and non-essential services if understaffed. Require ancillary staffing (support personnel and technicians) at each point of contact when the pharmacy is open. This must include drive-thru, drop-off, register, vaccinations, and a person dedicated to phones.

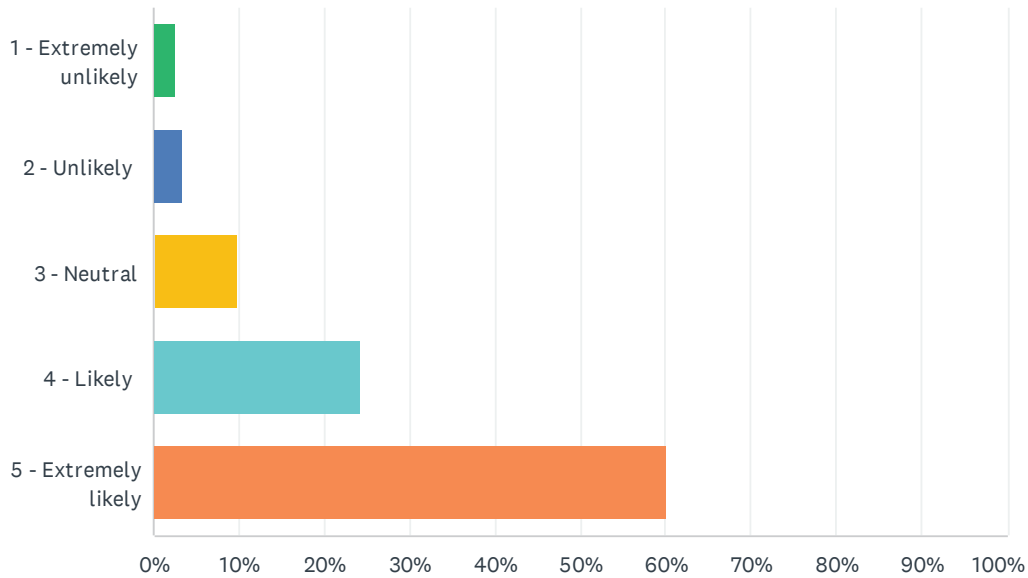
Answered: 512 Skipped: 3



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	2.93%	15
2 - Unlikely	1.76%	9
3 - Neutral	3.91%	20
4 - Likely	23.24%	119
5 - Extremely likely	68.16%	349
TOTAL		512

Q11 Working Conditions / Security Require any “open-door” pharmacy must operate with at least one technician and one pharmacist (or two pharmacists). Include exception for documented absence.

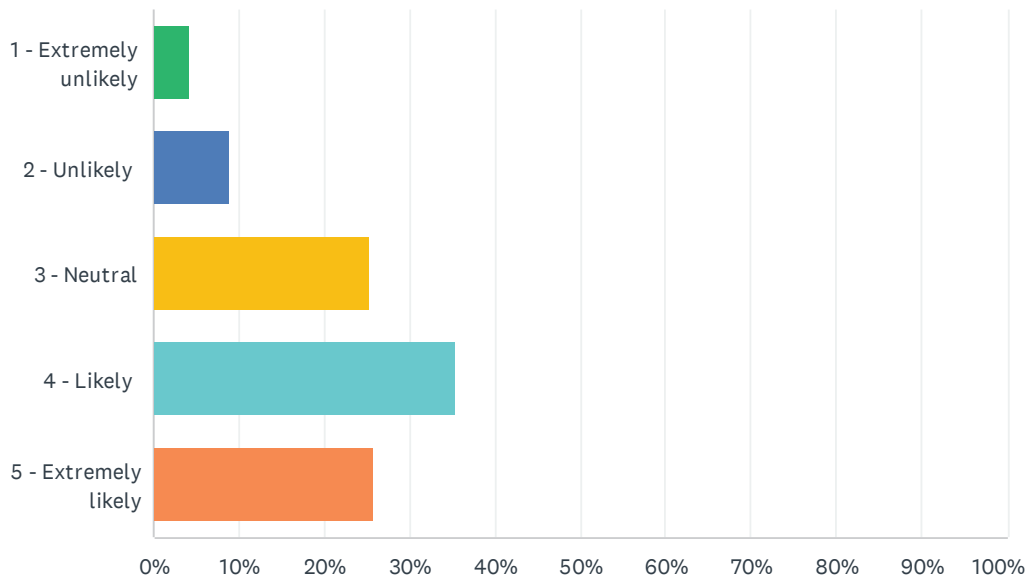
Answered: 513 Skipped: 2



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	2.53%	13
2 - Unlikely	3.31%	17
3 - Neutral	9.75%	50
4 - Likely	24.37%	125
5 - Extremely likely	60.04%	308
TOTAL		513

Q12 Career Technician Pathways We are adding more and more clinical services and responsibilities to the pharmacy technician position. Some employers are compensating accordingly while others are not. Since we cannot implement any rules or regulations involving pay, I feel it would help to somehow recognize our pharmacy technicians' additional certifications including immunizations, MTM, etc.

Answered: 511 Skipped: 4

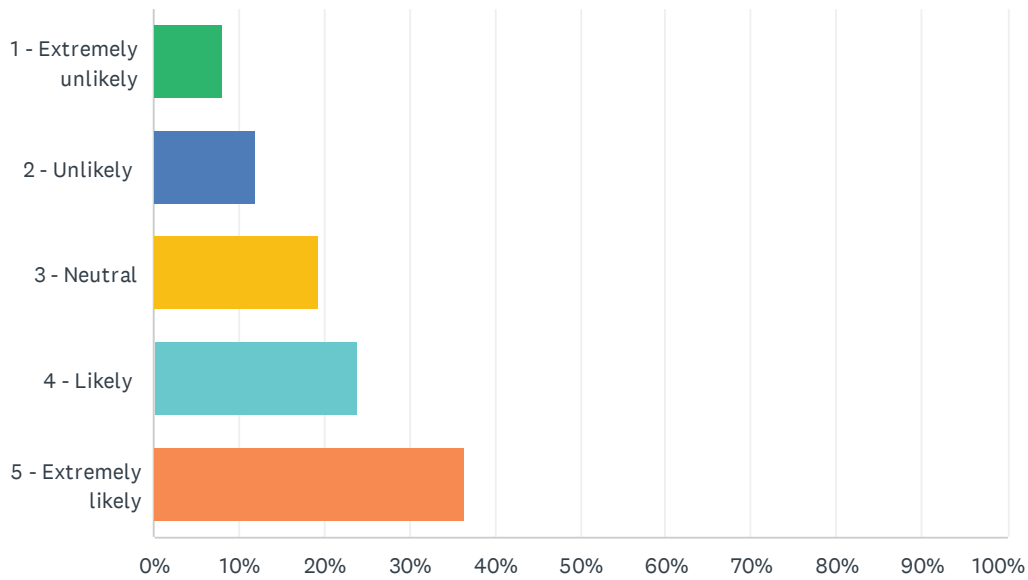


ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	4.31%	22
2 - Unlikely	9.00%	46
3 - Neutral	25.44%	130
4 - Likely	35.42%	181
5 - Extremely likely	25.83%	132
TOTAL		511

Q13 Report of Understaffing(A) Adequate staffing to safely dispense prescriptions is the responsibility of the pharmacy and the pharmacy's responsible person. If conditions exist that could cause prescriptions to be dispensed in an unsafe manner the pharmacy and the pharmacy's responsible person shall take action to correct the problem.(B) In order to ensure adequate staffing levels a staffing report form shall be available in each pharmacy. A copy of this form, when executed, will be given to the immediate supervisor and a copy must remain in the pharmacy for Board inspection. Such form shall include, but not be limited to the following:(1) Date and time the inadequate staffing occurred;(2) Number of prescriptions filled during this time frame;(3) Summary of events; and(4) Any comments or suggestions.(C) A pharmacist shall complete the staffing report form when:(1) A pharmacist is concerned regarding staffing due to:(a) inadequate number of support persons (cashiers, technicians, auxiliary supportive personnel, etc.); or,(b) excessive workload;(2) Filling out the form may enable management to make a better decision concerning staffing.(3) Any errors that occurred to the result of inadequate staffing.(D) The responsible person shall submit that form in a manner determined by the board. (E) Each pharmacy shall review completed staffing reports and address any issues listed as well as document any corrective action taken or justification for inaction to assure continual self-improvement. If the issue is not staffing related, measures taken to address the issue should be described.(F) Each pharmacy shall retain completed staffing reports on-site in a readily retrievable manner for at least three years from the date of creation.

Answered: 509 Skipped: 6

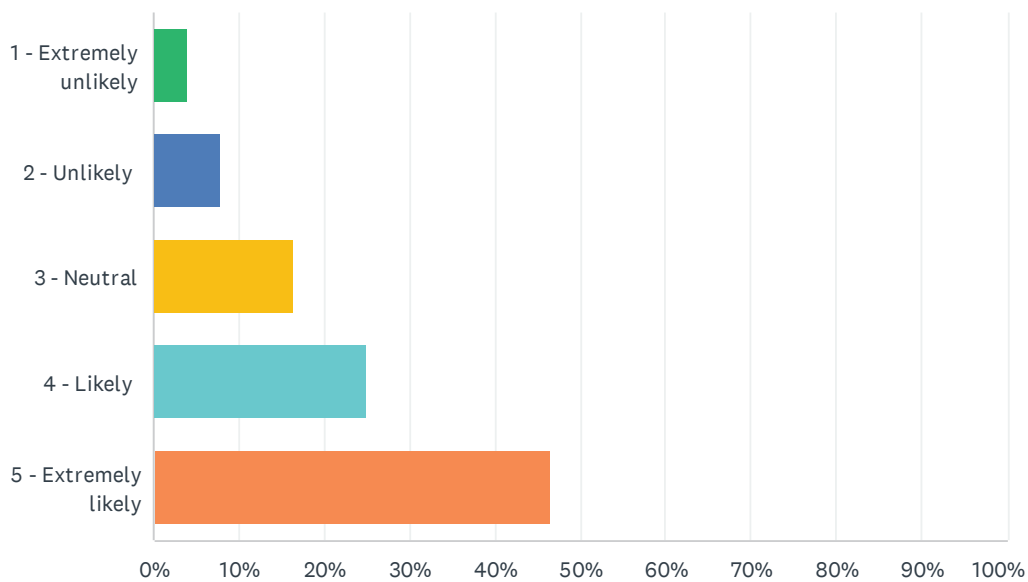
Pharmacist Workload Advisory Committee - Survey of Policy Options



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	8.06%	41
2 - Unlikely	11.98%	61
3 - Neutral	19.45%	99
4 - Likely	23.97%	122
5 - Extremely likely	36.54%	186
TOTAL		509

Q14 Limits on Hours WorkedA pharmacy shall not require a pharmacist or pharmacy technician to work longer than twelve (12) hours per twenty-four (24) hour period. A pharmacist/technician working longer than six (6) continuous hours per 24-hour period must be permitted a thirty-minute meal break. Signage indicating the pharmacy hours of operation, including the meal break, must be displayed in a location readily visible to the public.

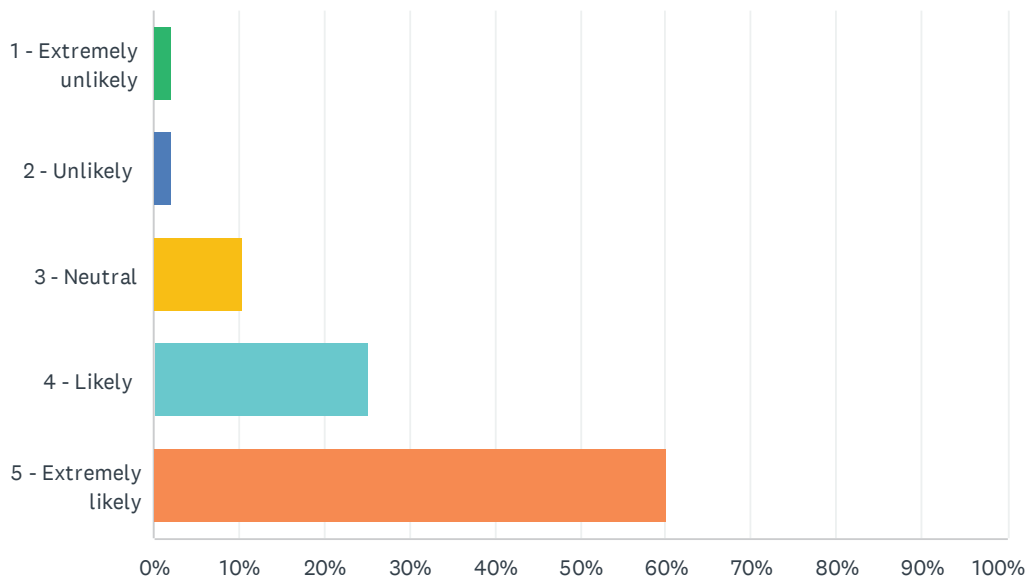
Answered: 511 Skipped: 4



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	4.11%	21
2 - Unlikely	7.83%	40
3 - Neutral	16.44%	84
4 - Likely	25.05%	128
5 - Extremely likely	46.58%	238
TOTAL		511

Q15 Mandatory Dark Hours Require “open door” pharmacies to operate dark hours that allow for staff to prepare and catch up on their work without any interruptions. This will allow pharmacies to operate more efficiently and safely and help minimize distractions when engaged in activities requiring greater concentration.

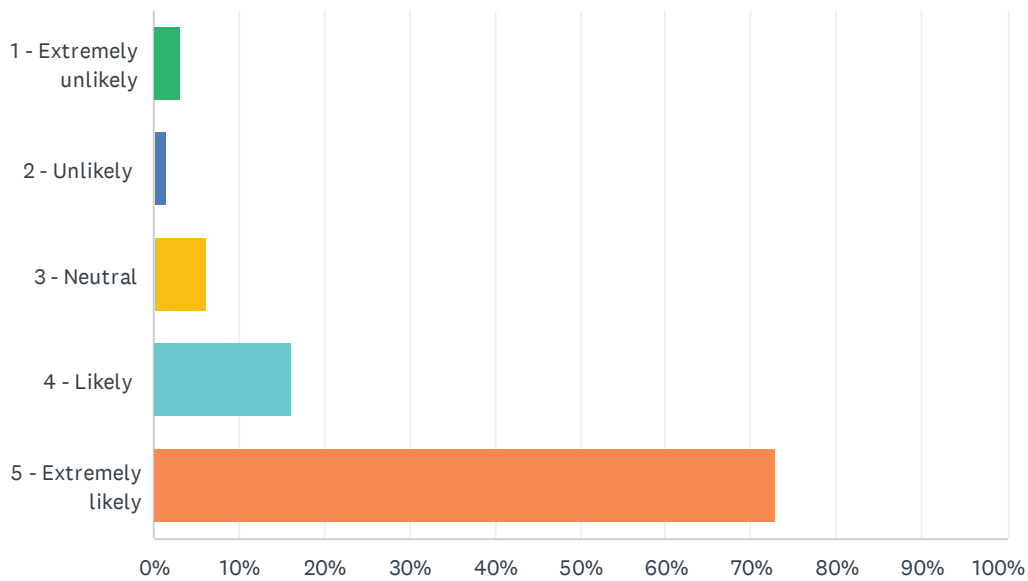
Answered: 513 Skipped: 2



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	2.14%	11
2 - Unlikely	2.14%	11
3 - Neutral	10.53%	54
4 - Likely	25.15%	129
5 - Extremely likely	60.04%	308
TOTAL		513

Q16 Metrics Eliminate Job impacting metrics that compromise safety and integrity of the profession. Pharmacists and technicians should not be financially impacted, or job performance impacted to meet corporate metrics around speed and time to fulfillment. Accuracy should be allowed as a metric. Prohibit metrics related to the volume of services provided.

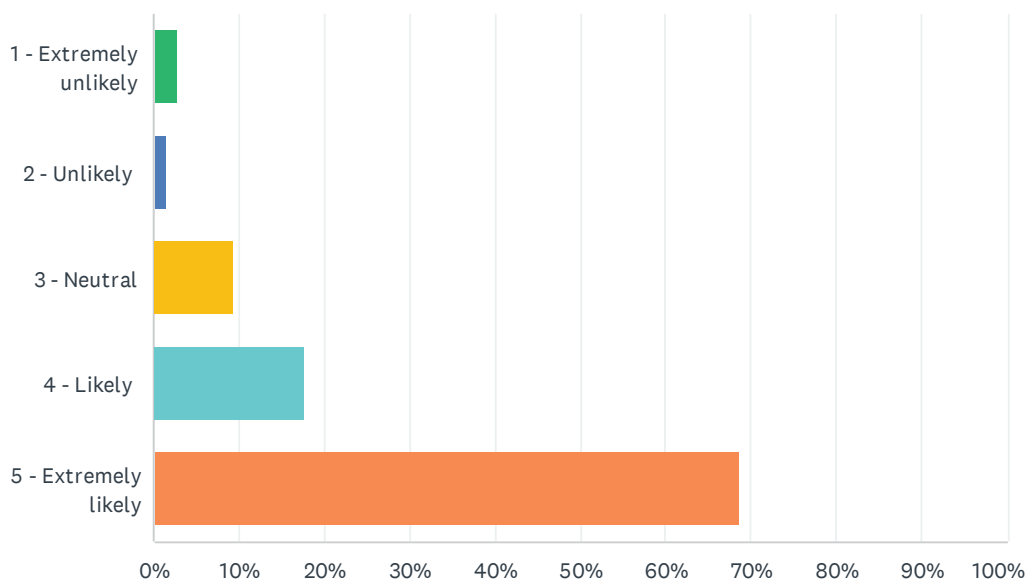
Answered: 515 Skipped: 0



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	3.30%	17
2 - Unlikely	1.55%	8
3 - Neutral	6.21%	32
4 - Likely	16.12%	83
5 - Extremely likely	72.82%	375
TOTAL		515

Q17 Elimination of Cold Call Lists Eliminate required cold call lists.

Answered: 513 Skipped: 2

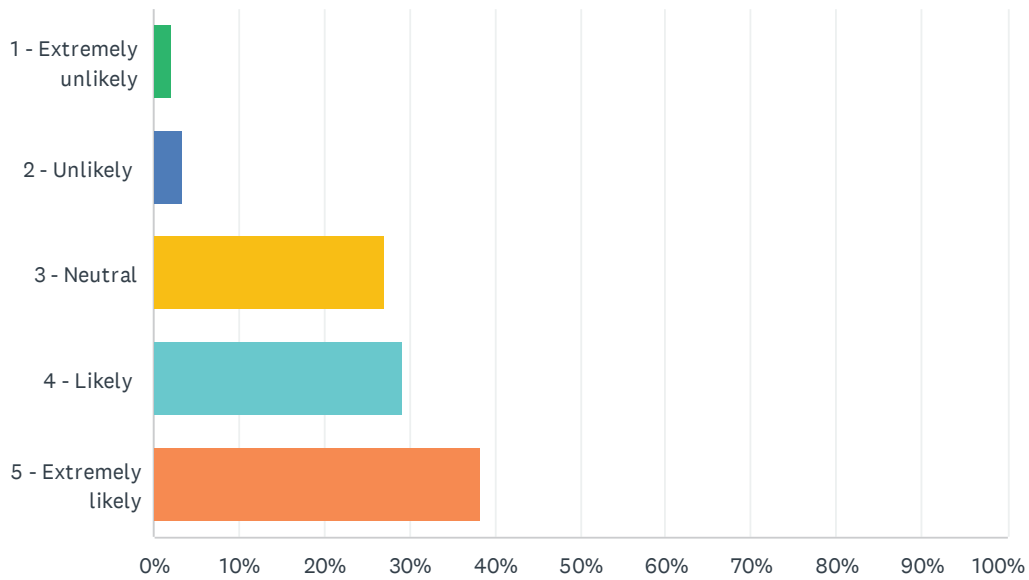


ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	2.73%	14
2 - Unlikely	1.56%	8
3 - Neutral	9.36%	48
4 - Likely	17.74%	91
5 - Extremely likely	68.62%	352
TOTAL		513

Q18 Alabama Rule - Supervising Pharmacist There is a growing discussion among pharmacy boards throughout the country about workload conditions in pharmacy. In that discussion, there are many issues contributing to workplace dissatisfaction. It is important to understand that issues related to dissatisfaction in workplace conditions may not fall under the authority of any board of pharmacy unless it involves an adverse result to the safety of patients. One concern of dissatisfaction addresses board of pharmacy disciplinary actions and the focus on the individual licensee and not on the permit or the root cause. The Board has several actions that do address the root cause as well as the permit. Board Rule 680-X-2-.12 Supervising Pharmacist specifically states: If the actions of the permit holder have deemed to contribute to or cause a violation of any provision of this section, the Board may hold the permit holder responsible and/or absolve the supervising pharmacist from the responsibility of that action. In addition, it is a violation of this rule for any person to subvert the authority of the supervising pharmacist by impeding the management of any pharmacy in relation to compliance with federal and state drug or pharmacy laws and regulations. Any such act(s) may result in charges being filed against the permit holder. To fully understand the impact of the above-cited section, it should be read with the following sections of 680-X-2-.22 Code of Professional Conduct in mind. (2) (a) A pharmacist and a pharmacy should hold the health and safety of patients to be of first consideration and should render to each patient the full measure of professional ability as an essential health practitioner. (2) (f) A pharmacist and a pharmacy should not agree to practice under terms or conditions that interfere with or impair the proper exercise of professional judgment and skill, that cause a deterioration of the quality of professional services, or that require consent to unethical conduct.)

Answered: 477 Skipped: 38

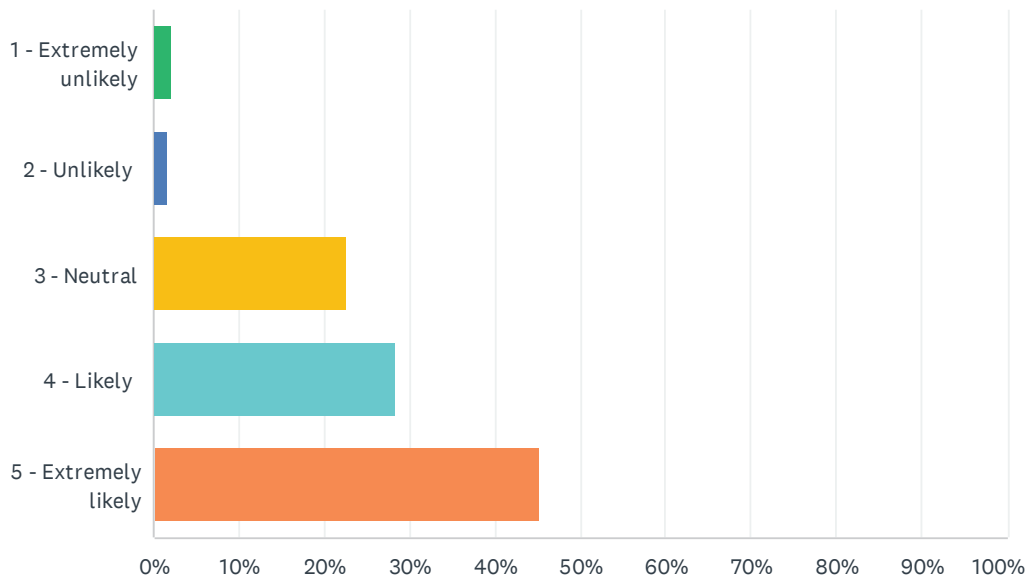
Pharmacist Workload Advisory Committee - Survey of Policy Options



ANSWER CHOICES	RESPONSES
1 - Extremely unlikely	2.10% 10
2 - Unlikely	3.35% 16
3 - Neutral	27.04% 129
4 - Likely	29.14% 139
5 - Extremely likely	38.36% 183
TOTAL	477

Q19 Pharmacy Benefit Managers The Board should ensure that its rules cannot be utilized by pharmacy benefit managers and insurers to initiate clawbacks.

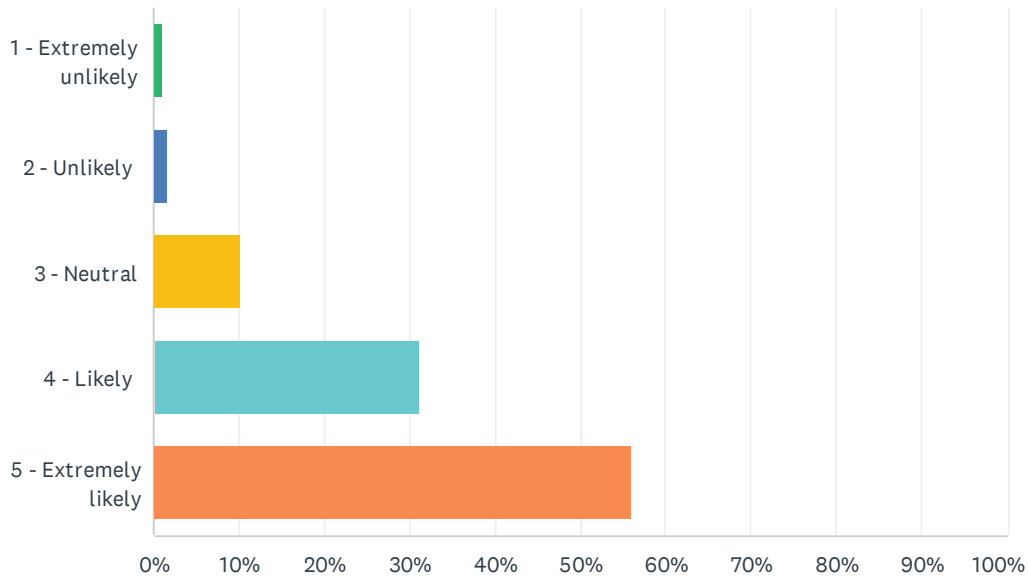
Answered: 496 Skipped: 19



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	2.22%	11
2 - Unlikely	1.61%	8
3 - Neutral	22.58%	112
4 - Likely	28.43%	141
5 - Extremely likely	45.16%	224
TOTAL		496

Q20 Improve Quality of Electronic Prescribing Develop a process to regulate electronic prescription transmission systems to improve quality and standardize format.

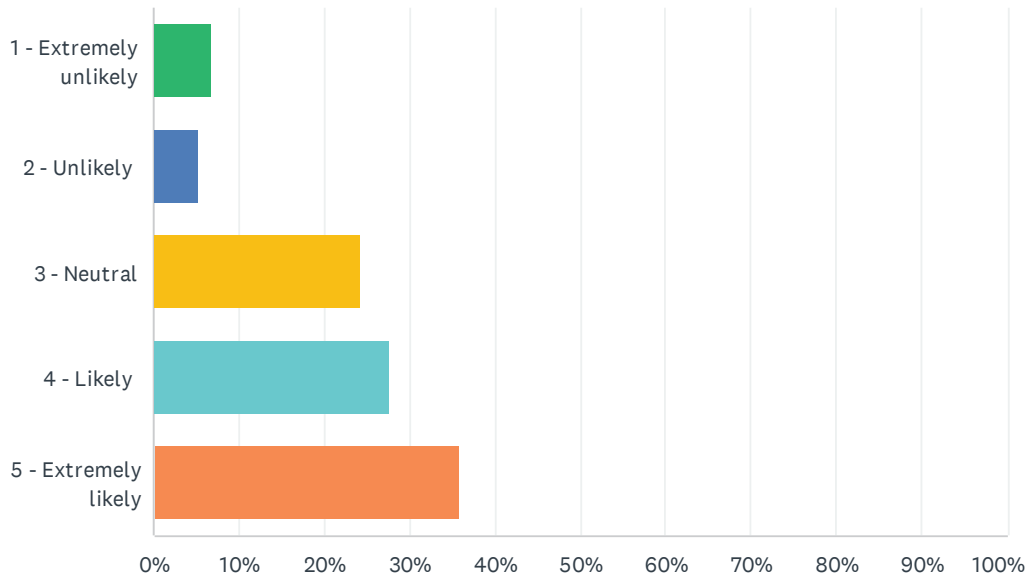
Answered: 502 Skipped: 13



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	1.00%	5
2 - Unlikely	1.79%	9
3 - Neutral	10.16%	51
4 - Likely	31.08%	156
5 - Extremely likely	55.98%	281
TOTAL		502

Q21 Authorizing Pharmacists to Prescribe Drug Devices Permit pharmacists to prescribe drug devices necessary to dispense a prescription.

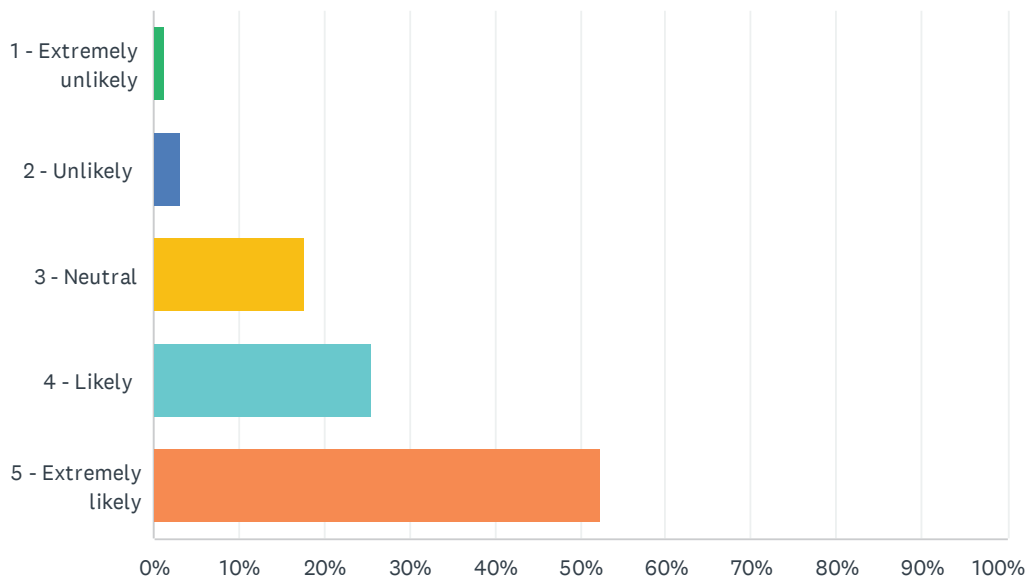
Answered: 502 Skipped: 13



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	6.77%	34
2 - Unlikely	5.38%	27
3 - Neutral	24.30%	122
4 - Likely	27.69%	139
5 - Extremely likely	35.86%	180
TOTAL		502

Q22 Eliminating Manual Logs Review Board rules to reduce the use of paper logs.

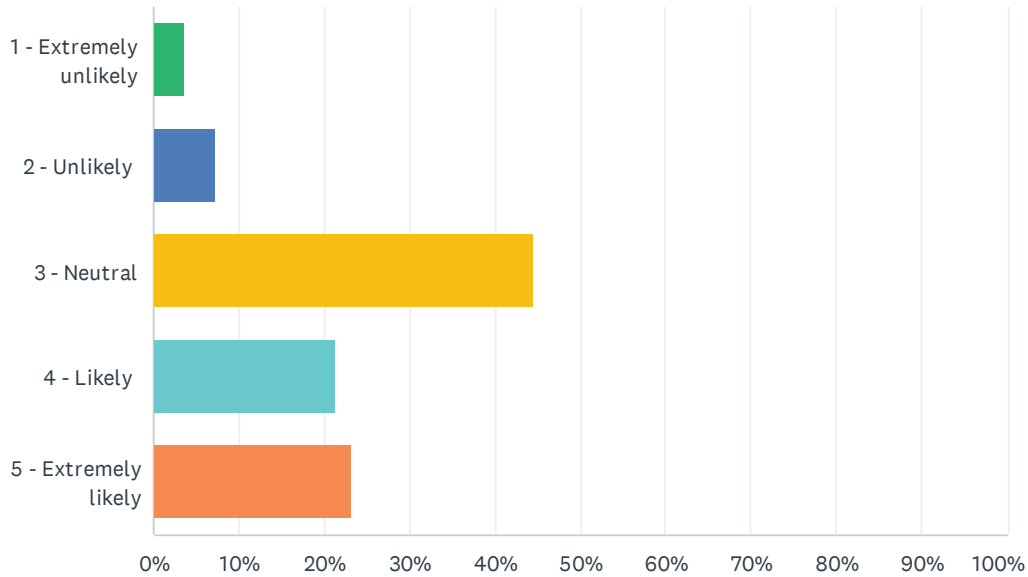
Answered: 505 Skipped: 10



ANSWER CHOICES	RESPONSES
1 - Extremely unlikely	1.19% 6
2 - Unlikely	3.17% 16
3 - Neutral	17.62% 89
4 - Likely	25.54% 129
5 - Extremely likely	52.48% 265
TOTAL	505

Q23 Change of Responsible Person Requirements Extend notification requirement of the responsible person from 10 to 30 days.

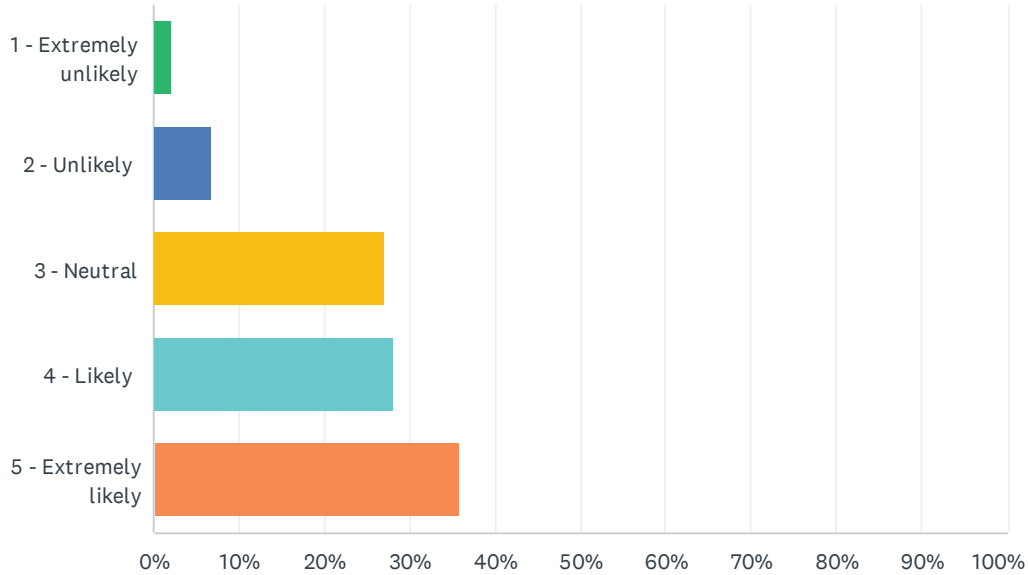
Answered: 503 Skipped: 12



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	3.58%	18
2 - Unlikely	7.36%	37
3 - Neutral	44.53%	224
4 - Likely	21.27%	107
5 - Extremely likely	23.26%	117
TOTAL		503

Q24 Improving the Physical Security of Pharmacies Look at ways to improve the physical security of pharmacies.

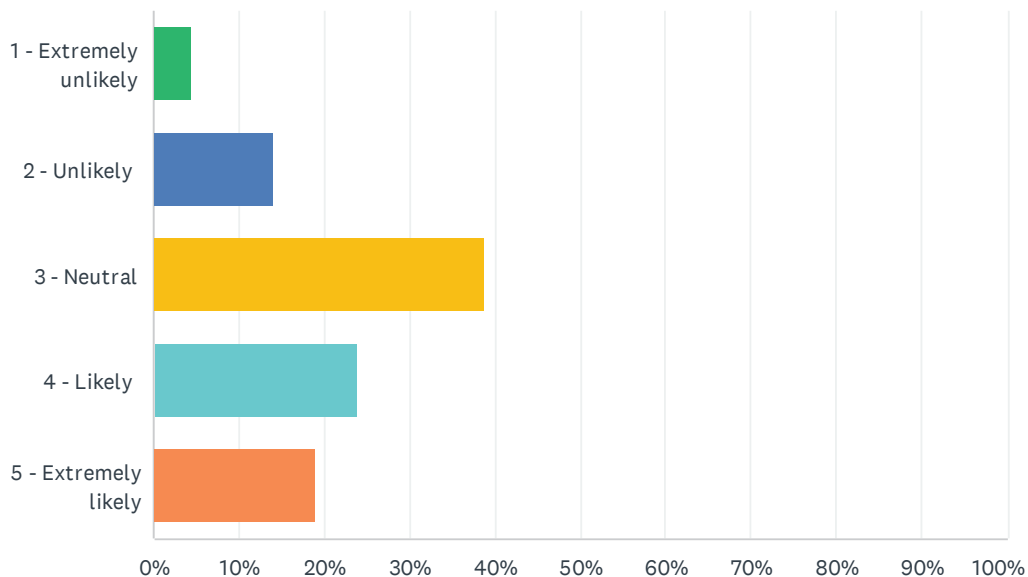
Answered: 502 Skipped: 13



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	2.19%	11
2 - Unlikely	6.77%	34
3 - Neutral	27.09%	136
4 - Likely	28.09%	141
5 - Extremely likely	35.86%	180
TOTAL		502

Q25 Pharmacy Intern Ratios Expand the number of interns that can work under the supervision of a pharmacist (currently 2:1).

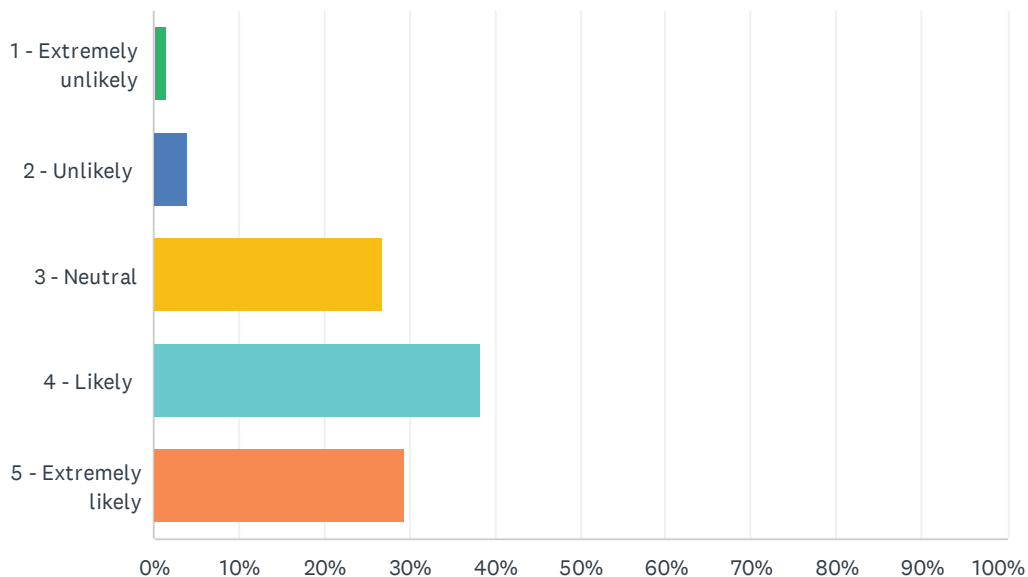
Answered: 501 Skipped: 14



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	4.39%	22
2 - Unlikely	13.97%	70
3 - Neutral	38.72%	194
4 - Likely	23.95%	120
5 - Extremely likely	18.96%	95
TOTAL		501

Q26 Automation and Technology Examine ways to utilize automation and technology to improve working conditions.

