

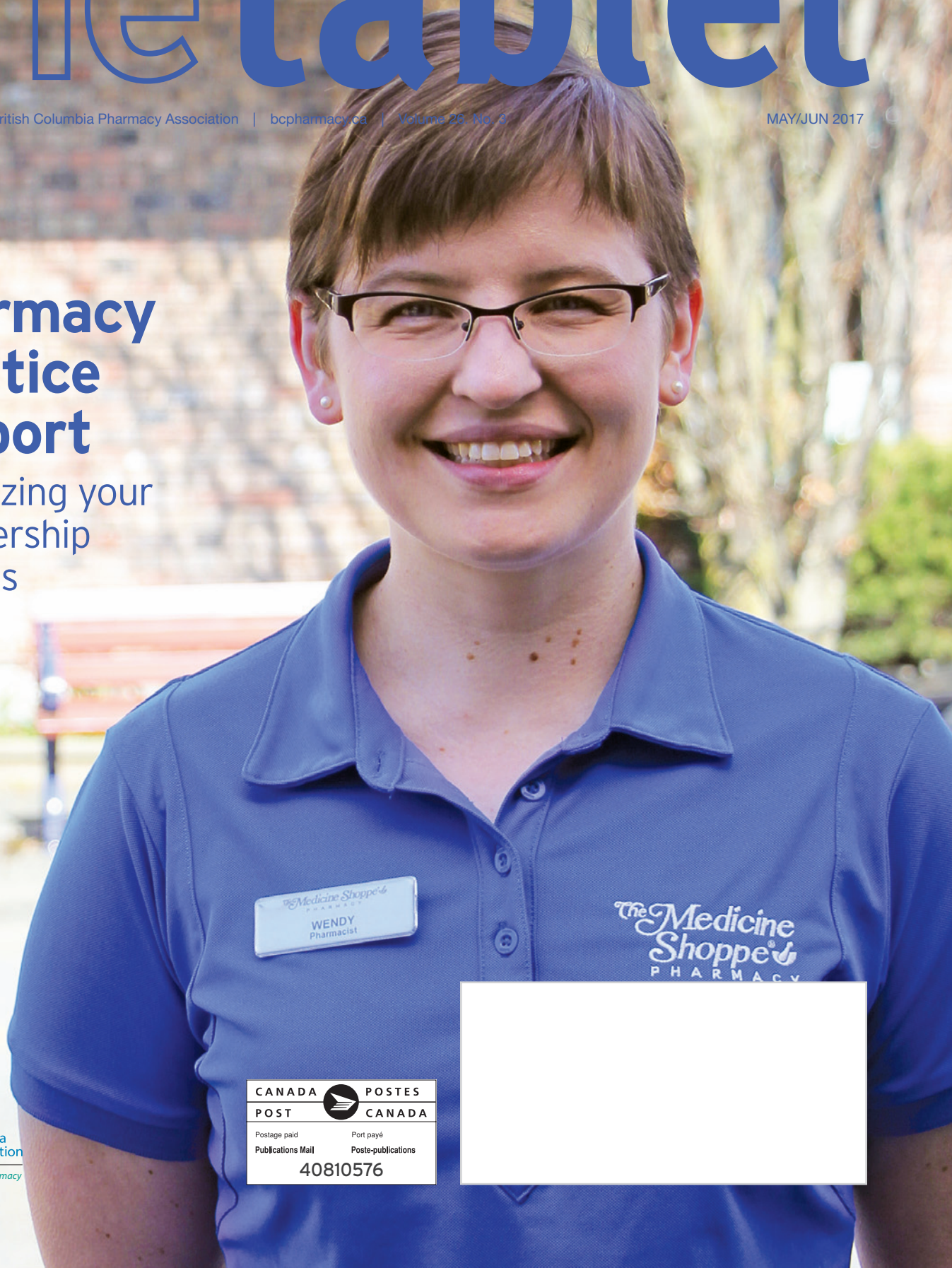
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On the cover: Wendy Stewart, pharmacist at Medicine Shoppe Pharmacy in Comox, B.C., says she's found value in the pharmacy practice support from the BC Pharmacy Association.



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Email info@bcpharmacy.ca with your story ideas.

In the news



Annette Robinson



Keith Shaw

Annette Robinson and Keith Shaw elected to BCPHA Board of Directors

Congratulations to Annette Robinson and Keith Shaw, who were elected to the BCPHA Board of Directors on election day, April 15. Both positions are for three-year terms beginning Sept. 1, 2017.

Robinson is a pharmacy specialist with Pharmasave Drugs (Pacific) Ltd. and has been a community pharmacist for 33 years.

Shaw has been an active leader in the B.C. pharmacy community for over 13 years and is currently a regional pharmacy manager with Sobeys Inc.

Learn more about our new Board members in their interviews in the Jul/Aug 2017 issue of *The Tablet*.

BCPhA joins Prime Minister Justin Trudeau for roundtable discussion on opioid crisis

On March 3, 2017, BCPhA vice-president Alex Dar Santos joined other health-care workers and first responders to meet with Prime Minister Justin Trudeau for a roundtable discussion on B.C.'s opioid crisis.

Dar Santos was also interviewed on CTV News the next day, and emphasized that pharmacists are highly accessible, frontline health-care professionals who can help those dealing with addiction.

Phase 2 of the pharmacogenomics research project launches

Phase 2 of the pharmacogenomics research project launched this April, with 25 pharmacies participating in communities across B.C.

The "Genomics for Precision Drug Therapy in the Community Pharmacy" project is co-funded by Genome BC and the BCPhA, with research led by a team at the University of British Columbia's Sequencing and Bioinformatics Consortium.

In Phase 2, community pharmacists are focused on recruiting patients who are currently taking mental health medications. Testing will also be applied for patients on other commonly prescribed medications, such as cardiovascular and pain medications. Once a patient's DNA has been sequenced, the pharmacist will provide a consultation and report back to the patient, and inform their health-care provider as needed to help guide drug therapy decisions.

The first phase of the project focused on whether pharmacists, in both urban and rural communities, could be the source for PGx testing - and quickly determined they could. In that phase, 29 community pharmacists in locations across B.C. participated and recruited 200 patients. The project focused on patient education, developing and implementing standard operating procedures and collecting samples from patients in their communities.

If you have patients who are interested in participating in this project, or if you want to learn more, please visit bcpharmacy.ca/genome.



Subscribe to *The Tablet* online

Did you know you can now also opt in to receive an electronic version of *The Tablet* instead of a mailed copy?

Online subscribers will be the first to receive *The Tablet* by email only and will no longer receive the printed version of the magazine. To opt in, please email communications@bcpharmacy.ca.

Health coaching programs a big step forward



As you're hopefully aware, this spring the BC Pharmacy Association (BCPhA) and Green Shield Canada (GSC) launched two new health coaching programs for diabetes and asthma. These services are available for beneficiaries of BCPhA's group extended health care (EHC) plan, which is administered through GSC. That includes all of the Association staff, as well as a large number of pharmacies who purchase EHC from BCPhA for their own employees, their spouses and dependents.

For each service pharmacists provide to eligible patients, you'll be compensated by GSC: \$80 for the initial consultation and \$30 for each follow-up (to a maximum of three per year). And to make things even better, the mandatory online training programs are available free to all BCPhA members until June 30, 2017.

This is a big deal for a number of reasons. First of all, I'd encourage everyone to take the training, whether you have eligible patients or not. We recognize the pool of patients is relatively small specific to the BCPhA's group EHC plan, but the lifestyle recommendations and health coaching training will be valuable to your practice in general. Secondly, this is a great way to earn your continuing education credits. The asthma and diabetes health coaching training programs are CCCEP-accredited for 2.0 and 3.0 CEUs, respectively.

It's also worth considering the opportunity to offer this as a paid service to other patients. These health coaching services qualify as an eligible medical expense under the Canada Revenue Agency guidelines and the Income Tax Act. That means that patients can claim the expense through their Health Spending Account (HSA). An HSA is a group benefit offered by employers to employees to reimburse a wide range of health-related expenses, over and above regular benefit plans.

But even more importantly, as a pharmacist I know this is a really big step forward in demonstrating the value of these types of pharmacy services to other payers. Think about the statement it could make if the majority of pharmacists take these training programs and show that they want to expand their clinical service offerings.

The BCPhA has long been advocating not just for expanded scope of practice, but for the reimbursement of these services,

“Think about the statement it could make if the majority of pharmacists take these training programs and show that they want to expand their clinical service offerings.”

whether from government or private payers. As an employer, it's now about taking action, or as some have said, “walking the talk.” The Association and its plan members have added this to our employee benefit plan. Now, we can hopefully encourage other member and industry employers to do the same.

While many people believe that paying for paramedical services such as physiotherapists or massage therapists is at the discretion of the insurance company, it's actually the employer (the plan sponsor) who can request what's covered under their insurance plan. That's important because it's critical that we demonstrate to not only health insurance companies but also to employers the importance of pharmacists' role.

Now it's up to us as practicing pharmacists - and also those of us as employers - to play our part. I hope you'll join me in doing so.



Finding our place

By the time this issue of *The Tablet* reaches you there will be a new provincial government in place. Even if the Liberal government is returned to power, the election of a new government is a time to reset our province's agenda for the four years ahead.

As health professionals keenly dependent on public policy and the public payer, it is also a time for us to reset our course for the next term. While pharmacists across the country have made advances in terms of gaining authority to provide services beyond dispensing, without proper financial compensation from public or private payers these achievements lose their value. In my view, gaining authority without an associated payment model is a very hollow victory.

It's clear that our primary care system in B.C. is failing. Despite the billions of dollars spent providing incentives to family doctors, the reality is people can't find a family doctor to look after their health-care needs. Our ERs are clogged with patients who should never have ended up there, and now issues such as the opioid crisis continue to place further stress on a weakened system. Of course, we know pharmacists have the training and expertise needed to look after the orphan patients that can't find a family doctor.

In the five years I have been at the BC Pharmacy Association, we have spent considerable time and energy trying to take our message to MLAs and government officials. In advance of the provincial election we set out a clear opportunity for all parties: enable pharmacists in under-served, rural areas to prescribe

for a limited number of minor ailments. We demonstrated that no legislative change would be needed to make this happen and had clear evidence that this has worked in places like Saskatchewan. Our experience with flu immunization demonstrates that patients trust their pharmacists to deliver health-care services beyond medication dispensing. Supporting our request seemed so low risk and offered so many obvious benefits.

As we talked to MLAs before the election was called and to officials developing policies I was shocked by how timid they had become, how frightened they were to take a position for fear of offending some group. So our specific proposal did not make it into either of the major parties' platforms. We were, however, pleased to see the Liberal platform commit to expanding the scope of practice for pharmacists.

“As we talked to MLAs before the election was called and to officials developing policies I was shocked by how timid they had become, how frightened they were to take a position for fear of offending some group.”

What I do know is that for pharmacists to be truly integrated into the primary care system there needs to be a political will that we have not yet seen. We need a brave health minister who is willing to challenge the status quo, ruffle a few feathers and allow pharmacists to make the difference we all know they can. It is my great hope we will find a partner in the new government. It is high time pharmacists find their place in the health-care system we all need.

Enhancing benefits for targeted membership groups



While it's encouraging to know that 83 per cent of community pharmacists choose to be members of the BC Pharmacy Association, and that membership continues to grow each year, we also recognize that there's always room to grow and improve as a professional association.

That's why, over the last several years, we have begun to analyze our membership renewal and retention rates more closely, to watch for trends and adapt our outreach efforts and service offerings to the changing demographics of pharmacists in B.C.

One segment of our membership that we have been putting a lot of effort into over the past few years is our students. In talking with pharmacy students, it was clear they did not understand the role of the Association and often had us confused with the College of Pharmacists of BC. It was evident that in addition to the BCPhA scholarships, sponsored activities hosted by the UBC Pharmacy Undergraduate Society and funding we contributed to the faculty building, we needed to increase our presence on campus. In 2012, we developed a BCPhA student ambassador program to help pharmacy students understand the value of the Association and the importance for having a united voice for community pharmacy. Today, our BCPhA student ambassadors accomplish this goal by delivering presentations, managing digital channels such as a Facebook page and student website, and hosting speaker events and competitions. And the proof is in the numbers, as we currently have a peak student member count of 726, up 22 per cent from before the program started.

Another membership segment that we noticed a trend with was new grads, where membership renewal rates were lower compared to the rest of our membership base. So, three years ago we decided to implement a three-year new member discount rate (\$100 discount plus a \$50 conference discount the first year, \$50 discount plus a \$50 conference discount the second year and a \$50 conference discount the third year). Although we are seeing a slight improvement with retention, there still seems to be a gap.

We decided to dig deeper to learn more about what young grads expect from us. Our first step was to segment our membership survey data conducted by Ipsos Reid in the fall of 2016 to focus on grads between 2012 and 2016. When reviewing the data, there were a number of interesting trends, but what really stood out was that while 77 per cent of young grads want to be more involved with the Association, only 16 per cent currently feel involved.

Our next step was to find a method to engage these young grads directly. In February, we hosted a webinar with about 30 young grads to come up with a plan on what we can do to enhance engagement. We took that plan and presented the ideas to about 40 newly graduated BCPhA members at an in-person and live-streamed event held at the Creekside Community Centre in Vancouver. The event was facilitated by Q Workshops, who specialize in employee and membership engagement workshops, and attended by BCPhA president Randy Konrad, BCPhA board director (and 2013 grad) Jamie Wigston, as well as Association staff. The engagement event

helped us narrow down our focus on a few things we can deliver for this membership segment, such as setting up a partnership with QID, an online community for pharmacists which received a 94 per cent approval rating, investigate a mentorship program and create a working group registry, among other nuggets of useful information. We look forward to bringing these new offerings to members in the near future.

