



Managed Care Pharmacy Practice Residency

Post Graduate Year One/ AMCP and ASHP Accredited

Hill Physicians Medical Group is the largest Independent Practice Association in Northern California, with over 4,000 participating physicians and healthcare providers. Our Managed Care Pharmacists work in a unique clinical practice environment where they gain advanced knowledge and skills regarding population-based decision making, drug therapy, and pharmaceutical care services. This learning program allows the residents to conceptualize, integrate, and transform accumulated experiences and knowledge into improved quality of care for patients.

Residency Rotations

Orientation

Residents will learn about the various departments in the company, receive training on applications and databases necessary for day to day operations, in addition to learning about the residency program and the ASHP residency learning system.

Pharmacy Operations

The pharmacy operations rotation introduces the residents to some of the day to day tasks involved in working as a pharmacist in a medical group environment. Experiences will include answering internal claims, authorizations, and regional services questions through the clinical support mailbox, drug pricing, policy and procedure development, operational guideline development, reviewing drug files submitted to health plans, forecasting, and in-services to internal departments.

Clinical Data Extraction

Residents will have the opportunity to identify areas where we may have practice variation, gaps in care, or opportunities to improve quality in our network and develop clinical initiatives to impact physician behavior. Residents will also be able to choose certain physician specialty committees that they would like to work more closely with in developing initiatives, presentation materials, and reviewing specialty profiles.

Clinical Program Development

Residents will learn how to design and implement a clinical program or intervention from start to finish including identifying clinical areas where there is a need for intervention, targeting appropriate members or physicians for the intervention, developing an outreach strategy that includes funding, and creating the program materials.

Medication Use Management

Residents will improve skills in determining appropriate medications for guideline development, and thought process for determining place in therapy for medications as well as potential management strategies. Residents will also help educate nursing staff on implementation of new guidelines in authorizations.

Leadership

Residents will meet with director and preceptor on a weekly basis to discuss various topics related to Leadership and Management and learn how to critique and compare their skills in this area to others in the company.

Teaching and Mentorship

Residents will have the opportunity to precept students from UCSF and UOP doing a managed care rotation. They will also perform internal in-services, and will be involved in residency program development and accreditation.

Patient Centered Care

Residents will follow 20-25 patients throughout the year that have been referred by case management utilizing a predictive modeling tool that targets patients with multiple chronic conditions. Interventions will be telephone and/or mailing interventions to patients and physicians.

Clinical Support

Residents will provide clinical support including drug information to internal departments, external health care providers, and patients when necessary. Residents will answer questions from the clinical support mailbox on an ongoing basis throughout the year.

Administrative

Residents will have the opportunity to learn about the pharmacist's role in contracting not only with the health plans, but also specialty pharmacy vendors that serve the network. They will meet with internal contractors and learn strategies and negotiation techniques used in contracting with vendors that service our network. Residents will also learn about benefit design and contract compliance.

For more information contact:

Jennifer Radecke, PharmD
Residency Program Coordinator
E-mail: Jennifer.Radecke@hpmg.com