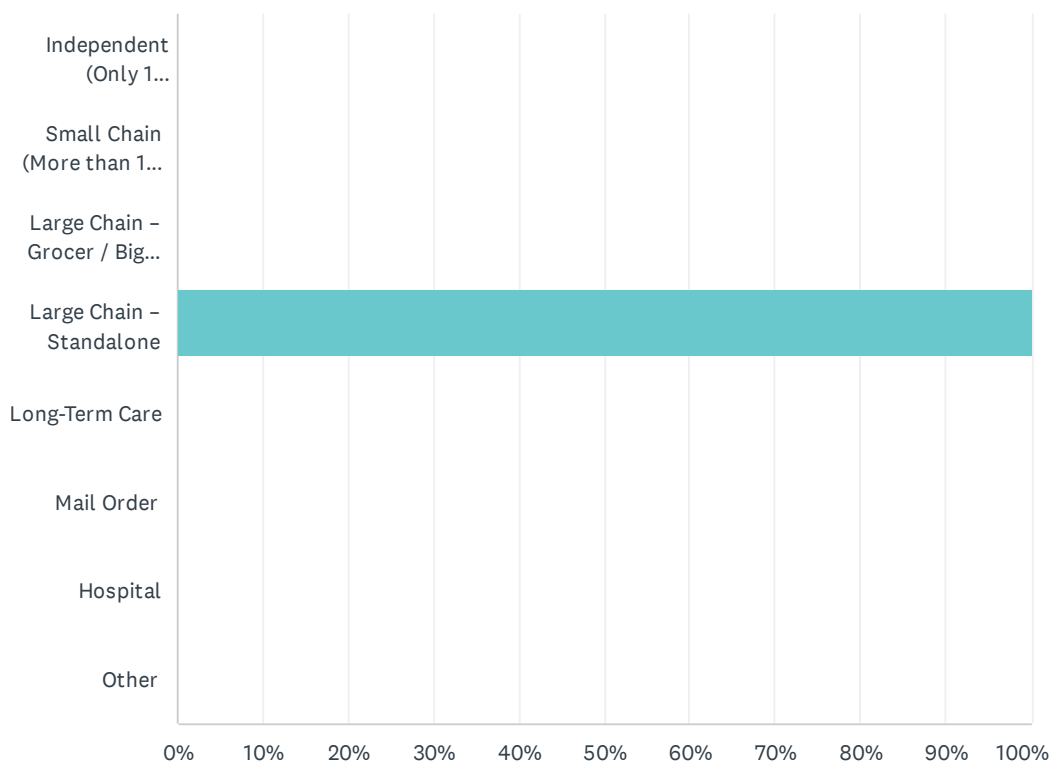
Answered: 503 Skipped: 12



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	1.39%	7
2 - Unlikely	3.98%	20
3 - Neutral	26.84%	135
4 - Likely	38.37%	193
5 - Extremely likely	29.42%	148
TOTAL		503

Q27 Please identify your primary practice setting:

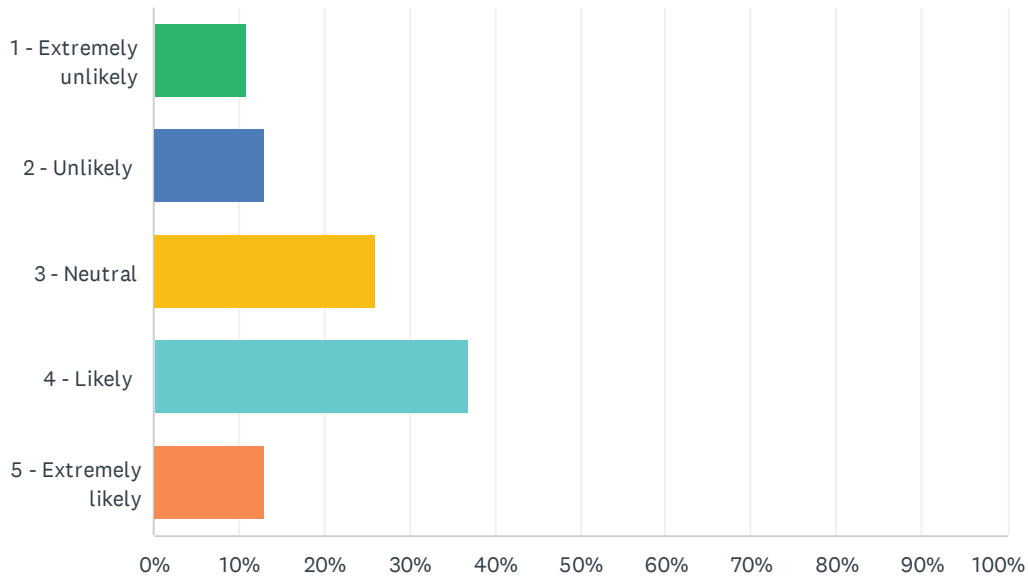
Answered: 515 Skipped: 0



ANSWER CHOICES	RESPONSES	
Independent (Only 1 location)	0.00%	0
Small Chain (More than 1, but less than 12 locations)	0.00%	0
Large Chain – Grocer / Big Box Store	0.00%	0
Large Chain – Standalone	100.00%	515
Long-Term Care	0.00%	0
Mail Order	0.00%	0
Hospital	0.00%	0
Other	0.00%	0
TOTAL		515

Q1 Expand Technician Scope of Practice – Immunizations Authorize the administration of immunizations and vaccines by pharmacy technicians that includes all approved ACIP-recommended vaccines for adults and children.

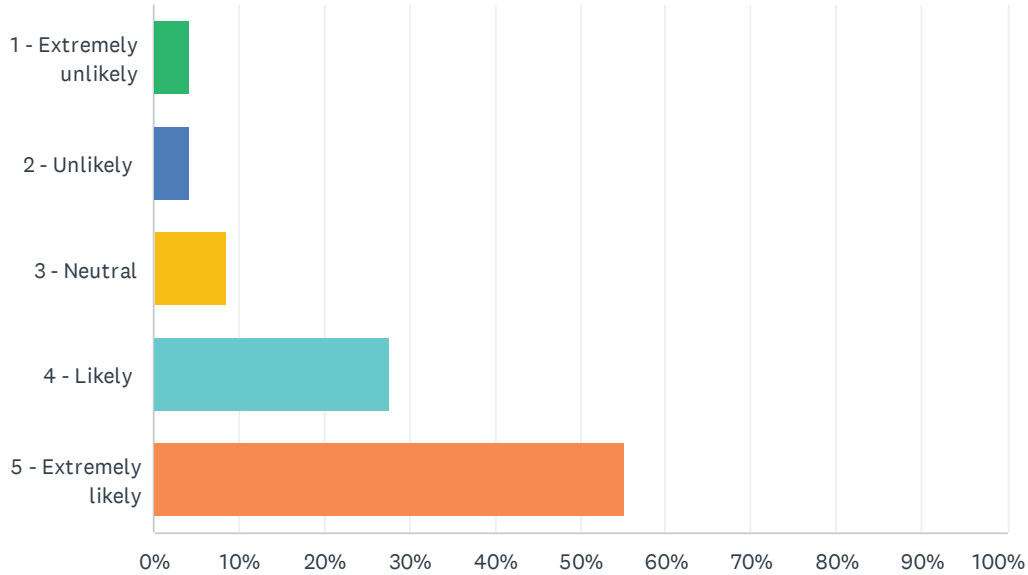
Answered: 46 Skipped: 1



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	10.87%	5
2 - Unlikely	13.04%	6
3 - Neutral	26.09%	12
4 - Likely	36.96%	17
5 - Extremely likely	13.04%	6
TOTAL		46

Q2 Mandatory Breaks/Rest Periods Require pharmacies to provide appropriate opportunities for uninterrupted rest periods and meal breaks to all staff.

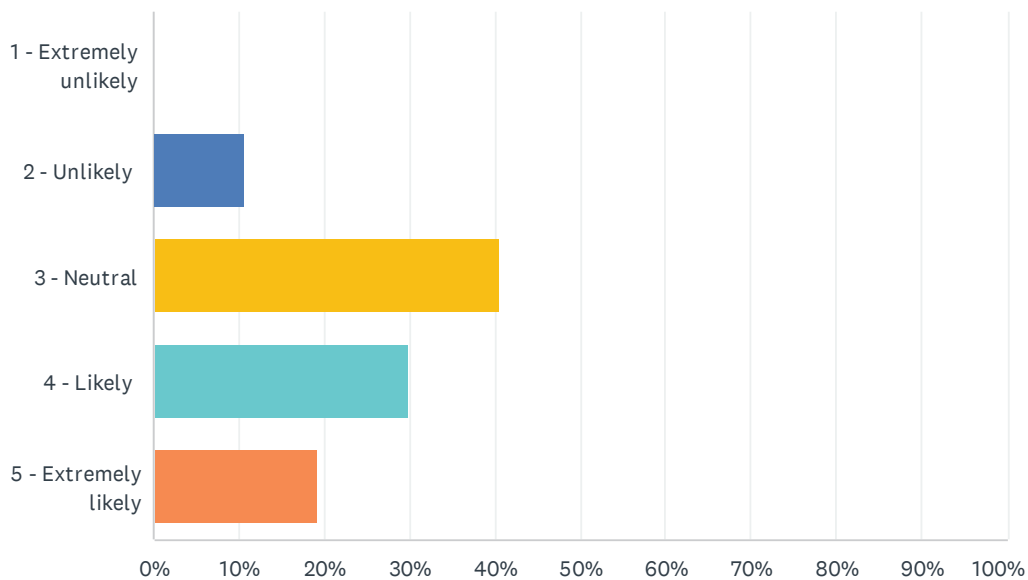
Answered: 47 Skipped: 0



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	4.26%	2
2 - Unlikely	4.26%	2
3 - Neutral	8.51%	4
4 - Likely	27.66%	13
5 - Extremely likely	55.32%	26
TOTAL		47

Q3 Improve Resources to Promote Technician Onboarding Board shall develop onboarding educational videos and other materials to facilitate onboarding of new technicians.

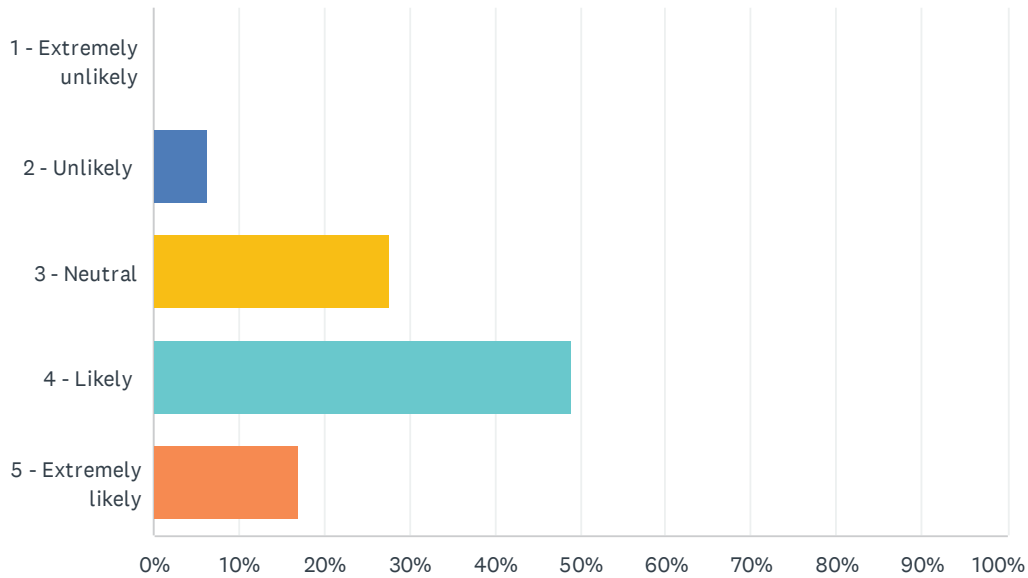
Answered: 47 Skipped: 0



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	0.00%	0
2 - Unlikely	10.64%	5
3 - Neutral	40.43%	19
4 - Likely	29.79%	14
5 - Extremely likely	19.15%	9
TOTAL		47

Q4 License Transferability Board shall develop and implement a process for technician reciprocity. NOTE: The Board implemented a technician reciprocity rule effective 4/1/22. For more information [CLICK HERE](#).

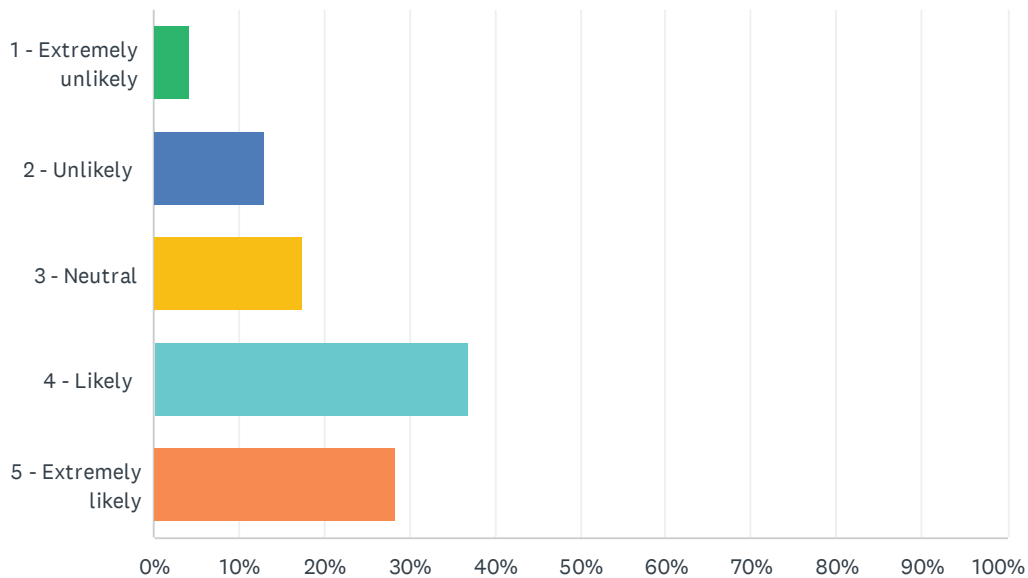
Answered: 47 Skipped: 0



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	0.00%	0
2 - Unlikely	6.38%	3
3 - Neutral	27.66%	13
4 - Likely	48.94%	23
5 - Extremely likely	17.02%	8
TOTAL		47

Q5 Improve Technician Training Resources Requiring pharmacies to have a dedicated staff member to train all new technicians. Staff person should be at the pharmacy or district level.

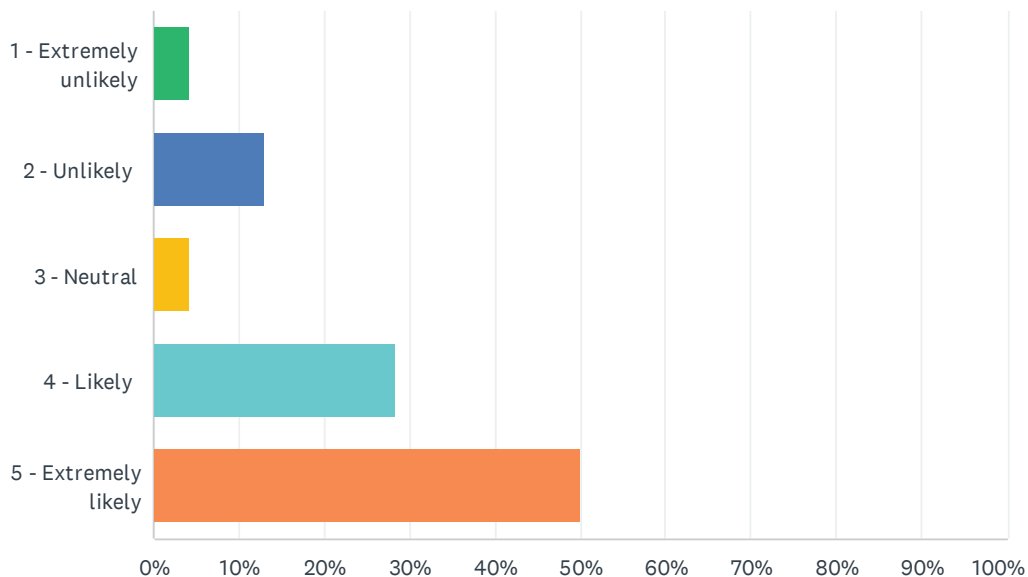
Answered: 46 Skipped: 1



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	4.35%	2
2 - Unlikely	13.04%	6
3 - Neutral	17.39%	8
4 - Likely	36.96%	17
5 - Extremely likely	28.26%	13
TOTAL		46

Q6 Staffing Plan Require each pharmacy’s responsible person to develop a staffing plan that establishes the appropriate number of pharmacy technicians and interns to pharmacist(s) on duty. The staffing plan shall ensure that the number of pharmacy technicians and interns on duty can be satisfactorily supervised by the pharmacist(s) on duty. The responsible person shall be able to increase staffing to operate a pharmacy in a safe and effective manner. In developing a staffing plan, the responsible person shall consider all the following: a. The volume of workload and the services provided by the pharmacy. b. The volume of prescriptions handled by staff to include: i. Prescriptions filled, dispensed, and sold; ii. Prescriptions placed on hold; iii. Prescriptions returned to stock; iv. Any other prescriptions metrics developed by the responsible person. c. Security needs of the pharmacy and pharmacy staff. d. Required closing or opening of certain touchpoints (drive-thru, vaccines, etc.). Provide autonomy to the on-duty pharmacist as part of the rule to close or open touchpoints. e. Number of staff and level of staff competency. The responsible person shall be able to increase staffing to operate a pharmacy in a safe and effective manner.

Answered: 46 Skipped: 1

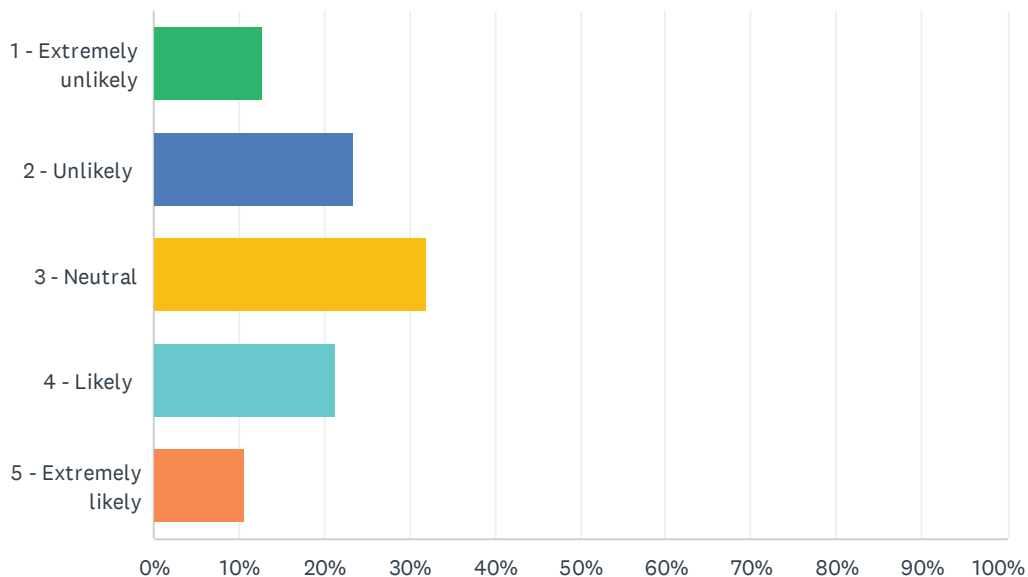


Pharmacist Workload Advisory Committee - Survey of Policy Options

ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	4.35%	2
2 - Unlikely	13.04%	6
3 - Neutral	4.35%	2
4 - Likely	28.26%	13
5 - Extremely likely	50.00%	23
TOTAL	46	

Q7 Tech-Check-Tech Implementation of Tech-Check-Tech or technology assisted technician product verification.

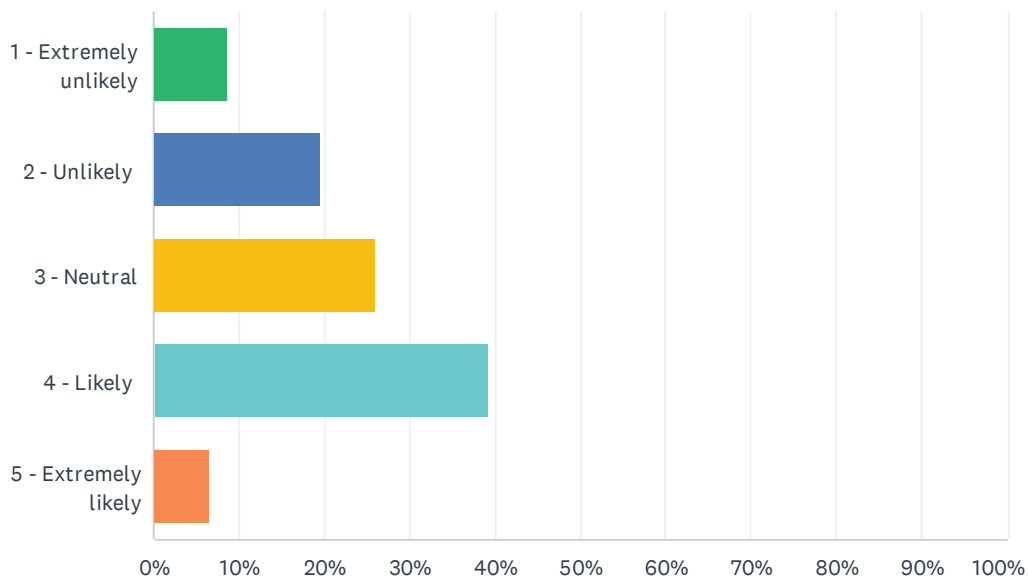
Answered: 47 Skipped: 0



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	12.77%	6
2 - Unlikely	23.40%	11
3 - Neutral	31.91%	15
4 - Likely	21.28%	10
5 - Extremely likely	10.64%	5
TOTAL		47

Q8 Expand Technician Scope of Practice – Order and Administration of Diagnostics Tests Change in the required current law/rule(s) regarding the authority to order and administer diagnostic tests. This should include diagnostic tests for COVID-19 and tests for COVID-19 antibodies. In addition, other FDA approved tests should be included in the amended law/rule(s). Also, the updated law/rule(s) should allow under the supervision of a pharmacist two additional work groups to the already allowed pharmacy intern and certified pharmacy technician. These additions are registered pharmacy technicians and pharmacy technician trainees.

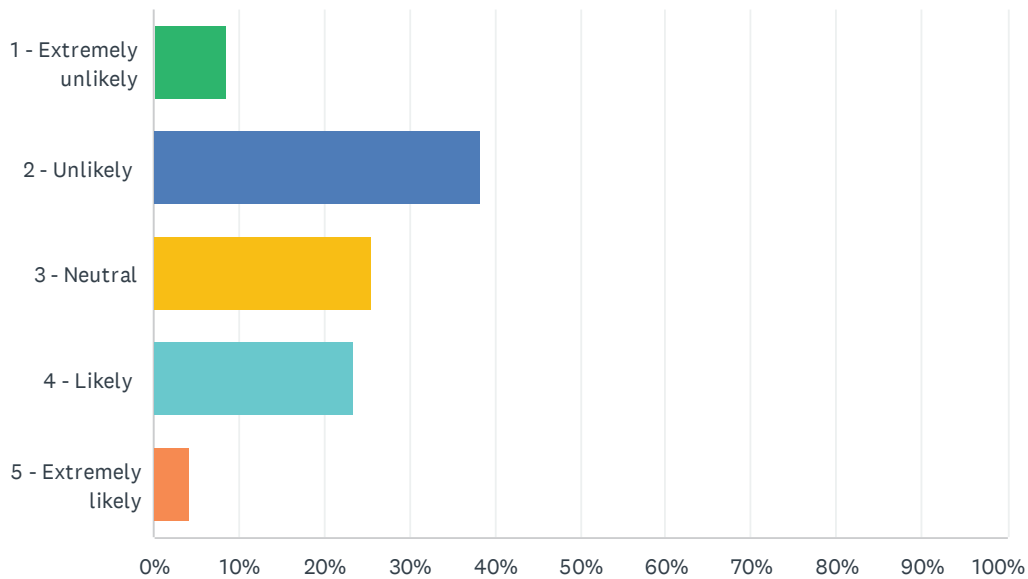
Answered: 46 Skipped: 1



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	8.70%	4
2 - Unlikely	19.57%	9
3 - Neutral	26.09%	12
4 - Likely	39.13%	18
5 - Extremely likely	6.52%	3
TOTAL		46

Q9 Expand Technician Scope of Practice – Drug Administration Develop permanent law/rule(s) to allow for pharmacy technicians to administer drugs in the state of Ohio. This would include at a minimum immunization, antipsychotic drugs, Hydroxyprogesterone caproate, Medroxyprogesterone acetate, and Cobalamin at least. This is currently allowed by law/rule for pharmacists in the state.

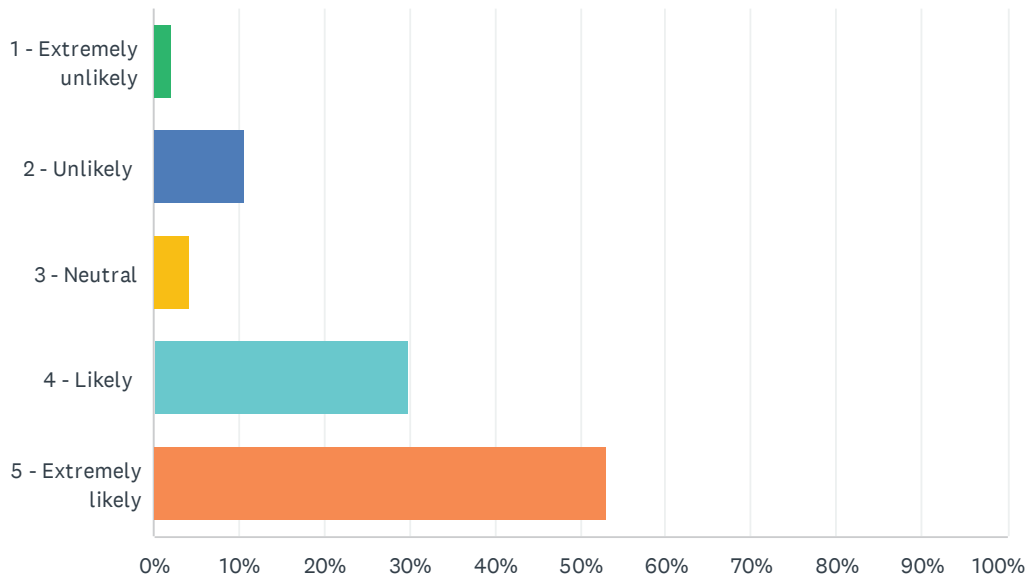
Answered: 47 Skipped: 0



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	8.51%	4
2 - Unlikely	38.30%	18
3 - Neutral	25.53%	12
4 - Likely	23.40%	11
5 - Extremely likely	4.26%	2
TOTAL		47

Q10 Managing Touchpoints Provide autonomy to the pharmacist on duty to shut down touchpoints and non-essential services if understaffed. Require ancillary staffing (support personnel and technicians) at each point of contact when the pharmacy is open. This must include drive-thru, drop-off, register, vaccinations, and a person dedicated to phones.

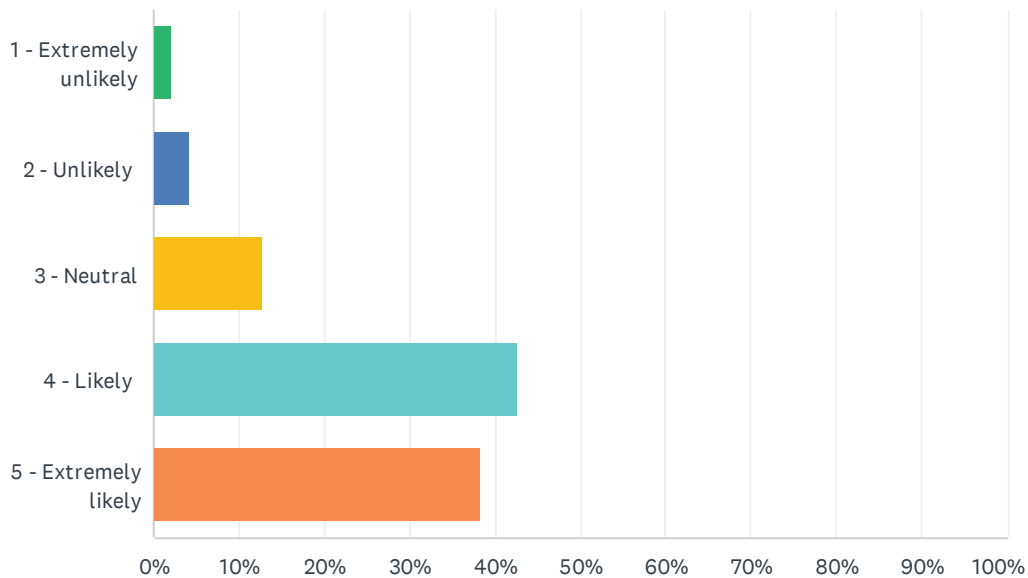
Answered: 47 Skipped: 0



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	2.13%	1
2 - Unlikely	10.64%	5
3 - Neutral	4.26%	2
4 - Likely	29.79%	14
5 - Extremely likely	53.19%	25
TOTAL		47

Q11 Working Conditions / Security Require any “open-door” pharmacy must operate with at least one technician and one pharmacist (or two pharmacists). Include exception for documented absence.

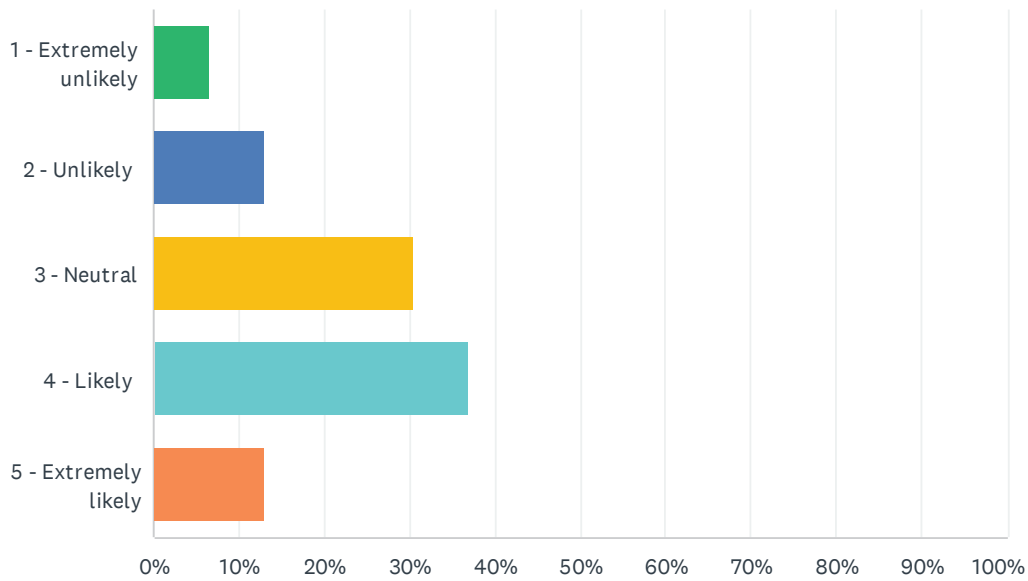
Answered: 47 Skipped: 0



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	2.13%	1
2 - Unlikely	4.26%	2
3 - Neutral	12.77%	6
4 - Likely	42.55%	20
5 - Extremely likely	38.30%	18
TOTAL		47

Q12 Career Technician Pathways We are adding more and more clinical services and responsibilities to the pharmacy technician position. Some employers are compensating accordingly while others are not. Since we cannot implement any rules or regulations involving pay, I feel it would help to somehow recognize our pharmacy technicians' additional certifications including immunizations, MTM, etc.

Answered: 46 Skipped: 1

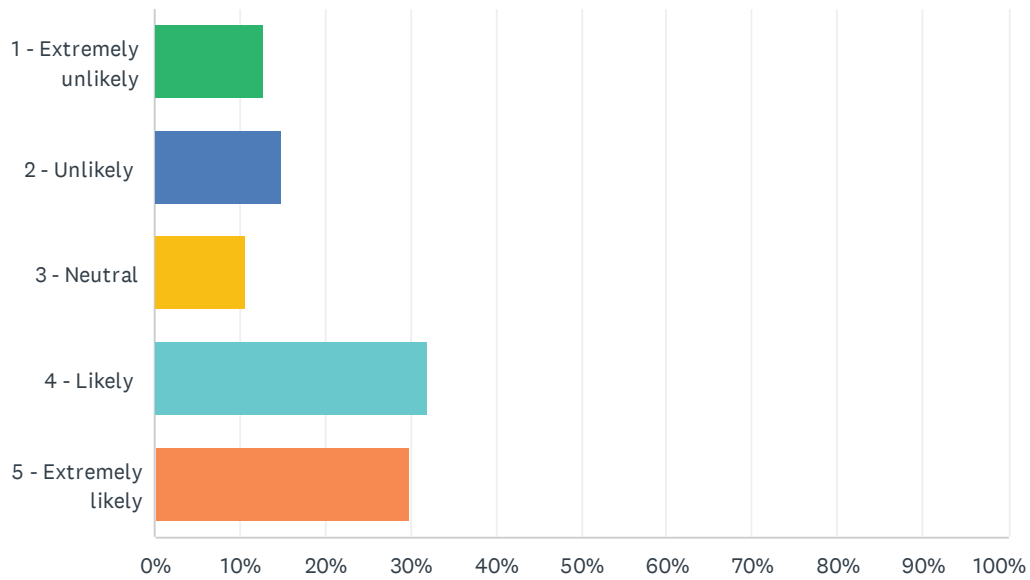


ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	6.52%	3
2 - Unlikely	13.04%	6
3 - Neutral	30.43%	14
4 - Likely	36.96%	17
5 - Extremely likely	13.04%	6
TOTAL		46

Q13 Report of Understaffing(A) Adequate staffing to safely dispense prescriptions is the responsibility of the pharmacy and the pharmacy's responsible person. If conditions exist that could cause prescriptions to be dispensed in an unsafe manner the pharmacy and the pharmacy's responsible person shall take action to correct the problem.(B) In order to ensure adequate staffing levels a staffing report form shall be available in each pharmacy. A copy of this form, when executed, will be given to the immediate supervisor and a copy must remain in the pharmacy for Board inspection. Such form shall include, but not be limited to the following:(1) Date and time the inadequate staffing occurred;(2) Number of prescriptions filled during this time frame;(3) Summary of events; and(4) Any comments or suggestions.(C) A pharmacist shall complete the staffing report form when:(1) A pharmacist is concerned regarding staffing due to:(a) inadequate number of support persons (cashiers, technicians, auxiliary supportive personnel, etc.); or,(b) excessive workload;(2) Filling out the form may enable management to make a better decision concerning staffing.(3) Any errors that occurred to the result of inadequate staffing.(D) The responsible person shall submit that form in a manner determined by the board. (E) Each pharmacy shall review completed staffing reports and address any issues listed as well as document any corrective action taken or justification for inaction to assure continual self-improvement. If the issue is not staffing related, measures taken to address the issue should be described.(F) Each pharmacy shall retain completed staffing reports on-site in a readily retrievable manner for at least three years from the date of creation.

Answered: 47 Skipped: 0

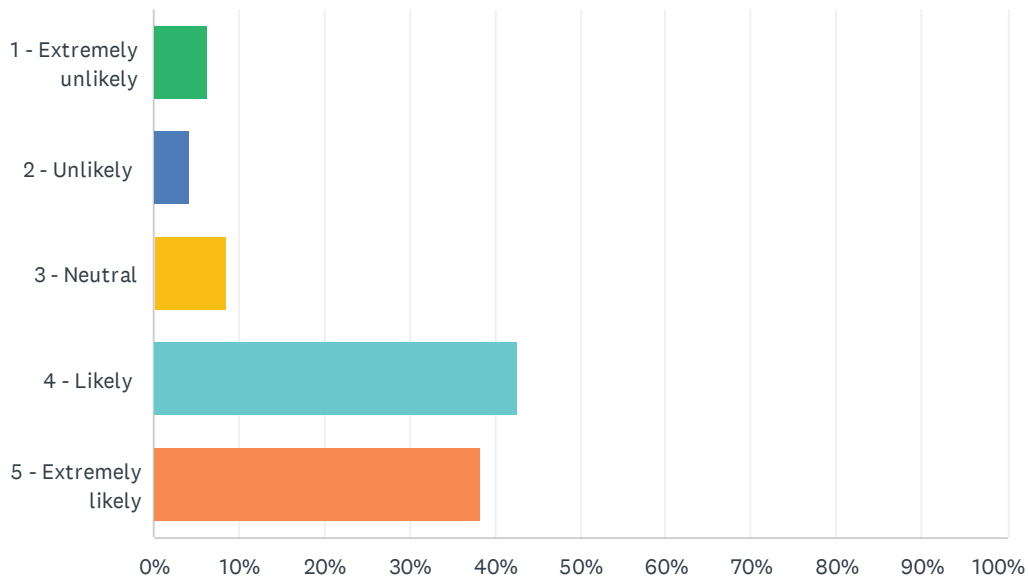
Pharmacist Workload Advisory Committee - Survey of Policy Options



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	12.77%	6
2 - Unlikely	14.89%	7
3 - Neutral	10.64%	5
4 - Likely	31.91%	15
5 - Extremely likely	29.79%	14
TOTAL		47

Q14 Limits on Hours WorkedA pharmacy shall not require a pharmacist or pharmacy technician to work longer than twelve (12) hours per twenty-four (24) hour period. A pharmacist/technician working longer than six (6) continuous hours per 24-hour period must be permitted a thirty-minute meal break. Signage indicating the pharmacy hours of operation, including the meal break, must be displayed in a location readily visible to the public.