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Safety issues of buprenorphine/naloxone therapy

By Raymond Li, B.Sc. (Pharm.), M.Sc.

Reviewed by C. Laird Birmingham, MD, M.H.Sc., FRCPC
and Jesse Godwin, MD, FRCPC

The College of Physicians and Surgeons of British Columbia removed restrictions on prescribing buprenorphine/naloxone (BUP/NLX) following a 2016 report that recommended it as a first-line treatment for opioid use disorder (OUD). BUP/NLX has similar efficacy and favourable safety and convenience compared to methadone. BUP/NLX will be the recommended first-line treatment for OUD in B.C. in June 2017. Methadone will drop to the second-line agent to be used when BUP/NLX fails or is contraindicated.

With expanded BUP/NLX access for OUD, and off-label use for analgesia, pharmacists will see this combination more often. However, there are unique safety issues and the rate of pediatric BUP/NLX misuse and abuse reported to the BC Drug and Poison Information Centre (DPIC) in 2017 is already double to triple the 2016 rate.

Pharmacology of BUP/NLX

Buprenorphine (BUP) is a partial mu-opioid agonist with high receptor affinity and a long half-life. BUP has low bioavailability when swallowed due to high first-pass metabolism, so tablets must be dissolved sublingually. As a partial agonist, BUP can precipitate withdrawal in opioid-dependent patients who have full agonists (heroin, fentanyl, morphine, methadone, etc.) on board. As a partial agonist, BUP can produce euphoria, and can cause opioid toxicity at high doses, in opioid-naïve patients, and especially children. High affinity means that other opioids cannot displace it from receptors and will not have the desired effect as long as BUP is present. It also means that much higher naloxone doses are required to reverse the effects of BUP. The long half-life (average 37 hours) means delayed recovery in overdose.

Naloxone is a pure opioid antagonist. Naloxone, which is included in a fixed 4:1 ratio (BUP:NLX) to deter injection abuse, has negligible bioavailability when used sublingually or when swallowed so it is not protective in oral exposures. Naloxone in

BUP/NLX is partially absorbed (24 to 30%) when snorted, but the duration of naloxone effect is short (half-life approximately one hour).

Pediatric exposures and adult overdoses

DPIC has been contacted about pediatric exposures when BUP/NLX has fallen out of pockets, has momentarily been left on counters waiting to be consumed, or has been found on the ground. Almost all pediatric patients required emergency room assessment, and some required prolonged hospital observation and treatment with naloxone. In a published series of pediatric BUP exposures (N=81, median age 24 months), miosis, sedation and respiratory depression occurred in about 80% of cases. More than half required naloxone, and 41% were admitted to intensive care. In one report of fatal exposure, a 13-month-old infant was found with an 8 mg/2 mg BUP/NLX tablet in his mouth. The tablet was removed, and the infant was put to bed. He was found unresponsive eight hours later and could not be revived. Toxicological testing showed both BUP and NLX in stomach contents and blood, and no other drugs.

Adult BUP/NLX overdoses reported to DPIC have involved intentional overdoses as well as medication errors in patients with substance use disorders, and chronic pain patients including the elderly. Co-exposures have included alcohol, other opioids, other psychotropic agents, as well as stimulants such as cocaine. Some patients required resuscitation, naloxone and observation in hospital. There is probably a ceiling effect for the respiratory depression seen with BUP (and BUP/NLX), and thus less chance of fatal respiratory depression. However, dangerous sedation and respiratory depression can occur with large doses, in combination with other sedating substances, and in opioid naïve consumers or the elderly. Furthermore, in a review of coroner's data on BUP-related deaths, parenteral use (injection or snorting) of BUP/NLX was involved in 12.4% of cases, pointing to the risks of parenteral use.

Misuse and abuse

Seventy-five per cent of the calls to DPIC about BUP/NLX misuse or abuse involved precipitated withdrawal in patients who took BUP/NLX after recently using heroin, methadone or other full agonist opioids. Precipitated withdrawal in opioid-dependent patients is well known and is discussed in BUP/NLX prescribing information.

Other calls to DPIC involved using BUP/NLX obtained from friends or unknown sources, or by routes other than sublingual. Despite its abuse-deterrent formulation, diversion and abuse of BUP/NLX has been reported in various countries over the years. The risk of abuse may be higher in non-opioid-dependent individuals (e.g., occasional recreational users) who will not experience precipitated withdrawal. Sublingual and injection use of BUP/NLX has been shown to be reinforcing in non-opioid-dependent patients, and among recreational users, intranasal BUP/NLX was shown to produce similar subjective ratings of "like," "drug effect," "high" and "good" as BUP alone.

Opioid use disorder is a chronic relapsing condition. Opioid substitution with BUP/NLX will have an increasing role in treatment, and pharmacists play an important role in its safe use.

References available on request at communications@bcpharmacy.ca.

What pharmacists can do:

- Take the free online Suboxone training course (suboxonecme.ca) and be up to date with the clinical guidelines for OUD.
- Ensure that patients keep their BUP/NLX tablets secure whether at home, travelling and visiting, or taking doses, especially if young children are present. Unused medication should be returned to the pharmacy for proper disposal.
- Ensure that opioid-dependent patients understand that BUP/NLX can precipitate withdrawal in themselves or others if used soon after heroin, fentanyl, methadone and other full-agonist use.
- Be aware that despite its abuse-deterrent formulation BUP/NLX has abuse and diversion potential.
- Encourage Take Home Naloxone (THN), but counsel that it may take more naloxone than the THN kit contains to reverse a BUP/NLX overdose and rescue breaths may still be required. 911 should always be called even if naloxone is given.
- Call the Poison Control Centre or 911 if an overdose or unintentional exposure occurs.

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Evolving guidance in the approach to opioid use for chronic non-cancer pain

By Aron Nenninger, B.Sc. (Pharm.), R.Ph.

Impacted by the current opioid crisis facing British Columbia, the use of opioids in the treatment of chronic non-cancer pain (CNCP) provokes intense emotions and debate among health-care workers and patients. It's a controversial area – and one that has seen recent practice and clinical guideline changes. As pharmacists, it's critical that we're aware of the limitations of the evidence informing opioid use for CNCP conditions.

In 2016, the College of Physicians and Surgeons of British Columbia (CPSBC) published new practice standards and guidelines, which were informed by a recent evidence review and guideline produced by the United States Center for Disease Control and Prevention (CDC). The CPSBC guidance focuses on the management of adult patients with CNCP and specifically acknowledges that the new standards may not apply “in the context of active cancer, palliative, nursing home and end-of-life care.” These other clinical contexts

involve unique therapeutic goals, ethical considerations, opportunities for medical supervision, and balances of risks and benefits. For community pharmacists, it is essential to be clear of the clinical context before applying these standards and principles to the care of an individual.

The available evidence for opioids when used for CNCP

Before approaching specific recommendations, an understanding of

therefore cannot reliably inform many clinical practice questions.

For example, the CDC's guideline panel could not locate quality long-term studies (> 1 year) that could inform an estimate of the effect of long-term opioid therapy for CNCP. Cochrane systematic reviews of shorter studies in specific CNCP conditions identify limitations with evidence quality.

We cannot confidently say how well, how often or even if opioids are effective for many CNCP conditions. When you combine this uncertainty with the increasing identification of harms in observational studies, one result is more conservative consensus guidelines, which conclude that “Opioids are now identified as a non-preferred CNCP option with modest benefits and significant risks” (CPSBC Standard #3).

Effects of opioids in CNCP

The Cochrane systematic review “Oral or transdermal opioids for osteoarthritis of the knee or hip” estimated an average improvement of 0.7 cm on a 10 cm Visual Analog Scale in short-term trials (median follow-up: four weeks) where the median baseline score was 6.1 cm. They estimated that approximately one in 10 patients would have a noticeably better response to pain with an opioid than the placebo

“When we now look at the evidence and arguments that convinced the medical community to prescribe opioids [...] there is recognition that the evidence base is quite weak.”

the limitations of the evidence is essential. Over the last few decades the concept of evidence-based medicine has expanded and evolved. When we now look at the evidence and arguments that convinced the medical community to prescribe opioids for chronic pain conditions in the 1980s and 1990s, there is recognition that the evidence base is quite weak and

group, and one in 11 patients may have a noticeable improvement in function. This may give some reassurance that opioids can help some patients with pain and function in the short-term. However, it also provides us with insight that not every patient is likely to benefit and that important improvements may be the exception rather than the norm.

With this in mind, the CPSBC advises that frequent reassessment must be undertaken (CPSBC Standard #8), that close monitoring of observed individual benefits and risks is essential and that opioid use always be approached as a trial (CPSBC Guideline #3).

Risks

Estimates of adverse events such as constipation or nausea can be obtained from shorter-term studies; however, longer term and serious, infrequent adverse effects cannot. Over the last few years, observational studies from large databases have consistently found significant relative increases in overdose risk, increases in patients with opioid dependence and increases in inadvertent overdose deaths.

There is increasing evidence that overdose risk is dose dependent, as estimates of overdose occurrence increase as the daily dose increases. One response to this emerging data is the identification of 50 morphine milligram equivalents (MME) per day as a preferred ceiling for opioid dosing in CNCP, with a firmer 90 MME per day maximum. It is important for pharmacists to note that the CPSBC guidance states that the intent is not to forbid doses higher than 90 MME, but to function as a "standard of documentation of thoughtful prescribing."

Moving forward

So how do we move on with this knowledge? Going forward, we need

to set realistic goals with our patients. Conversations with patients using or considering opioids can focus on reasonable expectations of benefits, a plan of action if clinically relevant benefits are not experienced, and if the potential benefits are worth the risks to them.

If opioids are chosen to be used to treat CNCP, they should be used cautiously, with specific goals set, and stopped quickly in the face of middling results.

As health-care providers, we all have to recognize and be humbled by what we don't know. And finally, we need to be empathetic with those who have been inadvertently harmed and work with them for a solution.

For a more in-depth discussion of these and other opioid issues, a recording of the webinar is available at bcpharmacy.ca/opioids-webinar.

References are available on request at communications@bcpharmacy.ca

Aron Nenninger is an academic detailing pharmacist and clinical pharmacist with Northern Health. He has been with the B.C. Provincial Academic Detailing (PAD) service since 2010 and has provided academic detailing

sessions and discussions to physicians, nurses, pharmacists and other health-care providers on this and eight other therapeutic topics. Prior to working with PAD, Nenninger worked as a community pharmacist and pharmacy manager in Alberta for 11 years.

Opioids webinar online

On Feb. 28, 2017, the BC Pharmacy Association and B.C. Provincial Academic Detailing (PAD) hosted an online webinar regarding recent changes to the recommended use of opioids for Chronic Non-Cancer Pain (CNCP). Aron Nenninger, an academic detailing pharmacist with Northern Health and PAD, provided a live evidence-informed webinar that 230 pharmacists attended or have since viewed online. A full recording of the webinar is available at bcpharmacy.ca/opioids-webinar.

Important links

The CDC evidence review:
cdc.gov/mmwr/volumes/65/rr/pdfs/rr6501e1er.pdf

The CPSBC Professional Standards and Guidelines:
cpsbc.ca/files/pdf/PSG-Safe-Prescribing.pdf

When complete, 2017 Canadian Use of Opioids in CNCP Recommendations will be available at:
<http://nationalpaincentre.mcmaster.ca/guidelines.html>



Initiating deprescribing in long-term care

By Doug Danforth, B.Sc. (Pharm)., RPh

Mr. Chiu (not his real name) was admitted into one of the long-term care (LTC) homes I look after on only one medication: quinapril 40 mg daily for his blood pressure. He had been living independently with home support morning and evening. He enjoyed his garden and walks in his neighbourhood. But his short-term memory was failing him and one day he got lost. He was admitted into LTC a few weeks later.

Within two weeks of admission, Mr. Chiu was bed-bound, not eating or swallowing well and had worsening cognitive status. Most notably his blood pressure was 100/55, his estimated glomerular filtration rate (eGFR) was 38 and his serum potassium was 5.6. This was due to the quinapril, which I learned he had not been taking at home because it made him feel sick. The appropriate daily dose for his degree of renal function was 5 mg and he recovered slowly over the next two weeks after beginning this dose. He was able to walk to the dining room, swallow his medication, was brighter and had more energy. His blood pressure was 150/90.

The significance of this case was the detrimental impact one medication caused to the health of the resident (hypotension, hyperkalemia and immobility). I was able to see and measure the positive change of the reduced dose. But how do you approach medication reduction when a patient is on 15 medications?



Polypharmacy in the frail elderly

Both *The Vancouver Sun* and *The Province* have recently posted op-eds concerning the case of “too much medication” for Canadian seniors. The term “polypharmacy” (simultaneous use of multiple medications) has been applied. One solution to this serious issue is to initiate deprescribing: the deliberate and conscientious stopping or tapering of prescriptions to help improve health outcomes.

According to the Canadian Institute for Health Information, while seniors account for 15 per cent of the population, they account for 60 per cent of public drug funding costs. In Canada, 60 per cent of residents in LTC are prescribed 10 or more medications (compared to 26 per cent in the community) and 26 per cent are prescribed over 15 drugs (compared to 8 per cent in the community).

LTC residents are subjected to changing pharmacokinetics and pharmacodynamics and declining renal function is a major risk

Palliative and Therapeutic Harmonization (PATH) Clinic Guidelines

It's essential to undertake a systematic approach to deprescribing. One place to start is the guidelines for diabetes and hypertension in the frail elderly published by the Palliative and Therapeutic Harmonization (PATH) clinic at Dalhousie University.

