

# Rotation program benefits all parties involved

Cancer program gets candidates, non-oncology staff get experience

## Frederick Regional Health System's oncology rotation program for non-oncology staff



Hospital pharmacy technicians, pharmacists, and float pool nurses rotate through the outpatient oncology clinic



*Cancer center*



*Non-oncology staff*

### Benefits

- Serves as opportunity to educate non-oncology staff on oncology and correct any misperceptions
- Helps deal with one-off staff shortages
- Creates internal pool of potential candidates for open positions who are already familiar with oncology

- Helps pharmacy technicians and pharmacists maintain hazardous preparation skills which are hard to use elsewhere
- Provides opportunity for pharmacy technicians to take on additional shifts
- Provides opportunity to gain exposure to different subspecialty



## CASE EXAMPLE

# Frederick Regional Health System

- Single-hospital health system based in Frederick, Maryland
  - Independent physicians; Nextgen and Meditech EHRs
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- ▶ To address the difficulty of finding staff with oncology experience, Frederick Regional Health System regularly rotates non-oncology pharmacy technicians, pharmacists, and float pool nurses from the general hospital through the cancer center; pharmacy technicians and pharmacists must complete a training period and annual competencies to be eligible to staff the infusion pharmacy
  - ▶ Rotations serve as opportunity for cancer center to manage one-off staff shortages, educate non-oncology staff on oncology, and correct any misperceptions; this creates an internal pool of potential candidates for open positions who are already familiar with oncology
  - ▶ Rotations serve as opportunity for non-oncology pharmacy technicians, pharmacists, and nurses to take on additional shifts and gain exposure to a different subspecialty; oncology rotations also help pharmacy technicians maintain their hazardous preparation skills