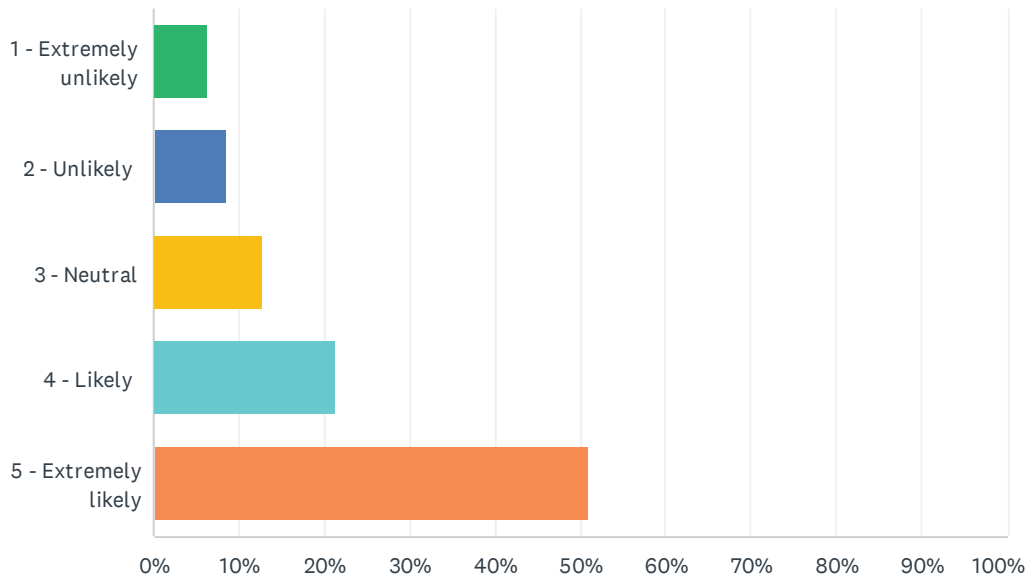
Answered: 47 Skipped: 0



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	6.38%	3
2 - Unlikely	4.26%	2
3 - Neutral	8.51%	4
4 - Likely	42.55%	20
5 - Extremely likely	38.30%	18
TOTAL		47

Q15 Mandatory Dark Hours Require “open door” pharmacies to operate dark hours that allow for staff to prepare and catch up on their work without any interruptions. This will allow pharmacies to operate more efficiently and safely and help minimize distractions when engaged in activities requiring greater concentration.

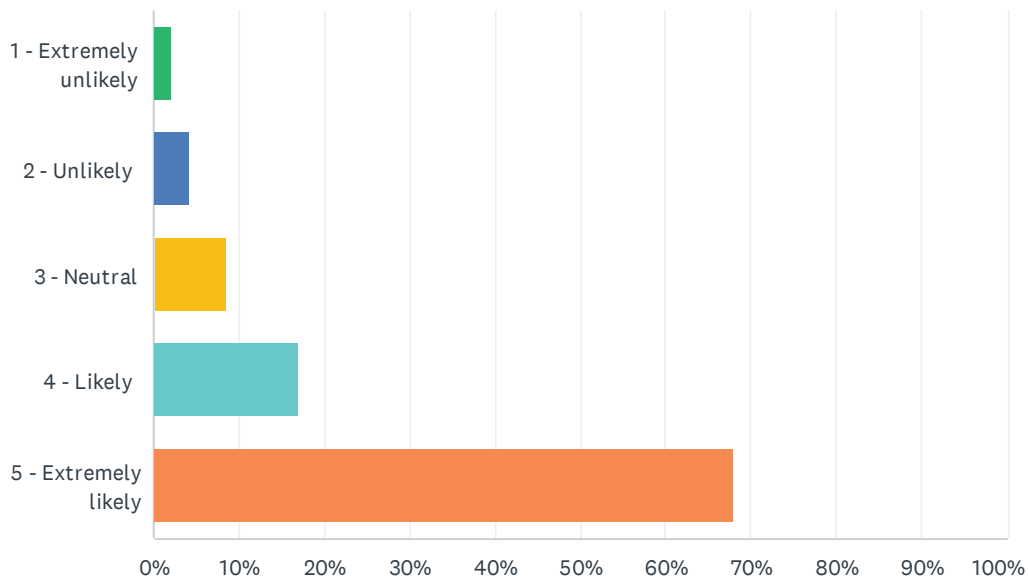
Answered: 47 Skipped: 0



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	6.38%	3
2 - Unlikely	8.51%	4
3 - Neutral	12.77%	6
4 - Likely	21.28%	10
5 - Extremely likely	51.06%	24
TOTAL		47

Q16 Metrics Eliminate Job impacting metrics that compromise safety and integrity of the profession. Pharmacists and technicians should not be financially impacted, or job performance impacted to meet corporate metrics around speed and time to fulfillment. Accuracy should be allowed as a metric. Prohibit metrics related to the volume of services provided.

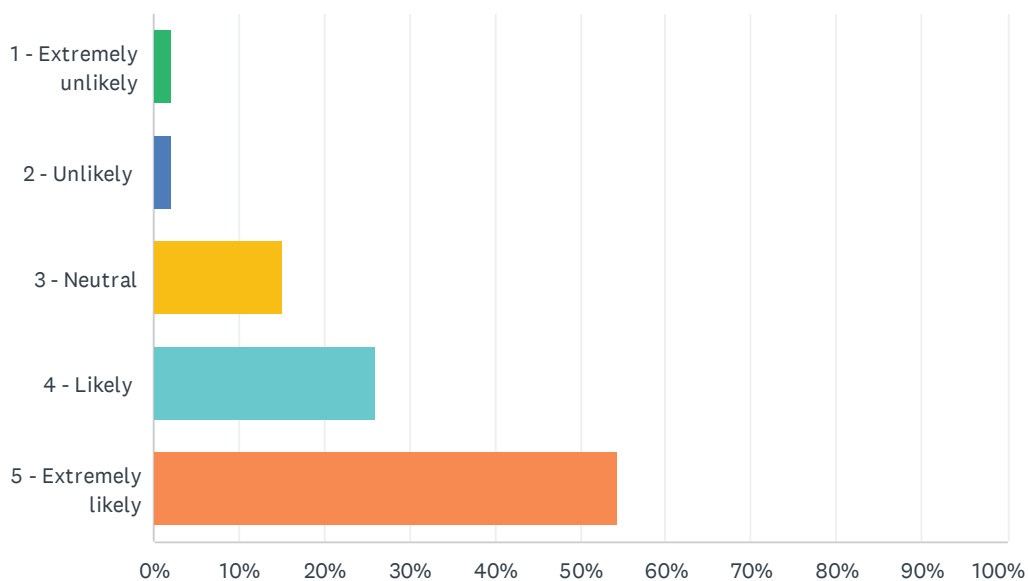
Answered: 47 Skipped: 0



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	2.13%	1
2 - Unlikely	4.26%	2
3 - Neutral	8.51%	4
4 - Likely	17.02%	8
5 - Extremely likely	68.09%	32
TOTAL		47

Q17 Elimination of Cold Call Lists Eliminate required cold call lists.

Answered: 46 Skipped: 1

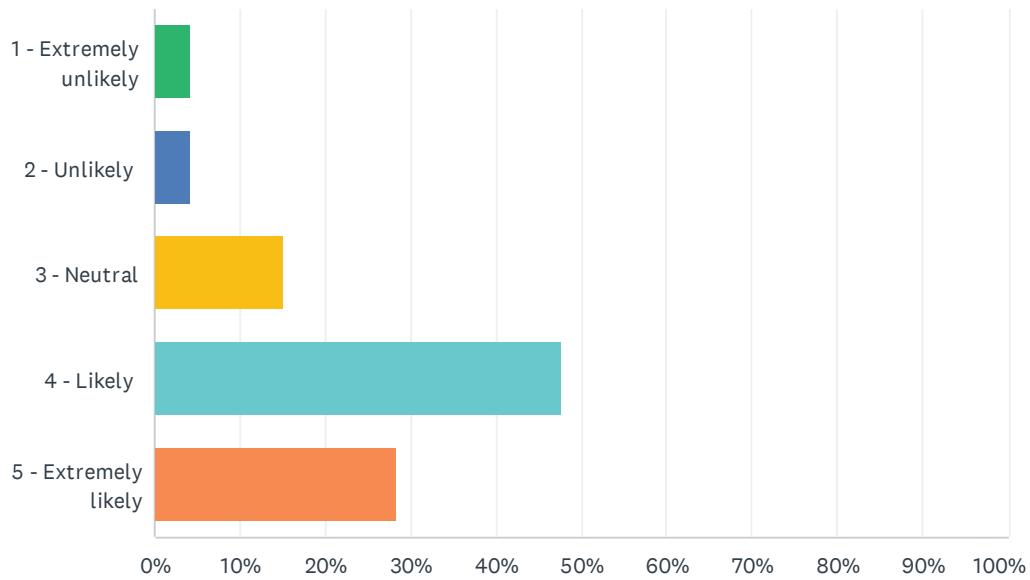


ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	2.17%	1
2 - Unlikely	2.17%	1
3 - Neutral	15.22%	7
4 - Likely	26.09%	12
5 - Extremely likely	54.35%	25
TOTAL		46

Q18 Alabama Rule - Supervising Pharmacist There is a growing discussion among pharmacy boards throughout the country about workload conditions in pharmacy. In that discussion, there are many issues contributing to workplace dissatisfaction. It is important to understand that issues related to dissatisfaction in workplace conditions may not fall under the authority of any board of pharmacy unless it involves an adverse result to the safety of patients. One concern of dissatisfaction addresses board of pharmacy disciplinary actions and the focus on the individual licensee and not on the permit or the root cause. The Board has several actions that do address the root cause as well as the permit. Board Rule 680-X-2-.12 Supervising Pharmacist specifically states: If the actions of the permit holder have deemed to contribute to or cause a violation of any provision of this section, the Board may hold the permit holder responsible and/or absolve the supervising pharmacist from the responsibility of that action. In addition, it is a violation of this rule for any person to subvert the authority of the supervising pharmacist by impeding the management of any pharmacy in relation to compliance with federal and state drug or pharmacy laws and regulations. Any such act(s) may result in charges being filed against the permit holder. To fully understand the impact of the above-cited section, it should be read with the following sections of 680-X-2-.22 Code of Professional Conduct in mind. (2) (a) A pharmacist and a pharmacy should hold the health and safety of patients to be of first consideration and should render to each patient the full measure of professional ability as an essential health practitioner. (2) (f) A pharmacist and a pharmacy should not agree to practice under terms or conditions that interfere with or impair the proper exercise of professional judgment and skill, that cause a deterioration of the quality of professional services, or that require consent to unethical conduct.)

Answered: 46 Skipped: 1

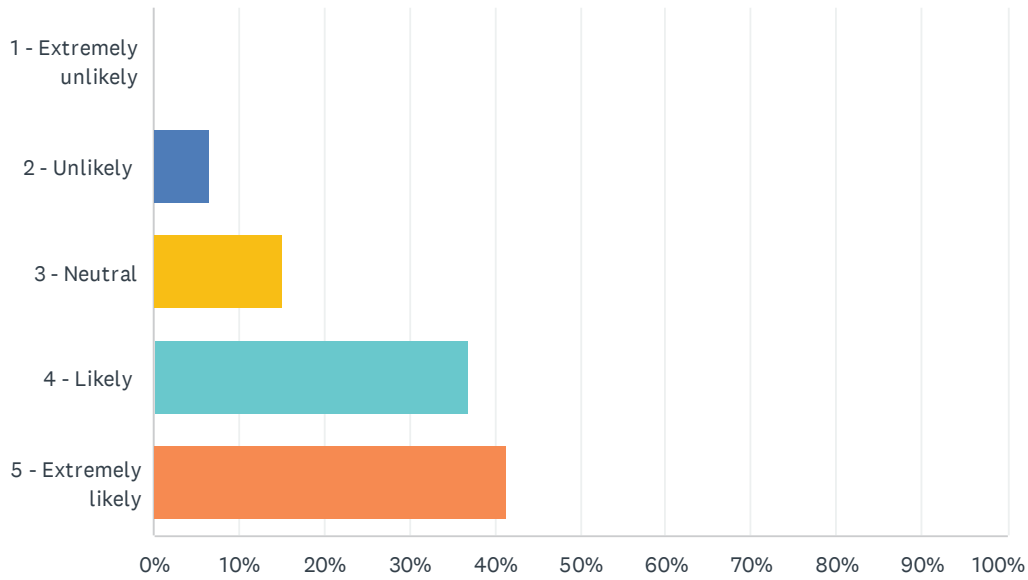
Pharmacist Workload Advisory Committee - Survey of Policy Options



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	4.35%	2
2 - Unlikely	4.35%	2
3 - Neutral	15.22%	7
4 - Likely	47.83%	22
5 - Extremely likely	28.26%	13
TOTAL		46

Q19 Pharmacy Benefit Managers The Board should ensure that its rules cannot be utilized by pharmacy benefit managers and insurers to initiate clawbacks.

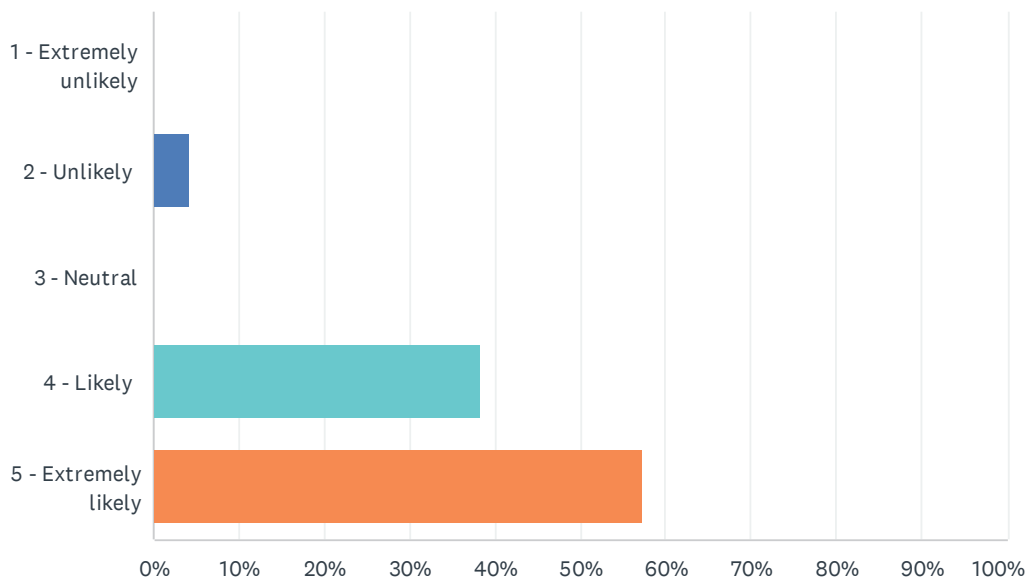
Answered: 46 Skipped: 1



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	0.00%	0
2 - Unlikely	6.52%	3
3 - Neutral	15.22%	7
4 - Likely	36.96%	17
5 - Extremely likely	41.30%	19
TOTAL		46

Q20 Improve Quality of Electronic Prescribing Develop a process to regulate electronic prescription transmission systems to improve quality and standardize format.

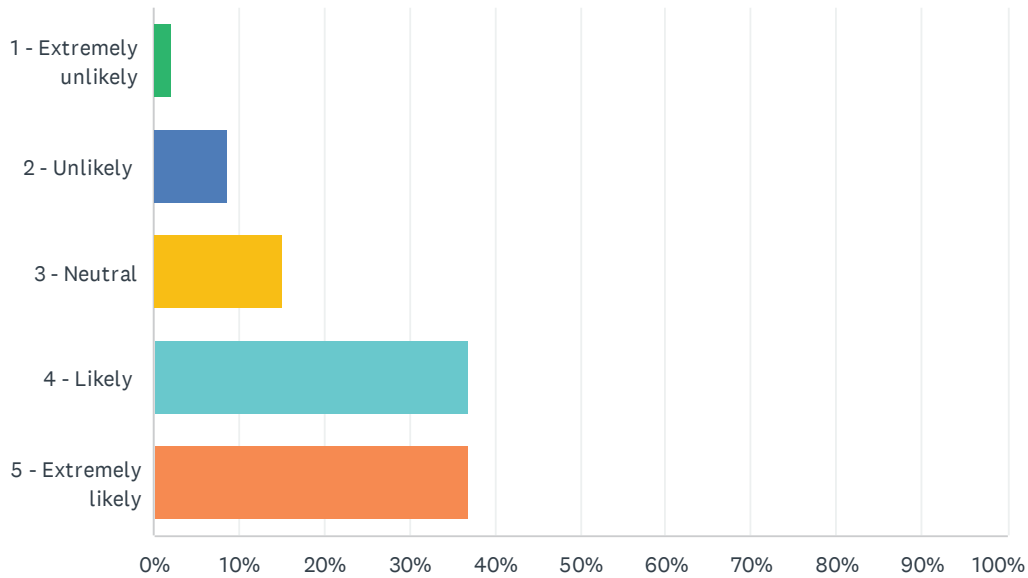
Answered: 47 Skipped: 0



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	0.00%	0
2 - Unlikely	4.26%	2
3 - Neutral	0.00%	0
4 - Likely	38.30%	18
5 - Extremely likely	57.45%	27
TOTAL		47

Q21 Authorizing Pharmacists to Prescribe Drug Devices Permit pharmacists to prescribe drug devices necessary to dispense a prescription.

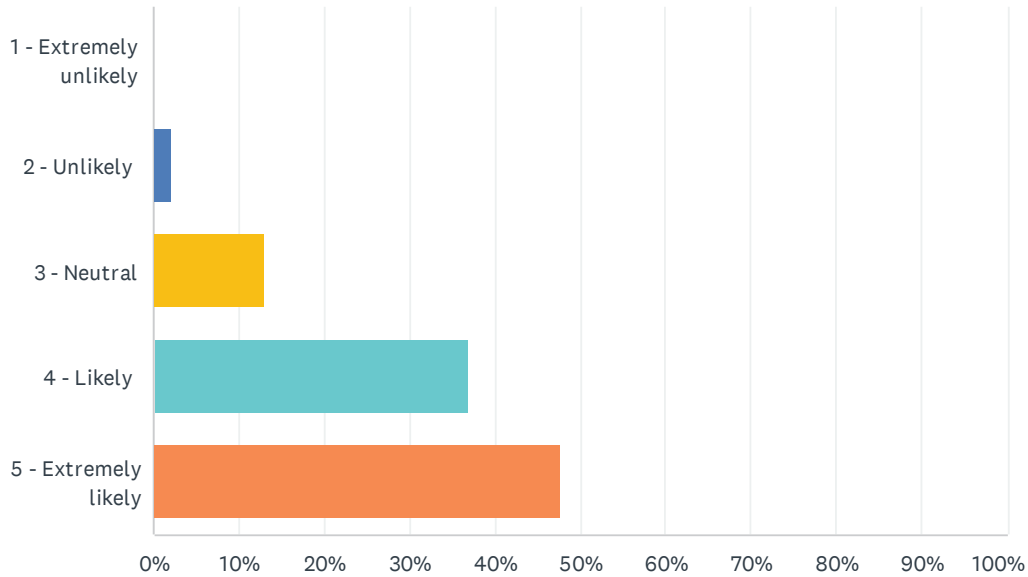
Answered: 46 Skipped: 1



ANSWER CHOICES	RESPONSES
1 - Extremely unlikely	2.17% 1
2 - Unlikely	8.70% 4
3 - Neutral	15.22% 7
4 - Likely	36.96% 17
5 - Extremely likely	36.96% 17
TOTAL	46

Q22 Eliminating Manual Logs Review Board rules to reduce the use of paper logs.

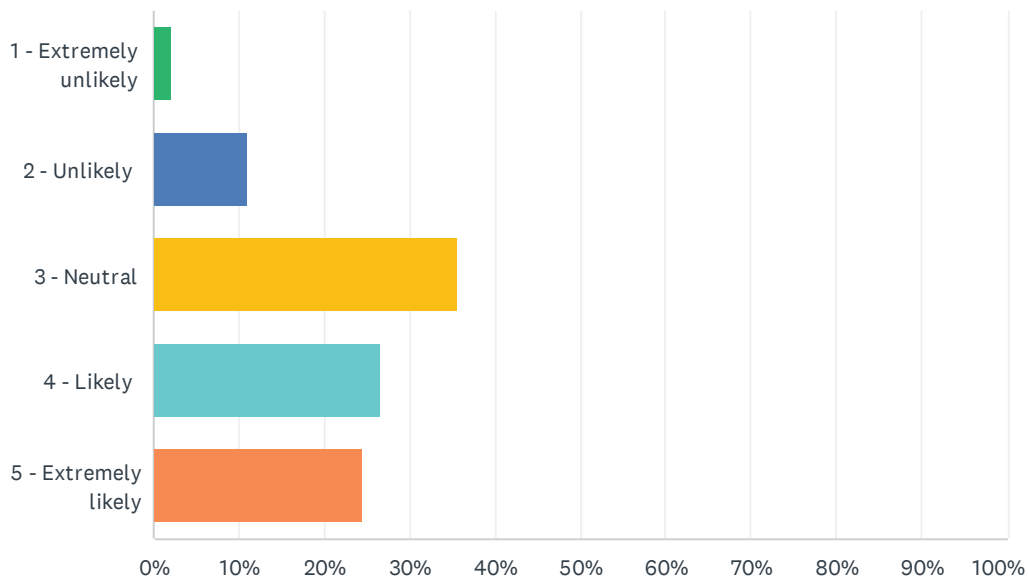
Answered: 46 Skipped: 1



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	0.00%	0
2 - Unlikely	2.17%	1
3 - Neutral	13.04%	6
4 - Likely	36.96%	17
5 - Extremely likely	47.83%	22
TOTAL		46

Q23 Change of Responsible Person Requirements Extend notification requirement of the responsible person from 10 to 30 days.

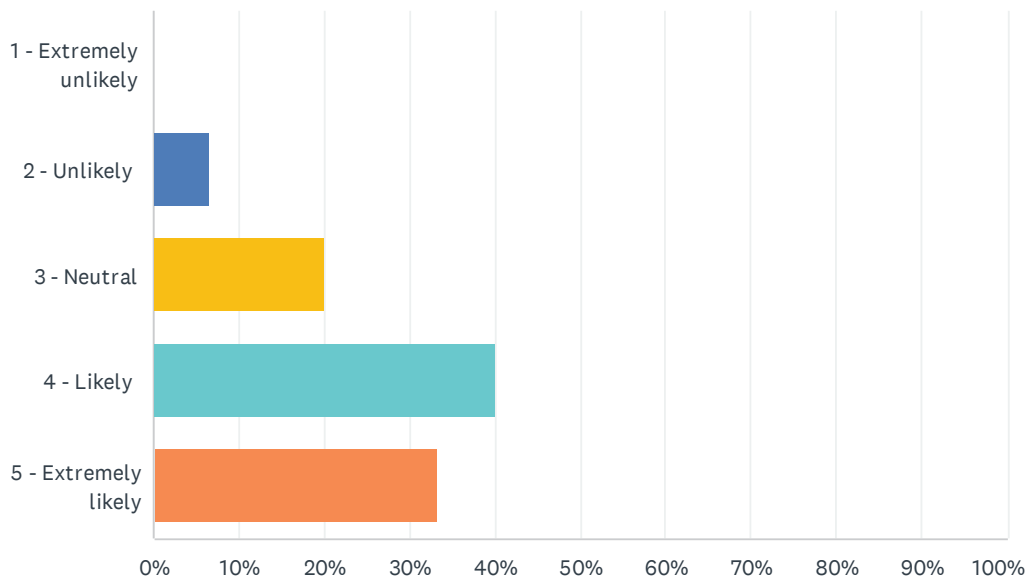
Answered: 45 Skipped: 2



ANSWER CHOICES	RESPONSES
1 - Extremely unlikely	2.22% 1
2 - Unlikely	11.11% 5
3 - Neutral	35.56% 16
4 - Likely	26.67% 12
5 - Extremely likely	24.44% 11
TOTAL	45

Q24 Improving the Physical Security of Pharmacies Look at ways to improve the physical security of pharmacies.

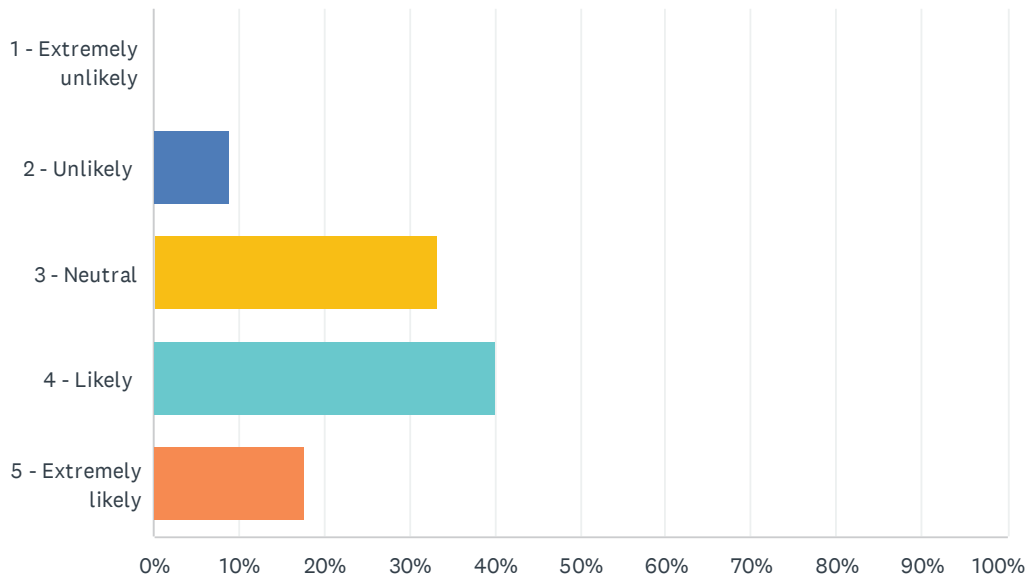
Answered: 45 Skipped: 2



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	0.00%	0
2 - Unlikely	6.67%	3
3 - Neutral	20.00%	9
4 - Likely	40.00%	18
5 - Extremely likely	33.33%	15
TOTAL		45

Q25 Pharmacy Intern Ratios Expand the number of interns that can work under the supervision of a pharmacist (currently 2:1).

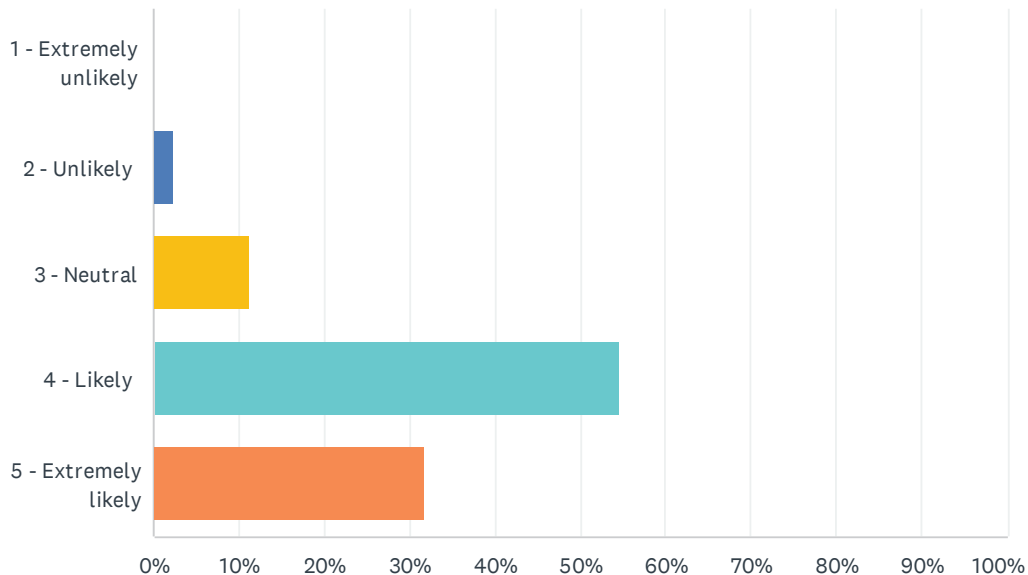
Answered: 45 Skipped: 2



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	0.00%	0
2 - Unlikely	8.89%	4
3 - Neutral	33.33%	15
4 - Likely	40.00%	18
5 - Extremely likely	17.78%	8
TOTAL		45

Q26 Automation and Technology Examine ways to utilize automation and technology to improve working conditions.

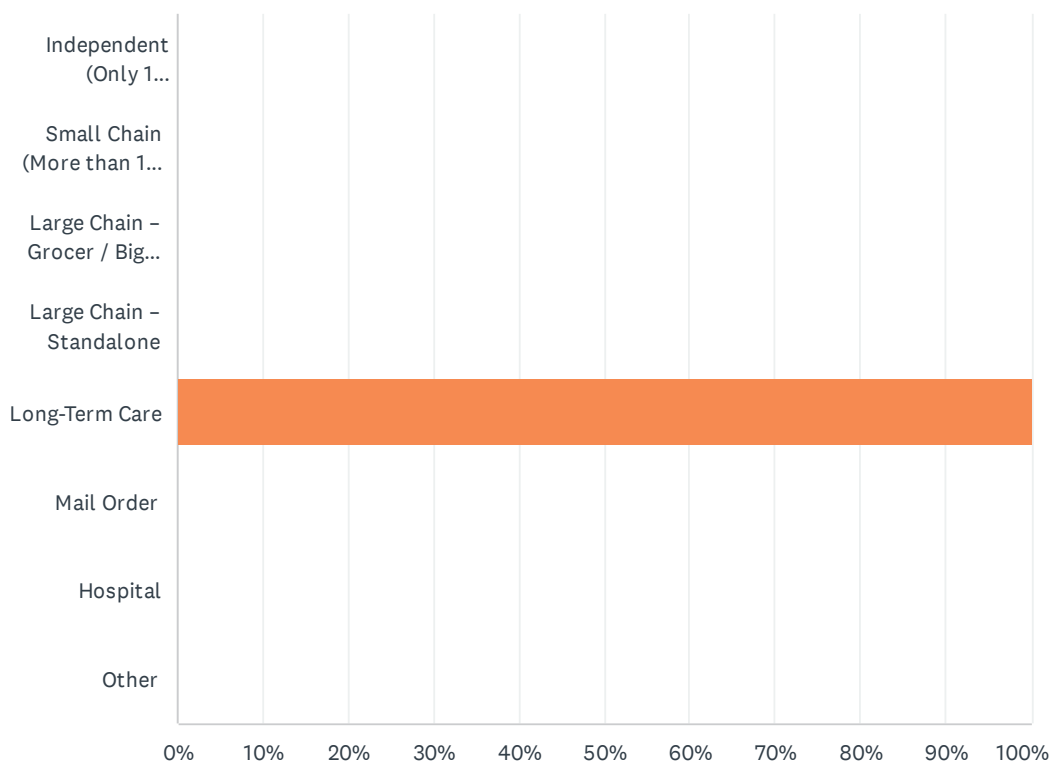
Answered: 44 Skipped: 3



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	0.00%	0
2 - Unlikely	2.27%	1
3 - Neutral	11.36%	5
4 - Likely	54.55%	24
5 - Extremely likely	31.82%	14
TOTAL		44

Q27 Please identify your primary practice setting:

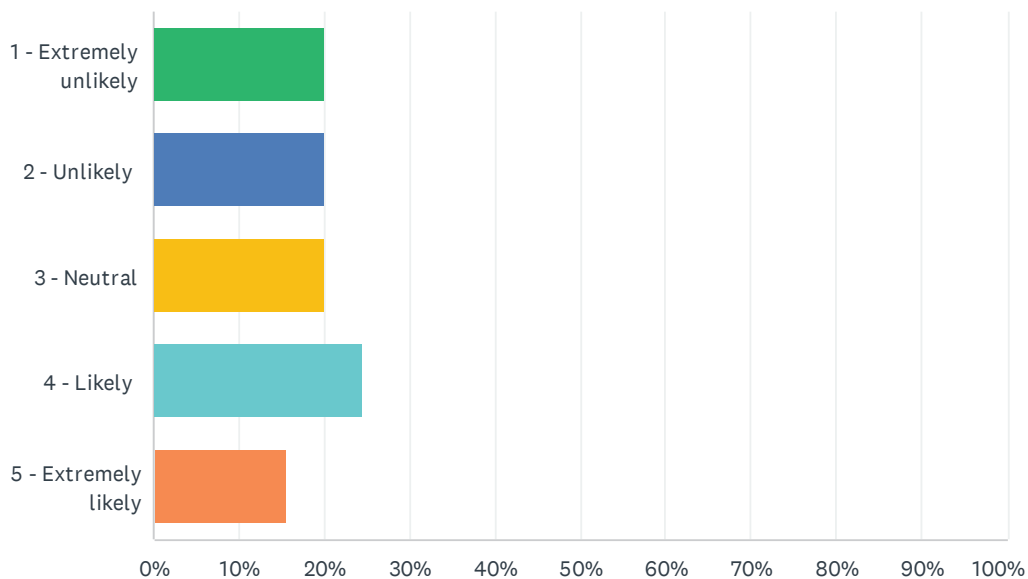
Answered: 47 Skipped: 0



ANSWER CHOICES	RESPONSES	
Independent (Only 1 location)	0.00%	0
Small Chain (More than 1, but less than 12 locations)	0.00%	0
Large Chain – Grocer / Big Box Store	0.00%	0
Large Chain – Standalone	0.00%	0
Long-Term Care	100.00%	47
Mail Order	0.00%	0
Hospital	0.00%	0
Other	0.00%	0
TOTAL		47

Q1 Expand Technician Scope of Practice – Immunizations Authorize the administration of immunizations and vaccines by pharmacy technicians that includes all approved ACIP-recommended vaccines for adults and children.

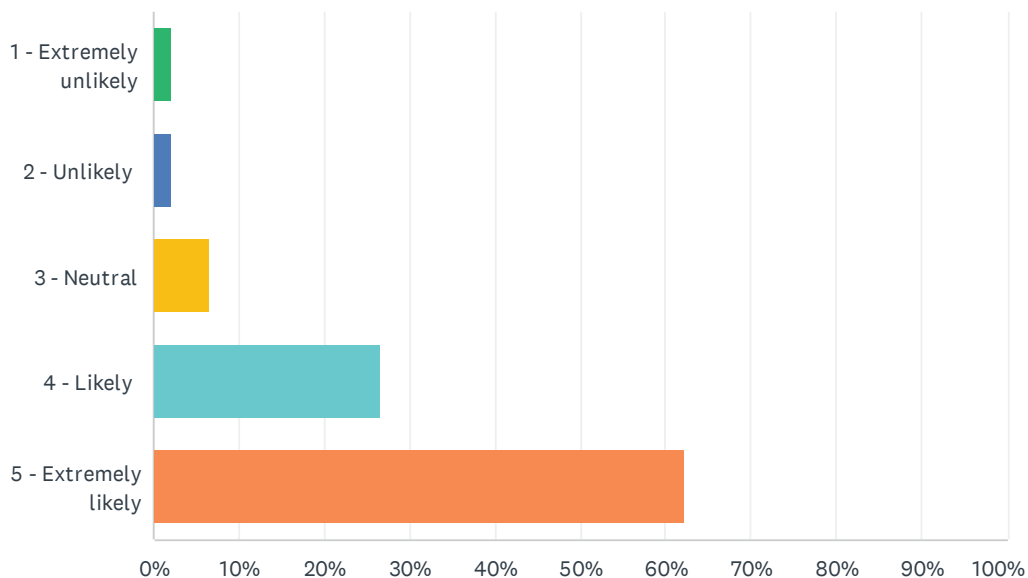
Answered: 45 Skipped: 0



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	20.00%	9
2 - Unlikely	20.00%	9
3 - Neutral	20.00%	9
4 - Likely	24.44%	11
5 - Extremely likely	15.56%	7
TOTAL		45

Q2 Mandatory Breaks/Rest Periods Require pharmacies to provide appropriate opportunities for uninterrupted rest periods and meal breaks to all staff.

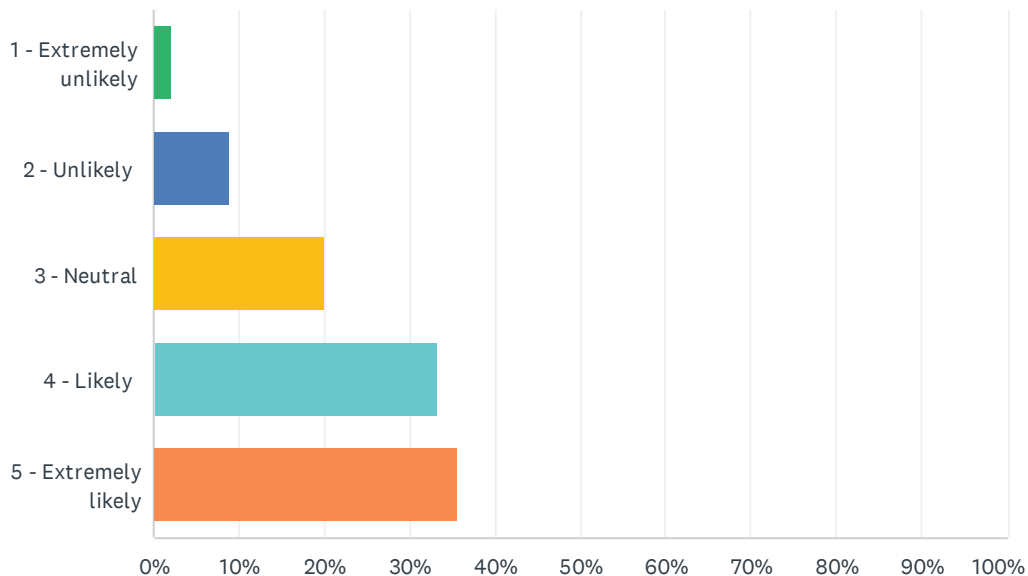
Answered: 45 Skipped: 0



ANSWER CHOICES	RESPONSES
1 - Extremely unlikely	2.22% 1
2 - Unlikely	2.22% 1
3 - Neutral	6.67% 3
4 - Likely	26.67% 12
5 - Extremely likely	62.22% 28
TOTAL	45

Q3 Improve Resources to Promote Technician Onboarding Board shall develop onboarding educational videos and other materials to facilitate onboarding of new technicians.