Visit pathclinic.ca to learn more.

factor. LTC residents are five times more likely to be hospitalized from an adverse drug reaction. A fall and hip fracture can be fatal. Orthostatic drops in blood pressure and confusion from hypoglycemia due to medications can be avoided.

While the funding structure for LTC pharmacy services in British Columbia is inadequate and has not been increased for over a decade, the principle of a "per diem" rate per resident per month is well suited to initiating a deprescribing program. A diligent pharmacist can reduce medications and improve the quality of life of a LTC resident without sacrificing income. Just think about the removal of one medication from the medication profile: you have removed one drug from the Medication Administration Record, removed one drug the resident must take, removed a drug a nurse must chart and reduced the risk of an adverse drug reaction. You have also saved either the resident or PharmaCare the cost of the medication. In my facilities, residents pay for 35 per cent of all drug costs.

Potential barriers

Harriman et al. in a thoughtful article in the November 2016 issue of *BC Medical Journal* laid out the concerns prescribing physicians have regarding initiating deprescribing in LTC. While they support the concept of reducing medications in LTC, they lack a systematic approach to optimize medication use. Major concerns are time constraints and the fact many prescribing physicians do not attend care conferences. They are concerned about stopping medications prescribed by specialists and fear that making a change in a stable patient may lead to negative outcomes. It's clear that a team approach is necessary and the pharmacist is the ideal person to lead this deprescribing team.

Approaches to initiate deprescribing

While a number of approaches can be used to initiate deprescribing, a resident and family-centred care approach is most relevant. The literature reveals that resident and family involvement in shared decision-making leads to residents choosing more conservative treatments by being better informed about potential outcomes. The most effective forum for this approach is the care conference. Here, the team of clinicians, pharmacists, nurses, dietitians and other health-care providers can address the appropriateness of withdrawing medications. Issues such as overestimating the benefits of therapy and underestimating the harms can be presented and the deprescribing process clearly laid out.

So where do you begin? For the past seven years, I have built a highly successful deprescribing program by utilizing the recommendations for medication use in the frail elderly suggested by various Canadian organizations. The first step for me was finding the recommendations published

by the Palliative and Therapeutic Harmonization (PATH) clinic at Dalhousie University.

A systematic approach to deprescribing is essential and applying the PATH clinic guidelines for diabetes and hypertension in the frail elderly gave immediate results (See box to the left). I was able to safely and effectively taper and, in many cases, discontinue many medications. My confidence grew as I found great support from prescribing physicians and nurse practitioners as we shared the results of successful medication reduction.

It is common for hypertension and diabetes to be treated with multiple medications. I began to realize that one or two medications could easily be removed without adverse consequences. Blood pressures did not rise beyond safe levels and blood sugars did not reach hyperglycemic numbers. It was a bonus that in many cases, the resident or the resident's family noted improvement in quality of life. I realized the experience of deprescribing in Mr. Chiu, who was only on one medication, could be realized in other residents on multiple medications.

If you do not have a formal and systematic process for deprescribing in LTC, I encourage you to do so and see your professional satisfaction grow. Assess the resident's overall health, determine the level of frailty, communicate this information to the resident and their family and finally plan a deprescribing solution. Perhaps my colleague Dr. Duncan Etches said it best: "We make people feel better by taking things away!"

Doug Danforth is a pharmacist at West End Medicine Centre in New Westminster who specializes in long-term care and deprescribing. He is chair of the College of Pharmacists of BC's Residential Care Advisory Committee.



Hazardous drugs:

Regular, low-dose, occupational exposure could create long-term health consequences for pharmacy staff

By Prescillia (Percy) Chua, M.Sc.(A), CRSP, CIH, ROH

What are hazardous drugs and why can they be problematic?

"Hazardous drugs" is an umbrella term used to describe a group of pharmaceuticals that include antineoplastic (or cytotoxic) agents, antiviral drugs, antibiotic medications and some hormone therapy and bioengineered drugs. These types of medications can alter cellular functions, which can cause serious health effects.

Although often beneficial, the mechanisms these drugs use to heal can also work to damage healthy cells. Anyone who routinely works with, or near, these inherently toxic drugs could be putting themselves at risk of chronic, low-dose exposure resulting in negative health outcomes ranging from acute symptoms to organ toxicities, reproductive problems, tumours and cancer. That means pharmacists, technicians and pharmacy assistants who handle these drugs, especially in compounding pharmacies, could be impacted.

How big is the problem?

CAREX (CARcinogen EXposure) Canada estimates that approximately 30,200 community pharmacists, pharmacy technicians and pharmacy assistants are occupationally exposed to antineoplastic agents – this is the largest occupational group affected in Canada.

In recent years, as the health-care industry strives to provide optimal therapeutic outcomes for its patients, the presence and role of these antineoplastic and hazardous drugs have increased. This expanded landscape has also broadened the risk of occupational exposure among unsuspecting workers.

What is a safe level of exposure?

Currently there are no occupational exposure limits for hazardous drugs. As a result, WorkSafeBC recommends keeping exposure as low as reasonably achievable.

From a technical standpoint, the National Association of Pharmacy Regulatory Authorities (NAPRA) and the United States Pharmacopeial Convention (USP) (e.g., General Chapter 797 and 800) are working to standardize industry-specific practices for handling hazardous drugs.

With respect to occupational health and safety, the National Institute for Occupational Safety and Health (NIOSH) publishes an annual alert that identifies pharmaceuticals that meet the current definition of a hazardous drug. In B.C., the Occupational Health and Safety Regulation ensures that workers are protected from exposure under Part 6, Sections 6.42 to 6.58.

How effectively do current controls minimize exposure to hazardous drugs?

Studies show that the current implementation of control mechanisms does not adequately reduce inadvertent occupational exposure. There is no definitive Canadian guideline that is specific to the safe handling of hazardous drugs in community pharmacy settings.

In 2016, WorkSafeBC inspected 11 community-based, compounding and central fill pharmacies in the Lower Mainland, including independently-owned stores, retail chains and two pharmaceutical distributors. WorkSafeBC prevention officers wanted to gauge the level of awareness among potentially exposed workers, determine the

different types of control mechanisms in the workplace and identify any gaps that might exist in site-specific exposure control plans.

WorkSafeBC found that most of the inspected facilities lacked:

- Specific education and awareness regarding Personal Protective Equipment (PPE), safe handling procedures, spill management and adverse health effects from exposure
- Drug-handling records for each worker
- Readily available spill kits
- Effective decontamination and cleaning practices to prevent further contamination
- Protective reassignment consideration for pregnant and/or breastfeeding workers
- A comprehensive exposure control plan to protect workers

What steps can a pharmacy take to protect its workers?

1. Identify the on-site hazardous drugs

Identify all hazardous drugs that are stored, handled or used in the workplace. Resources to help identify these drugs include:

- Compendium of Pharmaceuticals and Specialties (CPS) product monographs
- Manufacturer or supplier information sheets
- NIOSH List of Antineoplastic and Other Hazardous Drugs in Healthcare Settings, 2016

2. Conduct a risk assessment

Conduct a workplace risk assessment to document and evaluate site-specific conditions that influence the extent of

occupational exposure to hazardous drugs, factoring in the magnitude (how much), duration (how long), and frequency (how often) of exposure. The assessment should also identify any current control measures used to reduce or eliminate inadvertent exposure. Any issues or concerns about current controls should be brought to the attention of a manager or supervisor.

3. Implement and maintain appropriate controls (see figure 1)

Following the risk assessment, incorporate additional industry best practices and site-specific controls to specifically address any outstanding issues. The ability to recognize control failures and perform routine maintenance is also important to ensure continued protection. Include these details in your site-specific exposure control plan.

4. Advocate for increased education about occupational exposure to hazardous drugs

A recent Canadian survey of community pharmacists found that many respondents lacked a solid understanding of hazardous drugs. And a preliminary data search of B.C. undergraduate and continuing education pharmaceutical programs did not find any occupational health and safety curriculum related to hazardous drug exposure.

Contact local pharmacy and industry associations to advocate for additional occupational health and safety education and resources as it relates to exposure to hazardous drugs.

With increased awareness and site-specific control measures, community pharmacies can begin to manage their workers'

occupational exposure to hazardous drugs, and reduce their risk of long-term health consequences.

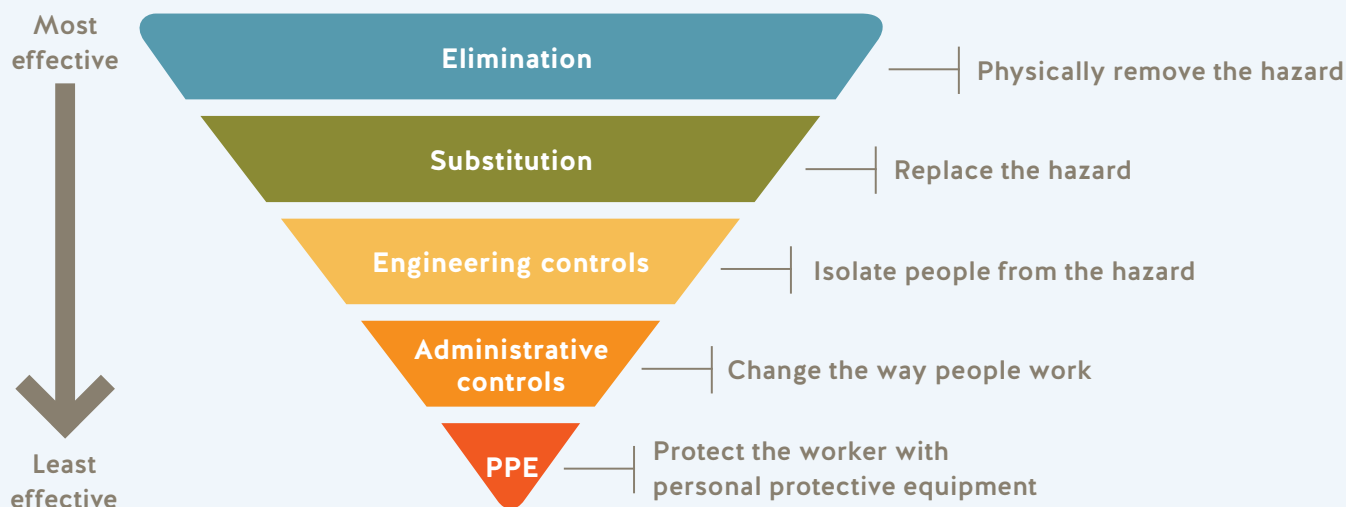
For more information, visit WorkSafeBC.com to download Best Practices for the Safe Handling of Hazardous Drugs, or speak with a WorkSafeBC Prevention Officer directly at 1.888.621.7233.

Prescillia (Percy) Chua is an occupational hygienist and currently a senior policy advisor at WorkSafeBC. She has more than 13 years of experience in evaluating industrial and occupational exposures and work practices. Chua has previously lead research that focused on inadvertent occupational exposure to hazardous drugs in health care, and has co-authored several peer-reviewed publications.

Figure 1: Hazardous drugs

Systematically take action to minimize the risk of workplace hazardous drug exposure.

Hierarchy of controls



Elimination and **Substitution controls** are usually not an option in a workplace that handles hazardous drugs. Instead, combine the remaining controls in conjunction with an exposure control plan:

- **Engineering controls**, such as biological safety cabinets (Class IIB or greater)
- **Administrative controls**, such as standard operating procedures, awareness training, and drug-handling records for each worker
- **Personal Protective Equipment**, such as disposable clothing, non-permeable gloves, and face protection

Controls are most effective when workers use and support them, and can recognize when they malfunction.

Are you making the most of your pharmacy practice support benefits?

By Elise Steeves

A patient came into Medicine Shoppe Pharmacy in Comox, B.C., to fill a prescription for a high-cost biologic. The man had PharmaCare and additional third-party drug coverage and had almost reached his deductible and family maximum. Pharmacist Wendy Stewart called the BC Pharmacy Association (BCPhA) pharmacy practice support team for billing clarification.

"I wanted to better understand the complexities of the third-party plans," says Stewart. "And to back up our interpretations of what we could bill and mark up."

BCPhA's coordinator of pharmacy practice support Nelson Chen analyzed each of the payer's policies and offered a written line-by-line breakdown explaining exactly how to process the claim.

"It was really beneficial and eliminated any questions in our mind," says Stewart, who notes practice support is one of the top reasons she's a BCPhA member. She feels it's important others know the service is there.

Answering your practice questions

The pharmacy practice support department at the BCPhA is dedicated to handling member inquiries around scope of practice, clinical services, training programs and public or private payer policies. Their job is to make life easier for busy, practicing pharmacists.

Stewart says some of the clarifications they receive from the BCPhA have helped simplify their workflow. For example, one of her coworkers, Greg Ouellette, recently reached out to BCPhA to clarify requirements around their custom software-generated medication review drug

Continued on page 18



Wendy Stewart is a pharmacist at Medicine Shoppe Pharmacy in Comox, B.C.

therapy problem (DTP) form. He received reassurance that patients did not need to sign the DTP form, although they do have to sign the best possible medication history (BPMH) form. He then passed along that information to all staff.

The team at Medicine Shoppe does a lot of medication reviews and injections thanks, in part, to a pharmacist dedicated to clinical services five days a week.

Four pharmacists are also in the process of achieving

their geriatric certification to support the large senior population in the Comox Valley. It can be a

lot to juggle for a busy pharmacy.

That's why the extra support from the Association is helpful. Owner and pharmacy manager Catherine McCann says PharmaCare and third-party billing is the one area that has given her the most grief since she bought the Comox Medicine Shoppe two years ago.

"We work really hard to do it the right way," McCann says. "But I do find that billing can be more difficult here in B.C.; there's more coordination of benefits."

