

**UNDER SECRETARY FOR HEALTH ANNUAL ADVANCEMENT OF PHARMACY
PROGRAMS AWARD**

1. REASON FOR ISSUE: This Veterans Health Administration (VHA) Directive announces the continuation of the annual Under Secretary for Health Awards for Pharmacy, focusing on three areas: Excellence in Pharmacy Practice, Advancement of Pharmacy Programs, and the Pharmacy Benefits Management Innovation Award.

2. SUMMARY OF CONTENTS: This VHA Directive establishes policy for the annual Under Secretary for Health's Pharmacy Awards.

3. RELATED ISSUES: None.

4. RESPONSIBLE OFFICE: The Chief Consultant, Pharmacy Benefits Management Services (10P4P) is responsible for the contents of this Directive. Questions may be addressed by contacting 202 461-7326.

5. RESCISSIONS: None.

6. RECERTIFICATION: This VHA Directive is due to be recertified on or before March 2020.

Carolyn M. Clancy, MD
Interim Under Secretary for Health

DISTRIBUTION: Emailed to the VHA Publications Distribution List on 3/10/2015.

UNDER SECRETARY FOR HEALTH ANNUAL ADVANCEMENT OF PHARMACY PROGRAMS AWARD

1. PURPOSE: This Veterans Health Administration (VHA) Directive establishes policy for the annual Under Secretary for Health's Pharmacy Awards focusing on three areas: Excellence in Pharmacy Practice, Advancement of Pharmacy Programs, and the Pharmacy Benefits Management Innovation Award. **AUTHORITY:** 38 U.S.C. 7301(b).

2. BACKGROUND: These awards have been developed to recognize significant and noteworthy achievement in VHA pharmacy practice.

a. **Excellence in Pharmacy Practice Award.** The Excellence in Pharmacy Practice Award honors individual pharmacy staff members or pharmacy teams that are actively engaged in the care of patients at a Department of Veterans Affairs (VA) medical facility, are patient-centered and demonstrate a level of practice that sets them apart from their peers.

b. **Advancement of Pharmacy Programs Award.** The Advancement of Pharmacy Programs Award honors non-pharmacy personnel who have achieved distinction promoting pharmacy-related objectives designed to enhance the delivery of high quality pharmaceutical care.

c. **Pharmacy Benefits Management Innovation Award.** The Pharmacy Benefits Management Innovation Award honors pharmacy staff who have demonstrated exceptional leadership to positively influence practice locally, Veterans Integrated Service Network (VISN) wide or system-wide within VHA.

3. POLICY: It is VHA policy that the Under Secretary for Health's Pharmacy awards for Excellence in Pharmacy Practice (Appendix A), Advancement of Pharmacy Programs (Appendix B), and the Pharmacy Benefits Management Innovation Award (Appendix C) will be awarded annually.

4. RESPONSIBILITIES:

a. **Chief Consultant, Pharmacy Benefits Management Services.** The Chief Consultant for Pharmacy Benefits Management Services (PBM) is responsible for:

(1) Ensuring that appropriate announcements regarding the USH Pharmacy Awards Program nomination and selection process are distributed annually. The Chief consultant or designee will notify all pharmacy chiefs, VISN Pharmacy Executives, CMOP Directors and PBM staff by through email and during the monthly Chief of Pharmacy teleconference. In addition, notification will be made to VISN Directors and Medical Center Directors to ensure widest dissemination.

(2) Appointing an Awards Selection Committee each year and ensuring that the Committee recommends recipients to the Under Secretary for Health. Appointments to this committee are for one year. Members may serve subsequent years if appointed by the Chief Consultant.

(a) This committee must consist of seven VHA staff, none of whom may be award nominees, but one of which must represent the PBM Service.

(b) The committee should be diverse to ensure adequate representation and varied professional backgrounds when reviewing nominations. Members should include Deputy/Associate Chief

Consultant, CMOP Director/Deputy Director, VISN Pharmacist Executive, Chief of Pharmacy, Pharmacy Residency Program Director, senior pharmacy technician, past award recipient, other senior pharmacy or VHA staff (i.e., physician, nurse, administrator) deemed appropriate by the Chief Consultant, PBM. A Deputy/Associate Chief Consultant, CMOP Director or VISN Pharmacist Executive will serve as Chair.

b. **Veteran Integrated Service Network Director.** The Veteran Integrated Service Network (VISN) Director is responsible for ensuring that the criteria, nomination procedures, and selection procedures for the following awards are distributed to all VA medical facility Directors. The awards are the:

- (1) Under Secretary for Health Excellence in Pharmacy Practice Award (Appendix A).
- (2) Under Secretary for Health Advancement of Pharmacy Programs Award (Appendix B).
- (3) Under Secretary for Health Pharmacy Benefits Management Innovation Award (Appendix C).

c. **Medical Facility Director.** The medical facility Director is responsible for ensuring upon receiving notice that a facility employee received a national award or honorable mention, that local recognition of the awardees occurs during National Pharmacy Week (October) or other award ceremony, as appropriate.

d. **Facility Chief, Pharmacy Service.** The facility Chief of Pharmacy Service is responsible for ensuring that appropriate announcements regarding the awards and selection process are distributed annually.

5. NOMINATION AND ELIGIBILITY CRITERIA:

- a. See Appendices A, B, and C for specific nomination and eligibility criteria and information.
- b. All elements included in the nomination template must be filled out completely and adequately addressed. A link to the template will be located on the PBM SharePoint website at <https://vaww.cmopnational.va.gov/cmop/PBM/default.aspx>. *NOTE: This is an internal web site and cannot be accessed through the internet.*
- c. A call for nominations is made each year by May 1. The Chief Consultant, PBM will provide nomination information including a link to the Web portal annually at <https://vaww.cmopnational.va.gov/cmop/PBM/default.aspx>. All nominations must be complete and entered into the Web portal by June 1 of each year.