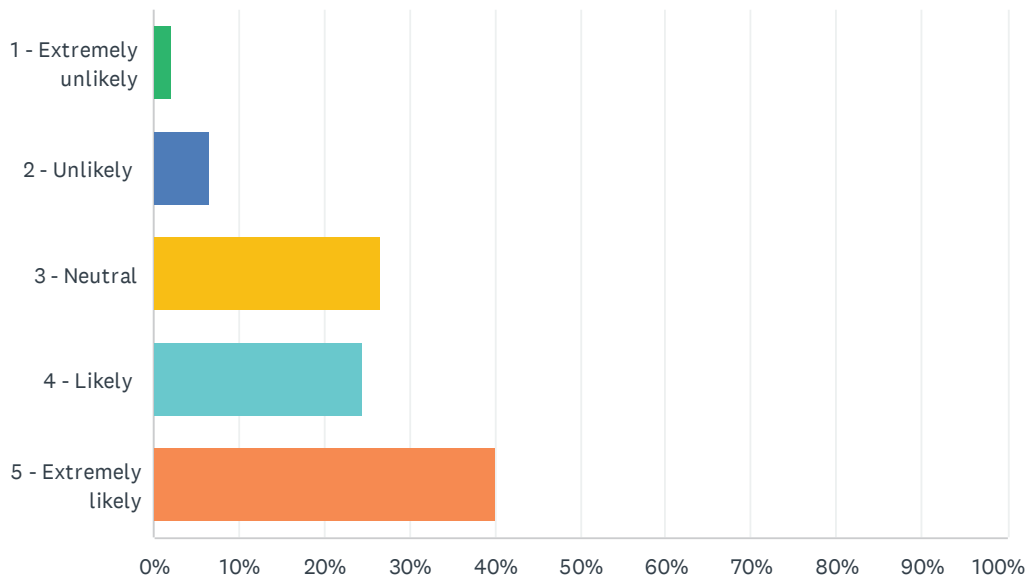
Answered: 45 Skipped: 0



ANSWER CHOICES	RESPONSES
1 - Extremely unlikely	2.22% 1
2 - Unlikely	8.89% 4
3 - Neutral	20.00% 9
4 - Likely	33.33% 15
5 - Extremely likely	35.56% 16
TOTAL	45

Q4 License Transferability Board shall develop and implement a process for technician reciprocity. NOTE: The Board implemented a technician reciprocity rule effective 4/1/22. For more information [CLICK HERE](#).

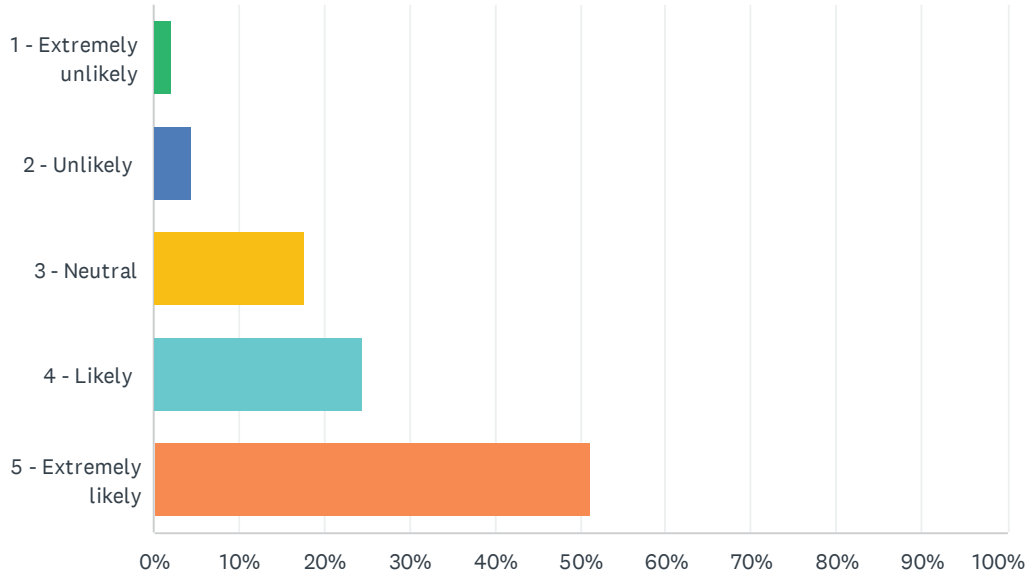
Answered: 45 Skipped: 0



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	2.22%	1
2 - Unlikely	6.67%	3
3 - Neutral	26.67%	12
4 - Likely	24.44%	11
5 - Extremely likely	40.00%	18
TOTAL		45

Q5 Improve Technician Training Resources Requiring pharmacies to have a dedicated staff member to train all new technicians. Staff person should be at the pharmacy or district level.

Answered: 45 Skipped: 0

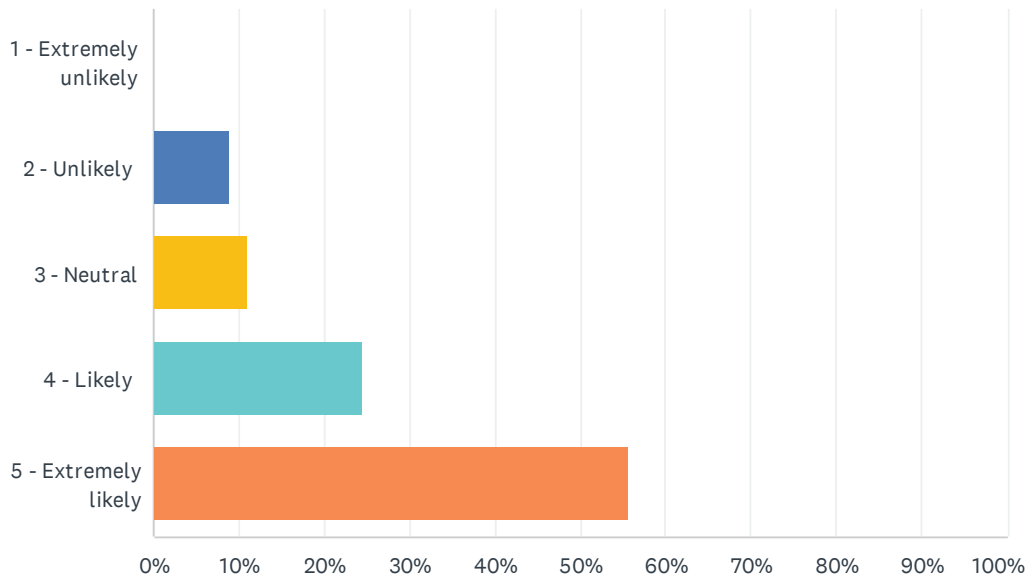


ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	2.22%	1
2 - Unlikely	4.44%	2
3 - Neutral	17.78%	8
4 - Likely	24.44%	11
5 - Extremely likely	51.11%	23
TOTAL		45

Q6 Staffing Plan Require each pharmacy’s responsible person to develop a staffing plan that establishes the appropriate number of pharmacy technicians and interns to pharmacist(s) on duty. The staffing plan shall ensure that the number of pharmacy technicians and interns on duty can be satisfactorily supervised by the pharmacist(s) on duty. The responsible person shall be able to increase staffing to operate a pharmacy in a safe and effective manner. In developing a staffing plan, the responsible person shall consider all the following:

- a. The volume of workload and the services provided by the pharmacy.
- b. The volume of prescriptions handled by staff to include:
 - i. Prescriptions filled, dispensed, and sold;
 - ii. Prescriptions placed on hold;
 - iii. Prescriptions returned to stock;
 - iv. Any other prescriptions metrics developed by the responsible person.
- c. Security needs of the pharmacy and pharmacy staff.
- d. Required closing or opening of certain touchpoints (drive-thru, vaccines, etc.). Provide autonomy to the on-duty pharmacist as part of the rule to close or open touchpoints.
- e. Number of staff and level of staff competency. The responsible person shall be able to increase staffing to operate a pharmacy in a safe and effective manner.

Answered: 45 Skipped: 0

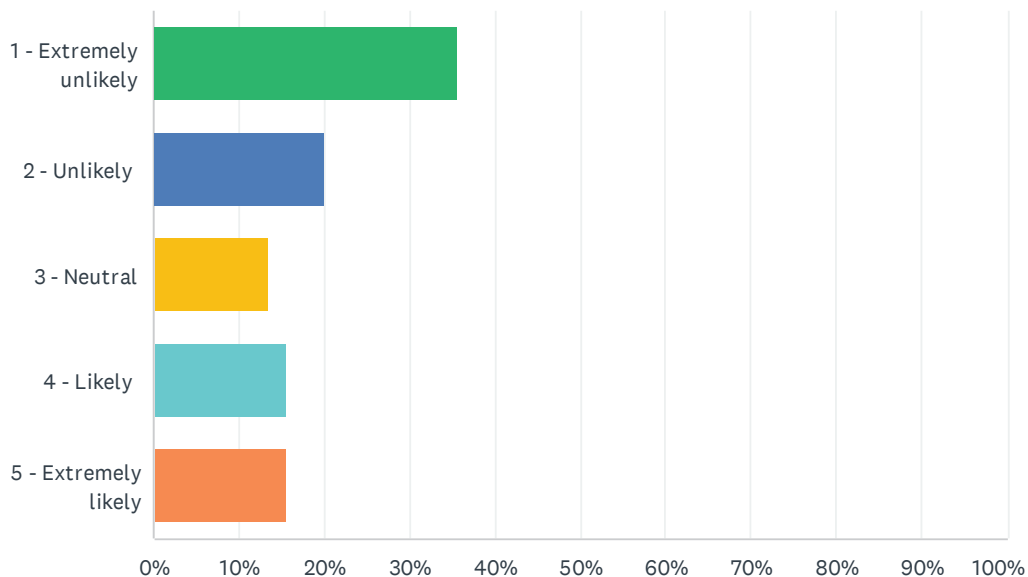


Pharmacist Workload Advisory Committee - Survey of Policy Options

ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	0.00%	0
2 - Unlikely	8.89%	4
3 - Neutral	11.11%	5
4 - Likely	24.44%	11
5 - Extremely likely	55.56%	25
TOTAL		45

Q7 Tech-Check-Tech Implementation of Tech-Check-Tech or technology assisted technician product verification.

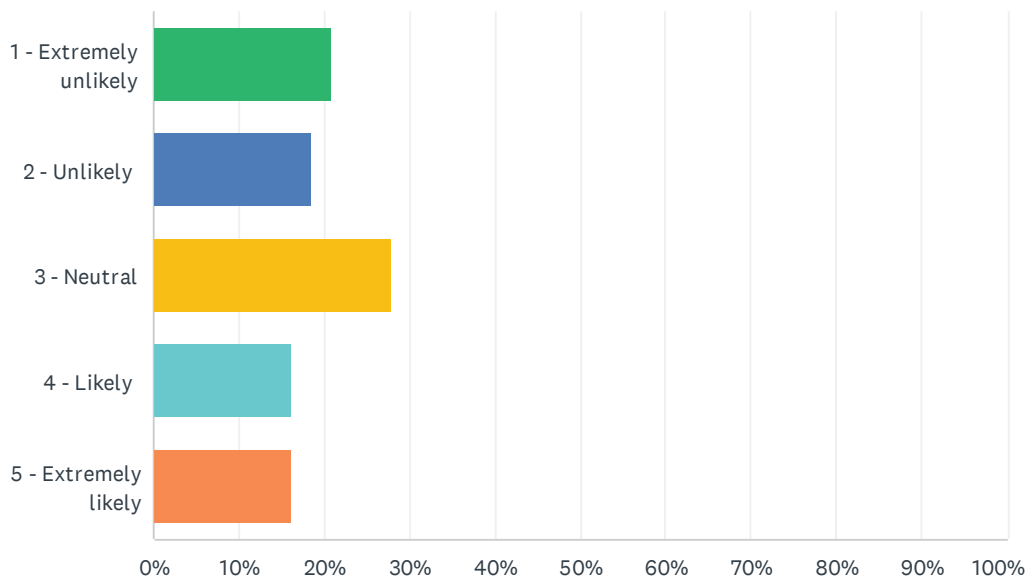
Answered: 45 Skipped: 0



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	35.56%	16
2 - Unlikely	20.00%	9
3 - Neutral	13.33%	6
4 - Likely	15.56%	7
5 - Extremely likely	15.56%	7
TOTAL		45

Q8 Expand Technician Scope of Practice – Order and Administration of Diagnostics Tests Change in the required current law/rule(s) regarding the authority to order and administer diagnostic tests. This should include diagnostic tests for COVID-19 and tests for COVID-19 antibodies. In addition, other FDA approved tests should be included in the amended law/rule(s). Also, the updated law/rule(s) should allow under the supervision of a pharmacist two additional work groups to the already allowed pharmacy intern and certified pharmacy technician. These additions are registered pharmacy technicians and pharmacy technician trainees.

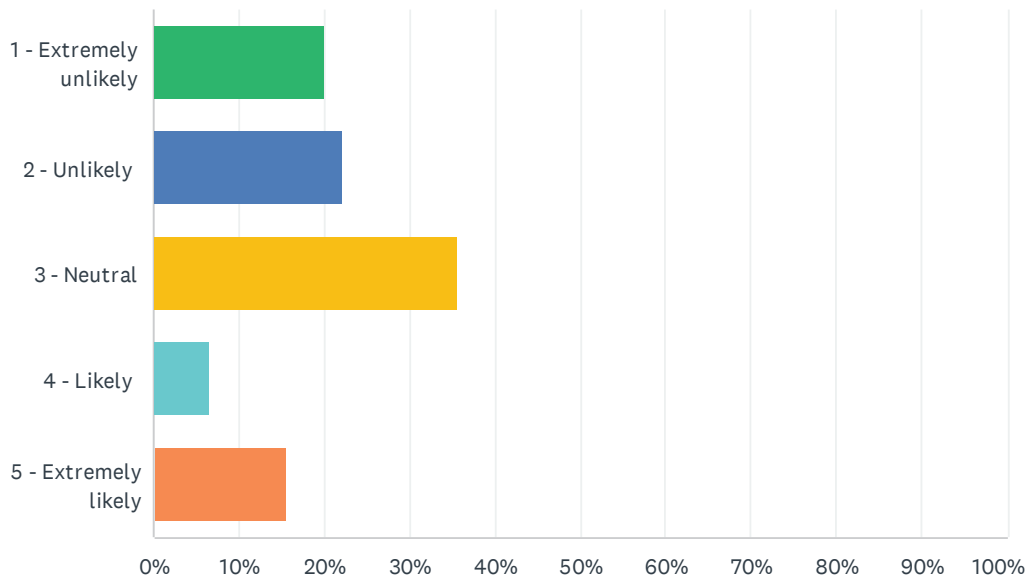
Answered: 43 Skipped: 2



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	20.93%	9
2 - Unlikely	18.60%	8
3 - Neutral	27.91%	12
4 - Likely	16.28%	7
5 - Extremely likely	16.28%	7
TOTAL		43

Q9 Expand Technician Scope of Practice – Drug Administration Develop permanent law/rule(s) to allow for pharmacy technicians to administer drugs in the state of Ohio. This would include at a minimum immunization, antipsychotic drugs, Hydroxyprogesterone caproate, Medroxyprogesterone acetate, and Cobalamin at least. This is currently allowed by law/rule for pharmacists in the state.

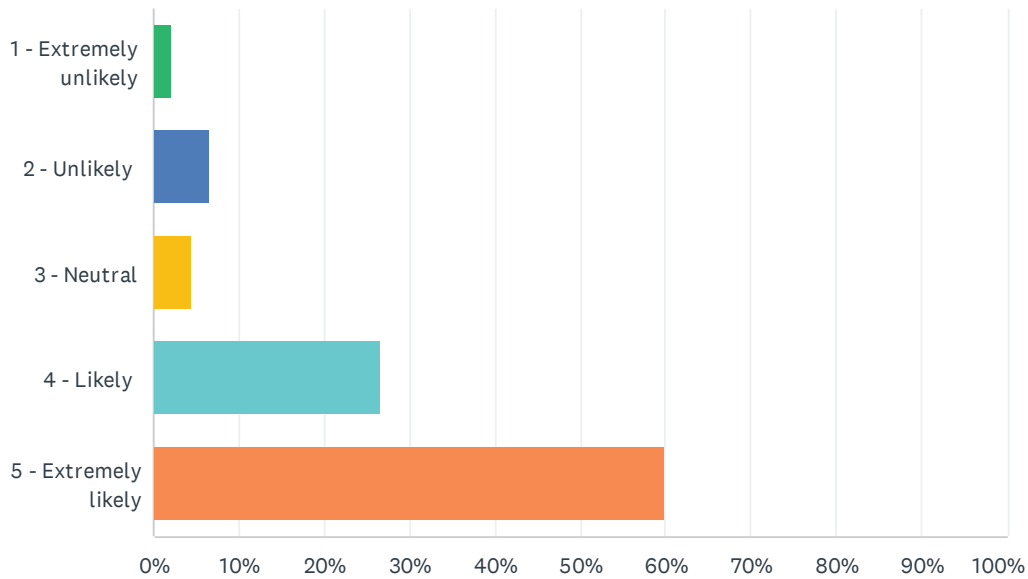
Answered: 45 Skipped: 0



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	20.00%	9
2 - Unlikely	22.22%	10
3 - Neutral	35.56%	16
4 - Likely	6.67%	3
5 - Extremely likely	15.56%	7
TOTAL		45

Q10 Managing Touchpoints Provide autonomy to the pharmacist on duty to shut down touchpoints and non-essential services if understaffed. Require ancillary staffing (support personnel and technicians) at each point of contact when the pharmacy is open. This must include drive-thru, drop-off, register, vaccinations, and a person dedicated to phones.

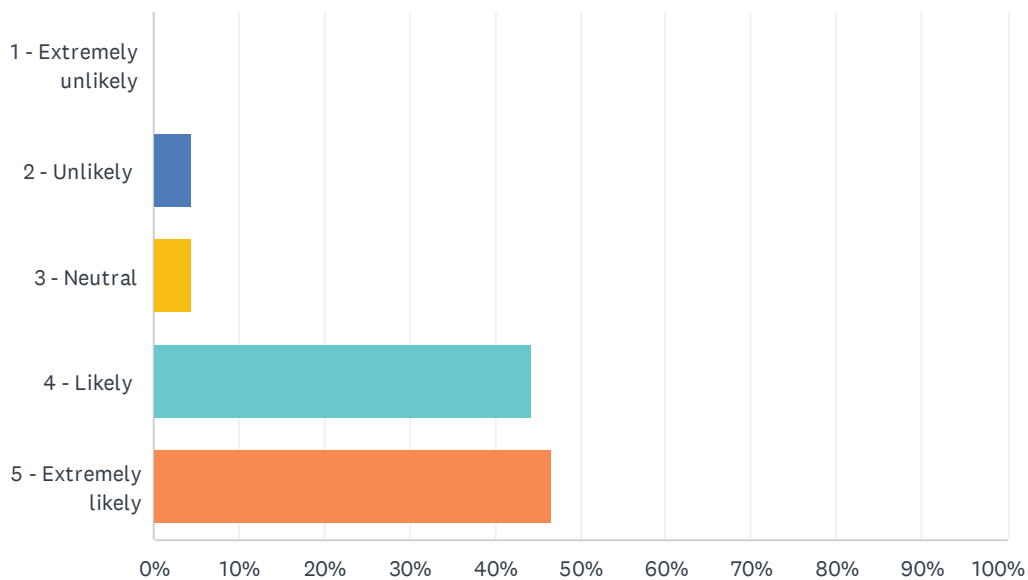
Answered: 45 Skipped: 0



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	2.22%	1
2 - Unlikely	6.67%	3
3 - Neutral	4.44%	2
4 - Likely	26.67%	12
5 - Extremely likely	60.00%	27
TOTAL		45

Q11 Working Conditions / Security Require any “open-door” pharmacy must operate with at least one technician and one pharmacist (or two pharmacists). Include exception for documented absence.

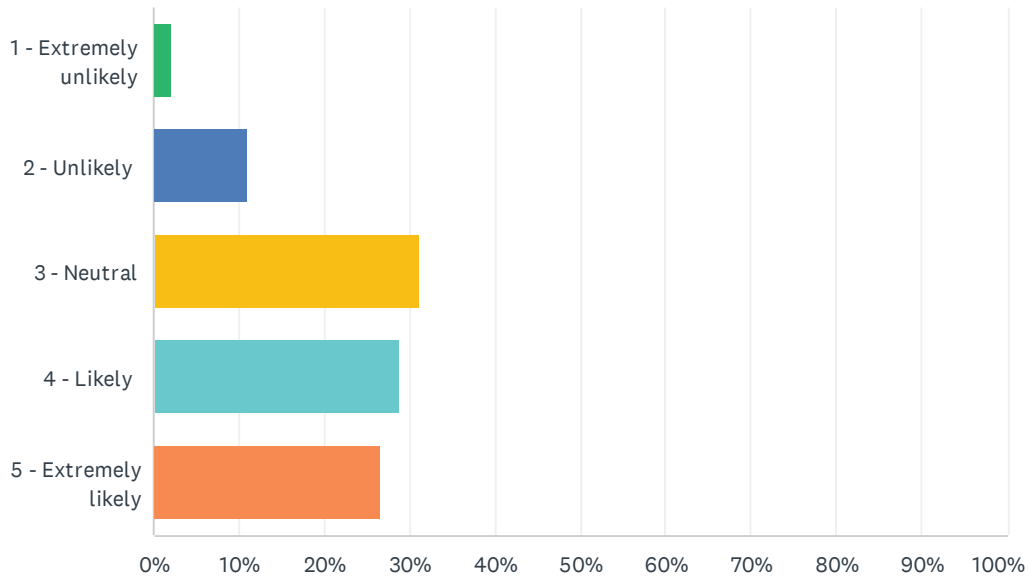
Answered: 45 Skipped: 0



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	0.00%	0
2 - Unlikely	4.44%	2
3 - Neutral	4.44%	2
4 - Likely	44.44%	20
5 - Extremely likely	46.67%	21
TOTAL		45

Q12 Career Technician Pathways We are adding more and more clinical services and responsibilities to the pharmacy technician position. Some employers are compensating accordingly while others are not. Since we cannot implement any rules or regulations involving pay, I feel it would help to somehow recognize our pharmacy technicians' additional certifications including immunizations, MTM, etc.

Answered: 45 Skipped: 0

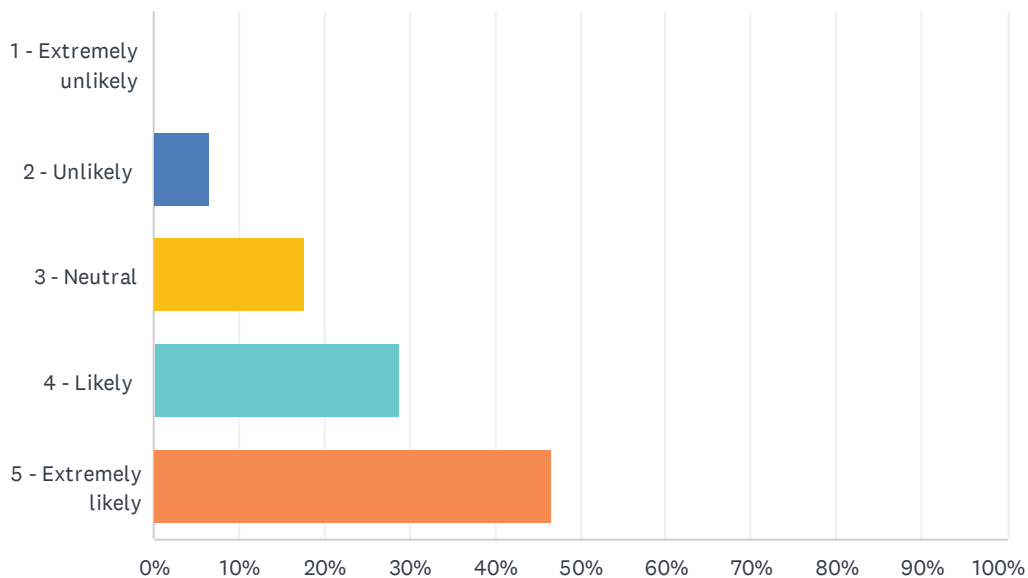


ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	2.22%	1
2 - Unlikely	11.11%	5
3 - Neutral	31.11%	14
4 - Likely	28.89%	13
5 - Extremely likely	26.67%	12
TOTAL		45

Q13 Report of Understaffing(A) Adequate staffing to safely dispense prescriptions is the responsibility of the pharmacy and the pharmacy's responsible person. If conditions exist that could cause prescriptions to be dispensed in an unsafe manner the pharmacy and the pharmacy's responsible person shall take action to correct the problem.(B) In order to ensure adequate staffing levels a staffing report form shall be available in each pharmacy. A copy of this form, when executed, will be given to the immediate supervisor and a copy must remain in the pharmacy for Board inspection. Such form shall include, but not be limited to the following:(1) Date and time the inadequate staffing occurred;(2) Number of prescriptions filled during this time frame;(3) Summary of events; and(4) Any comments or suggestions.(C) A pharmacist shall complete the staffing report form when:(1) A pharmacist is concerned regarding staffing due to:(a) inadequate number of support persons (cashiers, technicians, auxiliary supportive personnel, etc.); or,(b) excessive workload;(2) Filling out the form may enable management to make a better decision concerning staffing.(3) Any errors that occurred to the result of inadequate staffing.(D) The responsible person shall submit that form in a manner determined by the board. (E) Each pharmacy shall review completed staffing reports and address any issues listed as well as document any corrective action taken or justification for inaction to assure continual self-improvement. If the issue is not staffing related, measures taken to address the issue should be described.(F) Each pharmacy shall retain completed staffing reports on-site in a readily retrievable manner for at least three years from the date of creation.

Answered: 45 Skipped: 0

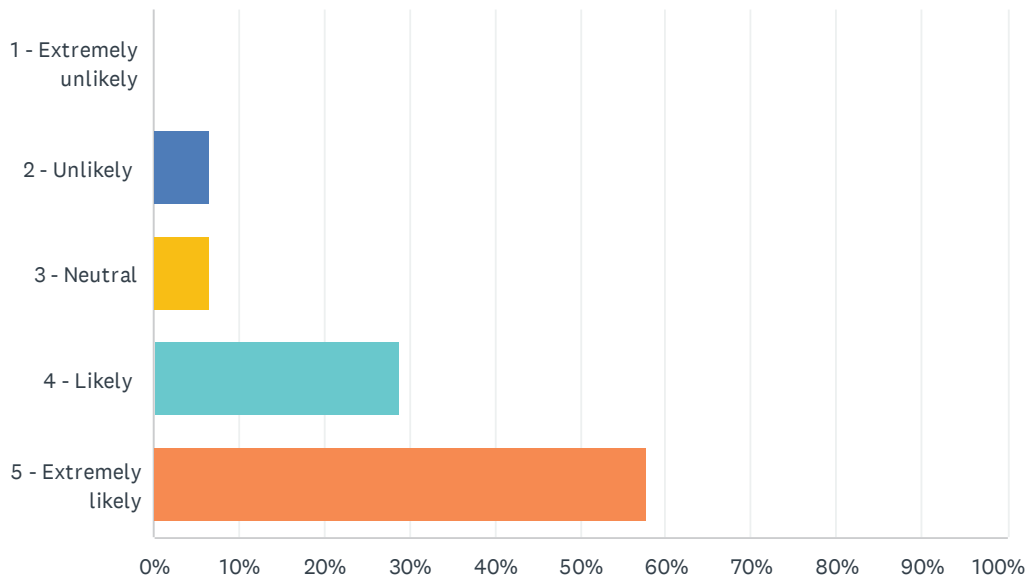
Pharmacist Workload Advisory Committee - Survey of Policy Options



ANSWER CHOICES	RESPONSES
1 - Extremely unlikely	0.00% 0
2 - Unlikely	6.67% 3
3 - Neutral	17.78% 8
4 - Likely	28.89% 13
5 - Extremely likely	46.67% 21
TOTAL	45

Q14 Limits on Hours WorkedA pharmacy shall not require a pharmacist or pharmacy technician to work longer than twelve (12) hours per twenty-four (24) hour period. A pharmacist/technician working longer than six (6) continuous hours per 24-hour period must be permitted a thirty-minute meal break. Signage indicating the pharmacy hours of operation, including the meal break, must be displayed in a location readily visible to the public.

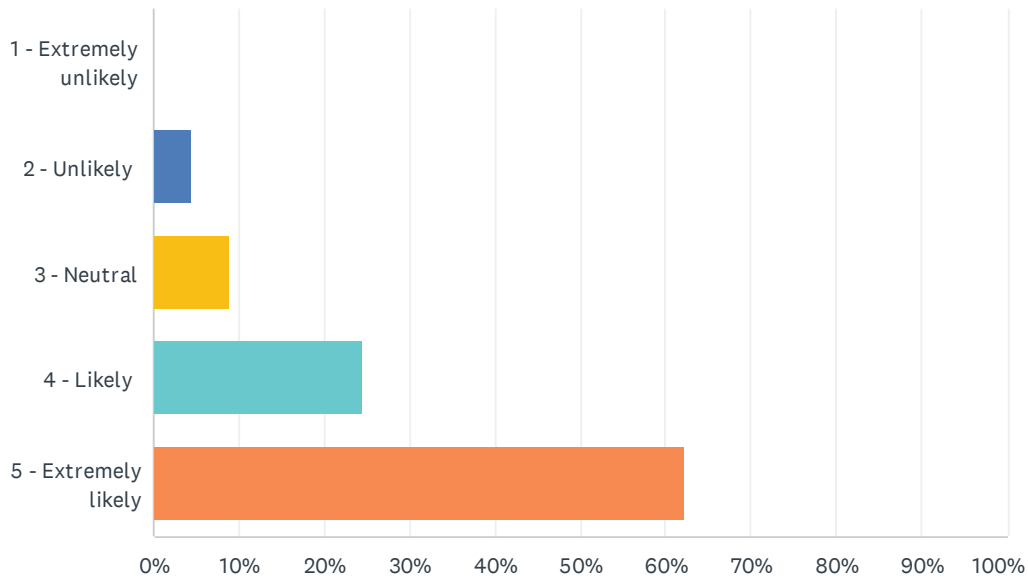
Answered: 45 Skipped: 0



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	0.00%	0
2 - Unlikely	6.67%	3
3 - Neutral	6.67%	3
4 - Likely	28.89%	13
5 - Extremely likely	57.78%	26
TOTAL		45

Q15 Mandatory Dark Hours Require “open door” pharmacies to operate dark hours that allow for staff to prepare and catch up on their work without any interruptions. This will allow pharmacies to operate more efficiently and safely and help minimize distractions when engaged in activities requiring greater concentration.

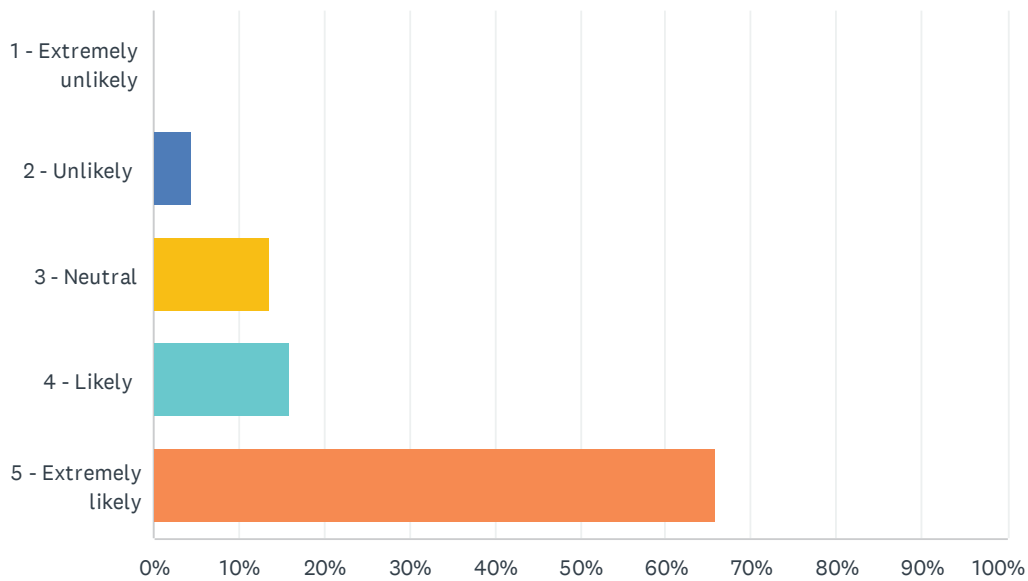
Answered: 45 Skipped: 0



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	0.00%	0
2 - Unlikely	4.44%	2
3 - Neutral	8.89%	4
4 - Likely	24.44%	11
5 - Extremely likely	62.22%	28
TOTAL		45

Q16 Metrics Eliminate Job impacting metrics that compromise safety and integrity of the profession. Pharmacists and technicians should not be financially impacted, or job performance impacted to meet corporate metrics around speed and time to fulfillment. Accuracy should be allowed as a metric. Prohibit metrics related to the volume of services provided.

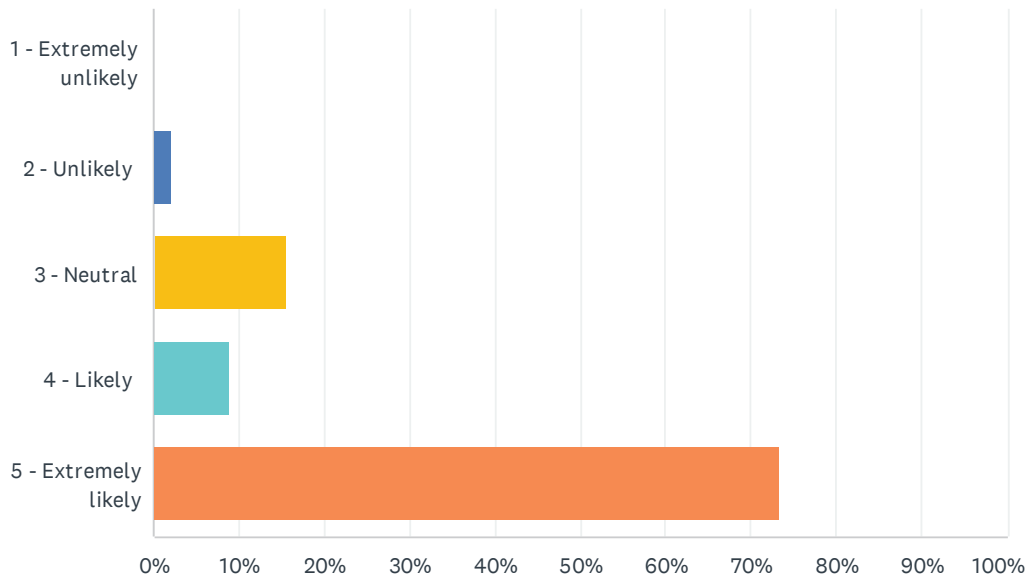
Answered: 44 Skipped: 1



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	0.00%	0
2 - Unlikely	4.55%	2
3 - Neutral	13.64%	6
4 - Likely	15.91%	7
5 - Extremely likely	65.91%	29
TOTAL		44

Q17 Elimination of Cold Call Lists Eliminate required cold call lists.

Answered: 45 Skipped: 0

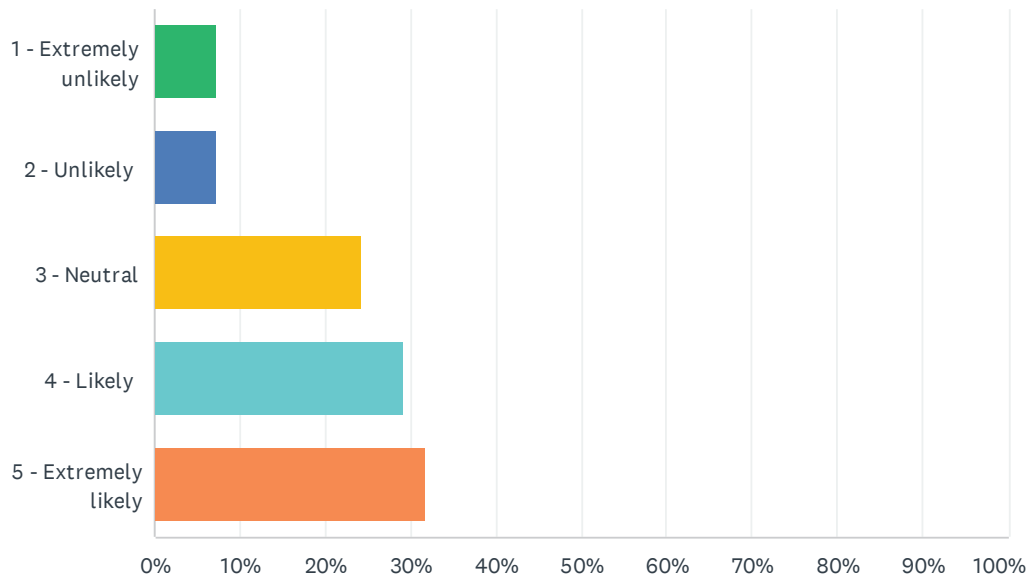


ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	0.00%	0
2 - Unlikely	2.22%	1
3 - Neutral	15.56%	7
4 - Likely	8.89%	4
5 - Extremely likely	73.33%	33
TOTAL		45

Q18 Alabama Rule - Supervising Pharmacist There is a growing discussion among pharmacy boards throughout the country about workload conditions in pharmacy. In that discussion, there are many issues contributing to workplace dissatisfaction. It is important to understand that issues related to dissatisfaction in workplace conditions may not fall under the authority of any board of pharmacy unless it involves an adverse result to the safety of patients. One concern of dissatisfaction addresses board of pharmacy disciplinary actions and the focus on the individual licensee and not on the permit or the root cause. The Board has several actions that do address the root cause as well as the permit. Board Rule 680-X-2-.12 Supervising Pharmacist specifically states: If the actions of the permit holder have deemed to contribute to or cause a violation of any provision of this section, the Board may hold the permit holder responsible and/or absolve the supervising pharmacist from the responsibility of that action. In addition, it is a violation of this rule for any person to subvert the authority of the supervising pharmacist by impeding the management of any pharmacy in relation to compliance with federal and state drug or pharmacy laws and regulations. Any such act(s) may result in charges being filed against the permit holder. To fully understand the impact of the above-cited section, it should be read with the following sections of 680-X-2-.22 Code of Professional Conduct in mind. (2) (a) A pharmacist and a pharmacy should hold the health and safety of patients to be of first consideration and should render to each patient the full measure of professional ability as an essential health practitioner. (2) (f) A pharmacist and a pharmacy should not agree to practice under terms or conditions that interfere with or impair the proper exercise of professional judgment and skill, that cause a deterioration of the quality of professional services, or that require consent to unethical conduct.)