"I really appreciate the collective wisdom of the Association regarding billing issues," she says. "Even when I think I know what I'm doing, in the thick of the day it's easy to make a misstep when there are so many exceptions or special considerations."

"I've often asked for clarification. Just having someone to reflect the steps back to me is sometimes all I need."

Chen, who is a regulated pharmacy technician, says that's exactly what he's there for. "I'm the first level of support," he says. "If I can help you, I will, if not, I'll escalate it to pharmacists Ann Johnston or Derek Desrosiers."

Saving time for busy pharmacists

The three-person team often acts as knowledge translators, interpreting

College of Pharmacists of BC regulations or payer policies, and following up with their resources and contacts to confirm. Then they provide concrete, written references to back them up.

"Regulations that are good for the patient should also be good for the profession," McCann notes. "But sometimes policies can be ambiguous. It's nice to be able to call a real, live voice for clarification."

Chen adds that often the answers are

Stewart agrees saving time is a big deal. "Whenever I call or email the responses are always very prompt and I find it really valuable," she says. "And it absolutely saves us time."

Expanded support for pharmacy members

While all members have access to this service, pharmacy - or corporate - members also receive detailed audit advice, as well as business support

"I really appreciate the collective wisdom of the Association regarding billing issues." - Catherine McCann

available to pharmacists, but they might not know where to find it - and it takes time to do so.

around buying a pharmacy, PharmaCare enrollment agreements or College requirements.

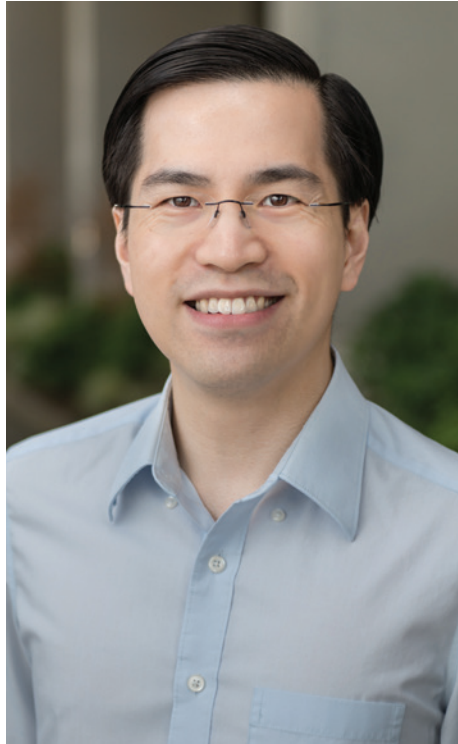


Catherine McCann is the pharmacy manager of Medicine Shoppe Pharmacy in Comox.



Elaine Akers

Venus Afshari, founder and owner of West Lonsdale Pharmacy in North Vancouver, says that she often requires clarification on PharmaCare dispensing fee billing, claim



Nelson Chen

procedures and policy interpretations. Having it in writing from BCPhA's team means she can easily use the information as a reference point to share with her pharmacy manager and staff.

"Especially when it comes to audits, it's not considered a mistake anymore - it's considered fraud, so it's a huge deal," Afshari says. That support is the most significant benefit she finds in her corporate membership, with the policy and procedure manuals a close second.

"The BCPhA can be that advisor that has the pharmacy's owner and pharmacists' benefit in mind," she says. "As a provider, that's a serious concern that I've found is non-existent, so it's great to have that."

Elaine Akers is the vice-president of regulatory affairs for Medical Pharmacies Group Limited, which has three locations in B.C. Following a recent PharmaCare audit of their largest volume store, Akers reached out for audit assistance from BCPhA. Desrosiers met with her multiple times to review the audit and create a draft

response. He also recommended a lawyer who was skilled with PharmaCare audits.

"It was very, very helpful knowing that you have the support and assistance, because every public payer likes you to respond in different ways," says Akers.

She says she would definitely recommend other pharmacy members reach out if they need help.

"I'm sure every audit that occurs is a little different, so you get the benefit of having someone who has the experience and has looked at all these scenarios before.

Support with opening - and running - a pharmacy

The co-owner of two HealthPlus Pharmacies in Richmond, Mandeep Aulakh agrees that the service she receives is invaluable, particularly since she opened her second location four years ago.

"The Association was very helpful and readily available to answer any questions that we had and provide clarification where needed.

"There are many changes that have been happening in the pharmacy world; it is reassuring to be able to contact someone that is able to communicate this information to us," she adds.

To be proactive around audits, she checks in with the BCPhA team about anything else the pharmacists can incorporate into their practice. She's also asked for a breakdown of policies, such as frequency of dispensing, for example.

"[The team] is always accommodating, and if they aren't sure they find out. They send me something by email to prove it, so I have documentation that shows us how we should be doing something," says Aulakh.

Aulakh says it saves her the time of having to go research herself. "It's always good to have someone to be able to call on and get clarification. It's great having someone on your side. This is the most important value I received from the BCPhA - it's the biggest reason I'm a member, so I can call them up to ask for help."

Continued on page 20

Contact pharmacy practice support

Derek Desrosiers, B.Sc.(Pharm.), R.Ph.
Director, Pharmacy Practice Support
derek.desrosiers@bcpharmacy.ca
604.269.2862

Ann Johnston, R.Ph.
Manager, Pharmacy Practice Support
ann.johnston@bcpharmacy.ca
604.269.2865

Nelson Chen, RPhT
Coordinator, Pharmacy Practice Support
nelson.chen@bcpharmacy.ca
604.269.2880

Three common questions – and answers

Here are three questions frequently asked of BCPHA's pharmacy practice support team. Have your own questions? Contact the team via email or phone – see full contact details on page 19.

Question 1

Do I need to retake the injection course every so often to recertify for drug administration by injection and intranasal route?

No. Previously, registrants were required to redo the injections training program every five years. The College requirements changed on July 14, 2014, to state:

Injection Recertification

Practicing pharmacists that applied to the College and are granted authorization to administer injections, must declare upon registration renewal, that he or she has successfully completed a continuing education program in drug administration by injection approved by the Board and specified in Schedule "C" if an injection has not been administered in the preceding three years, and

- Maintain current certification in cardiopulmonary resuscitation from a program approved by the board and specified in Schedule "C", and
- Maintain current certification in first aid from a program approved by the board and specified in Schedule "C".

This means that as long as you have administered one injection in the preceding three years and have maintained up-to-date first aid and CPR training, you are able to declare your competency with injections. This declaration is synced with your annual pharmacist license renewal, and is in the form of a checkbox that you tick as you go through the renewal process. If you do not checkmark this box when renewing your license, the College will remove your injection authorization flag, and you will be required to retake the course to become authorized again.

Question 2

Can I submit claims through PharmaNet for schedule II/III/unscheduled drugs under a pharmacist's name?

Yes. As per the PharmaCare Policy Manual 2012:

Using Practitioner IDs for non-prescription items

- When submitting claims for non-prescription products, pharmacists may enter their Pharmacist ID in place of the Practitioner ID. If a pharmacist elects to use the Practitioner's ID, the pharmacist must obtain authorization from the practitioner to dispense the item.
- Pharmacists may also need to use their Pharmacist ID in place of the Practitioner ID under other circumstances. For instance, the Pharmacists ID would be used for:
 - Claiming non-prescription items eligible for PharmaCare coverage
 - Updating a patient medication history with a non-prescription item that is not eligible for PharmaCare coverage
 - Claiming a pharmacist-administered publicly-funded vaccination
 - Claiming medical supplies that are eligible for PharmaCare coverage such as insulin pumps

For audit purposes, it's recommended to keep documentation in line with the requirements as per the HPA Bylaws Community Standards of Practice, Section 6(2) and 6(4) (e.g., writing out a hard copy prescription).

Question 3

Can I adapt to renew a frequently dispensed (2-27 day) prescription? Do I need to have a Frequent Dispensing Authorization form?

Yes (providing you adhere to the seven fundamentals), and yes. As per the PharmaCare Newsletter from May 30, 2013:

Frequency of Dispensing Policy – Frequently Asked Questions:

If a physician has ordered frequent dispensing in handwriting on the original prescription and the pharmacist then adapts the prescription by renewing it, is a Frequent Dispensing Authorization form required?

Yes. If the original prescription indicates 2-27 day dispensing and the pharmacist renews it, they must fill out the Frequent Dispensing Authorization form as they would for any other frequent dispensing prescription and indicate on the form by hand that it is a renewal. For any other kind of adaptation, such as a dosage adjustment or therapeutic substitution, the form is not required.

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The little things matter

A smile goes a long way in family-centred pharmacy care

By Sue Robins

Isabel Jordan's family has a variety of complex health needs: Jordan experiences migraines, her son lives with an undiagnosed rare disease and her daughter had epilepsy when she was younger. Their medical requirements have changed a lot over the years, and Jordan visits their community pharmacy in Squamish at least once a week.

She says the pharmacy professionals at Shoppers Drug Mart Chieftain are an important part of her family's entire health team.

"I've been going to John Cameron's pharmacy for a decade now," Jordan says. "The team there is so proactive in helping me work with my physician, they suggest new ideas and they look at our family's big picture.

"John knows us and he cares about us. He goes beyond the, 'Hi, how are you?'" says Jordan. She emphasizes that demonstrating empathy and compassion is a crucial part of patient and family-centred care in pharmacy.

"I think it is our job to take away the transactional nature of pharmacy and focus on the connections," says pharmacy manager John Cameron, reflecting on his approach with all customers. These relationships are important to him and that's a philosophy he imparts with his staff.

"I make sure my staff take an extra minute to get to know someone. Everybody is



John Cameron is the pharmacy manager at Shoppers Drug Mart Chieftain.

busy, but you make it work." In the end, he adds, relationship-based practice also gives his team more job satisfaction.

So how do you minimize rushing, even when the phone is ringing, faxes are coming in and there's a long line at the counter? How do you let the patient standing in front of you know that you are listening?

There are some easy techniques that Cameron believes work: Get down to the

customer's level, if possible. Use people's proper names, hold eye contact and don't interrupt. And smiling is so important – even over the phone.

Cameron believes in hiring for attitude and spark – and it shows in the way his staff treat their customers. "We try to make things as simple as possible for families," Cameron says, "so they can concentrate on the most important things in their lives."

“It is the little things that matter with how you are treated at the pharmacy,” Jordan says. “I’m a mom juggling so much with our family’s needs. John offers up solutions, like blister packaging, to lessen the burden for us. His ethic of caring permeates everyone who works there.”

Karen Copeland is a mom of two children in Abbotsford. She also regularly goes to her community pharmacy for her family’s medication needs. Her pharmacist, Kin Ng at Your Community Pharmacy, is always inquisitive and asks how her children are doing. She says she appreciates Ng’s personal approach and that he’s always willing to answer questions.

“Kin is a great problem-solver,” says Copeland. “He’s helped us out when we went on holidays and forgot medication, and he always lets us know how much

prescription we have left so we can plan to go back to the doctor.”

Again, it is the little things that matter. Ng is quick to say, ‘I’ll show you,’ and comes out from behind the counter to help Copeland find items. Ng also knows all his customers by name, and this means a lot to this busy mom. Her loyalty is strong, as she says, “I would never go anywhere else.”

Copeland says that even larger pharmacies can adopt a personalized touch. “It’s things like a friendly smile when you come to the counter that creates connection,” she says. “That can happen anywhere, no matter how big the pharmacy is.”

When asked if these connections are easier in a smaller centre like Squamish, Cameron is firm. “People are people,

whether they walk through the door in downtown Vancouver or in Squamish.”

He says he feels lucky to have his team of five other pharmacists, technicians and assistants to set the caring tone for customers.

“I need to find enjoyment in my job and that’s in making a connection with people,” Cameron says. “Otherwise I’d be flipping burgers instead. This is a busy pharmacy, but it is as simple as looking up, smiling and making eye contact.”

“Pharmacists are a powerhouse of a profession,” concludes Jordan. “I have the knowledge of my family, the pharmacists have special knowledge and the physicians have their own knowledge. Collaborating all together makes for the best health care team.”

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Pharmacy members can place free career opportunities listings in this section and on the BCPhA website. We have the best pharmacy job board in BC! For the full listings of pharmacy technician and assistant positions visit the Pharmacy Technician Society of BC website at ptsbc.ca

Pharmacist members looking for new career opportunities can post their resumes for free on the Hire-a-Pharmacist page. To learn more, visit the recruitment section of bcpharmacy.ca

ABBOTSFORD

Pharmacist - full-time, part-time

Our pharmacy team is looking to expand and is in need of a pharmacist that can contribute to our growing pharmacy base in both Abbotsford and Surrey. If you are looking for a rewarding opportunity to work in a great environment, please send resume to ajreet@gmail.com, fax 604.855.8836 or call 604.855.8882.

Pharmacist - part-time

Pharmasave Abbotsford Hospital is a unique pharmacy, offering service to patients inside and outside the Abbotsford Regional Hospital and Cancer Centre. We help patients to transition back into the community as well as servicing the pharmacy needs of patients in Abbotsford. We are looking for a part-time pharmacist that can work in our patient-centered pharmacy. We are seeking someone with good communication and customer service skills that can work proactively with our technicians and assistants to provide the perfect Pharmasave experience. Two years' experience as a Canadian pharmacist is required. Kroll experience is an asset. Complete fluency in English is a requirement. Please send resume to info@pharmasaveabby.com.

Pharmacist - part-time

Garden Park Pharmacy in Abbotsford. We are a long-established, friendly community pharmacy seeking a pharmacy manager, pharmacist and pharmacy assistants to join our company. Abbotsford is about a 45-minute drive from Vancouver. We offer competitive wages. No Sunday, Saturday, statutory holidays or evenings. All experience levels and new graduates are welcome. Please send resume to alancoi5588@yahoo.com, fax 604.746.2825 or call 604.859.3300.