6. AWARD PRESENTATION: For each individual award, the recipient receives a cash award of \$5,000, which is for personal use. Each team award has a value of \$10,000 cash, which is to be evenly divided among the team members for their personal use. A team must be comprised of more than one person. The amount each employee may receive cannot exceed \$5,000.

There are three USH award categories. Award winners for each category can be a single individual or a team which must be comprised of two or more people. If they category winner is a single individual, that person will receive a cash award with a maximum value of \$5,000 which is for personal use. If they category winner is a team, they will receive a cash award with a maximum

March 6, 2015

VHA DIRECTIVE 1076

value of \$10,000 which is to be evenly divided among team members for their personal use. The amount each employee may receive cannot exceed \$5,000.

APPENDIX A

UNDER SECRETARY FOR HEALTH ANNUAL ADVANCEMENT OF PHARMACY PROGRAMS AWARD

The Under Secretary for Health Excellence in Pharmacy Practice Award honors individual pharmacy staff members or pharmacy teams that have demonstrated exceptional leadership to positively influence practice locally, VISN-wide, or system-wide within the Veterans Health Administration (VHA).

1. ELIGIBILITY: All pharmacy staff members or pharmacy teams are eligible for this award.

2. CRITERIA:

a. **Pharmacists.** Each of the pharmacist nominees must have demonstrated excellence in at least four of the following six areas:

- (1) Expert competency in pharmacy practice.
- (2) Excellence in education and training for patients or health care professionals.
- (3) Effective collaboration with other health care colleagues.
- (4) Effective use of evidence-based practices to enhance or improve health care outcomes.
- (5) Development and implementation of strategies for improving pharmaceutical care or improving resource utilization.
- (6) Promoting pharmacy practice and the pharmacy profession within the nominees' local community.

b. **Pharmacy Technicians.** Each of the technician nominees must demonstrate excellence in at least three of the following four areas:

- (1) Improving and delivering care to patients.
- (2) Collaboration with pharmacists and health care teams to provide outstanding pharmaceutical care.
- (3) Improving job-related skills with demonstrated performance improvement.
- (4) Recognition from coworkers or management for providing exceptional patient satisfaction.

3. NOMINATION PROCEDURES: Any Department of Veterans Affairs (VA) employee may nominate a VA pharmacy employee. A Web portal located on the PBM SharePoint site <https://vaww.cmopnational.va.gov/cmop/PBM/default.aspx> must be used to submit all nominations. **NOTE:** *Instructions for submission are included in the annual call for nominations announcement. Self-nominations are encouraged.*

APPENDIX B

UNDER SECRETARY FOR HEALTH ANNUAL ADVANCEMENT OF PHARMACY PROGRAMS AWARD

1. ELIGIBILITY: The Advancement of Pharmacy Programs Award honors non-pharmacy personnel who have achieved distinction promoting pharmacy-related objectives designed to enhance the delivery of high-quality pharmaceutical care. Any Veterans Health Administration (VHA) non-pharmacy staff member is eligible for this award.

2. CRITERIA: Nominees must have recently demonstrated leadership in the advancement of innovative pharmacy practices, as measured in at least four of the following five areas:

b. Fostered or created an organizational climate ensuring appropriate integration of pharmacy practice into the overall health care delivery processes.

c. A commitment to supporting the full range of professional practices for pharmacists or pharmacy managers and to fostering career growth and development programs for pharmacy staff.

d. Supporting the integration of evidence-based pharmacy practices into the facility's health care delivery processes.

e. Achieved recognition beyond the nominee's facility for the advancement of pharmacy practice.

f. Providing the necessary support to maintain an efficient and effective pharmacy department. *NOTE: This could include human resources or advanced technological equipment.*

3. NOMINATION PROCEDURES: Nominations may be made by Pharmacy Service of the facility where the nominee was employed when the achievements were made. A Web portal located on the Pharmacy benefits Management (PBM) SharePoint site <https://vaww.cmopnational.va.gov/cmop/PBM/default.aspx> must be used to submit all nominations. *NOTE: Instructions for submission are included in the annual call for nominations announcement. Self-nominations are encouraged.*

APPENDIX C

**UNDER SECRETARY FOR HEALTH ANNUAL PHARMACY BENEFITS
MANAGEMENT INNOVATION AWARD**

1. ELIGIBILITY: Any Veterans Health Administration (VHA) pharmacy entity (Veterans Integrated Service Network (VISN), department, section, team, committee, etc.) that was involved in conceiving, developing, or implementing a noteworthy and innovative project is eligible for this award.

2. CRITERIA: Nominees must have demonstrated leadership in advancing innovations in pharmacy practice, with demonstrated outcomes as measured against four of the following six areas:

a. Innovation in pharmacy automation or in using existing Veterans Health Information and Technology Architecture (VistA) capabilities in unique ways to improve pharmacy workflow or patient outcomes.

b. Innovation in programs designed to improve patient safety. *NOTE: Achievement is measured in improved patient outcomes and organizational performance.*

c. Innovation in recruitment and retention or staff satisfaction strategies.

d. Innovation in career development and succession-planning for pharmacy staff.

e. Innovation in developing academic partnerships or affiliations. *NOTE: This could include cooperative educational and/or research initiatives, internships, etc.*

f. Innovation in resource utilization.

3. NOMINATION PROCEDURE: Nominations may be made by any VHA staff member. A web portal located on the PBM SharePoint site <https://vaww.cmopnational.va.gov/cmop/PBM/default.aspx> must be used to submit all nominations. *NOTE: Instructions for submission are included in the annual call for nominations announcement. Self-nominations are encouraged.*