Answered: 41 Skipped: 4

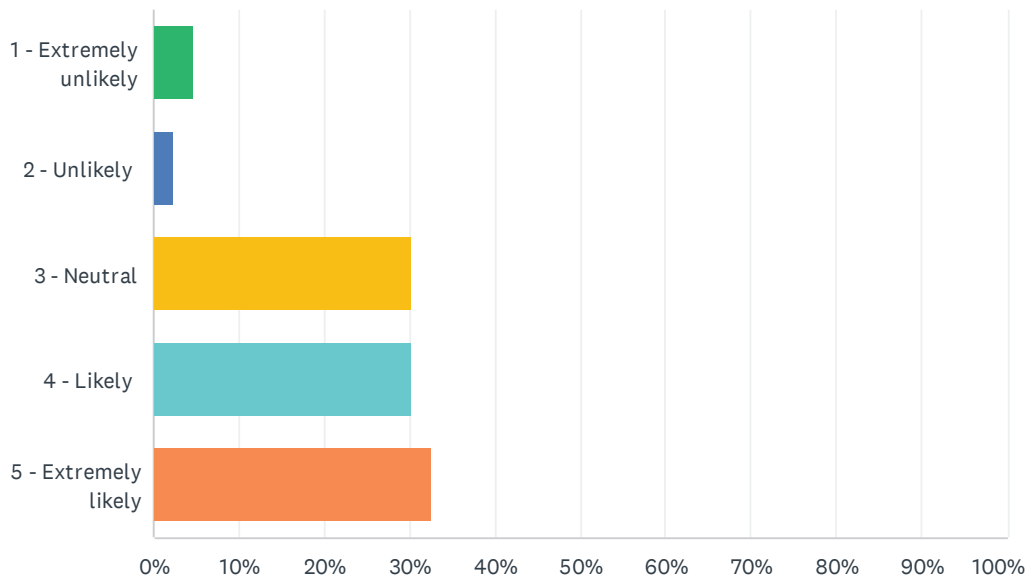
Pharmacist Workload Advisory Committee - Survey of Policy Options



ANSWER CHOICES	RESPONSES
1 - Extremely unlikely	7.32% 3
2 - Unlikely	7.32% 3
3 - Neutral	24.39% 10
4 - Likely	29.27% 12
5 - Extremely likely	31.71% 13
TOTAL	41

Q19 Pharmacy Benefit Managers The Board should ensure that its rules cannot be utilized by pharmacy benefit managers and insurers to initiate clawbacks.

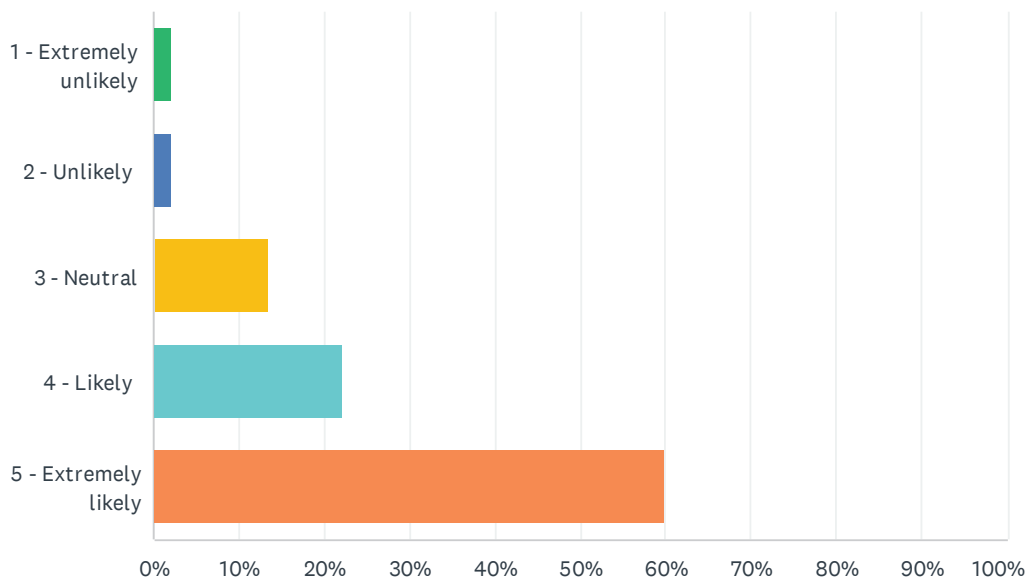
Answered: 43 Skipped: 2



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	4.65%	2
2 - Unlikely	2.33%	1
3 - Neutral	30.23%	13
4 - Likely	30.23%	13
5 - Extremely likely	32.56%	14
TOTAL		43

Q20 Improve Quality of Electronic Prescribing Develop a process to regulate electronic prescription transmission systems to improve quality and standardize format.

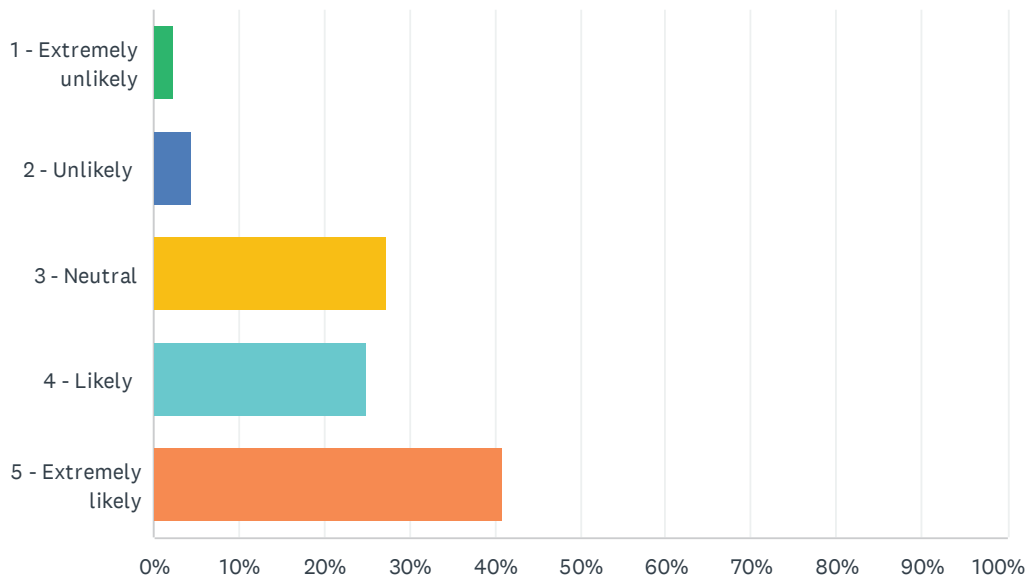
Answered: 45 Skipped: 0



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	2.22%	1
2 - Unlikely	2.22%	1
3 - Neutral	13.33%	6
4 - Likely	22.22%	10
5 - Extremely likely	60.00%	27
TOTAL		45

Q21 Authorizing Pharmacists to Prescribe Drug Devices Permit pharmacists to prescribe drug devices necessary to dispense a prescription.

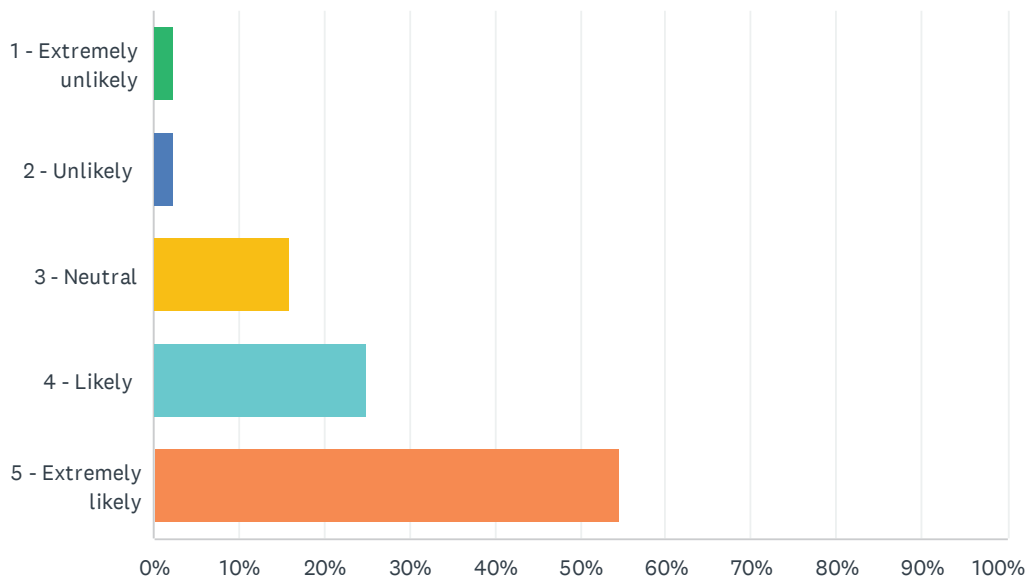
Answered: 44 Skipped: 1



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	2.27%	1
2 - Unlikely	4.55%	2
3 - Neutral	27.27%	12
4 - Likely	25.00%	11
5 - Extremely likely	40.91%	18
TOTAL		44

Q22 Eliminating Manual Logs Review Board rules to reduce the use of paper logs.

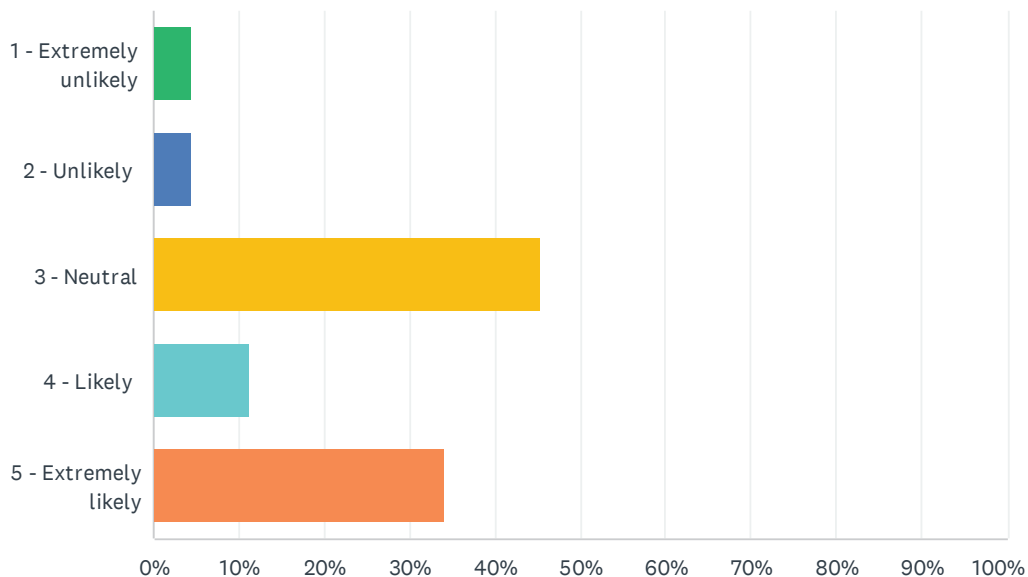
Answered: 44 Skipped: 1



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	2.27%	1
2 - Unlikely	2.27%	1
3 - Neutral	15.91%	7
4 - Likely	25.00%	11
5 - Extremely likely	54.55%	24
TOTAL		44

Q23 Change of Responsible Person Requirements Extend notification requirement of the responsible person from 10 to 30 days.

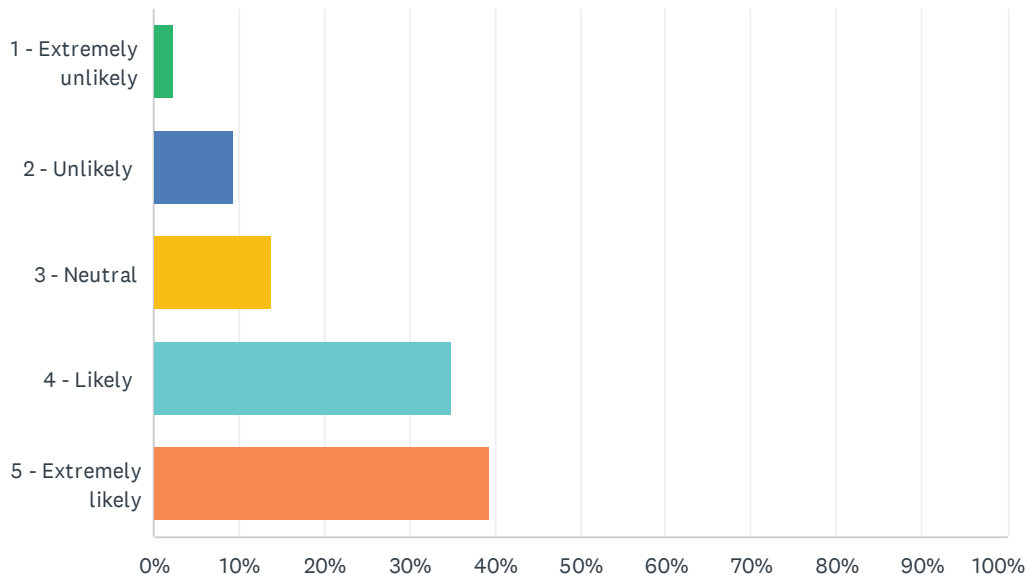
Answered: 44 Skipped: 1



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	4.55%	2
2 - Unlikely	4.55%	2
3 - Neutral	45.45%	20
4 - Likely	11.36%	5
5 - Extremely likely	34.09%	15
TOTAL		44

Q24 Improving the Physical Security of Pharmacies Look at ways to improve the physical security of pharmacies.

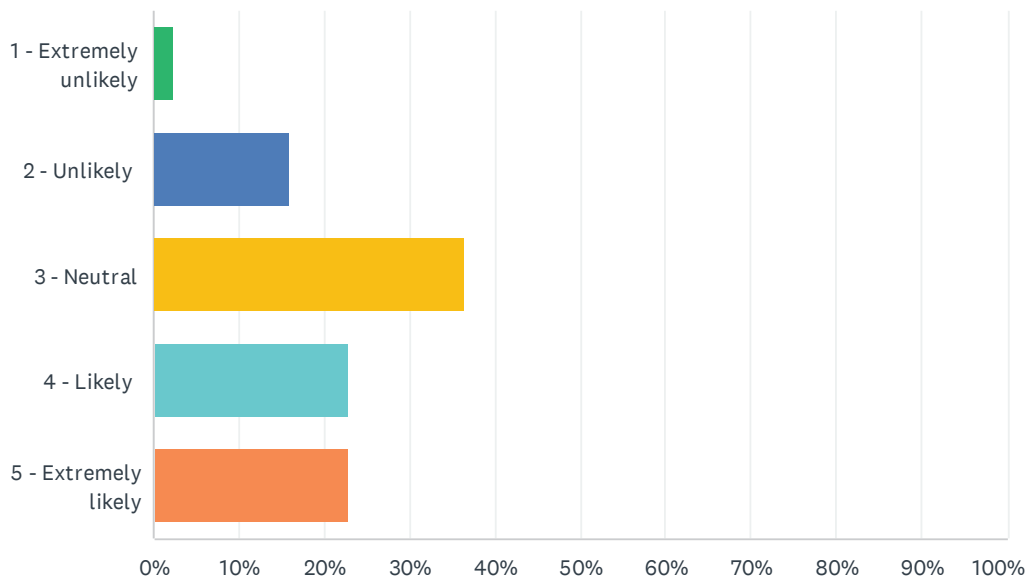
Answered: 43 Skipped: 2



ANSWER CHOICES	RESPONSES
1 - Extremely unlikely	2.33% 1
2 - Unlikely	9.30% 4
3 - Neutral	13.95% 6
4 - Likely	34.88% 15
5 - Extremely likely	39.53% 17
TOTAL	43

Q25 Pharmacy Intern Ratios Expand the number of interns that can work under the supervision of a pharmacist (currently 2:1).

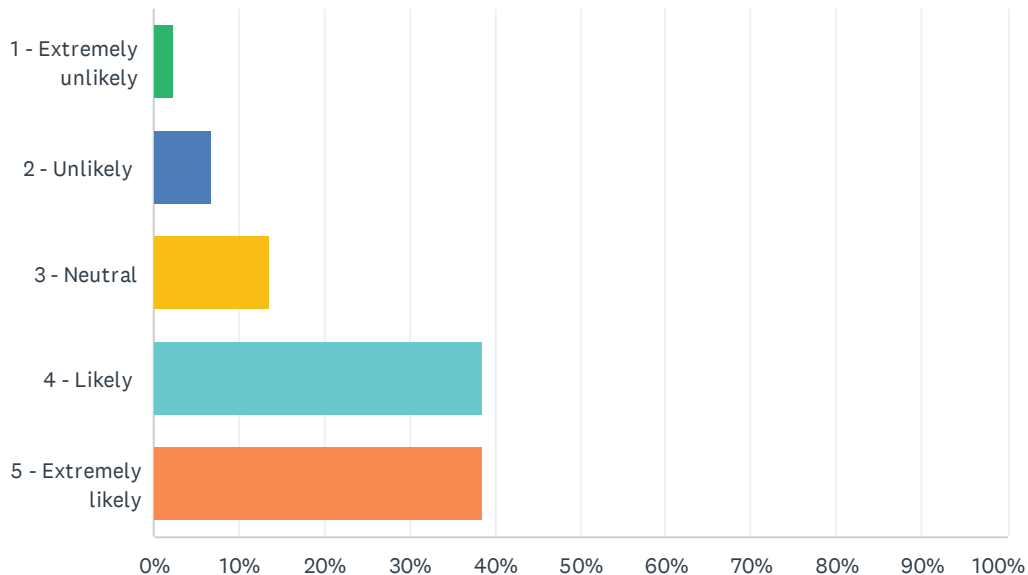
Answered: 44 Skipped: 1



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	2.27%	1
2 - Unlikely	15.91%	7
3 - Neutral	36.36%	16
4 - Likely	22.73%	10
5 - Extremely likely	22.73%	10
TOTAL		44

Q26 Automation and Technology Examine ways to utilize automation and technology to improve working conditions.

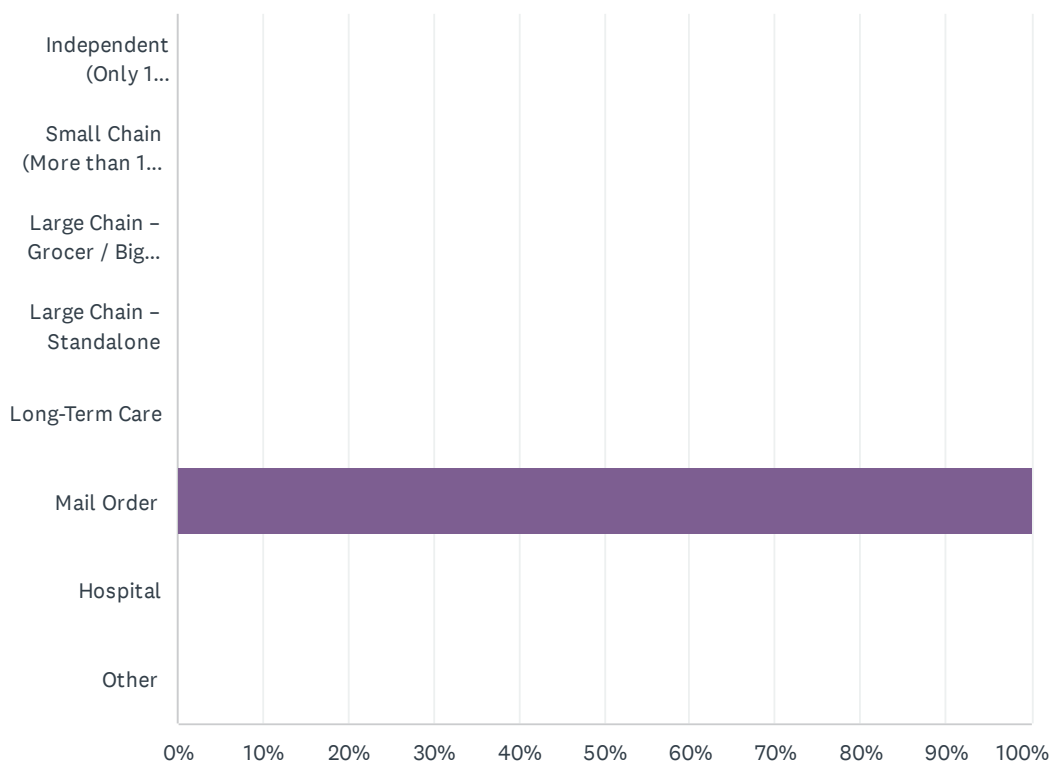
Answered: 44 Skipped: 1



ANSWER CHOICES	RESPONSES
1 - Extremely unlikely	2.27% 1
2 - Unlikely	6.82% 3
3 - Neutral	13.64% 6
4 - Likely	38.64% 17
5 - Extremely likely	38.64% 17
TOTAL	44

Q27 Please identify your primary practice setting:

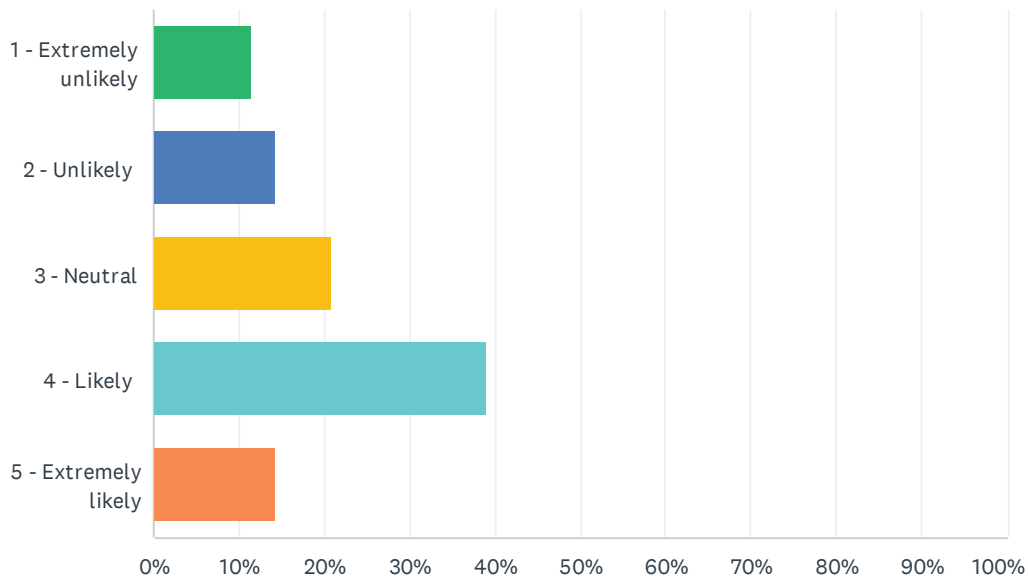
Answered: 45 Skipped: 0



ANSWER CHOICES	RESPONSES	
Independent (Only 1 location)	0.00%	0
Small Chain (More than 1, but less than 12 locations)	0.00%	0
Large Chain – Grocer / Big Box Store	0.00%	0
Large Chain – Standalone	0.00%	0
Long-Term Care	0.00%	0
Mail Order	100.00%	45
Hospital	0.00%	0
Other	0.00%	0
TOTAL		45

Q1 Expand Technician Scope of Practice – Immunizations Authorize the administration of immunizations and vaccines by pharmacy technicians that includes all approved ACIP-recommended vaccines for adults and children.

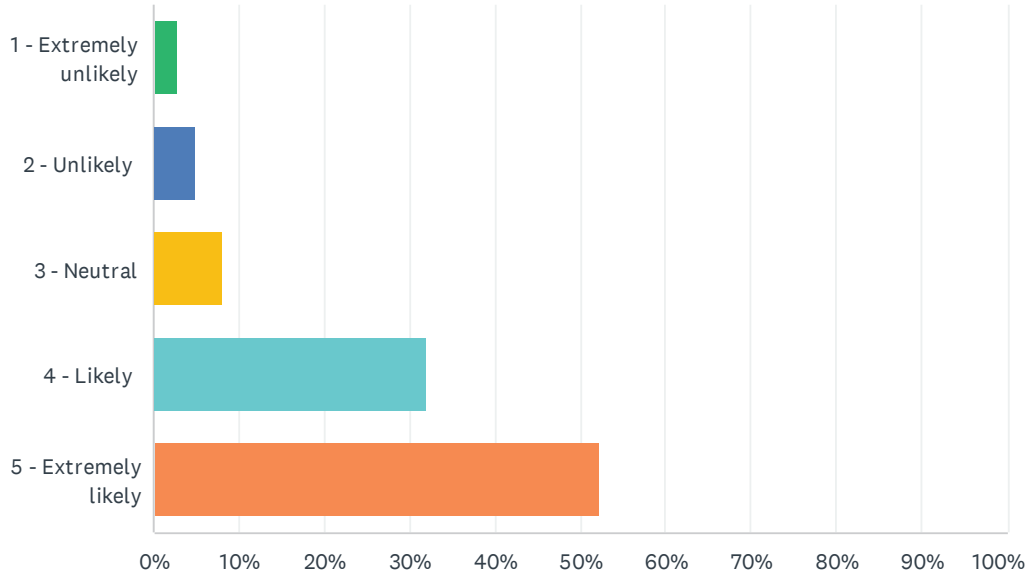
Answered: 182 Skipped: 3



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	11.54%	21
2 - Unlikely	14.29%	26
3 - Neutral	20.88%	38
4 - Likely	39.01%	71
5 - Extremely likely	14.29%	26
TOTAL		182

Q2 Mandatory Breaks/Rest Periods Require pharmacies to provide appropriate opportunities for uninterrupted rest periods and meal breaks to all staff.

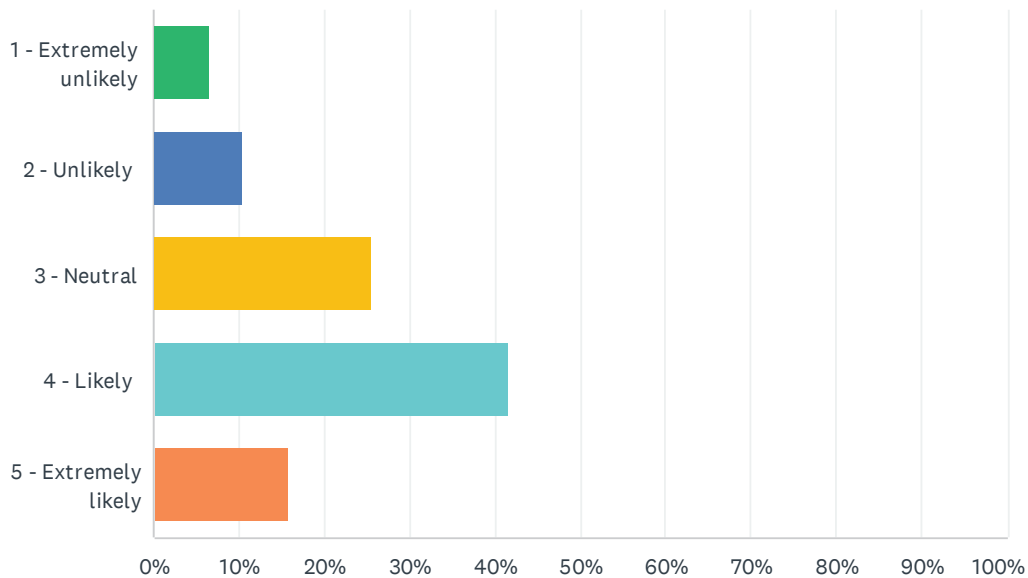
Answered: 184 Skipped: 1



ANSWER CHOICES	RESPONSES
1 - Extremely unlikely	2.72% 5
2 - Unlikely	4.89% 9
3 - Neutral	8.15% 15
4 - Likely	32.07% 59
5 - Extremely likely	52.17% 96
TOTAL	184

Q3 Improve Resources to Promote Technician Onboarding Board shall develop onboarding educational videos and other materials to facilitate onboarding of new technicians.

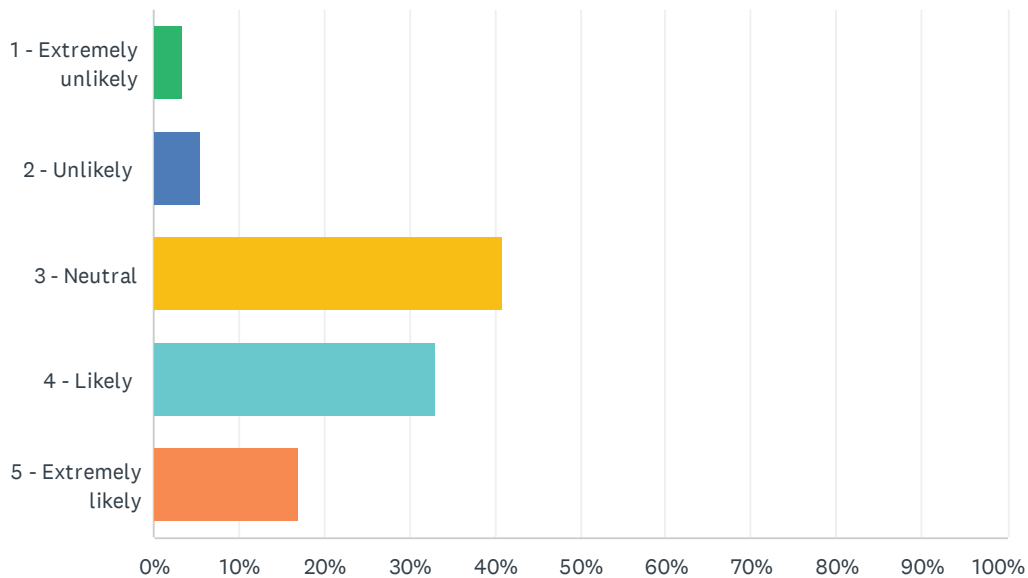
Answered: 183 Skipped: 2



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	6.56%	12
2 - Unlikely	10.38%	19
3 - Neutral	25.68%	47
4 - Likely	41.53%	76
5 - Extremely likely	15.85%	29
TOTAL		183

Q4 License Transferability Board shall develop and implement a process for technician reciprocity. NOTE: The Board implemented a technician reciprocity rule effective 4/1/22. For more information [CLICK HERE](#).

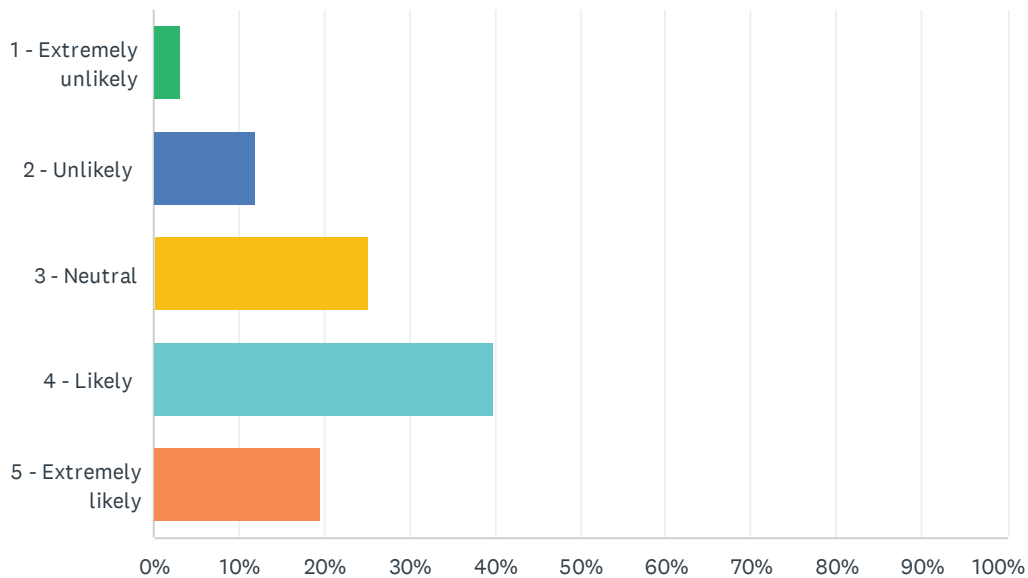
Answered: 181 Skipped: 4



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	3.31%	6
2 - Unlikely	5.52%	10
3 - Neutral	40.88%	74
4 - Likely	33.15%	60
5 - Extremely likely	17.13%	31
TOTAL		181

Q5 Improve Technician Training Resources Requiring pharmacies to have a dedicated staff member to train all new technicians. Staff person should be at the pharmacy or district level.

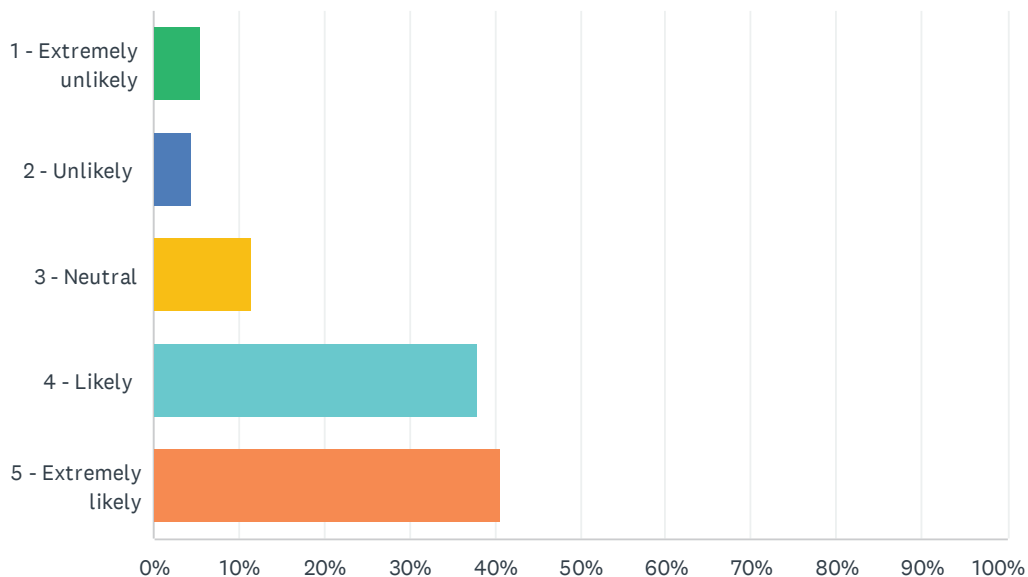
Answered: 183 Skipped: 2



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	3.28%	6
2 - Unlikely	12.02%	22
3 - Neutral	25.14%	46
4 - Likely	39.89%	73
5 - Extremely likely	19.67%	36
TOTAL		183

Q6 Staffing Plan Require each pharmacy’s responsible person to develop a staffing plan that establishes the appropriate number of pharmacy technicians and interns to pharmacist(s) on duty. The staffing plan shall ensure that the number of pharmacy technicians and interns on duty can be satisfactorily supervised by the pharmacist(s) on duty. The responsible person shall be able to increase staffing to operate a pharmacy in a safe and effective manner. In developing a staffing plan, the responsible person shall consider all the following: a. The volume of workload and the services provided by the pharmacy. b. The volume of prescriptions handled by staff to include: i. Prescriptions filled, dispensed, and sold; ii. Prescriptions placed on hold; iii. Prescriptions returned to stock; iv. Any other prescriptions metrics developed by the responsible person. c. Security needs of the pharmacy and pharmacy staff. d. Required closing or opening of certain touchpoints (drive-thru, vaccines, etc.). Provide autonomy to the on-duty pharmacist as part of the rule to close or open touchpoints. e. Number of staff and level of staff competency. The responsible person shall be able to increase staffing to operate a pharmacy in a safe and effective manner.

Answered: 182 Skipped: 3

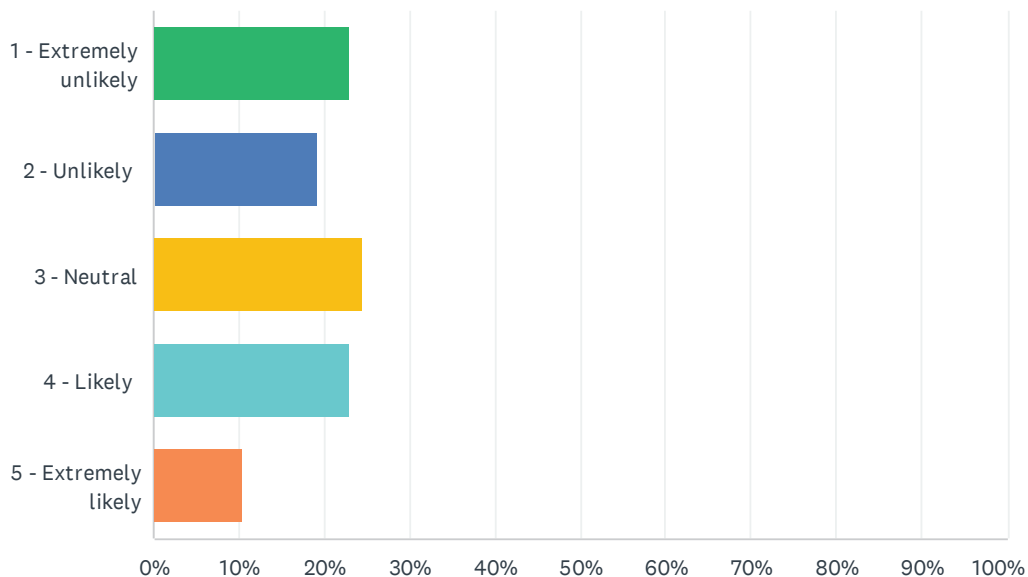


Pharmacist Workload Advisory Committee - Survey of Policy Options

ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	5.49%	10
2 - Unlikely	4.40%	8
3 - Neutral	11.54%	21
4 - Likely	37.91%	69
5 - Extremely likely	40.66%	74
TOTAL		182

Q7 Tech-Check-Tech Implementation of Tech-Check-Tech or technology assisted technician product verification.