BOWEN ISLAND

Pharmacist - full-time

Bring your children (or grandchildren) to one of the safest, most hospitable and scenic places this side of Paradise. Practice in a congenial and supportive patient-oriented environment an hour from downtown Vancouver. Hours and benefits negotiable. Please send resume to cates@medicinecentre.com.

BURNABY

Pharmacist - full-time

We are searching for a pharmacist with experience in residential care/nursing home. The Overwaitea Food Group (OFG) is one of Western Canada's leading retailers in food and pharmacy solutions. We are committed to providing a fun and respectful work environment and to empowering our team members in professional growth. We are supported by the organization's core values in service, people, integrity, fun and innovation. Join the OFG and reward yourself with an exciting career. Please send resume to ming_chang@owfg.com.

Pharmacist - part-time

Calea is Canada's leader in the provision of products and services that safely and reliably support community-based infusion therapy, advanced wound care, and the need for general medical supplies. We are a community partner and licensed pharmacy, providing expert solutions and support resources to health-care professionals, hospitals, patients and their caregivers. Our customers include Ontario's Community Care Access Centres (CCAC's), regional health authorities, and hospitals and home care programs across the country. We are currently seeking a part-time pharmacist at our Burnaby location (8061 Lougheed Hwy). Please send resume to humanresources@calea.ca.

Pharmacist - part-time

Pharmasave at Rosser/Hastings in Burnaby is looking for an enthusiastic and dynamic pharmacist to work part time in our store (about 15-20 hours/wk). We are a full-size compounding pharmacy, with two doctors in our store, a post office, cosmetics, and we are also a centre for the "Ideal Protein" weight management program. The applicant must be injection certified, have Kroll experience and possess good communication skills. Prior experience with compounding will be an asset, but not a requirement. We will train the successful applicant. Join our fun and dynamic team. 2017 graduates are welcome to apply. Please send resume to Lap Wu, Pharmacist/Owner at lap.wu@shawcable.com or call 604.377.2669.

Pharmacist - part-time, relief

We are a group of independent pharmacies in Richmond, Burnaby, and North Vancouver, looking for a casual pharmacist to provide occasional relief shifts, in addition to a regular Sunday 9AM-1PM shift. The successful candidate will have a strong command of English and must know Kroll and WinRX systems. Candidates must also be injection certified, able to do medication reviews and RX adaptations, clearly counsel patients on their medications and any potential interactions, and have a working knowledge of PharmaCare and third party billing policies. Please send resume to mccuedrugs@gmail.com.

CAMPBELL RIVER

Pharmacist - part-time, relief

London Drugs has a part-time opportunity in Campbell River. Join a clinical and patient-focused team using the latest robotic dispensing machines plus counseling booths and counseling rooms. Competitive salary and compensation packages, scheduled meal breaks and opportunities to advance

to roles such as travel medicine, long term care, pharmacy management, CDE, injection pharmacist and patient care pharmacists. Please send resume to Nelson Costa, Pharmacy Operations Manager at ncosta@londondrugs.com, fax 604.448.1075 or call 604.272.7113.

CHASE

Pharmacist - full-time

Long-established, friendly community pharmacy is seeking a full-time pharmacist to work in a professional pharmacy practice environment. Our ideal candidate is a personable team player who exemplifies excellent communication skills. Our strong pharmacy team focuses on providing excellent customer service and offers pharmacy services including vaccinations and medication reviews. Our community lies on the beautiful little Shuswap Lake and offers year-round healthy lifestyle options. Please send cover letter and resume to Ellen Bovair, Pharmacy Manager at ebovair@airspeedwireless.ca or call 250.851.1164.

COQUITLAM

Pharmacist - part-time

Looking for a pharmacist to cover our Saturday shift 9am-3pm. Must provide excellent customer service and work well with staff. Capable with WinRx. Please send resumes to moe_rx@hotmail.com or call 604.767.2962.

Pharmacist - part-time

Looking for a motivated, patient-centered pharmacist, preferably experienced with WinRx, to cover 9am-3pm Saturday shift with option to increase. No methadone, tech available. In a clinic pharmacy, rate based on experience. Please send resume to Moe, Pharmacist at moe_rx@hotmail.com, fax 604.468.4707 or call 604.468.4711.

COURTENAY

Pharmacist - full-time

London Drugs has a part-time opportunity in Courtenay. Join a clinical and patient-focused team using the latest robotic dispensing machines plus counseling booths and counseling rooms. Competitive salary and compensation packages, scheduled meal breaks and opportunities to advance to roles such as travel medicine, long term care, pharmacy management, CDE, injection pharmacist and patient care pharmacists. Please send resume to Nelson Costa, Pharmacy Operations Manager at ncosta@londondrugs.com, fax 604.448.1075 or call 604.272.7113.

CRESTON

Pharmacist - full-time

Overwaitea Food Group, one of Western Canada's leading food and consumer goods retailer, operates more than 120 pharmacies in B.C., Alberta, Manitoba and Saskatchewan under the following banners: Save-on-Foods, PriceSmart Foods, Urban Fare and Overwaitea Pharmacy. We provide a professional pharmacy practice environment and committed to: challenging & growing our staff, caring for people, healthy living for our shoppers and patients, innovation and investing in our future. Join the Overwaitea Food Group and make your career complete! We have a maternity leave

position available starting in May for 40 hours/week. Previous experience would be an asset. Salary starting rates \$45.20/hour. We provide competitive pay and a comprehensive benefits package, subject to eligibility requirements. Please send resume to livia_chan@owfg.com.

DELTA

Pharmacist - full-time

We are looking for full-time pharmacists for our Lower Mainland pharmacies. Experience with WinRX/Kroll and Microsoft Office (Word, Excel, etc.) are necessary. The successful applicant is required to have at least one year of experience working in a community pharmacy and to be injection certified. Pharmacists must also have a good working knowledge of PharmaCare and third party billing policies, medication reviews, and experience with blister packing. Pharmacists must be strong communicators, clinically oriented, and willing to further their pharmacy practice and patient-centered care. Wages start at \$37/hour. Full medical and dental benefits are provided after a trial period of three months. Please send cover letter and resume to careers@wescanapharmacy.com.

Pharmacist - part-time

A growing independent new pharmacy specializing in patient-centered care. We do dispense methadone but are not your typical methadone pharmacy. Known for our outstandingly efficient operations and loyal patient population, we have created a great environment to work and thrive. Seeking a pharmacist who is highly motivated, with a strong work ethic, strong customer service skills, good communication & leadership skills, ability to work as a member of a dynamic & energetic team, and most importantly willingness to actively participate in patients' health-care outcomes. Position is a permanent part-time leading to full-time. We offer stability, competitive pay structure and a great benefits package. We pride ourselves on our dedication to our employees and interest in long-term relationships. Please send resume to careers@wescanapharmacy.com.

FERNIE

Pharmacist - full-time

Looking for full-time pharmacist (contract) in Fernie. Job Requirements: Insured and currently licensed with the British Columbia College of Pharmacists (Part A), in good standing; Proven relationship management and interpersonal skills to allow to develop strong partnerships with clients; A history of being a continuous learner where the skills and knowledge have been developed to be a respected pharmacy professional; Excellent presentation and communication skills, both verbal and written; Effective organization, planning, and time management skills. Please send resume to Farishta.Ahmad@loblaw.ca.

FORT ST. JOHN

Pharmacist - full-time

Shoppers Drug Mart #274 in Fort St. John, B.C. is looking for a new full-time pharmacist to join our growing team. We specialize in adaptations, medication reviews, vaccinations and travel consults, strep testing and work closely with local physicians. Candidate must be able to work well in a busy environment and be a team player. Prior work experience with Shoppers is preferred and individual must be up-to-date with injection certification and methadone dispensing certification. Competitive

wage and benefits package will be offered. Please send resume to Irvin, Associate/Owner at asdm274@shoppersdrugmart.ca, fax 250.787.0862 or call 250.785.6155.

GRAND FORKS

Pharmacist - full-time

Join a well-established, progressive, community-based independent pharmacy. Our pharmacy staff are encouraged to spend time with patients and go beyond the pharmacy counter to actively participate in their patients' health-care outcomes using their professional training. Our pharmacy is currently involved in many patient care initiatives including weight loss and metabolic management using the Ideal Protein protocol, advanced health screening using HealthTab, medication reviews and travel health. We offer a newly renovated pharmacy with two consultation rooms, an exciting work environment, competitive wages and benefits, as well as payment of professional dues and continuing education. Please send resume to ps298lake@gmail.com, fax 250.442.3523 or call 250.442.3515.

KAMLOOPS

Pharmacist - full-time, part-time

Manshadi Pharmacy is looking to hire a full-time and part-time (up to 30 hrs/week or more) motivated pharmacist to work in a well-established independent retail pharmacy. Experience working in a busy pharmacy is a requirement. We specialize in diabetic care, compounding and home health care products. Great team that supports our pharmacist. We prefer a long-term commitment. Kamloops is a great place to be. We are close to two ski hills, Sun Peaks and Harper Mountain, and dozens of nearby lakes. Good community to raise a family with all needed amenities. Thank you for your interest but only qualified applicants will be contacted. New grads are welcome to apply. Please send resume to Missagh Manshadi, Pharmacist/owner at missagh@manshadipharma.com, online at www.manshadipharma.com, fax 1.250.434.2527 or call 1.250.574.0111.

Pharmacist - part-time

Advance your pharmacy career with Overwaitea Food Group. With over 120 pharmacies in B.C., Alberta, Manitoba and Saskatchewan, under the following banners: Save-On-Foods, PriceSmart Foods, Urban Fare and Overwaitea Pharmacy. Our pharmacy team members share a passion for healthy living and quality patient-centered care. We provide a very professional pharmacy practice environment and are committed to: challenging & growing our staff, caring for people, healthy living for our shoppers and patients, innovation and investing in our future. Join the Overwaitea Food Group and make your career prescription complete! Please send resume to Raymond Jay, B.Sc. (Pharm), R.Ph, Regional Manager, Pharmacy Operations at raymond_jay@owfg.com.

Pharmacist - part-time

Looking for part-time pharmacist in Kamloops (1 year contract). Job Requirements: Insured and currently licensed with the British Columbia College of Pharmacists (Part A), in good standing; Proven relationship management and interpersonal skills to allow to develop strong partnerships with clients; A history of being a continuous learner where the skills and knowledge have been developed to be a respected pharmacy professional; Excellent presentation and communication skills, both verbal and written; Effective organization, planning, and

time management skills. Please send resume to Farishta.Ahmad@loblaw.ca.

KASLO

Pharmacist - full-time

We are a small owner-operated company with two pharmacies located in two neighbouring villages in the Kootenays of B.C. We have an opportunity available for a pharmacy professional who would welcome a hands-on practice serving a close community of clients in a stunningly beautiful location. Our ideal candidate is a personable, team player who enjoys connecting with clients, members of the community and working with other staff personnel while bringing the highest of standards to his or her pharmacy practice. We offer competitive wages and benefits, plus we will assist in arranging for local accommodation. Healthy lifestyle options abound in our villages offering an array of year-round mountain and water sport activities. Please send resume to wardctaylor@gmail.com.

KITIMAT

Pharmacist - part-time

Advance your pharmacy career with Overwaitea Food Group. With over 120 pharmacies in B.C., Alberta, Manitoba and Saskatchewan, under the following banners: Save-On-Foods, PriceSmart Foods, Urban Fare and Overwaitea Pharmacy. Our pharmacy team members share a passion for healthy living and quality patient-centered care. We provide a very professional pharmacy practice environment and are committed to: challenging & growing our staff, caring for people, healthy living for our shoppers and patients, innovation and investing in our future. Join the Overwaitea Food Group and make your career prescription complete! Please send resume to Raymond Jay, B.Sc. (Pharm), Regional Manager at raymond_jay@owfg.com.

LAKE COWICHAN

Pharmacist - full-time

Island Pharmacy is hiring highly dedicated and energetic staff pharmacist for Lake Cowichan effective immediately. The position is full time and includes health benefits. Island Pharmacy is a dynamic pharmacy, in which you will be supported by highly experienced pharmacy assistants. Staff pharmacist is responsible for ensuring professional dispensing and providing variety of patient-centred services, while maintaining high level of customer service. Nexsys (Pharmaclick Rx) experience is an asset. Only selected candidates will be contacted. Please send resume to Ellie Rahmani, PhD, PharmD, LucasGroup, Vice President Pharmacy at Ellie@lucasgroup.ca or call 604.790.0849.

LANGLEY

Pharmacy manager - full-time

Remedy's Corporate Holdings Inc. is looking for an energetic pharmacist to manage our pharmacy in Langley, B.C. This position will commence in late June/early July for one year to cover a maternity leave. Hours will primarily be on weekdays from 830am-5pm. Applicants should have previous community pharmacy experience and proficiency with Kroll. Previous management experience is an asset, but not strictly required. Wages will be commensurate with experience. Please send resume to Justin Dovale, Regional Pharmacy Manager at justin@remedysrxsp.ca.

Pharmacist - full-time

We are looking for a full-time pharmacist (30-36 hours per week) in Langley. Pharmacist must know how to use Kroll system and be able to do injections and clinical services. Please send resume to pharmacycareld@gmail.com.

Pharmacist - part-time

We are looking for a part-time, permanent pharmacist for Saturday and Sunday from 10am-2pm. Please send cover letter and resume to ms0361@store.medicineshoppe.ca or fax 604.510.3141.

Pharmacist - part-time

Medicine Shoppe Pharmacy, Langley is looking for a part-time pharmacist 19-28 hours per week. Willing to work 3-4 days per week which includes Saturday and Sunday. Please send resume to ms0361@store.medicineshoppe.ca, fax 604.510.3141 or call 604.510.3140.

MACKENZIE

Pharmacy manager - full-time

Pharmasave in the Mackenzie Mall is looking for a pharmacy manager in our well-established community pharmacy. The pharmacist is an important part of our community. Accurately dispense medications and provide clinical consultation services. We have an excellent working environment with a spacious store and very friendly staff. Qualifications: Registered with the College of Pharmacists of B.C. Fluent in English is an asset. Strong communications and customer services skills is a must. Proficiency in Kroll Responsibilities: Prescription dispensing and methadone. Professional services such as injections, medication reviews, adaptations, etc. OTC, natural health products, and lifestyle management consultations. Please send resume to stacypsashton@gmail.com.

MAPLE RIDGE

Pharmacist - full-time, part-time, relief

We are looking for a full-time/part-time pharmacist for a small independent compounding pharmacy in the Lower Mainland. Experience with WinRx preferred but will train right candidate. Must be injection certified, authorized to dispense Methadone, good knowledge of PharmaCare and third party billing, clinically oriented, enjoy doing medication reviews, strong verbal and written communication as well as organizational skills, able to perform in a fast-paced environment, must be flexible and a team player, and be business minded with a patient-focused attitude. This is an ideal position for someone looking to further their knowledge of pharmacy and grow with a company. Above average compensation and benefits. Please send resume to alouettepharmacy@gmail.com.

MERRITT

Pharmacist - full-time, part-time, relief

Black's Pharmacy is a busy independently-owned community pharmacy in Merritt, B.C. We are looking for a pharmacist who will provide exceptional customer service in a supportive team environment. The successful candidate will have strong communication skills and be proficient with Kroll computer systems. Authorized to administer injections is an asset. This is a part-time, 10-month maternity leave position which will begin in March. We are looking for 24-32 hours per week, with more hours for vacation coverage. We are open 9-6 M-F and 9-4 Sat, closed Sunday and holidays. Please send resume to Blaine Martens, Pharmacy manager/owner at blacksrx@telus.net, online at

www.blacksparmacy.com, fax 250.378.4884 or call 250.378.2155.

Pharmacist - part-time

Pharmasave Merritt is looking for an enthusiastic and dynamic pharmacist to work part time in our store. The shifts will be Mondays and Fridays working with another pharmacist, and some weekends. Our weekday store hours are Monday - Friday 9am-7pm. The applicant must be injection certified, have Kroll experience and possess good communication skills. We are supported by three pharmacy assistants and a Script Pro Robotic dispensing machine. Please send resume to Lap Wu, Owner at lap.wu@shawcable.com or call 604.377.2669.

NANAIMO

Pharmacist - full-time

The Central Drug Stores are looking to hire a staff pharmacist to join our team. Qualified applicants will have community pharmacy experience and excellent customer service skills, and work well independently and in a team environment. Methadone maintenance training, injection certification and medication review experience would be an asset. Please send resume to Kylee Power, Manager/Partner at kyleerpower@gmail.com or call 250.753.6401.

Pharmacist - full-time

Demonstrate strong sales ability, leadership, energy, passion and communication skills as we strive to be recognized as the Canadian leader in pharmacy health care. Consult with patients to maximize Rx and OTC sales. Provide professional advice and applicable dialogue with patients on prescription and OTC products to provide excellent customer service. Be aware of any in-store events and support these events within the store. Supervise pharmacy technicians. Ensure company standard operating procedures, policies, professional standards and applicable laws and regulations are followed. Implement proper pricing and receiving procedures to minimize shrinkage. Maintain the dispensary inventory level within the prescribed guidelines through accurate perpetual inventory records. Please send resume to Dustin Bilson, Talent Acquisition Specialist at DBilson@rexall.ca.

Pharmacist - part-time

CareRx is looking for a part-time pharmacist to help us in our busy LTC pharmacy in Nanaimo on a regular basis. Required qualifications: Licensed to practice as a pharmacist in B.C., superior interpersonal skills, strong verbal and written English communication skills, commitment to providing exceptional customer service and computer proficiency. Desired qualifications: Exposure to Kroll computer software, efficient time management abilities, effective organization and planning skills and experience with clinical services to long-term care facilities. Please send resume to kevin.liew@carerx.ca or online at www.carerx.ca.

NEW WESTMINSTER

Pharmacist - full-time

Key responsibilities include: checking prescriptions for accuracy, counseling on prescription medications, OTC counseling, health management consulting, and collaboration with pharmacy assistant to accurately dispense prescription medications. Qualifications: Bachelor of Pharmacy, license to practice in the province seeking employment, superior interpersonal skills, strong verbal and written communication skills, commitment to providing exceptional customer

service, computer proficiency. WORK HOURS: flex schedule - some weekends and evenings. Please send resume to sabeeh@globalhealthmanagement.ca.

Pharmacist - part-time

We are looking for a pharmacist to help grow our pharmacy business within this full-service pharmacy. Our pharmacy offers full cosmetics department, post office, Ideal Protein Weight Loss Program, as well as PCCA compounding, pharmacist injection services and a busy full service dispensary. We are looking for a team member who is fully capable of supporting the ongoing efforts of the pharmacists and pharmacy team members to build customer satisfaction and loyalty through superior customer service. Please send resume to Christine Pothier, Pharmacy Manager/Owner at rx275@forewest.ca, fax 604.525.5608 or call 604.525.5607.

NORTH VANCOUVER

Pharmacist - full-time, part-time

Staff pharmacist for independent 'full service' community pharmacy in North Vancouver. Prerequisites: registered full pharmacist in 'good-standing' in B.C., trained in ppp-66, authorized to administer injections, fluent English language skills. Details: weekday shifts from 10:30-17:30, part & full-time schedules, experienced support staff & management team. Benefits: paid annual vacations, employment contract guarantee, compensation between \$35 - \$40/Hour, contingent on job performance. Please send cover letter and resume to wlmcparmacy@gmail.com.

Pharmacist - full-time, part-time

We require a part-time or full-time pharmacist for busy independent North Vancouver pharmacy. If you are looking for a great work environment with a strong clinical role coupled with dispensing, interdisciplinary collaborative focus, competitive pay and consistent enjoyable work, please send resume to nvpharmacy1@gmail.com.

PARKSVILLE

Pharmacist - full-time

Overwaita Food Group, one of Western Canada's leading food and consumer-goods retailer, operates more than 120 pharmacies across B.C., Alberta, Manitoba and Saskatchewan, under the following banners: Save-On-Foods, PriceSmart Foods, Urban Fare and Overwaita Pharmacy. We provide a very professional pharmacy practice environment and are committed to: challenging & growing our staff, caring for people, healthy living for our shoppers and patients, innovation and investing in our future. Join the Overwaita Food Group and make your career prescription complete! We have an opening for a Pharmacist position at our store in Parksville, B.C. Please send resume to Sammy Lee, B.Sc. (Pharm), R.Ph., Regional Manager, Pharmacy Operations at sammy_lee@owfg.com.

PENTICTON

Pharmacist - full-time

We are looking for a dynamic pharmacist to join our team. We are a busy pharmacy (both retail and compliance packs) located in beautiful Penticton, B.C. Customer service and building customer relationships are extremely important as well as the ability and willingness to perform professional services. Please send resume to asdm203@shoppersdrugmart.ca or call 250.492.8000.

PITT MEADOWS

Pharmacist - part-time

Looking for a part-time pharmacist to work 2-4 shifts a week. The shifts are usually 9-6 or 9-7. Must be able to work weekends. Kroll knowledge is crucial. Please send resume to Karam Abdul-Ahad, Owner at karamrx1@gmail.com, fax 604.460.4807 or call 604.460.4808.

QUALICUM

Pharmacist - relief

Would you like to have your name available for casual relief work at Qualicum Pharmasave? Do you live in the commutable area? Occasionally we need relief for 1 day to several weeks and would like to have a few names we can call upon. Suitable candidates will be high quality pharmacists, familiar with Kroll, comfortable with clinical services including adaptions. Please send resume to brian@qualicumpharmasave.com.

QUESNEL

Pharmacist - full-time

Pharmacist needed for a maternity leave coverage in Quesnel (40hr). Overwaitea Food Group, one of Western Canada's leading food and consumer-goods retailer, operates more than 120 pharmacies across B.C., Alberta, Manitoba and Saskatchewan, under the following banners: Save-On-Foods, PriceSmart Foods, Coopers Foods, Urban Fare and Overwaitea Pharmacy. We provide a very professional pharmacy practice environment and are committed to: challenging & growing our staff, caring for people, healthy living for our shoppers and patients, innovation and investing in our future. Join the Overwaitea Food Group and make your career prescription complete! Please send resume to Livia Chan, Regional Manager, Pharmacy Operations at Livia_chan@owfg.com.

RICHMOND

Pharmacist - full-time

MediSystem Pharmacy, a Shoppers Drug Mart Company, is an established specialty pharmacy that provides pharmaceutical dispensing and clinical pharmacy consulting services to long-term care facilities across Canada. MediSystem services 40,000 residents in over 300 facilities and is proud to be 100 per cent Canadian owned and operated. At MediSystem Pharmacy, you can use your skills to do meaningful work that has a real impact, in an environment that promotes learning, growth and opportunity. Whether it's your first job or you're ready for a new challenge, MediSystem Pharmacy can turn your potential into performance that is recognized and rewarded. We offer competitive pay, full benefits, and a work life balance. Please send resume to agopalani@sdmshn.ca or online at www.imedisystem.com.

SECHLT

Pharmacist - full-time

Demonstrate strong sales ability, leadership, energy, passion and communication skills as we strive to be recognized as the Canadian leader in pharmacy health care. Consult with patients to maximize Rx and OTC sales, provide professional advice and applicable dialogue with patients on prescription and OTC products to provide excellent customer service. Be aware of any in-store events and support these events within the store. Supervise pharmacy technicians. Ensure company standard operating procedures, policies, professional standards and applicable laws and regulations are followed.

Implement proper pricing and receiving procedures to minimize shrinkage. Maintain the dispensary inventory level within the prescribed guidelines through accurate perpetual inventory records. Please send resume to DBilson@rexall.ca.

SOOKE

Pharmacist - full-time

Peoples Drug Mart in Sooke is a busy pharmacy with a strong pharmacy team focused on delivering excellent customer service, building relationships with our patients, offering pharmacy services such as vaccinations and medication reviews, and specialty compounding. We offer methadone and blister packing services as well. We hold our pharmacy team to high standards and are looking for a strong candidate to join our team. Only short listed candidates will be contacted. Ideal candidate: Proficient with Kroll; Comfortable and willing to provide pharmacy services such as medication reviews, adaptations and injections; Experience in a fast-paced work environment and with LTC homes; Fluent in English; Strong customer service and communication skills; Able to delegate responsibilities. Please send resume to Stephanie, Pharmacy Manager at peoplespharmacysooke@gmail.com, fax 250.642.7742 or call 250.642.2226.

SURREY

Pharmacist - full-time

Full-time position available starting in May. Key responsibilities of a Shoppers Drug Mart pharmacist include checking prescriptions for accuracy, counseling on prescription medications, OTC counseling, health management consulting, participation in SDM programs including cognitive/enhanced services as these programs may evolve over time and as required by the business, collaboration with pharmacy assistant to accurately dispense prescription medications. Qualifications: Bachelor of Pharmacy, license to practice in the province seeking employment; superior interpersonal skills; strong verbal and written communication skills; commitment to providing exceptional customer service; computer proficiency. Please send resume to Ken Dhami, Associate Owner at asdm2238@shoppersdrugmart.ca, fax 604.543.8165 or call 604.543.8155.

Pharmacist - part-time

Demonstrate strong sales ability, leadership, energy, passion and communication skills as we strive to be recognized as the Canadian leader in pharmacy health care. Consult with patients to maximize Rx and OTC sales; Provide professional advice and applicable dialogue with patients on prescription and OTC products to provide excellent customer service. Be aware of any in-store events and support these events within the store. Supervise pharmacy technicians. Ensure company standard operating procedures, policies, professional standards and applicable laws and regulations are followed. Implement proper pricing and receiving procedures to minimize shrinkage. Maintain the dispensary inventory level within the prescribed guidelines through accurate perpetual inventory records. Please send resume to dbilson@rexall.ca.

Pharmacist - part-time

Part-time pharmacist position with new independent pharmacy in Surrey - 2 to 3 shifts a week. Need to be able to work independently. Must be proficient in both Kroll as well as Pharmaclik. Preference given to pharmacists that are injection certified, have completed the methadone training, and are able to conduct professional services such as medication

reviews, adaptations and refusal to fills. New grads are welcome - great learning opportunity! Please send resume to vivacarerx@gmail.com or fax 778.293.2274.

Pharmacist - full-time

Key responsibilities include: checking prescriptions for accuracy, counseling on prescription medications, OTC counseling, health management consulting, and collaboration with pharmacy assistant to accurately dispense prescription medications. Qualifications: Bachelor of Pharmacy, license to practice in the province seeking employment, superior interpersonal skills, strong verbal and written communication skills, commitment to providing exceptional customer service, computer proficiency. WORK HOURS: flex schedule - some weekends and evenings. Please send resume to sabeeh@globalhealthmanagement.ca.

VANCOUVER

Pharmacist - full-time

Macdonald's Prescriptions at the Fairmont Medical Building has a long-term opportunity for a full time staff pharmacist to start immediately. Successful candidate must have excellent communication skills and will be exposed to a pharmacist's full scope of practice. You must also have the ability to work effectively in a team environment as well as independently. Experience with compounding and billing to special programs would be very useful. Fluency in a second language would be an asset. We are open Monday to Friday 8:30 to 6 & Saturday 9 to 4. We are closed Sundays and stat holidays. We offer very competitive salary, benefits and a pension plan. Please send resume to Jeff Curtis, Pharmacy Manager at jeff@macdonaldsrx.com or call 604.872.2662.