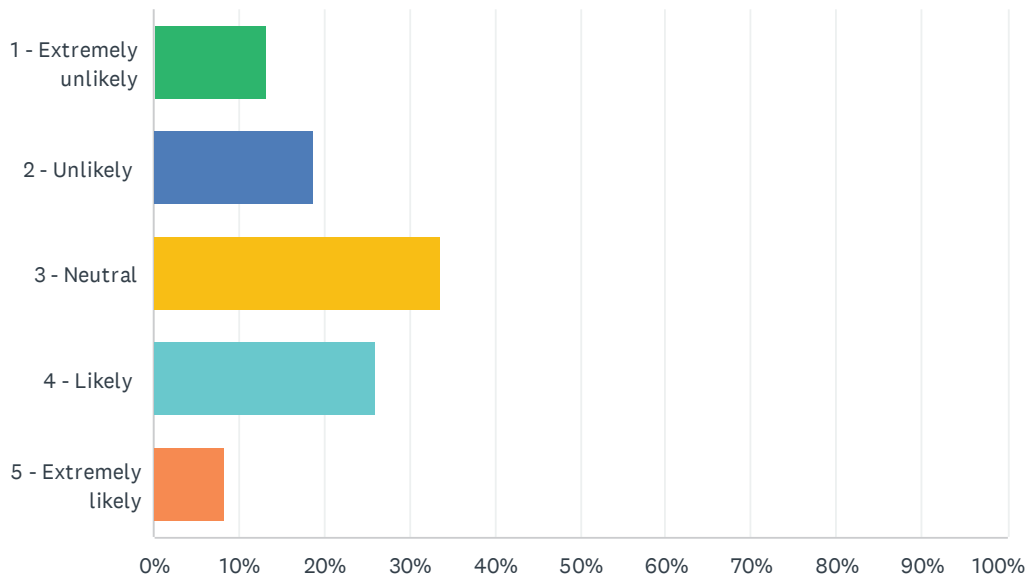
Answered: 183 Skipped: 2



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	22.95%	42
2 - Unlikely	19.13%	35
3 - Neutral	24.59%	45
4 - Likely	22.95%	42
5 - Extremely likely	10.38%	19
TOTAL		183

Q8 Expand Technician Scope of Practice – Order and Administration of Diagnostics Tests Change in the required current law/rule(s) regarding the authority to order and administer diagnostic tests. This should include diagnostic tests for COVID-19 and tests for COVID-19 antibodies. In addition, other FDA approved tests should be included in the amended law/rule(s). Also, the updated law/rule(s) should allow under the supervision of a pharmacist two additional work groups to the already allowed pharmacy intern and certified pharmacy technician. These additions are registered pharmacy technicians and pharmacy technician trainees.

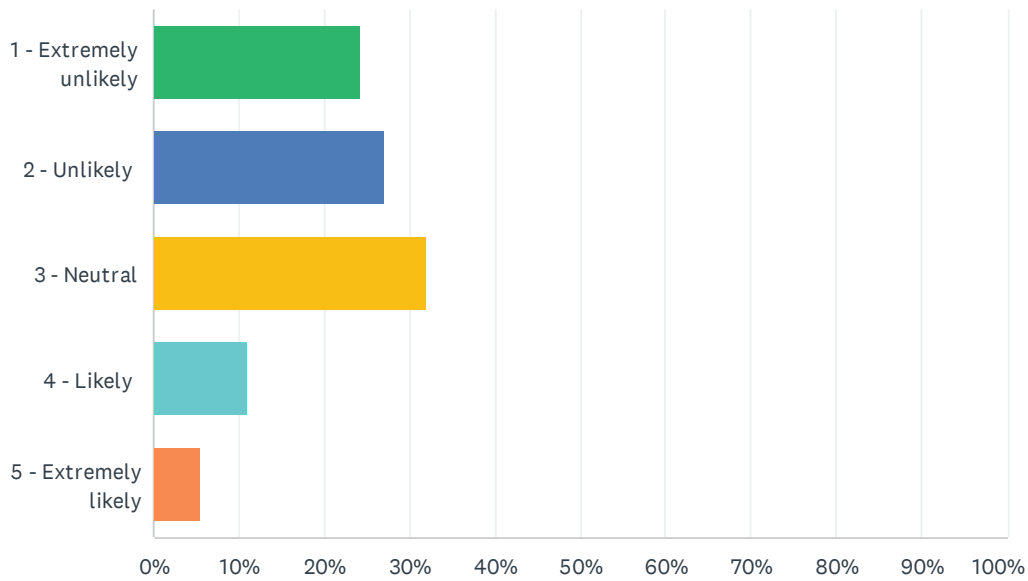
Answered: 181 Skipped: 4



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	13.26%	24
2 - Unlikely	18.78%	34
3 - Neutral	33.70%	61
4 - Likely	25.97%	47
5 - Extremely likely	8.29%	15
TOTAL		181

Q9 Expand Technician Scope of Practice – Drug Administration Develop permanent law/rule(s) to allow for pharmacy technicians to administer drugs in the state of Ohio. This would include at a minimum immunization, antipsychotic drugs, Hydroxyprogesterone caproate, Medroxyprogesterone acetate, and Cobalamin at least. This is currently allowed by law/rule for pharmacists in the state.

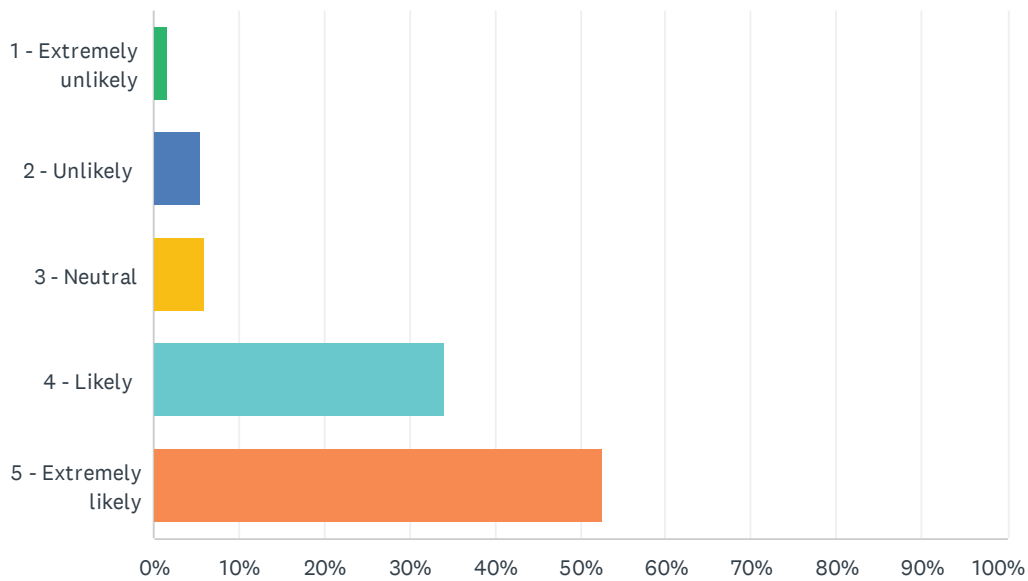
Answered: 181 Skipped: 4



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	24.31%	44
2 - Unlikely	27.07%	49
3 - Neutral	32.04%	58
4 - Likely	11.05%	20
5 - Extremely likely	5.52%	10
TOTAL		181

Q10 Managing Touchpoints Provide autonomy to the pharmacist on duty to shut down touchpoints and non-essential services if understaffed. Require ancillary staffing (support personnel and technicians) at each point of contact when the pharmacy is open. This must include drive-thru, drop-off, register, vaccinations, and a person dedicated to phones.

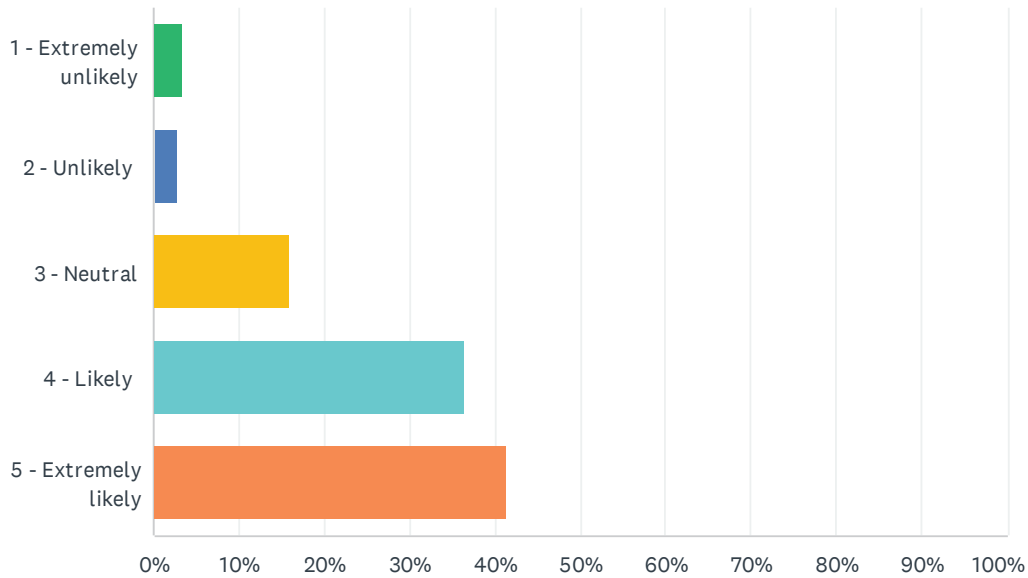
Answered: 182 Skipped: 3



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	1.65%	3
2 - Unlikely	5.49%	10
3 - Neutral	6.04%	11
4 - Likely	34.07%	62
5 - Extremely likely	52.75%	96
TOTAL		182

Q11 Working Conditions / Security Require any “open-door” pharmacy must operate with at least one technician and one pharmacist (or two pharmacists). Include exception for documented absence.

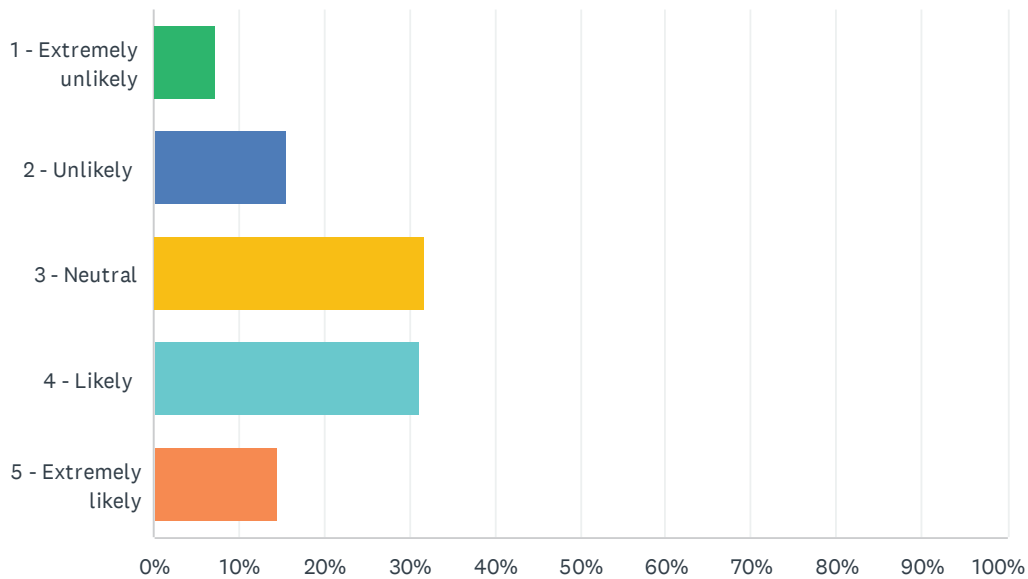
Answered: 181 Skipped: 4



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	3.31%	6
2 - Unlikely	2.76%	5
3 - Neutral	16.02%	29
4 - Likely	36.46%	66
5 - Extremely likely	41.44%	75
TOTAL		181

Q12 Career Technician Pathways We are adding more and more clinical services and responsibilities to the pharmacy technician position. Some employers are compensating accordingly while others are not. Since we cannot implement any rules or regulations involving pay, I feel it would help to somehow recognize our pharmacy technicians' additional certifications including immunizations, MTM, etc.

Answered: 180 Skipped: 5

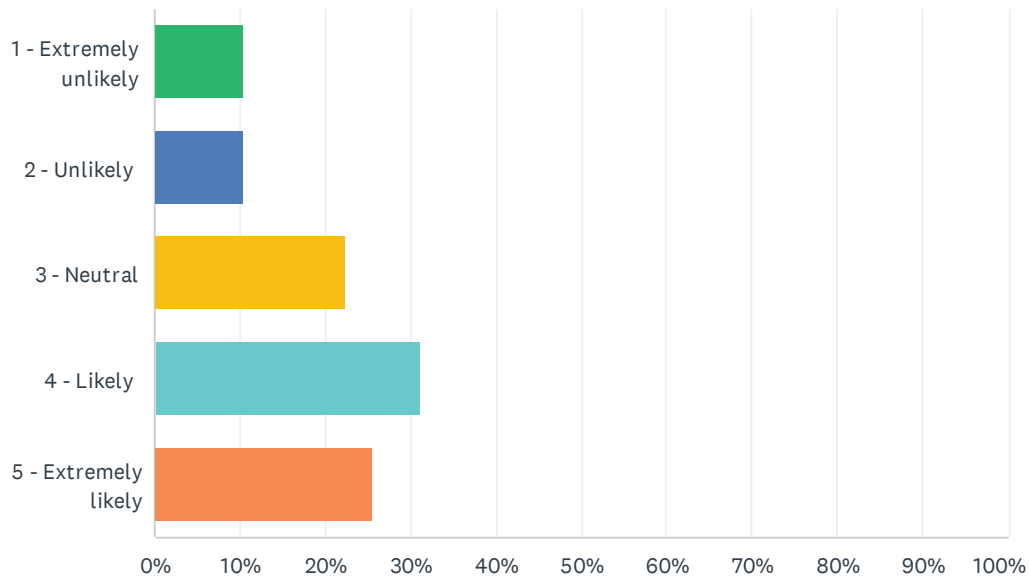


ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	7.22%	13
2 - Unlikely	15.56%	28
3 - Neutral	31.67%	57
4 - Likely	31.11%	56
5 - Extremely likely	14.44%	26
TOTAL		180

Q13 Report of Understaffing(A) Adequate staffing to safely dispense prescriptions is the responsibility of the pharmacy and the pharmacy's responsible person. If conditions exist that could cause prescriptions to be dispensed in an unsafe manner the pharmacy and the pharmacy's responsible person shall take action to correct the problem.(B) In order to ensure adequate staffing levels a staffing report form shall be available in each pharmacy. A copy of this form, when executed, will be given to the immediate supervisor and a copy must remain in the pharmacy for Board inspection. Such form shall include, but not be limited to the following:(1) Date and time the inadequate staffing occurred;(2) Number of prescriptions filled during this time frame;(3) Summary of events; and(4) Any comments or suggestions.(C) A pharmacist shall complete the staffing report form when:(1) A pharmacist is concerned regarding staffing due to:(a) inadequate number of support persons (cashiers, technicians, auxiliary supportive personnel, etc.); or,(b) excessive workload;(2) Filling out the form may enable management to make a better decision concerning staffing.(3) Any errors that occurred to the result of inadequate staffing.(D) The responsible person shall submit that form in a manner determined by the board. (E) Each pharmacy shall review completed staffing reports and address any issues listed as well as document any corrective action taken or justification for inaction to assure continual self-improvement. If the issue is not staffing related, measures taken to address the issue should be described.(F) Each pharmacy shall retain completed staffing reports on-site in a readily retrievable manner for at least three years from the date of creation.

Answered: 183 Skipped: 2

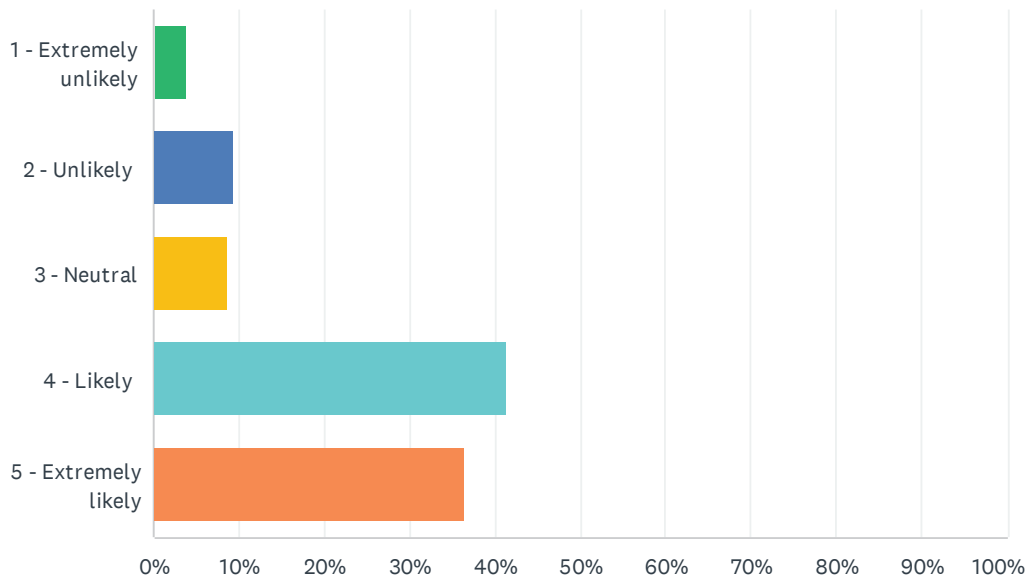
Pharmacist Workload Advisory Committee - Survey of Policy Options



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	10.38%	19
2 - Unlikely	10.38%	19
3 - Neutral	22.40%	41
4 - Likely	31.15%	57
5 - Extremely likely	25.68%	47
TOTAL		183

Q14 Limits on Hours Worked A pharmacy shall not require a pharmacist or pharmacy technician to work longer than twelve (12) hours per twenty-four (24) hour period. A pharmacist/technician working longer than six (6) continuous hours per 24-hour period must be permitted a thirty-minute meal break. Signage indicating the pharmacy hours of operation, including the meal break, must be displayed in a location readily visible to the public.

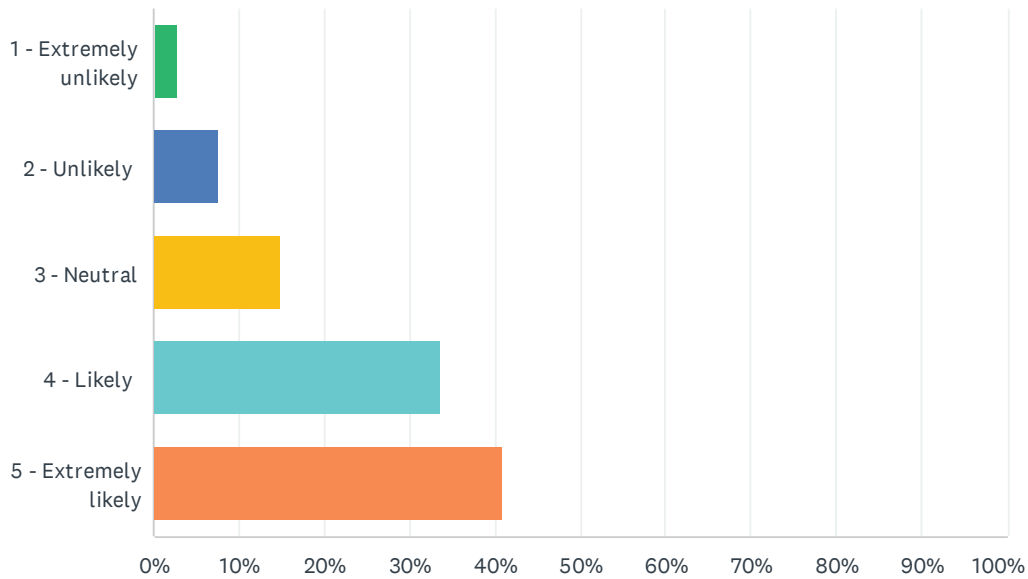
Answered: 181 Skipped: 4



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	3.87%	7
2 - Unlikely	9.39%	17
3 - Neutral	8.84%	16
4 - Likely	41.44%	75
5 - Extremely likely	36.46%	66
TOTAL		181

Q15 Mandatory Dark Hours Require “open door” pharmacies to operate dark hours that allow for staff to prepare and catch up on their work without any interruptions. This will allow pharmacies to operate more efficiently and safely and help minimize distractions when engaged in activities requiring greater concentration.

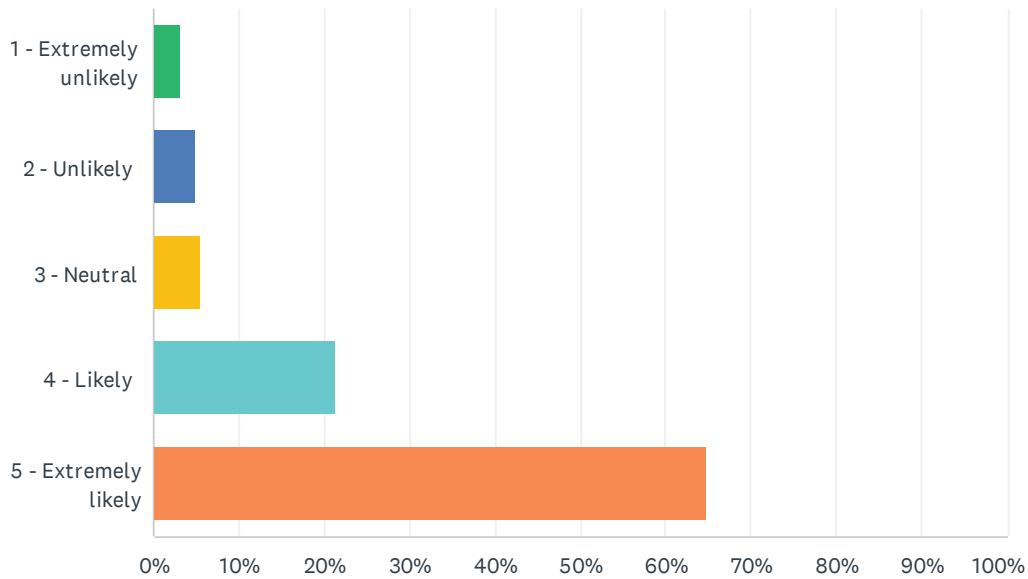
Answered: 181 Skipped: 4



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	2.76%	5
2 - Unlikely	7.73%	14
3 - Neutral	14.92%	27
4 - Likely	33.70%	61
5 - Extremely likely	40.88%	74
TOTAL		181

Q16 Metrics Eliminate Job impacting metrics that compromise safety and integrity of the profession. Pharmacists and technicians should not be financially impacted, or job performance impacted to meet corporate metrics around speed and time to fulfillment. Accuracy should be allowed as a metric. Prohibit metrics related to the volume of services provided.

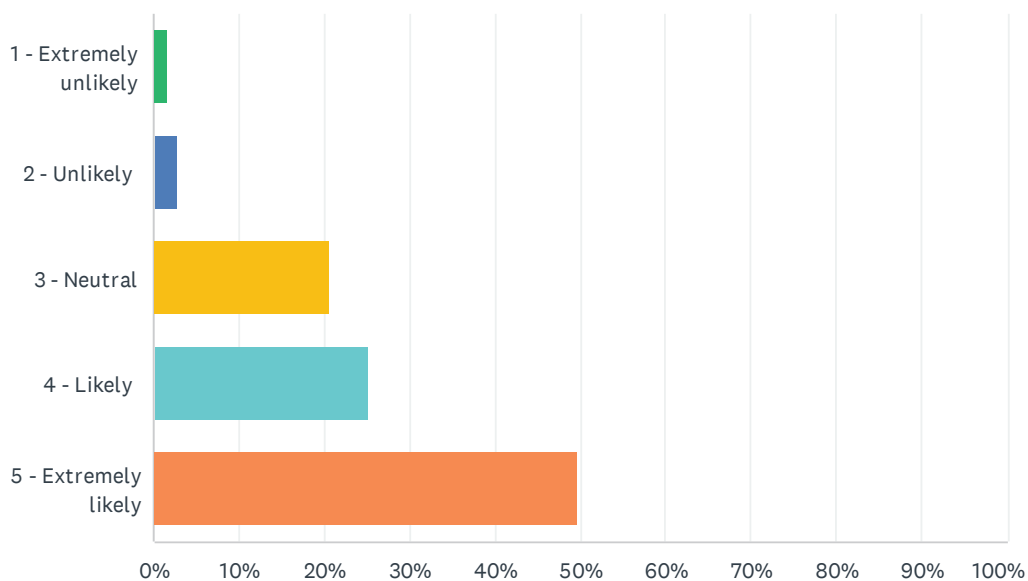
Answered: 182 Skipped: 3



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	3.30%	6
2 - Unlikely	4.95%	9
3 - Neutral	5.49%	10
4 - Likely	21.43%	39
5 - Extremely likely	64.84%	118
TOTAL		182

Q17 Elimination of Cold Call Lists Eliminate required cold call lists.

Answered: 183 Skipped: 2

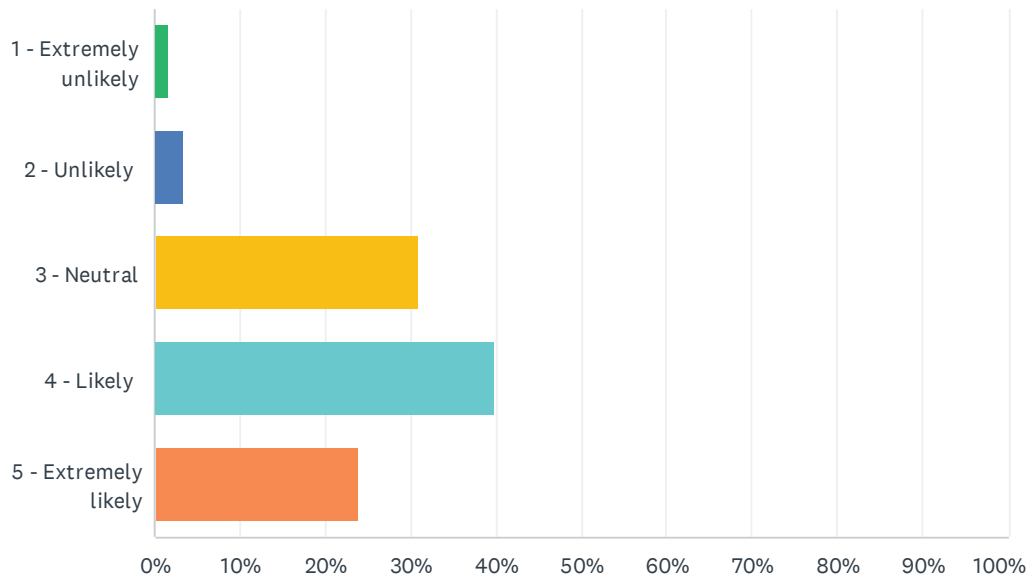


ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	1.64%	3
2 - Unlikely	2.73%	5
3 - Neutral	20.77%	38
4 - Likely	25.14%	46
5 - Extremely likely	49.73%	91
TOTAL		183

Q18 Alabama Rule - Supervising Pharmacist There is a growing discussion among pharmacy boards throughout the country about workload conditions in pharmacy. In that discussion, there are many issues contributing to workplace dissatisfaction. It is important to understand that issues related to dissatisfaction in workplace conditions may not fall under the authority of any board of pharmacy unless it involves an adverse result to the safety of patients. One concern of dissatisfaction addresses board of pharmacy disciplinary actions and the focus on the individual licensee and not on the permit or the root cause. The Board has several actions that do address the root cause as well as the permit. Board Rule 680-X-2-.12 Supervising Pharmacist specifically states: If the actions of the permit holder have deemed to contribute to or cause a violation of any provision of this section, the Board may hold the permit holder responsible and/or absolve the supervising pharmacist from the responsibility of that action. In addition, it is a violation of this rule for any person to subvert the authority of the supervising pharmacist by impeding the management of any pharmacy in relation to compliance with federal and state drug or pharmacy laws and regulations. Any such act(s) may result in charges being filed against the permit holder. To fully understand the impact of the above-cited section, it should be read with the following sections of 680-X-2-.22 Code of Professional Conduct in mind. (2) (a) A pharmacist and a pharmacy should hold the health and safety of patients to be of first consideration and should render to each patient the full measure of professional ability as an essential health practitioner. (2) (f) A pharmacist and a pharmacy should not agree to practice under terms or conditions that interfere with or impair the proper exercise of professional judgment and skill, that cause a deterioration of the quality of professional services, or that require consent to unethical conduct.)

Answered: 171 Skipped: 14

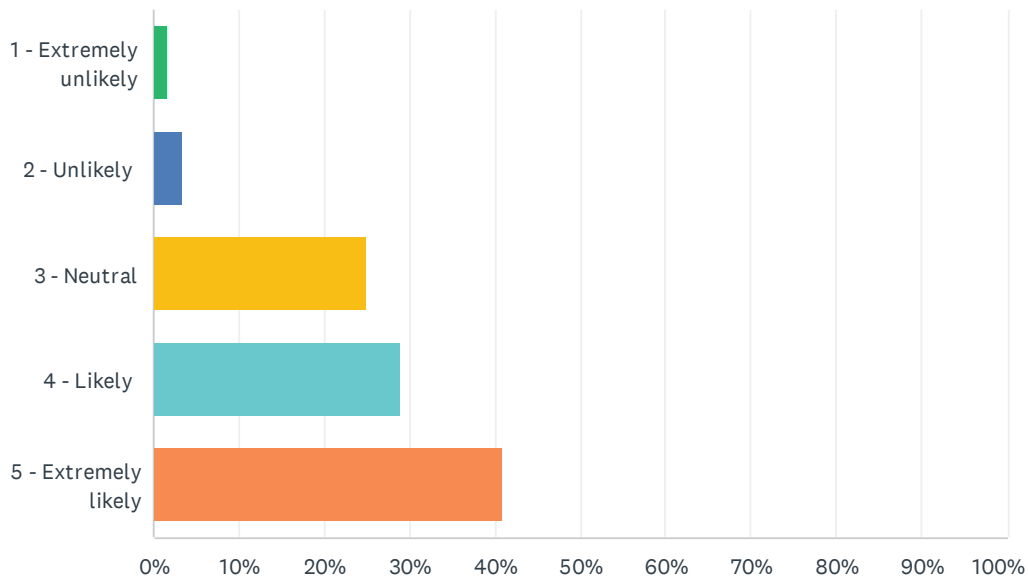
Pharmacist Workload Advisory Committee - Survey of Policy Options



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	1.75%	3
2 - Unlikely	3.51%	6
3 - Neutral	30.99%	53
4 - Likely	39.77%	68
5 - Extremely likely	23.98%	41
TOTAL		171

Q19 Pharmacy Benefit Managers The Board should ensure that its rules cannot be utilized by pharmacy benefit managers and insurers to initiate clawbacks.

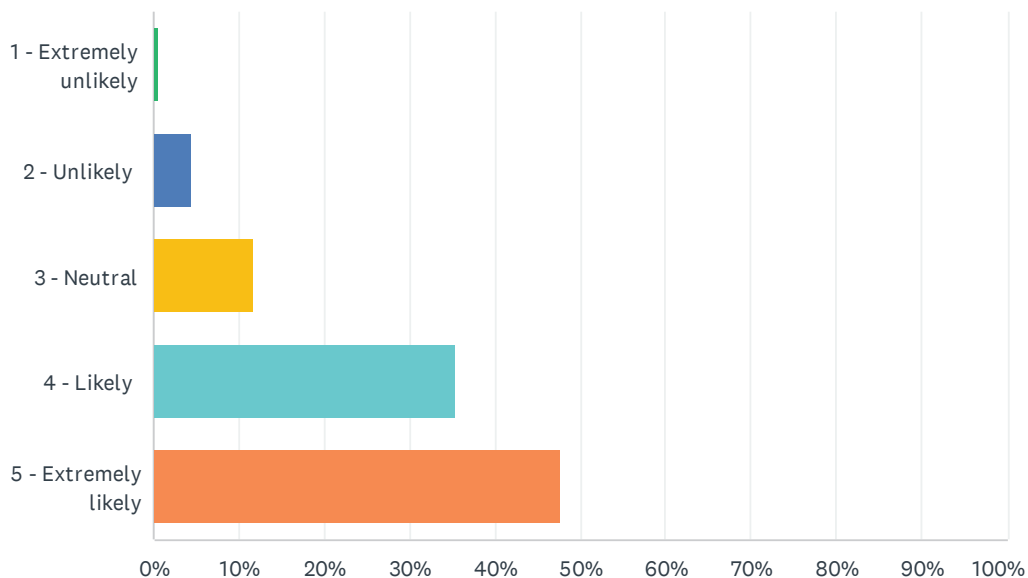
Answered: 176 Skipped: 9



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	1.70%	3
2 - Unlikely	3.41%	6
3 - Neutral	25.00%	44
4 - Likely	28.98%	51
5 - Extremely likely	40.91%	72
TOTAL		176

Q20 Improve Quality of Electronic Prescribing Develop a process to regulate electronic prescription transmission systems to improve quality and standardize format.

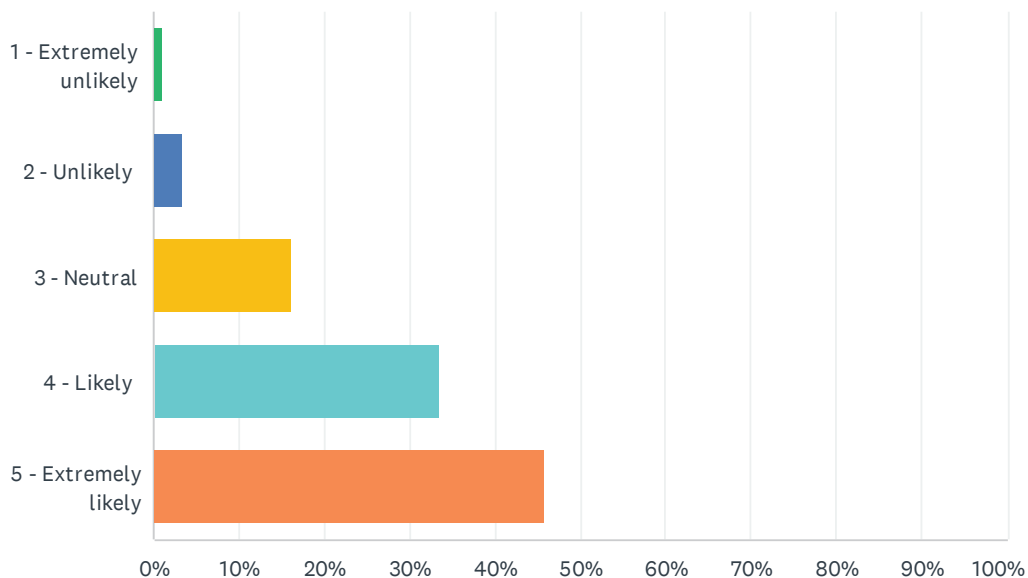
Answered: 178 Skipped: 7



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	0.56%	1
2 - Unlikely	4.49%	8
3 - Neutral	11.80%	21
4 - Likely	35.39%	63
5 - Extremely likely	47.75%	85
TOTAL		178

Q21 Authorizing Pharmacists to Prescribe Drug Devices Permit pharmacists to prescribe drug devices necessary to dispense a prescription.

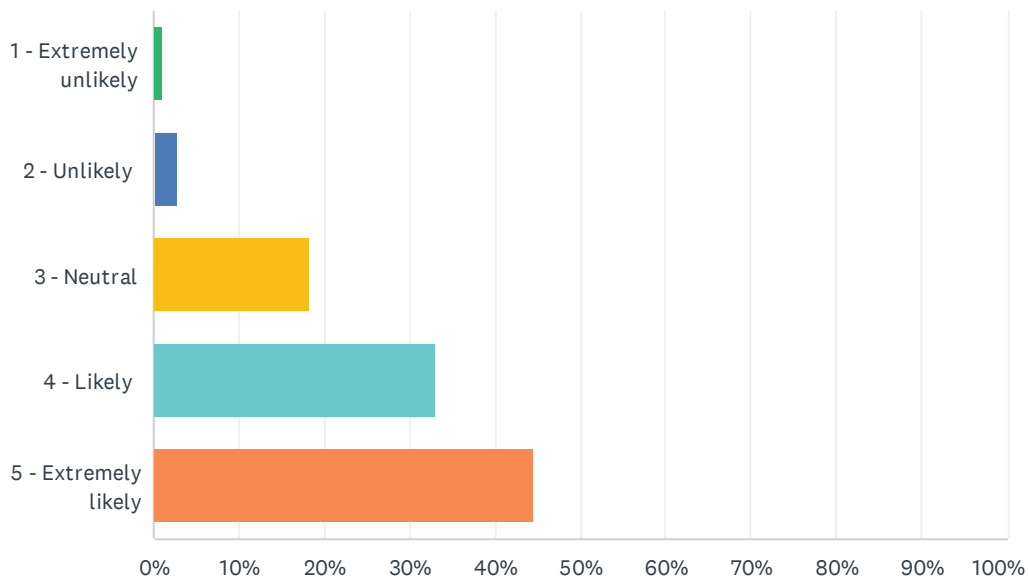
Answered: 179 Skipped: 6



ANSWER CHOICES	RESPONSES
1 - Extremely unlikely	1.12% 2
2 - Unlikely	3.35% 6
3 - Neutral	16.20% 29
4 - Likely	33.52% 60
5 - Extremely likely	45.81% 82
TOTAL	179

Q22 Eliminating Manual Logs Review Board rules to reduce the use of paper logs.

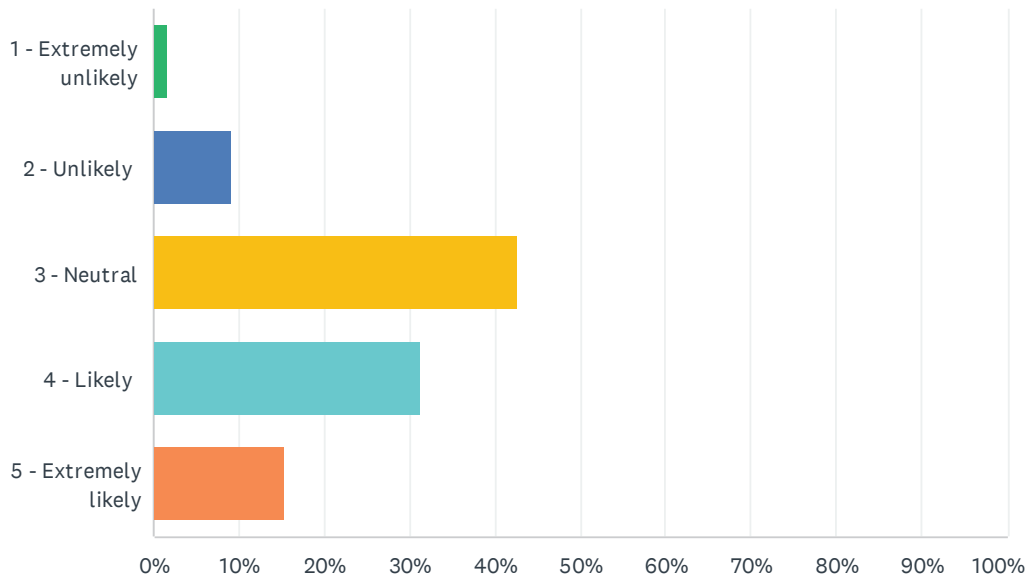
Answered: 175 Skipped: 10



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	1.14%	2
2 - Unlikely	2.86%	5
3 - Neutral	18.29%	32
4 - Likely	33.14%	58
5 - Extremely likely	44.57%	78
TOTAL		175

Q23 Change of Responsible Person Requirements Extend notification requirement of the responsible person from 10 to 30 days.