Pharmacy manager - full-time

Advance your pharmacy career with the Overwaitea Food Group, a Canadian-owned company that operates under multiple banners: Save-On-Foods, Overwaitea Foods, PriceSmart Foods, and Urban Fare. With over 120 pharmacies across BC, Alberta, Manitoba and Saskatchewan, and growing in Yukon, our pharmacy team members share a passion for healthy living and quality patient-centered care. Our pharmacy team members are made up of hardworking people who thrive in a demanding and changing environment and are deeply committed to their patients. We offer: Friendly, professional and supportive work environments-Flexibility, stability and great compensation packages-Opportunities to develop your leadership skills, expand your scope of practice and advance your ca. Please send resumes to anna_wong@owfg.com.

Pharmacist - full-time

We are a growing independent new pharmacy specializing in patient-centered care. Known for outstanding efficient operations and our loyal patients. We have created a great environment to work and thrive. Looking for a highly motivated pharmacist with a strong work ethic, great customer service skills, good communication and leadership skills. Ability to work as a member of a dynamic team and most importantly willingness to actively participate in patients' health-care outcomes. Position is permanent full-time with flexibility between two pharmacies located in downtown Vancouver. We offer stability, a very competitive pay structure and a great benefits package. We pride ourselves on our dedication to our employees and interest in long-term relationships. Please send resume to drimrantejani@gmail.com.

Pharmacist - part-time

We are looking for a part-time pharmacist to join our team in the neighbourhood we have been a part of for the past 15 years! The pharmacist we are looking for is passionate about patient care, has excellent interpersonal skills, wants to build relationships with the community, and has a willingness to learn and teach. We have an awesome team of assistants who will support you. Please send cover letter and resume to rx87@forewest.ca or call 604.899.0930.

Pharmacist - full-time

We are looking for an enthusiastic and friendly pharmacist who enjoys working in an integrative and compounding pharmacy setting to join our team. A minimum of 2 years of Kroll and compounding pharmacy experience is required. The applicant must have good communication skills as our pharmacists work closely with functional MDs, NDs, GPs, and specialists. Experience in BHRT, topical pain management, recognizing and treating drug-induced micronutrient deficiencies / general nutrient deficiencies, and recommending nutraceutical supplements when necessary will be an asset. 30-40 hours per week, between two locations. If this sounds like you, we'd like to hear from you. Please send cover letter and resume to Kal Rahimi, B.Pharm, RPh, Pharmacy Operations Manager at kal.rahimi@purepharmacy.com or online at www.purepharmacy.com.

Pharmacist - full-time

Save-On-Foods is in search of a motivated and enthusiastic pharmacy intern to join our team. If you are a pharmacy student seeking to obtain essential experience in retail pharmacy, come join us, advance your knowledge and gain leverage that you can use in your future career. We have a position available for you in our Vancouver location. With over 120 pharmacies across B.C., Alberta, Manitoba and Saskatchewan, our pharmacy team members share a passion for healthy living and quality, patient-centered care. We offer an attractive compensation package and our extensive benefits package is one of the industry's finest. Please send resume to pharmacyemployment@owfg.com.

VANDERHOOF

Pharmacy manager - full-time

Pharmacist qualifications and skills: Bachelor's Degree in pharmacy and current registration as a licensed pharmacist with the College of Pharmacists of B.C. Previous experience in a community pharmacy is an asset. Have the confidence to assist our type 2 diabetic and cardiovascular challenged patients, which is the focus of my pharmacy practice, including medication reviews and follow-ups for these patients. Empathy for our patients, confidence in drug therapy decisions and communication with our physicians is essential. Strong social skills and the capability to be a decision-maker. Ability to practice within the patient-focused pharmaceutical care model taught at UBC. Experience with Kroll software is an asset. Please send resume to vanderhoof@medicinecentre.com.

VERNON

Pharmacist - part-time

Looking for part-time staff pharmacist in Vernon (7 month contract). Job Requirements: Insured and currently licensed with the British Columbia College of Pharmacists (Part A), in good standing; Proven relationship management and interpersonal skills to allow to develop strong partnerships with clients; A history of being a continuous learner where the skills and knowledge have been developed to

be a respected pharmacy professional; Excellent presentation and communication skills, both verbal and written; Effective organization, planning, and time management skills. Please send resume to Farishta.Ahmad@loblaw.ca.

Pharmacist - part-time

Demonstrate strong sales ability, leadership, energy, passion and communication skills as we strive to be recognized as the Canadian leader in pharmacy health care. Consult with patients to maximize Rx and OTC sales. Provide professional advice and applicable dialogue with patients on prescription and OTC products to provide excellent customer service. Be aware of any in-store events and support these events within the store. Supervise pharmacy technicians. Ensure company standard operating procedures, policies, professional standards and applicable laws and regulations are followed. Implement proper pricing and receiving procedures to minimize shrinkage. Maintain the dispensary inventory level within the prescribed guidelines through accurate perpetual inventory records. Please send resume to Dustin Bilson, Talent Acquisition Coordinator at DBilson@rexall.ca.

VICTORIA

Pharmacy manager - full-time

Key Responsibilities: Ensure employees are working in compliance with company policy/practice/procedure; Compliance Management; Quality Assurance Management; Staff Development, pharmacy staff of approx. 4-6; Professional Development; Employee performance management including performance coaching, disciplinary actions; Annual and probationary performance assessments; Annual employee wage review; Employee training and development; Financial planning activities to achieve company objectives; Manage P&L statements and attain target metrics (including but not limited to Labor, Inventory, Expense control); Accountable for operational targets; Manage the internal payroll requirements/verifications e.g. approval of hours worked for all pharmacy employees. Please send resume to Sonia Fiorini, Talent Acquisition Specialist at recruitment@medicalpharmacies.com.

Pharmacist - full-time

Are you looking for an opportunity with an established independent pharmacy chain that is looking to grow and expand its focus on patient care, and clinical specialization. We take patient follow up to a whole new level. We are looking for energetic pharmacists who want to practice their full scope of clinical skills and help us bring top-notch health care to our customers. Heart Pharmacy IDA owned by Naz Rayani are looking for an engaged, clinically oriented and outgoing full-time pharmacist to work at our unique community pharmacies. Please send resume to jobs@victoriapharmacy.com.

Pharmacist - full-time

Overwaita Food Group, one of Western Canada's leading food and consumer-goods retailer, operates more than 120 pharmacies in B.C., Alberta, Saskatchewan and Manitoba under the following banners: PriceSmart Foods, Urban Fare, Overwaita Pharmacy, and our main banner, Save-on-Foods Pharmacy. We are looking for two licensed pharmacists in good standing with the BC College of Pharmacists. We have six locations within the Greater Victoria area. One position is floating between the pharmacies and the other position is at one location. We provide a very professional pharmacy practice environment and are committed to: challenging & growing our staff,

caring for people, healthy living for our shoppers and patients, innovation and investing in our future. Please send resume to Gary Go, B.Sc. (Bio), B.Sc. (Pharm), Regional Manager, Pharmacy Operations at gary_go@owfg.com or fax 604.882.7896.

Pharmacist - full-time

Participating in dispensing of prescriptions, including computer entry, triage of new orders, collation of data and clinical reviews. Ensuring the accuracy of prescriptions dispensed. Providing professional functions related to dispensing including pharmaceutical care, patient counseling, liaising with other healthcare professionals and documenting interventions and dialogue. Assisting the Pharmacy Manager in training of new staff. Providing supervision and leadership in the dispensary while on duty. Minimum 1 year pharmacist experience. Long Term Care pharmacy experience preferred. Experience with Kroll preferred. Please send resume to recruitment@medicalpharmacies.com.

Pharmacist - relief

Locum: A community pharmacy is looking for a locum pharmacist for occasional daytime shifts. Please send resume to victoriamedicaljobs@gmail.com.

WEST VANCOUVER

Pharmacist - full-time

Caulfield Village Pharmasave in West Vancouver has an opening for a full-time pharmacist starting February 2017. We are looking for an energetic and caring individual who wishes to practice in community pharmacy environment. Good communication skills, a willingness to be involved in patient care, injection certification and the ability to conduct medication reviews are a requirement. We offer a competitive wage and benefits package. Please send resume to ps214@shaw.ca.

WILLIAMS LAKE

Pharmacist - full-time

Williams Lake is located in the heart of the Cariboo Chilcotin. As the largest and fastest growing city in the area; it serves as a business, industrial and service hub for outlying communities. For lifestyle, the mixture of frontier charm and urban living can't be beat. Williams Lake is a modern city with all major amenities. The surrounding pristine wilderness provides an unlimited playground while the convenience of city living is just outside your door. Outdoor recreation enthusiasts are drawn to the area's natural amenities. World class mountain bike trails, miles of hiking, skiing, and snowboarding terrain and hundreds of lakes fit for kayaking, rafting, boating, fishing, and camping make Williams Lake one of B.C.'s last, true, wilderness escapes. Please send resume to asdm283@shoppersdrugmart.ca or call 250.392.3333.

OPPORTUNITIES ACROSS BC

Pharmacist - part-time

Advance your pharmacy career with the Overwaita Food Group, a Canadian-owned company that operates under multiple banners: Save-On-Foods, Coopers Foods, Overwaita Foods, PriceSmart Foods, and Urban Fare. With over 120 pharmacies across B.C., Alberta, Manitoba and Saskatchewan, our pharmacy team members share a passion for healthy living and quality patient-centered care. We offer an attractive compensation package and our extensive benefits package is one of the industries finest. We have positions available in Kitimat &

Creston, Parksville, Prince George, Quesnel, Grand Forks, Fernie, Fort Nelson, Prince Rupert & Campbell River. Floater pharmacist positions are also available. New grads are welcome to apply. Please send resume to pharmacyemployment@owfg.com.

LOWER MAINLAND

Pharmacist - full-time

Key responsibilities for Clinical Consultant Pharmacist: Providing professional functions including review of resident's medication profiles, both self-directed and in response to requests from other team members. Making recommendations to physicians based on the pharmaceutical care model. Conducting Drug Utilization Evaluations on selected drug categories and reporting to homes and management. Working with the health-care team to develop strategies to meet the facility's goals for reduction of medication usage while optimizing resident care. Providing teaching and orientation including: Orientating new staff (nursing and physicians) to internal medication systems, policies and procedures. Please send resume to Sonia Fiorini, Talent Acquisition Specialist at recruitment@medicalpharmacies.com.

Pharmacist - part-time, relief

If you are a licensed pharmacist who is looking to provide patient-focused care within a strong team environment, then this opportunity may be for you. We offer a full compensation and benefits package with industry-leading components. We are a company committed to both pharmaceutical care and customer care. Please apply online at www.safewaypharmacy.jobs.

OKANAGAN

Pharmacist - relief

Advance your pharmacy career with the Overwaita Food Group, a Canadian-owned company that operates under multiple banners: Save-On-Foods, Overwaita Foods, PriceSmart Foods, and Urban Fare. With over 118 pharmacies in over 50 communities across B.C. and Alberta, and growing into Saskatchewan and Manitoba, our pharmacy team members share a passion for healthy living and quality, patient-centered care. We offer an attractive compensation package and our extensive benefits package is one of the industries finest. We have a relief pharmacist position available for the Okanagan region. New graduates are welcome to apply. Please send resume to sammy_lee@owfg.com.

OPPORTUNITIES OUTSIDE BC

ALBERTA (FLOATER)

Pharmacist - full-time

The Overwaita Food Group (OFG) proudly provides professional, patient-centered care through more than 80 pharmacies across B.C. and Alberta. We are a leading-edge food and consumer goods retailer known for our belief that well-being is about prevention, not just intervention. And thanks to the breadth and depth of our well-established health related offerings, our pharmacists are in a unique position to counsel clients about nutrition and wellness. At OFG, we're committed to fostering a work environment that encourages personal growth, training and career opportunities and provides continuous learning. We offer an attractive compensation package and our extensive benefits package for full-time pharmacists is one of the industries finest. Learn more about what

we have to offer. Please send resume to Denise Nilsen, Regional Manager, Pharmacy Operations at pharmacyemployment@owfg.com.

SASKATCHEWAN

Pharmacist - full-time

Advance your pharmacy career with Save-On-Foods. With over 120 pharmacies across B.C., Alberta, Manitoba and Saskatchewan, our pharmacy team members share a passion for healthy living and quality patient-centered care. Our pharmacy team members are made up of hardworking people who thrive in a demanding and changing environment and are deeply committed to their patients. We offer: Friendly, professional and supportive work environments; Flexibility, stability and great compensation packages; Opportunities to develop your leadership skills, expand your scope of practice and advance your career. Pharmacist positions available in: Saskatoon & Yorkton. Please send resume to Denise Nilsen, Regional Manager, Pharmacy Operations at denise_nilsen@owfg.com.

WHITEHORSE, YUKON

Pharmacy manager - full-time

Advance your pharmacy career with the Overwaita Food Group, a Canadian-owned company that operates under multiple banners: Save-On-Foods, Overwaita Foods, PriceSmart Foods, and Urban Fare. With over 120 pharmacies across B.C., Alberta, Manitoba and Saskatchewan, and growing in Yukon, our pharmacy team members share a passion for healthy living and quality patient-centered care. Our pharmacy team members are made up of hardworking people who thrive in a demanding and changing environment and are deeply committed to their patients. We offer: Friendly, professional and supportive work environments; Flexibility, stability and great compensation packages; Opportunities to develop your leadership skills, expand your scope of practice and advance your career. Please send resume to anna_wong@owfg.com.

Pharmacist - full-time

Advance your pharmacy career with the Overwaita Food Group, a Canadian-owned company that operates under multiple banners: Save-On-Foods, Overwaita Foods, PriceSmart Foods, and Urban Fare. With over 120 pharmacies across B.C., Alberta, Manitoba and Saskatchewan, and growing in Yukon, our pharmacy team members share a passion for healthy living and quality patient-centered care. Our pharmacy team members are made up of hardworking people who thrive in a demanding and changing environment and are deeply committed to their patients. We offer: Friendly, professional and supportive work environments; Flexibility, stability and great compensation packages; Opportunities to develop your leadership skills, expand your scope of practice and advance your career. Please send resume to anna_wong@owfg.com.

PHARMACY TECHNICIANS AND ASSISTANTS

For the full listings of pharmacy technician and assistant positions visit the Pharmacy Technician Society of BC website at pbsbc.ca

ACROSS BC - Pharmacy technician - full-time -

Please send resume to jason.tran@costco.com or call 604.444.9347.

ALBERTA - Pharmacy assistant - part-time -

Please send resume to Denise Nilsen, Regional Manager, Pharmacy Operations at pharmacyemployment@owfg.com.

BARRIERE - Pharmacy technician - full-time -

Please send resume to Regan Ready, Pharmacist/ Pharmacy Operations Manager at regan@teamrx.net.

BURNABY - Pharmacy assistant - full-time, part-time -

Please send resume to burnabypharm@gmail.com.

BURNABY - Pharmacy assistant - full-time - Please send resume to Viv Smy, Pharmacy Manager at vsmy@advancedcare.ca, fax 866.496.8630 or call 604.368.7577.

BURNABY - Pharmacy assistant - full-time - Please send resume to pharmburnaby@gmail.com or fax 604.453.0137.

BURNABY - Pharmacy assistant - full-time - Please send resume to Paul Cheng, Manager at PCheng@rexall.ca, fax 604.215.2725 or call 604.215.2727.

BURNABY - Pharmacy assistant - part-time - Please send resume to gwong2108@yahoo.ca.

BURNABY - Pharmacy assistant - part-time - Please send resume to steve_lee@owfg.com.

CHILLIWACK - Pharmacy assistant - part-time.

Please send resume to lockspharmacymanager@shaw.ca.

CLEARWATER - Pharmacy technician - part-time - Please send resume to ps231@telus.net, fax 250.674.0056 or call 250.674.0059.

COQUITLAM - Pharmacy assistant - part-time - Please apply online at www.safewaypharmacy.jobs.

COURTENAY - Pharmacy technician - full-time - Please send resume to Farishta.Ahmad@loblaw.ca.

CRANBROOK - Pharmacy assistant - part-time - Please apply online at www.safewaypharmacy.jobs.

DAWSON CREEK - Pharmacy technician - full-time, part-time - Please send resume to Tenneille, Manager at clinchp@telus.net, fax 250.782.8120 or call 250.782.3100.

DAWSON CREEK - Pharmacy technician - full-time - Please send resume to clinchp@telus.net.

DEASE LAKE - Pharmacy technician - full-time - Please send resume to Alan Williamson, Owner at ps214@shaw.ca.

DELTA - Pharmacy technician - full-time - Please send resume to careers@wescanapharmacy.com.

DELTA - Pharmacy assistant - full-time - Please send resume to ps246rx@dccnet.com.

DELTA - Pharmacy assistant - part-time - Please apply online at www.safewaypharmacy.jobs.

GOLD RIVER - Pharmacy technician - part-time - Please send resume to Colleen, Owner at collhogg@hotmail.com, fax 250.285.3375 or call 250.285.2275.

HUDSON HOPE - Pharmacy technician - full-time - Please send resume to Alan Williamson, Owner at ps214@shaw.ca.

KAMLOOPS - Pharmacy technician - full-time, part-time - Please send resume to Missagh Manshadi, Owner/Pharmacist at missagh@manshadipharmacy.com, online at www.manshadipharmacy.com, fax 250.434.2527 or call 250.574.0111.

KAMLOOPS - Pharmacy technician - full-time, part-time - Please send resume to gloves@medicinecentre.com.

KAMLOOPS - Pharmacy assistant - part-time - Please apply online at www.safewaypharmacy.jobs.

KELOWNA - Pharmacy assistant - part-time - Please send resume to justin@remedysrxsp.ca.

LAKE COUNTRY - Pharmacy technician - full-time, part-time - Please send resume to info@lakecountryida.ca or call 250.462.9533.

LANGLEY - Pharmacy technician - full-time - Please send resume to pharmacycareltd@gmail.com.

LANGLEY - Pharmacy assistant - part-time - Please apply online at www.safewaypharmacy.jobs.

LANGLEY - Pharmacy assistant - full-time - Please send resume to Pharmacy Manager at hr.pharmasave007@gmail.com, fax 604.882.0610 or call 604.882.0611.

LOGAN LAKE - Pharmacy technician - full-time - Please send resume to Regan Ready, Pharmacy Operations Manager at regan@teamrx.net.

LOWER MAINLAND - Pharmacy technician - full-time - Please send resume to Nelson Costa, Pharmacy Operations Manager at ncosta@londondrugs.com, fax 604.448.1075 or call 604.272.7113.

MAPLE RIDGE - Pharmacy technician - full-time - Please send resume to satthari@gmail.com or online at http://www.medlandia.com/.

MAPLE RIDGE - Pharmacy assistant - part-time - Please send resume to alouettepharmacy@gmail.com or fax 604.467.3714.

MAPLE RIDGE - Pharmacy assistant - part-time - Please send resume to gwong2108@yahoo.ca.

MASSET - Pharmacy technician - full-time - Please send resume to Alan Williamson, Owner at ps214@shaw.ca.

MCBRIDE - Pharmacy technician - full-time - Please send resume to Regan Ready, Pharmacist/Pharmacy Operations Manager at regan@teamrx.net.

MIDWAY - Pharmacy technician - part-time - Please send resume to Cris Bennett, Pharmacy manager/owner at boundarypharmacy@gmail.com, fax 250.449.2867 or call 250.449.2866.

MISSION - Pharmacy assistant - part-time - Please apply online at www.safewaypharmacy.jobs.

NANAIMO - Pharmacy technician - full-time, part-time - Please send resume to Kevin Cox, Pharmacist/manager at phr01525@loblaw.ca, fax 250.390.5732 or call 250.390.5730.

NEW AIYANSH - Pharmacy technician - full-time - Please send resume to Alan Williamson, Owner at ps214@shaw.ca or call 604.926.5331.

NEW WESTMINSTER - Pharmacy technician - full-time - Please send resume to atang@londondrugs.com or please call 604.524.1121.

NEW WESTMINSTER - Pharmacy assistant - part-time - Please send resume to Gurp Johal, Associate Owner at asdm2254@shoppersdrugmart.ca or call 604.395.1410.

NORTH VANCOUVER - Pharmacy assistant - full-time - Please send resume to info@northmountpharmacy.ca or call 604.985.8241.

NORTH VANCOUVER - Pharmacy assistant - part-time - Please apply online at www.safewaypharmacy.jobs.

PORT COQUITLAM - Pharmacy assistant - part-time - Please send resume to jobrx@pharmasavepoco.com.

POWELL RIVER - Pharmacy assistant - full-time, part-time - Please send resume to Kim Hopper, Associate/Owner at asdm276@shoppersdrugmart.ca, fax 604.485.9477 or call 604.485.2844.

RICHMOND - Pharmacy technician - full-time - Please send resume to Farishta.Ahmad@loblaw.ca.

RICHMOND - Pharmacy assistant - part-time - Please apply online at www.safewaypharmacy.jobs.

SALT SPRING ISLAND - Pharmacy technician - full-time, part-time - Please send resume to Jane, Pharmacist/Owner at ssirx@live.com, fax 250.931.8874 or call 250.931.7774.

SICAMOUS - Pharmacy technician - full-time - Please send resume to Regan Ready, Pharmacist/Pharmacy Operations Manager at regan@teamrx.net.

SURREY - Pharmacy assistant - relief - Please send resume to Howard Hosseini, Pharmacy Owner at fraser@medicinecentre.com, fax 604.930.9785 or call 604.930.9544.

SURREY - Pharmacy assistant - part-time - Please apply online at www.safewaypharmacy.jobs.

SURREY - Pharmacy assistant - full-time, part-time - Please send resume to Pharmacy Manager at pharmacist@pharmasavenewton.com, fax 604.503.5181 or call 604.568.4750.

VALEMOUNT - Pharmacy technician - full-time - Please send resume to Regan Ready, Pharmacist/Pharmacy Operations Manager at regan@teamrx.net.

VANCOUVER - Pharmacy technician - full-time - Please send resume to ms285@pharmacybc.com.

VANCOUVER - Pharmacy technician - full-time - Please send resume to Farishta.ahmad@loblaw.ca.

VANCOUVER - Pharmacy technician - part-time - Please send resume to maggiesthepharmacy@gmail.com, fax 778.371.8722 or call 778.371.8721.

VANCOUVER - Pharmacy technician - part-time - Please send resume to brooke@bixa.ca.

VANCOUVER - Pharmacy assistant - full-time - Please send resume to Pharmacy Manager at asdm202@shoppersdrugmart.ca, fax 604.738.3162 or call 604.738.3107.

VANCOUVER - Pharmacy assistant - full-time, part-time - Please send resume to pharmavancouver@outlook.com.

VANCOUVER - Pharmacy assistant - part-time - Please apply online at www.safewaypharmacy.jobs.

VANCOUVER - Pharmacy assistant - part-time - Please send resume to albertopharmacy@gmail.com.

VICTORIA - Pharmacy technician - full-time - Please send resume to jobs@victoriapharmacy.com.

VICTORIA - Pharmacy technician - full-time - Please send resume to Shelina Dawood, Pharmacy Manager at w256phm@costco.com or call 250.391.8986.

VICTORIA - Pharmacy technician - full-time - Please send resume to info@rxvictoria.com or fax 250.477.6121.

VICTORIA - Pharmacy assistant - full-time, part-time - Please send resume to info@rxvictoria.com or fax 250.477.6121.

VICTORIA - Pharmacy assistant - part-time - Please send resume to Shelina Dawood, Pharmacy Manager at w256phm@costco.com or call 250.391.8986.

WEST VANCOUVER - Pharmacy assistant - part-time - Please apply online at www.safewaypharmacy.jobs.

WEST VANCOUVER - Pharmacy assistant - full-time, part-time - Please send resume to Christina, Pharmacy Manager at hollyburn@medicinecentre.com, fax 604.922.3159 or call 604.922.4174.

BUSINESS OPPORTUNITIES

Are you thinking of selling your pharmacy? **Overwaita Food Group** may be interested. If you would like more information please contact pharmacybuyer1@gmail.com.

Forewest Holdings partners with local pharmacists and currently owns 34 Pharmasave locations. We have been partnering with local pharmacists for more than 30 years. We are currently looking for opportunities to acquire more community pharmacies in B.C. and Alberta. Please contact us if you are ready to sell all or part of your store. Forewest is also always looking for pharmacists who would like to become part owners of a pharmacy. Under the Forewest program you become a shareholder of your store and receive your full pro-rata share of its income in addition to your normal salary. We have several ownership opportunities available at this time. Please contact Don Fraser, CEO and President, at dfraser@forewest.ca or please call 604.788.9315.

TOFINO - partnership/sale

Tofino Pharmacy is seeking a partnership for gradual, or immediate outright purchase. Very busy 7000 sq. ft. store, with extremely profitable frontstore. Best location in Tofino, long renewable lease with reasonable rent. Call George at 250.725.8605 or email pdm134@gmail.com.

VANCOUVER - business opportunity

Established independent pharmacy in a great location in Vancouver. We are looking for a pharmacist to join our team as the pharmacy manager and become a business partner. For more information, email moe@haoma.ca.



HIRE THE BEST PHARMACISTS & PAY LESS

ShiftPosts is a web platform that provides pharmacies with on-demand relief pharmacists and technicians. Our web platform allows pharmacy owners to post a shift and find a match within minutes.

If you are a pharmacy manager that needs relief pharmacists or technicians on demand, without expensive agency fees, sign up or request a demo at www.shiftposts.com/signup



Hire the Best

We've had thousands of applicants and we have interviewed and approved only the best. Each pharmacist and technician has a rating so you know you're hiring the top candidates.

Cost Savings



The average pharmacy can save over \$2,000 a year by using ShiftPosts. We don't charge you an hourly cut of the wages. Instead we charge a flat fee for every shift.



Customization

Set your location, hourly rate, shift duration and systems used and we will connect you with the pharmacist or technician best suited to your pharmacy.

Payments + Invoices



We take care of payments, invoices and notifications. Simply add money using PayPal, INTERAC e-Transfer®, cheques, direct bank transfer or credit cards.

To sign up, please visit:
www.shiftposts.com/signup
or call 1-877-SHIFT-01 (toll free)
or email info@shiftposts.com

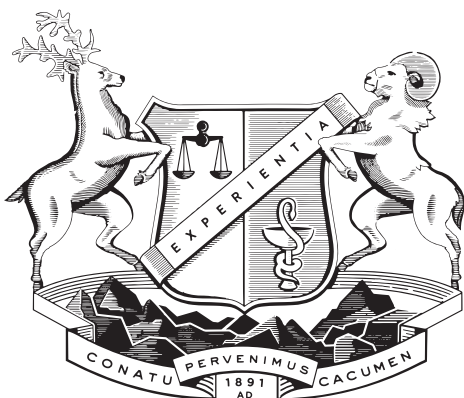
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