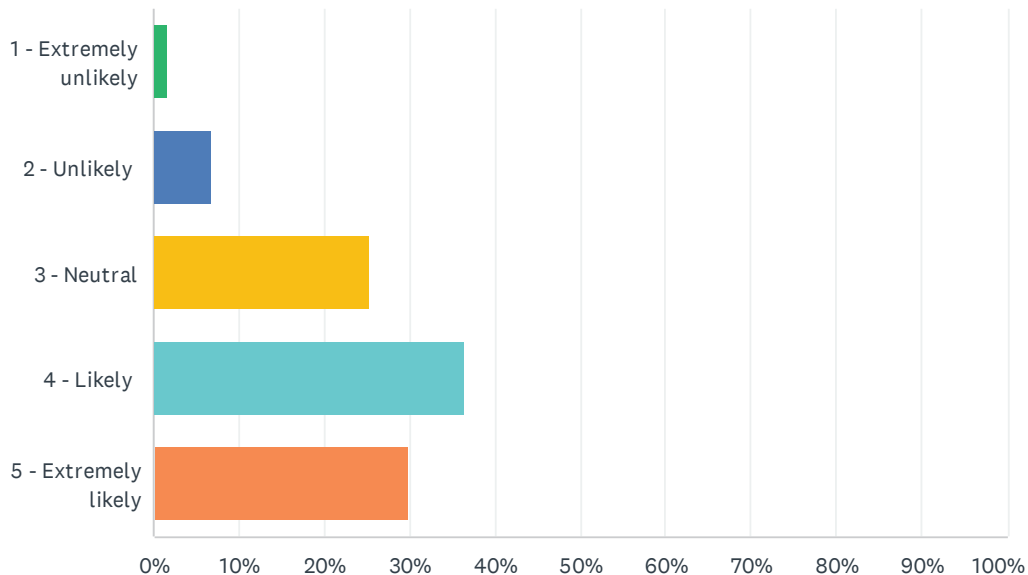
Answered: 176 Skipped: 9



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	1.70%	3
2 - Unlikely	9.09%	16
3 - Neutral	42.61%	75
4 - Likely	31.25%	55
5 - Extremely likely	15.34%	27
TOTAL		176

Q24 Improving the Physical Security of Pharmacies Look at ways to improve the physical security of pharmacies.

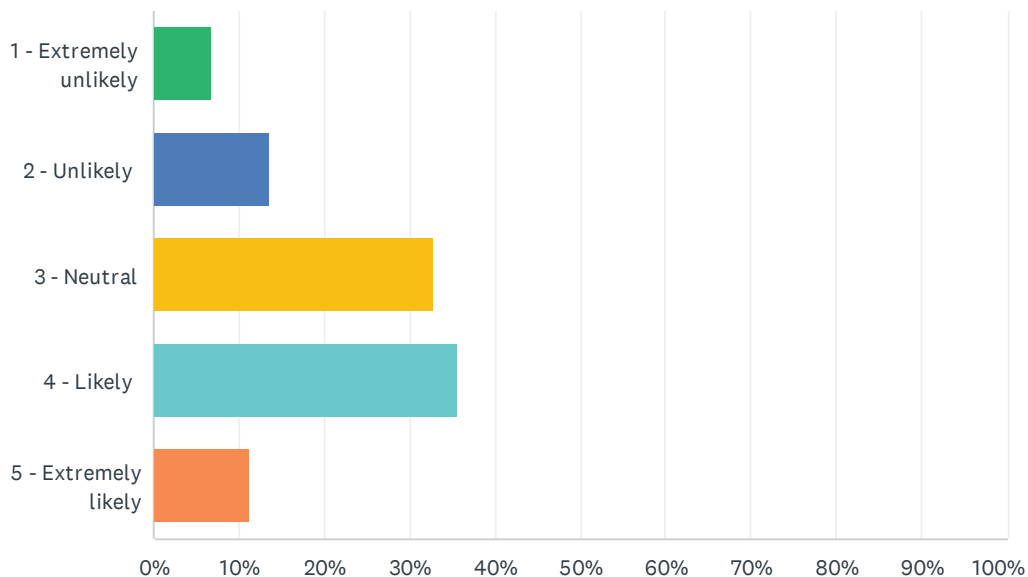
Answered: 178 Skipped: 7



ANSWER CHOICES	RESPONSES
1 - Extremely unlikely	1.69% 3
2 - Unlikely	6.74% 12
3 - Neutral	25.28% 45
4 - Likely	36.52% 65
5 - Extremely likely	29.78% 53
TOTAL	178

Q25 Pharmacy Intern Ratios Expand the number of interns that can work under the supervision of a pharmacist (currently 2:1).

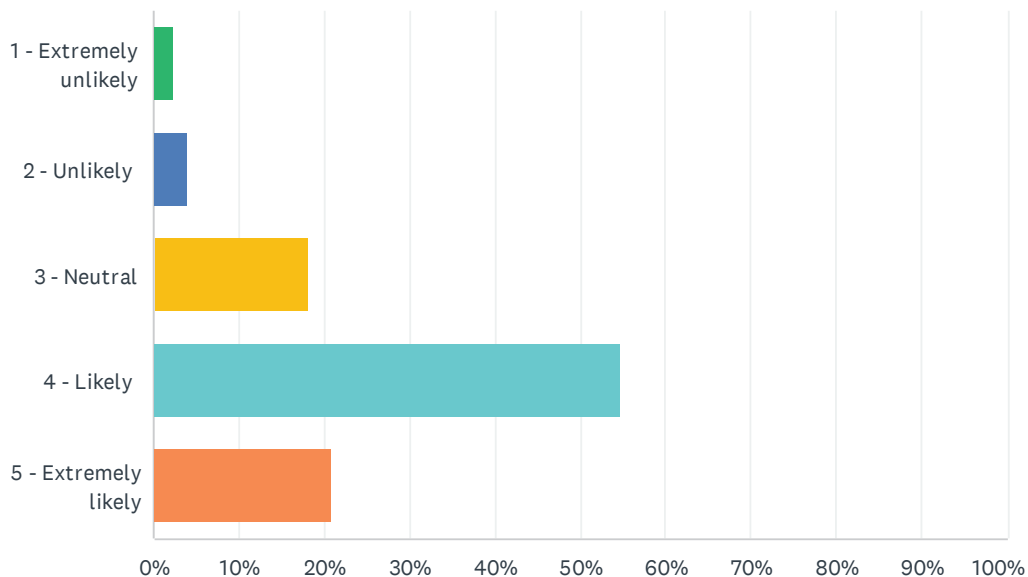
Answered: 177 Skipped: 8



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	6.78%	12
2 - Unlikely	13.56%	24
3 - Neutral	32.77%	58
4 - Likely	35.59%	63
5 - Extremely likely	11.30%	20
TOTAL		177

Q26 Automation and Technology Examine ways to utilize automation and technology to improve working conditions.

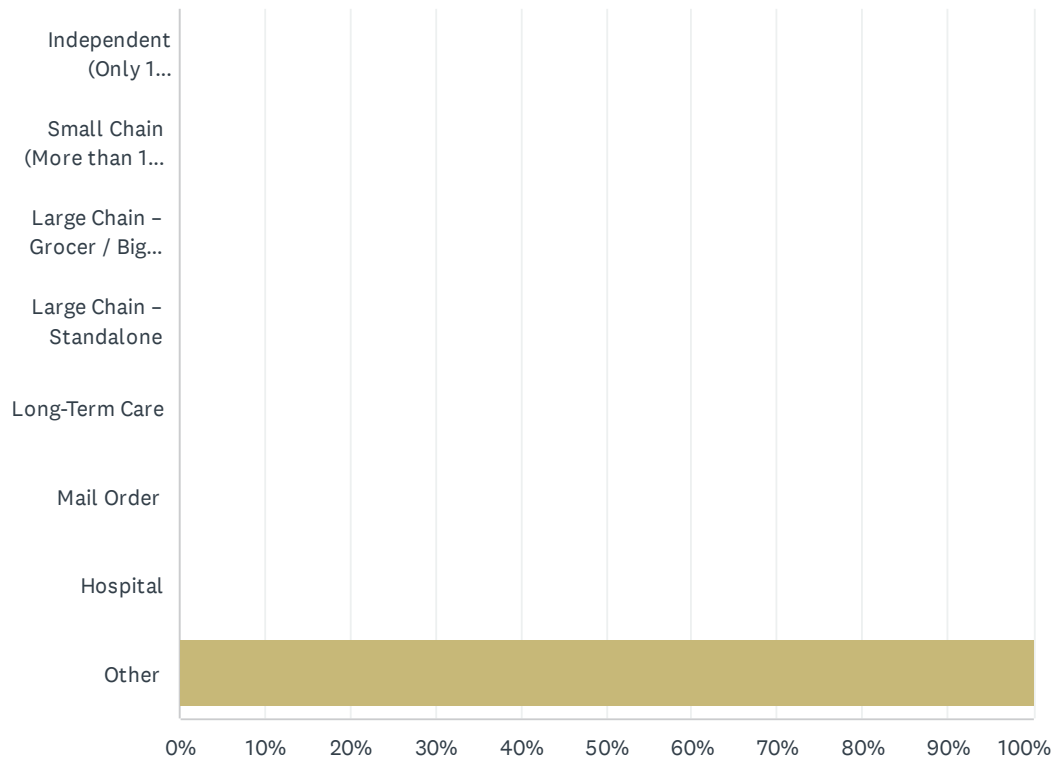
Answered: 177 Skipped: 8



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	2.26%	4
2 - Unlikely	3.95%	7
3 - Neutral	18.08%	32
4 - Likely	54.80%	97
5 - Extremely likely	20.90%	37
TOTAL		177

Q27 Please identify your primary practice setting:

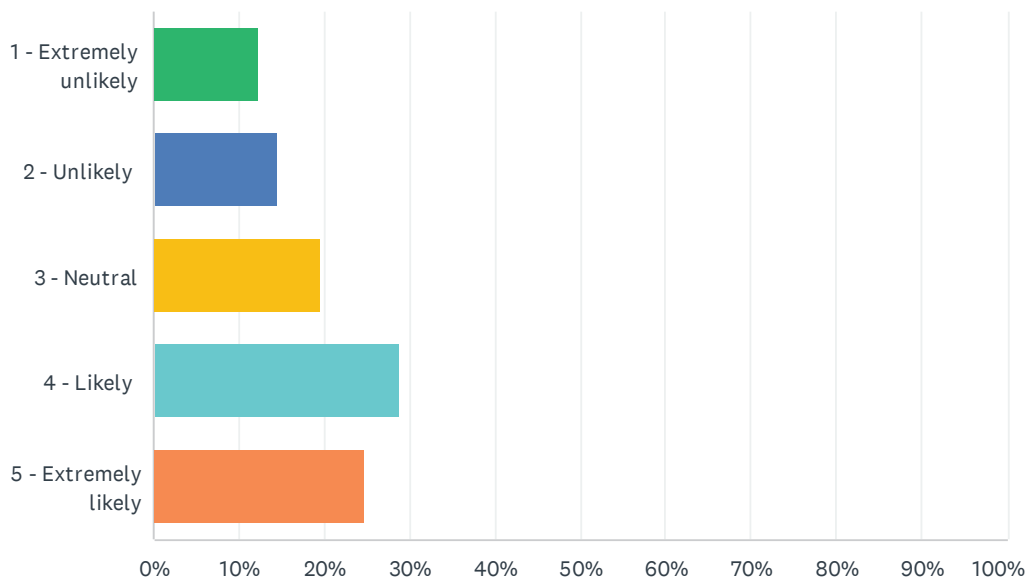
Answered: 185 Skipped: 0



ANSWER CHOICES	RESPONSES	
Independent (Only 1 location)	0.00%	0
Small Chain (More than 1, but less than 12 locations)	0.00%	0
Large Chain – Grocer / Big Box Store	0.00%	0
Large Chain – Standalone	0.00%	0
Long-Term Care	0.00%	0
Mail Order	0.00%	0
Hospital	0.00%	0
Other	100.00%	185
TOTAL		185

Q1 Expand Technician Scope of Practice – Immunizations Authorize the administration of immunizations and vaccines by pharmacy technicians that includes all approved ACIP-recommended vaccines for adults and children.

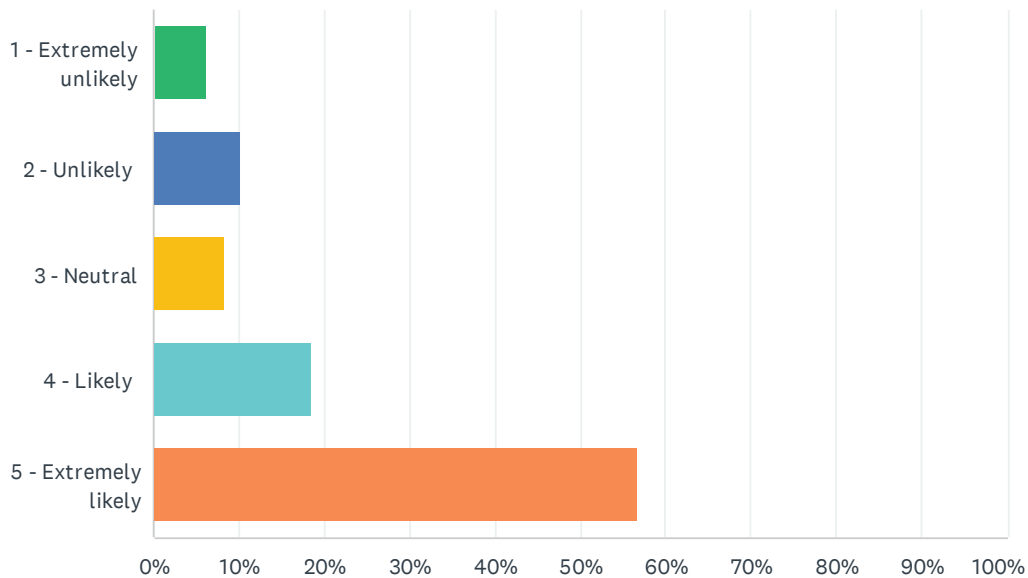
Answered: 97 Skipped: 1



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	12.37%	12
2 - Unlikely	14.43%	14
3 - Neutral	19.59%	19
4 - Likely	28.87%	28
5 - Extremely likely	24.74%	24
TOTAL		97

Q2 Mandatory Breaks/Rest Periods Require pharmacies to provide appropriate opportunities for uninterrupted rest periods and meal breaks to all staff.

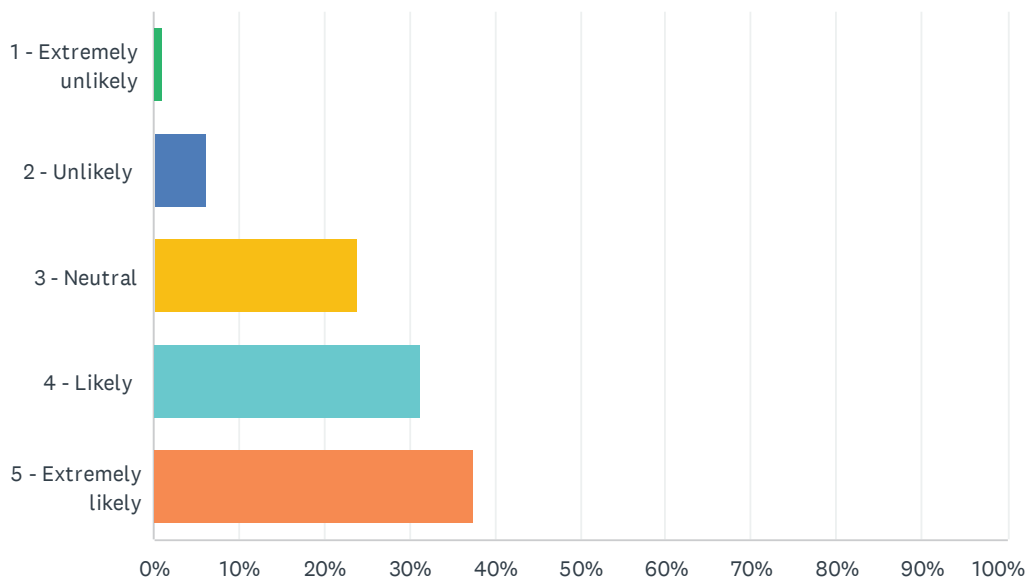
Answered: 97 Skipped: 1



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	6.19%	6
2 - Unlikely	10.31%	10
3 - Neutral	8.25%	8
4 - Likely	18.56%	18
5 - Extremely likely	56.70%	55
TOTAL		97

Q3 Improve Resources to Promote Technician Onboarding Board shall develop onboarding educational videos and other materials to facilitate onboarding of new technicians.

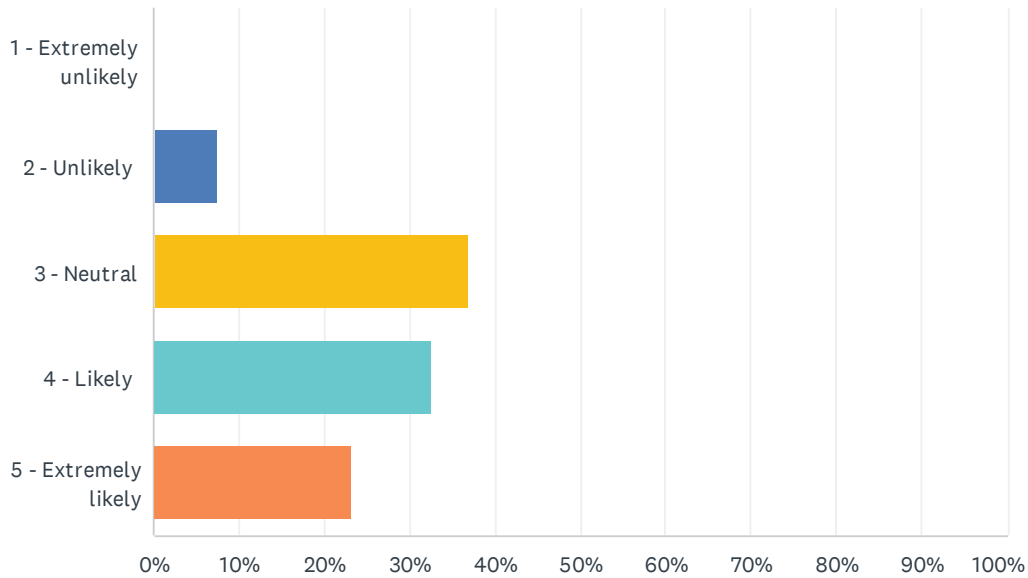
Answered: 96 Skipped: 2



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	1.04%	1
2 - Unlikely	6.25%	6
3 - Neutral	23.96%	23
4 - Likely	31.25%	30
5 - Extremely likely	37.50%	36
TOTAL		96

Q4 License Transferability Board shall develop and implement a process for technician reciprocity. NOTE: The Board implemented a technician reciprocity rule effective 4/1/22. For more information [CLICK HERE](#).

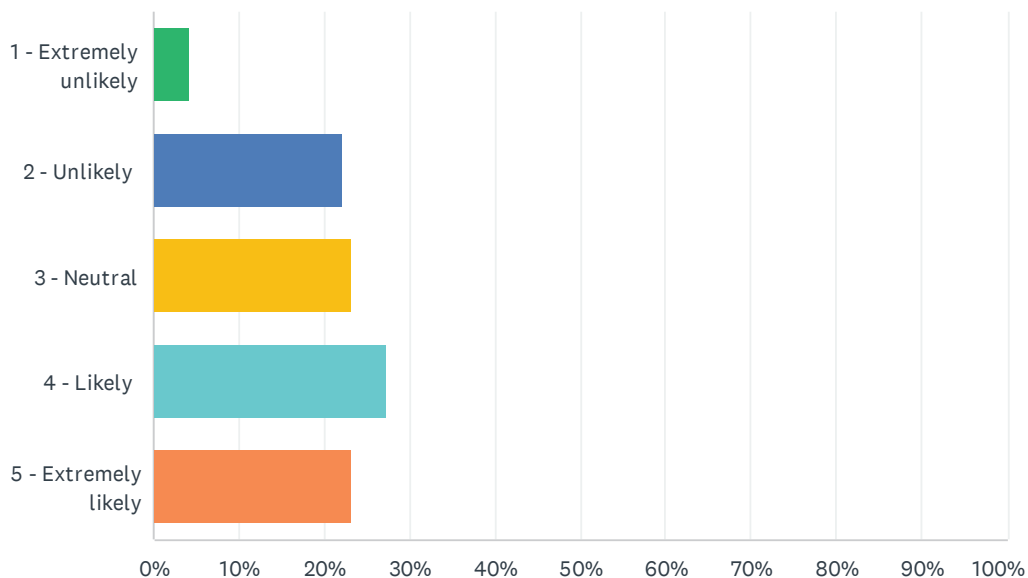
Answered: 95 Skipped: 3



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	0.00%	0
2 - Unlikely	7.37%	7
3 - Neutral	36.84%	35
4 - Likely	32.63%	31
5 - Extremely likely	23.16%	22
TOTAL		95

Q5 Improve Technician Training Resources Requiring pharmacies to have a dedicated staff member to train all new technicians. Staff person should be at the pharmacy or district level.

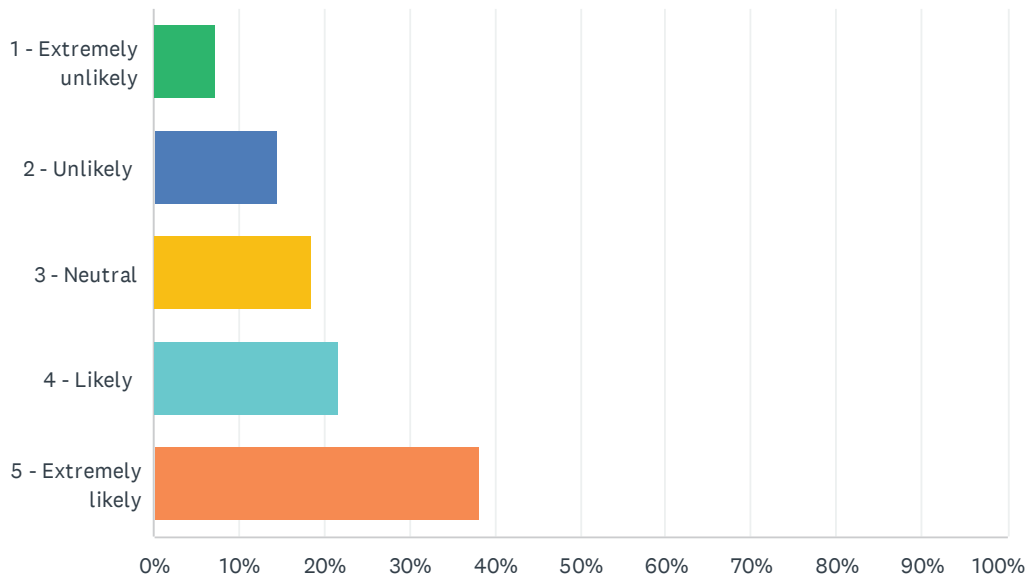
Answered: 95 Skipped: 3



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	4.21%	4
2 - Unlikely	22.11%	21
3 - Neutral	23.16%	22
4 - Likely	27.37%	26
5 - Extremely likely	23.16%	22
TOTAL		95

Q6 Staffing Plan Require each pharmacy’s responsible person to develop a staffing plan that establishes the appropriate number of pharmacy technicians and interns to pharmacist(s) on duty. The staffing plan shall ensure that the number of pharmacy technicians and interns on duty can be satisfactorily supervised by the pharmacist(s) on duty. The responsible person shall be able to increase staffing to operate a pharmacy in a safe and effective manner. In developing a staffing plan, the responsible person shall consider all the following: a. The volume of workload and the services provided by the pharmacy. b. The volume of prescriptions handled by staff to include: i. Prescriptions filled, dispensed, and sold; ii. Prescriptions placed on hold; iii. Prescriptions returned to stock; iv. Any other prescriptions metrics developed by the responsible person. c. Security needs of the pharmacy and pharmacy staff. d. Required closing or opening of certain touchpoints (drive-thru, vaccines, etc.). Provide autonomy to the on-duty pharmacist as part of the rule to close or open touchpoints. e. Number of staff and level of staff competency. The responsible person shall be able to increase staffing to operate a pharmacy in a safe and effective manner.

Answered: 97 Skipped: 1

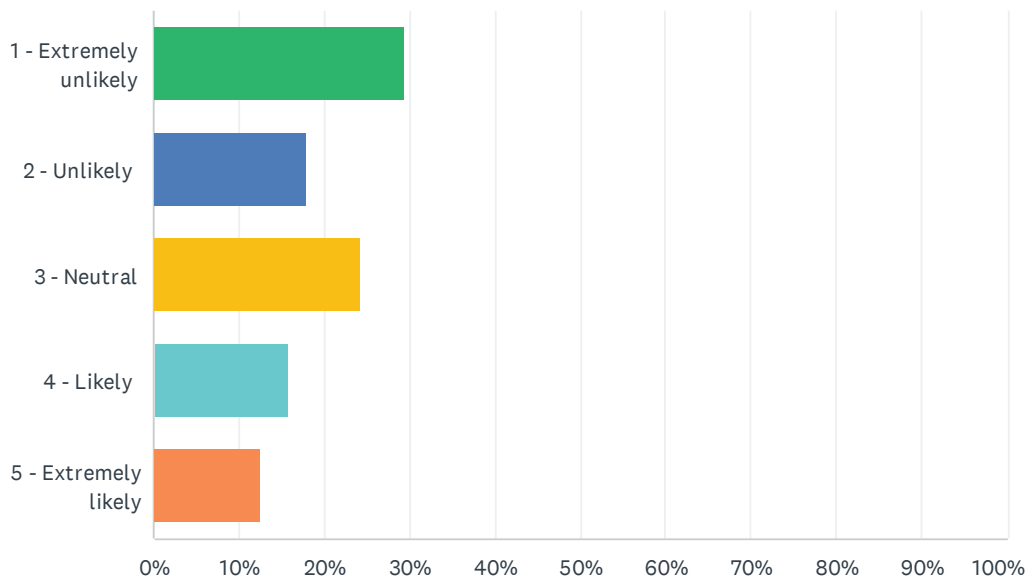


Pharmacist Workload Advisory Committee - Survey of Policy Options

ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	7.22%	7
2 - Unlikely	14.43%	14
3 - Neutral	18.56%	18
4 - Likely	21.65%	21
5 - Extremely likely	38.14%	37
TOTAL		97

Q7 Tech-Check-Tech Implementation of Tech-Check-Tech or technology assisted technician product verification.

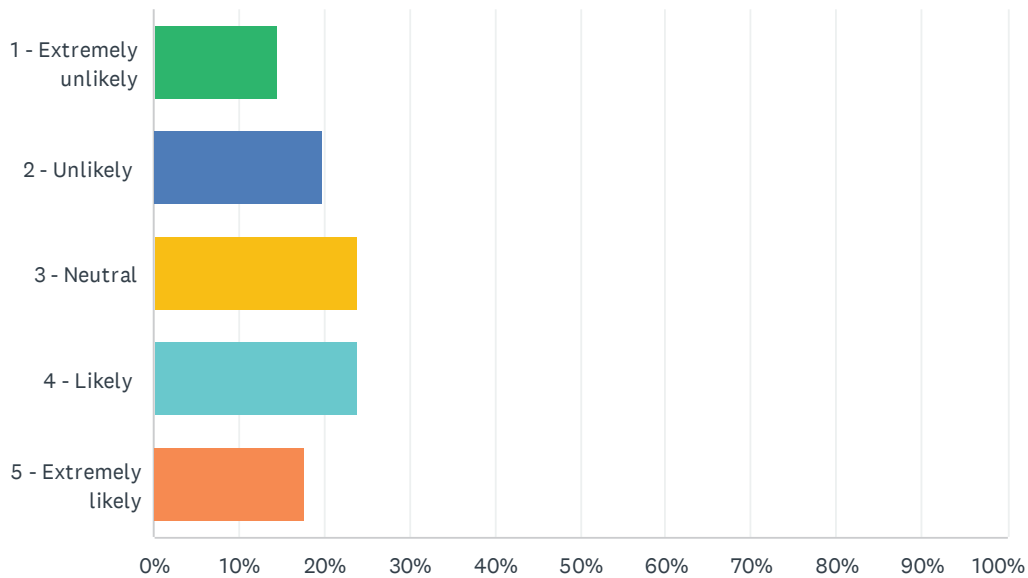
Answered: 95 Skipped: 3



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	29.47%	28
2 - Unlikely	17.89%	17
3 - Neutral	24.21%	23
4 - Likely	15.79%	15
5 - Extremely likely	12.63%	12
TOTAL		95

Q8 Expand Technician Scope of Practice – Order and Administration of Diagnostics Tests Change in the required current law/rule(s) regarding the authority to order and administer diagnostic tests. This should include diagnostic tests for COVID-19 and tests for COVID-19 antibodies. In addition, other FDA approved tests should be included in the amended law/rule(s). Also, the updated law/rule(s) should allow under the supervision of a pharmacist two additional work groups to the already allowed pharmacy intern and certified pharmacy technician. These additions are registered pharmacy technicians and pharmacy technician trainees.

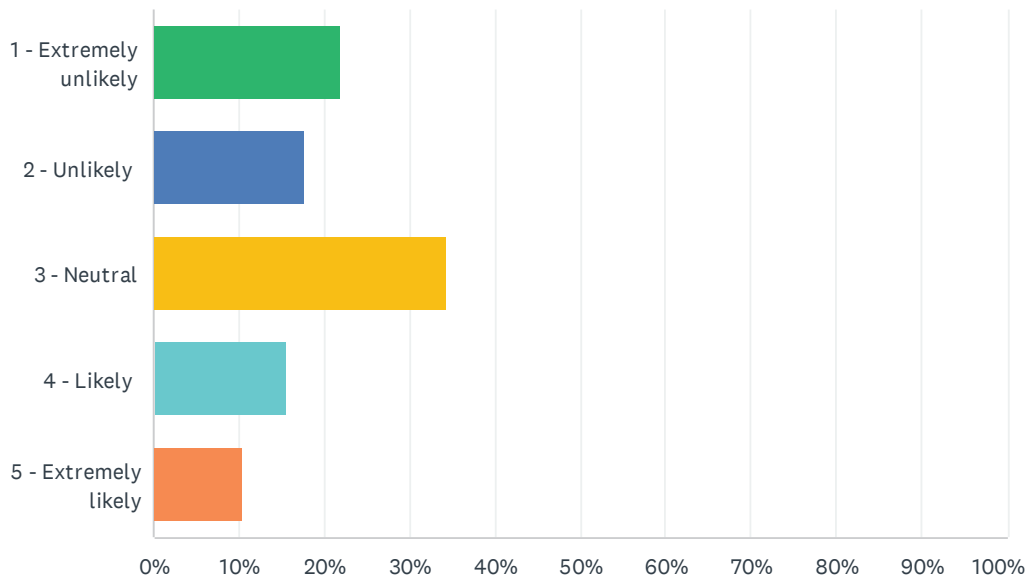
Answered: 96 Skipped: 2



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	14.58%	14
2 - Unlikely	19.79%	19
3 - Neutral	23.96%	23
4 - Likely	23.96%	23
5 - Extremely likely	17.71%	17
TOTAL		96

Q9 Expand Technician Scope of Practice – Drug Administration Develop permanent law/rule(s) to allow for pharmacy technicians to administer drugs in the state of Ohio. This would include at a minimum immunization, antipsychotic drugs, Hydroxyprogesterone caproate, Medroxyprogesterone acetate, and Cobalamin at least. This is currently allowed by law/rule for pharmacists in the state.

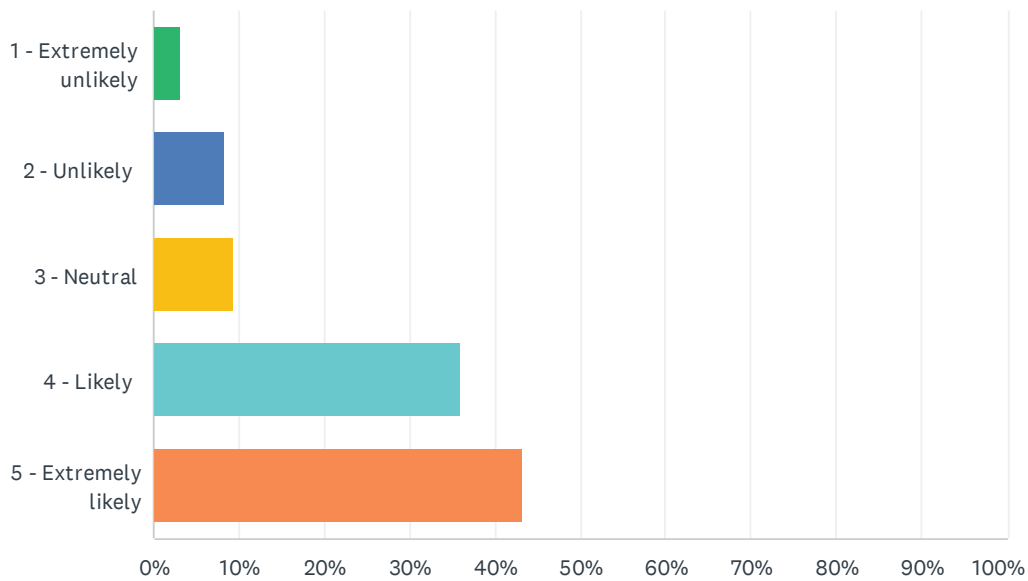
Answered: 96 Skipped: 2



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	21.88%	21
2 - Unlikely	17.71%	17
3 - Neutral	34.38%	33
4 - Likely	15.63%	15
5 - Extremely likely	10.42%	10
TOTAL		96

Q10 Managing Touchpoints Provide autonomy to the pharmacist on duty to shut down touchpoints and non-essential services if understaffed. Require ancillary staffing (support personnel and technicians) at each point of contact when the pharmacy is open. This must include drive-thru, drop-off, register, vaccinations, and a person dedicated to phones.

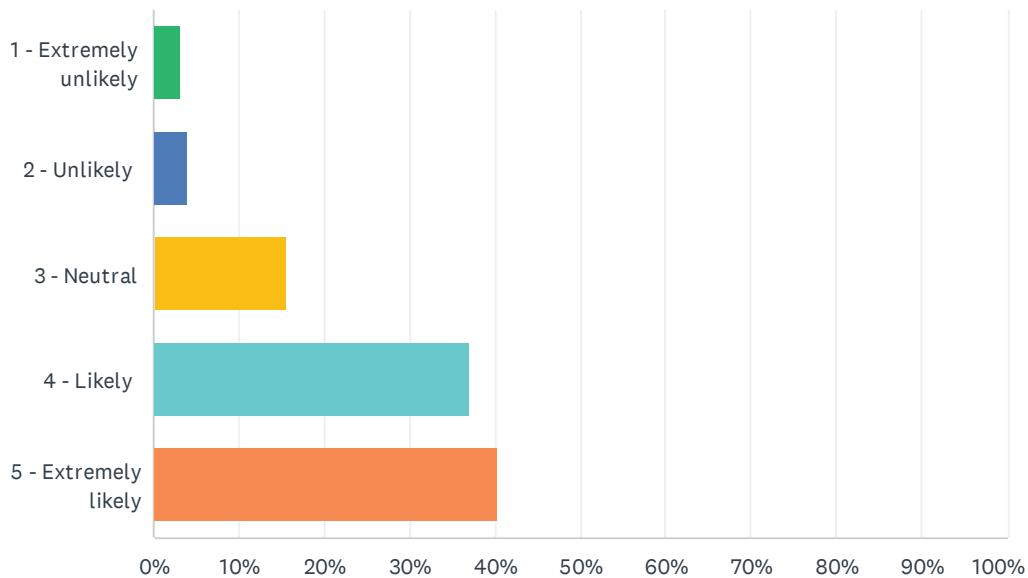
Answered: 97 Skipped: 1



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	3.09%	3
2 - Unlikely	8.25%	8
3 - Neutral	9.28%	9
4 - Likely	36.08%	35
5 - Extremely likely	43.30%	42
TOTAL		97

Q11 Working Conditions / Security Require any “open-door” pharmacy must operate with at least one technician and one pharmacist (or two pharmacists). Include exception for documented absence.

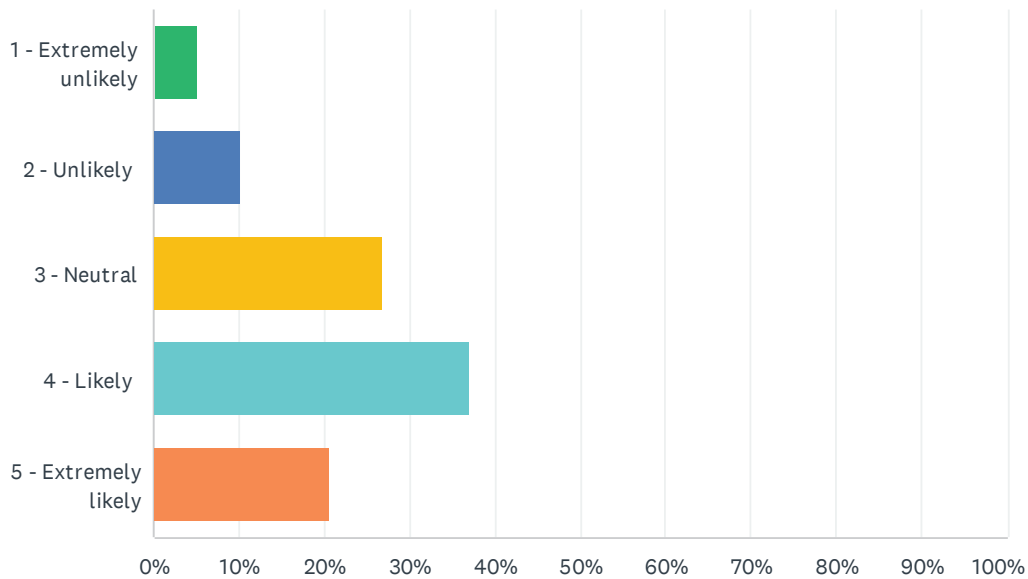
Answered: 97 Skipped: 1



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	3.09%	3
2 - Unlikely	4.12%	4
3 - Neutral	15.46%	15
4 - Likely	37.11%	36
5 - Extremely likely	40.21%	39
TOTAL		97

Q12 Career Technician Pathways We are adding more and more clinical services and responsibilities to the pharmacy technician position. Some employers are compensating accordingly while others are not. Since we cannot implement any rules or regulations involving pay, I feel it would help to somehow recognize our pharmacy technicians' additional certifications including immunizations, MTM, etc.

Answered: 97 Skipped: 1

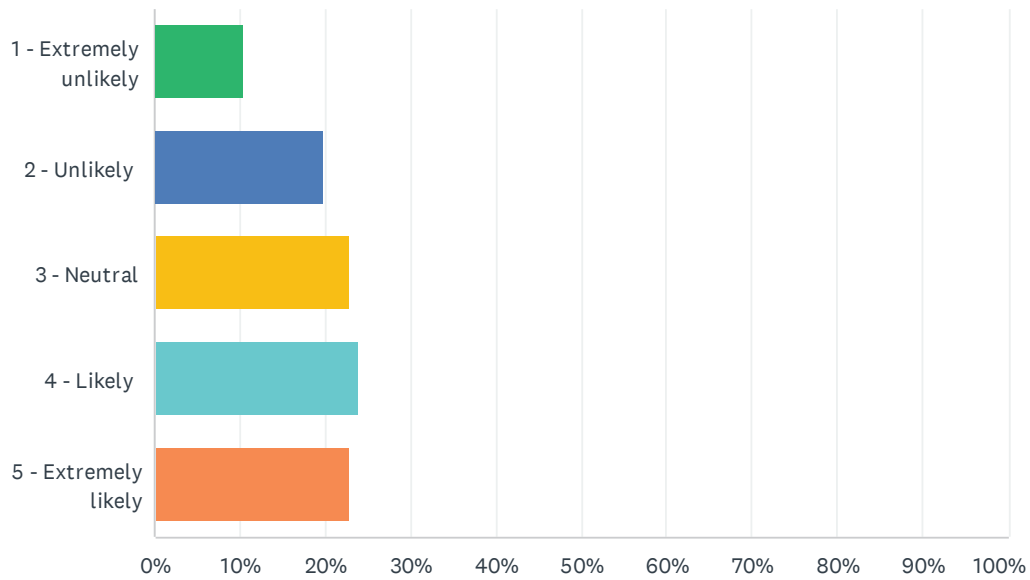


ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	5.15%	5
2 - Unlikely	10.31%	10
3 - Neutral	26.80%	26
4 - Likely	37.11%	36
5 - Extremely likely	20.62%	20
TOTAL		97

Q13 Report of Understaffing(A) Adequate staffing to safely dispense prescriptions is the responsibility of the pharmacy and the pharmacy's responsible person. If conditions exist that could cause prescriptions to be dispensed in an unsafe manner the pharmacy and the pharmacy's responsible person shall take action to correct the problem.(B) In order to ensure adequate staffing levels a staffing report form shall be available in each pharmacy. A copy of this form, when executed, will be given to the immediate supervisor and a copy must remain in the pharmacy for Board inspection. Such form shall include, but not be limited to the following:(1) Date and time the inadequate staffing occurred;(2) Number of prescriptions filled during this time frame;(3) Summary of events; and(4) Any comments or suggestions.(C) A pharmacist shall complete the staffing report form when:(1) A pharmacist is concerned regarding staffing due to:(a) inadequate number of support persons (cashiers, technicians, auxiliary supportive personnel, etc.); or,(b) excessive workload;(2) Filling out the form may enable management to make a better decision concerning staffing.(3) Any errors that occurred to the result of inadequate staffing.(D) The responsible person shall submit that form in a manner determined by the board. (E) Each pharmacy shall review completed staffing reports and address any issues listed as well as document any corrective action taken or justification for inaction to assure continual self-improvement. If the issue is not staffing related, measures taken to address the issue should be described.(F) Each pharmacy shall retain completed staffing reports on-site in a readily retrievable manner for at least three years from the date of creation.

Answered: 96 Skipped: 2

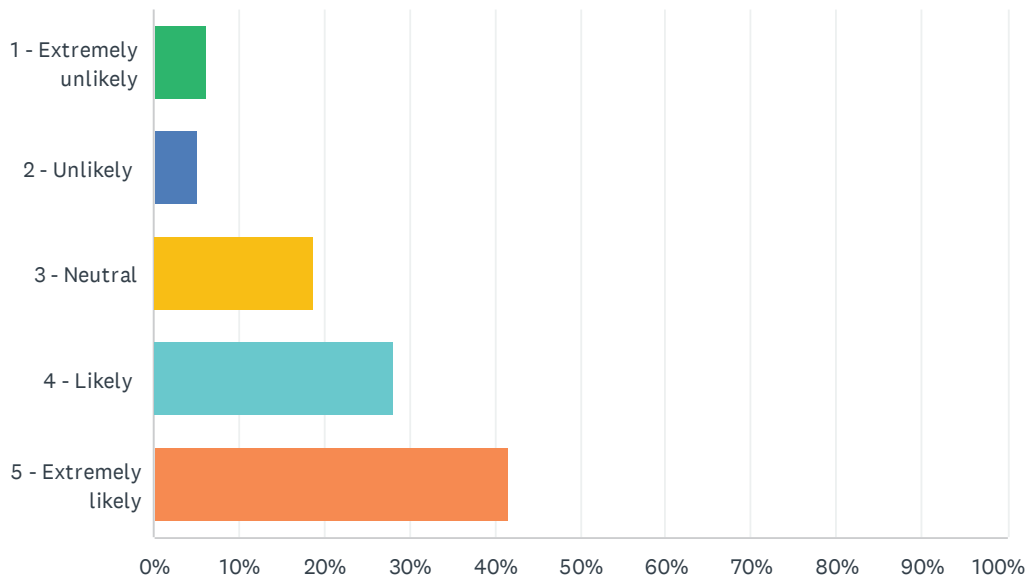
Pharmacist Workload Advisory Committee - Survey of Policy Options



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	10.42%	10
2 - Unlikely	19.79%	19
3 - Neutral	22.92%	22
4 - Likely	23.96%	23
5 - Extremely likely	22.92%	22
TOTAL		96

Q14 Limits on Hours WorkedA pharmacy shall not require a pharmacist or pharmacy technician to work longer than twelve (12) hours per twenty-four (24) hour period. A pharmacist/technician working longer than six (6) continuous hours per 24-hour period must be permitted a thirty-minute meal break. Signage indicating the pharmacy hours of operation, including the meal break, must be displayed in a location readily visible to the public.

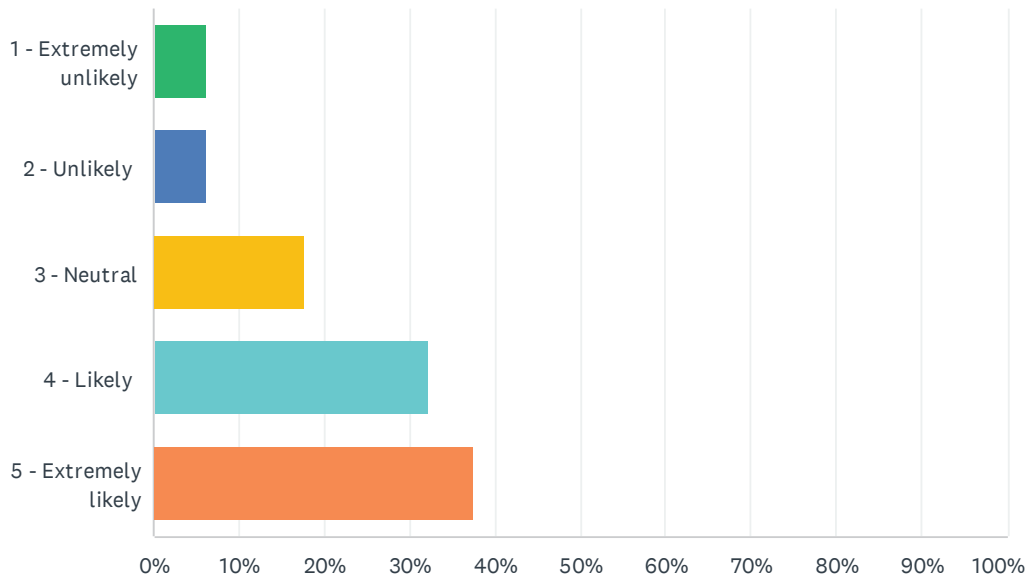
Answered: 96 Skipped: 2



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	6.25%	6
2 - Unlikely	5.21%	5
3 - Neutral	18.75%	18
4 - Likely	28.13%	27
5 - Extremely likely	41.67%	40
TOTAL		96

Q15 Mandatory Dark Hours Require “open door” pharmacies to operate dark hours that allow for staff to prepare and catch up on their work without any interruptions. This will allow pharmacies to operate more efficiently and safely and help minimize distractions when engaged in activities requiring greater concentration.

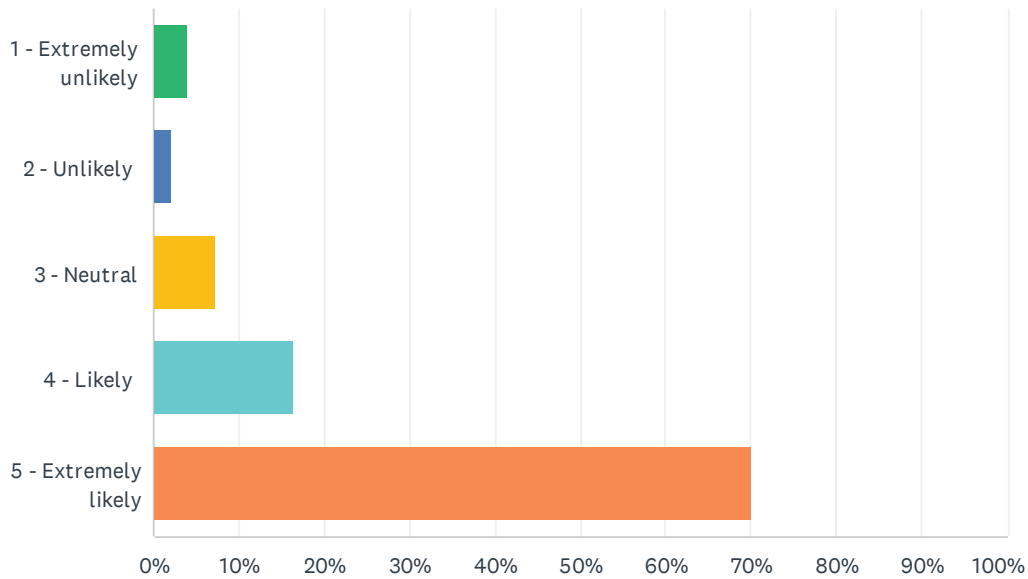
Answered: 96 Skipped: 2



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	6.25%	6
2 - Unlikely	6.25%	6
3 - Neutral	17.71%	17
4 - Likely	32.29%	31
5 - Extremely likely	37.50%	36
TOTAL		96

Q16 Metrics Eliminate Job impacting metrics that compromise safety and integrity of the profession. Pharmacists and technicians should not be financially impacted, or job performance impacted to meet corporate metrics around speed and time to fulfillment. Accuracy should be allowed as a metric. Prohibit metrics related to the volume of services provided.

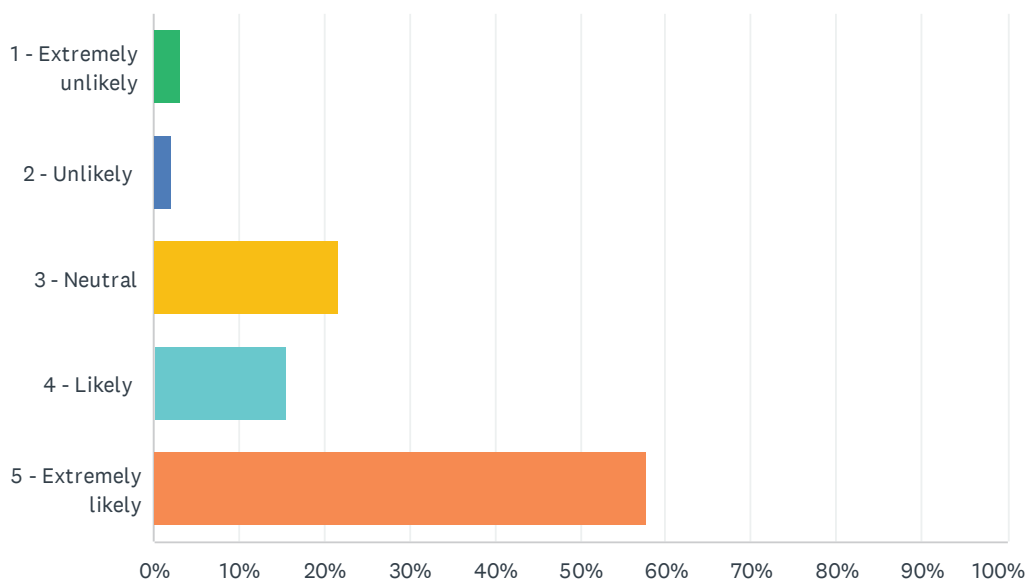
Answered: 97 Skipped: 1



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	4.12%	4
2 - Unlikely	2.06%	2
3 - Neutral	7.22%	7
4 - Likely	16.49%	16
5 - Extremely likely	70.10%	68
TOTAL		97

Q17 Elimination of Cold Call Lists Eliminate required cold call lists.

Answered: 97 Skipped: 1

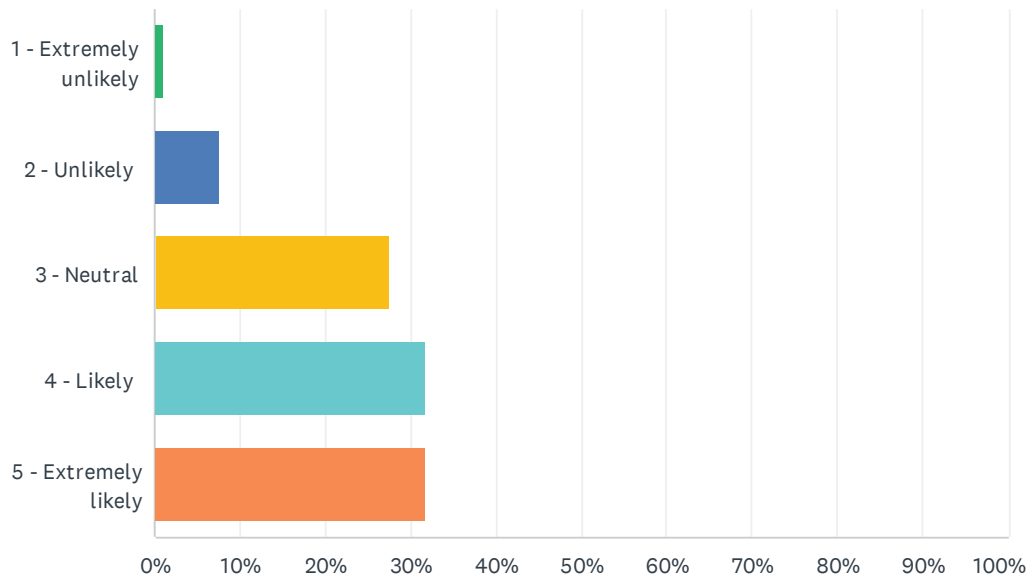


ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	3.09%	3
2 - Unlikely	2.06%	2
3 - Neutral	21.65%	21
4 - Likely	15.46%	15
5 - Extremely likely	57.73%	56
TOTAL		97

Q18 Alabama Rule - Supervising Pharmacist There is a growing discussion among pharmacy boards throughout the country about workload conditions in pharmacy. In that discussion, there are many issues contributing to workplace dissatisfaction. It is important to understand that issues related to dissatisfaction in workplace conditions may not fall under the authority of any board of pharmacy unless it involves an adverse result to the safety of patients. One concern of dissatisfaction addresses board of pharmacy disciplinary actions and the focus on the individual licensee and not on the permit or the root cause. The Board has several actions that do address the root cause as well as the permit. Board Rule 680-X-2-.12 Supervising Pharmacist specifically states: If the actions of the permit holder have deemed to contribute to or cause a violation of any provision of this section, the Board may hold the permit holder responsible and/or absolve the supervising pharmacist from the responsibility of that action. In addition, it is a violation of this rule for any person to subvert the authority of the supervising pharmacist by impeding the management of any pharmacy in relation to compliance with federal and state drug or pharmacy laws and regulations. Any such act(s) may result in charges being filed against the permit holder. To fully understand the impact of the above-cited section, it should be read with the following sections of 680-X-2-.22 Code of Professional Conduct in mind. (2) (a) A pharmacist and a pharmacy should hold the health and safety of patients to be of first consideration and should render to each patient the full measure of professional ability as an essential health practitioner. (2) (f) A pharmacist and a pharmacy should not agree to practice under terms or conditions that interfere with or impair the proper exercise of professional judgment and skill, that cause a deterioration of the quality of professional services, or that require consent to unethical conduct.)

Answered: 91 Skipped: 7

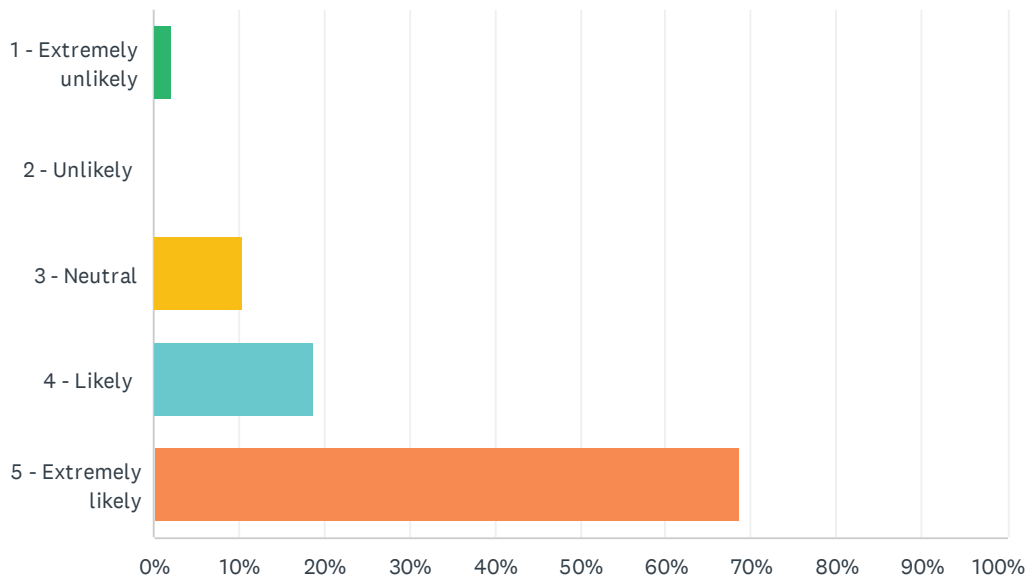
Pharmacist Workload Advisory Committee - Survey of Policy Options



ANSWER CHOICES	RESPONSES
1 - Extremely unlikely	1.10% 1
2 - Unlikely	7.69% 7
3 - Neutral	27.47% 25
4 - Likely	31.87% 29
5 - Extremely likely	31.87% 29
TOTAL	91

Q19 Pharmacy Benefit Managers The Board should ensure that its rules cannot be utilized by pharmacy benefit managers and insurers to initiate clawbacks.

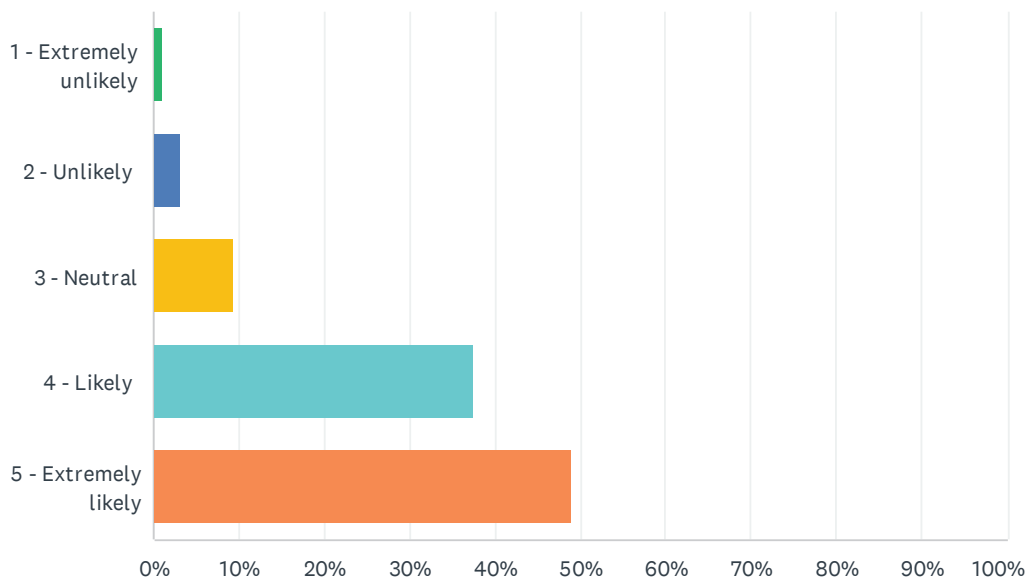
Answered: 96 Skipped: 2



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	2.08%	2
2 - Unlikely	0.00%	0
3 - Neutral	10.42%	10
4 - Likely	18.75%	18
5 - Extremely likely	68.75%	66
TOTAL		96

Q20 Improve Quality of Electronic Prescribing Develop a process to regulate electronic prescription transmission systems to improve quality and standardize format.

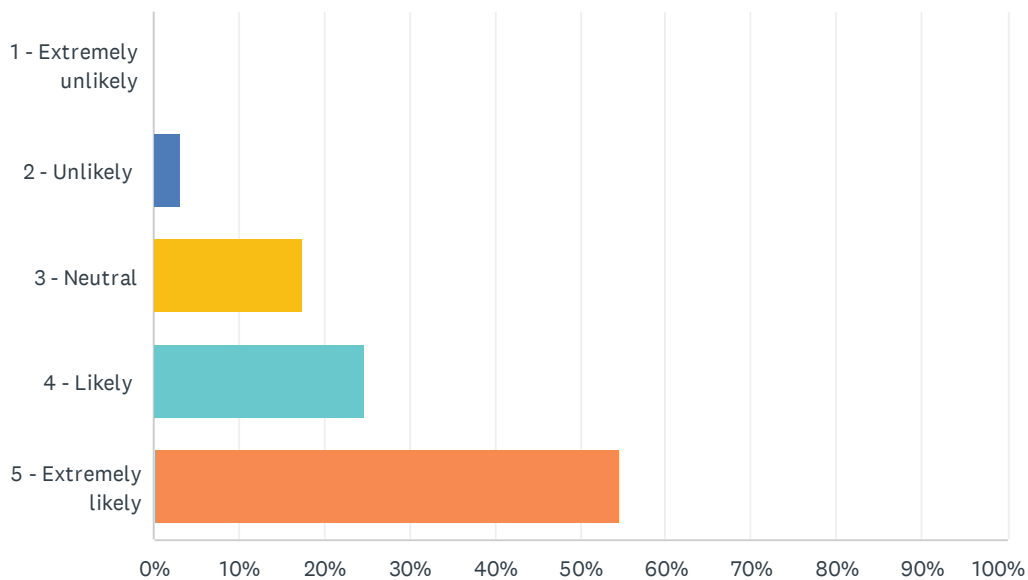
Answered: 96 Skipped: 2



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	1.04%	1
2 - Unlikely	3.13%	3
3 - Neutral	9.38%	9
4 - Likely	37.50%	36
5 - Extremely likely	48.96%	47
TOTAL		96

Q21 Authorizing Pharmacists to Prescribe Drug Devices Permit pharmacists to prescribe drug devices necessary to dispense a prescription.

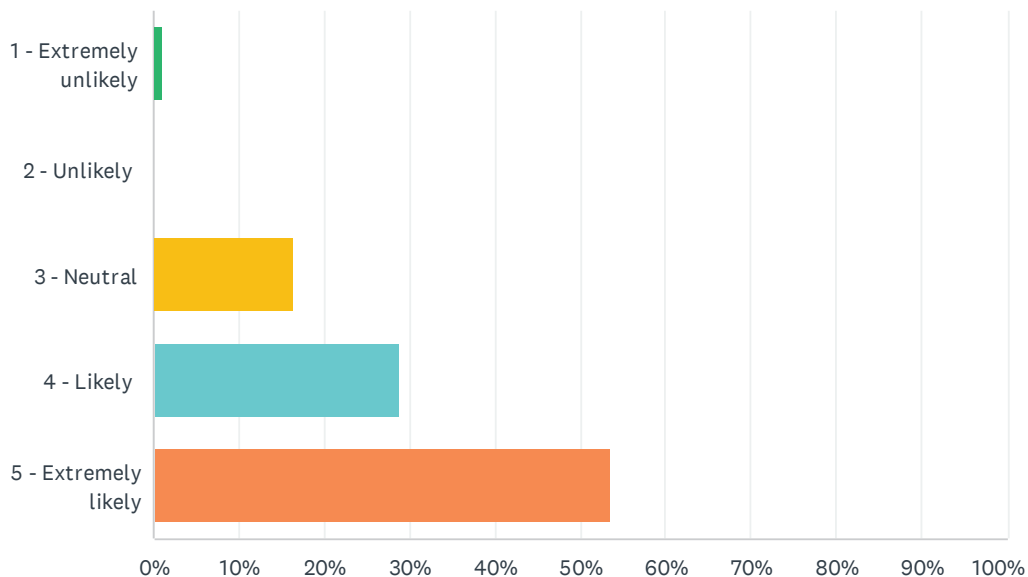
Answered: 97 Skipped: 1



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	0.00%	0
2 - Unlikely	3.09%	3
3 - Neutral	17.53%	17
4 - Likely	24.74%	24
5 - Extremely likely	54.64%	53
TOTAL		97

Q22 Eliminating Manual Logs Review Board rules to reduce the use of paper logs.

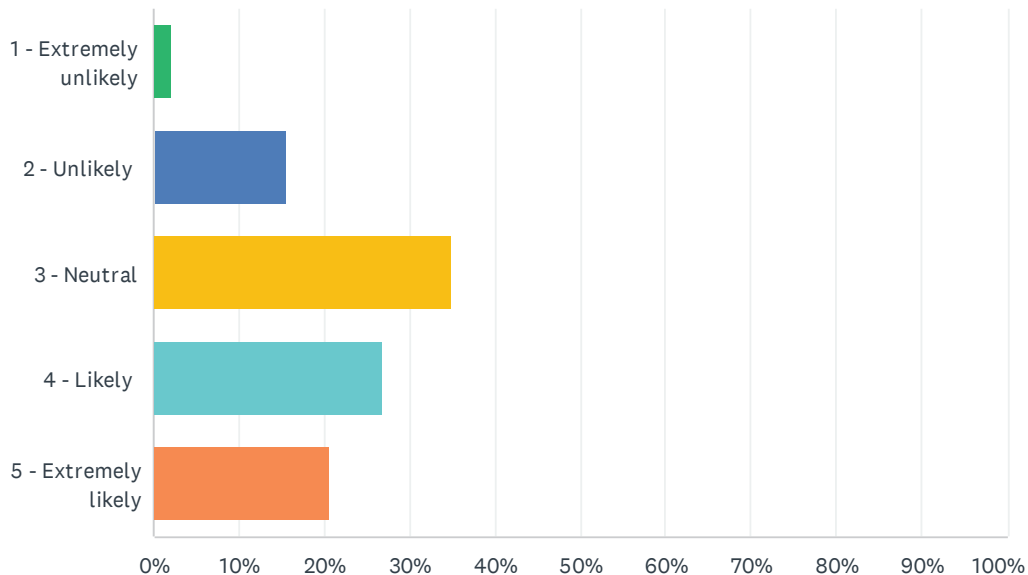
Answered: 97 Skipped: 1



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	1.03%	1
2 - Unlikely	0.00%	0
3 - Neutral	16.49%	16
4 - Likely	28.87%	28
5 - Extremely likely	53.61%	52
TOTAL		97

Q23 Change of Responsible Person Requirements Extend notification requirement of the responsible person from 10 to 30 days.

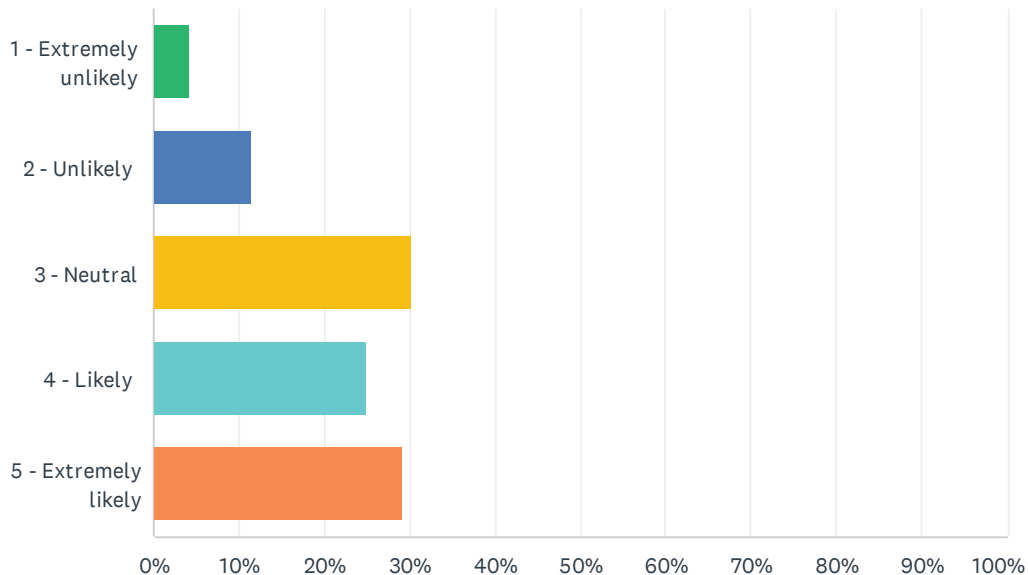
Answered: 97 Skipped: 1



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	2.06%	2
2 - Unlikely	15.46%	15
3 - Neutral	35.05%	34
4 - Likely	26.80%	26
5 - Extremely likely	20.62%	20
TOTAL		97

Q24 Improving the Physical Security of Pharmacies Look at ways to improve the physical security of pharmacies.

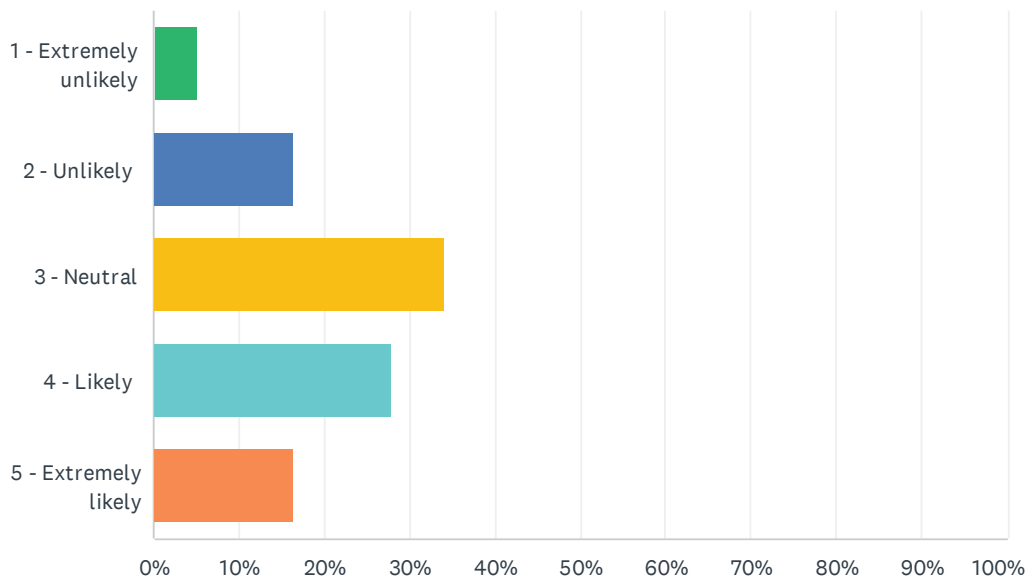
Answered: 96 Skipped: 2



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	4.17%	4
2 - Unlikely	11.46%	11
3 - Neutral	30.21%	29
4 - Likely	25.00%	24
5 - Extremely likely	29.17%	28
TOTAL		96

Q25 Pharmacy Intern Ratios Expand the number of interns that can work under the supervision of a pharmacist (currently 2:1).

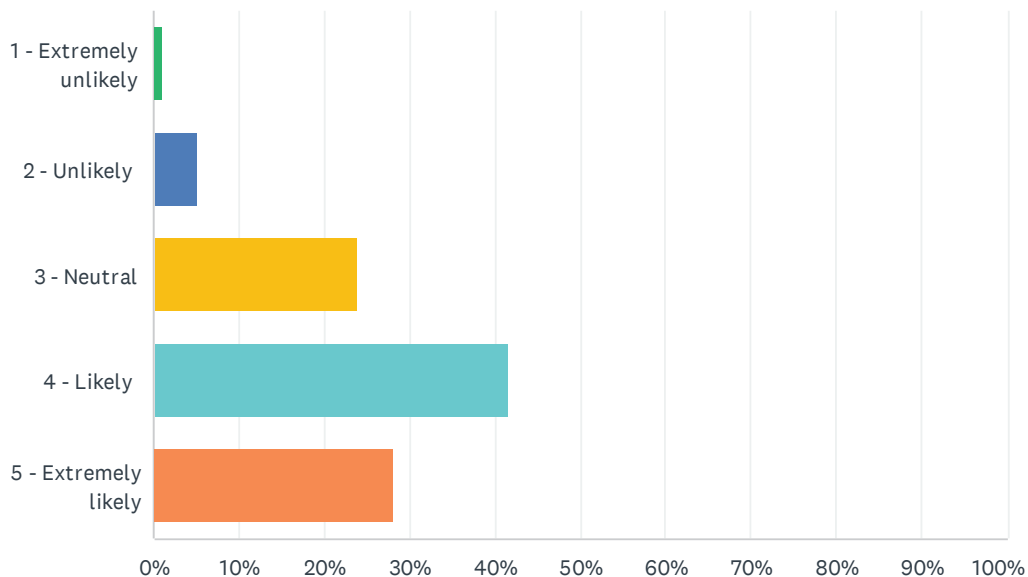
Answered: 97 Skipped: 1



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	5.15%	5
2 - Unlikely	16.49%	16
3 - Neutral	34.02%	33
4 - Likely	27.84%	27
5 - Extremely likely	16.49%	16
TOTAL		97

Q26 Automation and Technology Examine ways to utilize automation and technology to improve working conditions.

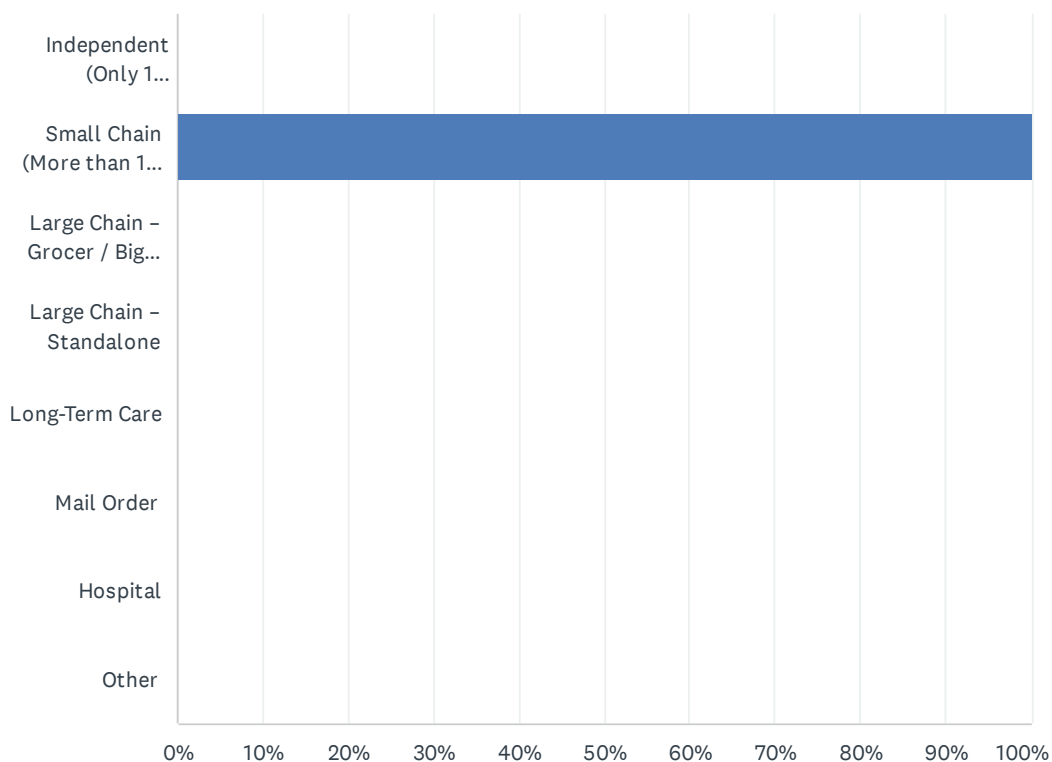
Answered: 96 Skipped: 2



ANSWER CHOICES	RESPONSES	
1 - Extremely unlikely	1.04%	1
2 - Unlikely	5.21%	5
3 - Neutral	23.96%	23
4 - Likely	41.67%	40
5 - Extremely likely	28.13%	27
TOTAL		96

Q27 Please identify your primary practice setting:

Answered: 98 Skipped: 0



ANSWER CHOICES	RESPONSES	
Independent (Only 1 location)	0.00%	0
Small Chain (More than 1, but less than 12 locations)	100.00%	98
Large Chain – Grocer / Big Box Store	0.00%	0
Large Chain – Standalone	0.00%	0
Long-Term Care	0.00%	0
Mail Order	0.00%	0
Hospital	0.00%	0
Other	0.00%	0
TOTAL		98