



Pharmacy

2024 ANNUAL REPORT

RWJBarnabas
HEALTH

A MESSAGE FROM THE Chief Pharmacy Officer



Welcome to the ninth RWJBarnabas Health Pharmacy Enterprise annual report. This report highlights the phenomenal achievements and relentless drive of our team over the past year, all underpinned by our “One System, One Family” philosophy.

The Pharmacy Enterprise is an integrated system of 21 divisions, comprising 14 hospital divisions and 7 integrated service divisions. We are collectively responsible for the clinical, financial, quality, safety, and social outcomes related to medication use across the entire continuum of care at RWJBarnabas Health. A detailed summary of each division’s contributions is enclosed within these pages.

2024 Highlights:

Our team’s extraordinary accomplishments have significantly contributed to the superior quality of care our patients receive daily.

Operational Efficiency:

- A new, expansive wholesaler agreement with Cardinal Health will deliver substantial savings for the system through lower medication costs across all RWJBarnabas Health entities and enhanced rebates.
- Through a strategic partnership with Supply Chain and IT, the corporate pharmacy budget was reduced by over \$1,000,000.
- Our 340B program team generated the greatest financial impact, increasing Contracted Pharmacy revenue and drug savings for our DSH hospitals by nearly \$25 million compared to 2023.

Clinical Excellence:

- The corporate clinical division, in collaboration with Vizient and our hospital Chief Medical Officers, successfully led significant Medication Stewardship initiatives. These efforts resulted in product consolidation and reduced system costs in 2024, with further savings anticipated in 2025.
- The continued success of the System Formulary Committee has greatly streamlined medication availability while ensuring appropriate therapies were on hand for our patients.
- Looking ahead to 2025, we are excited by the impending implementation of a Centralized Pharmacy & Therapeutics (P&T) Committee, poised to further harmonize and optimize our medication management.

In summary, I am immensely proud of the dedication and expertise demonstrated by our pharmacy personnel across RWJBarnabas Health. While I am certain 2025 will bring its own set of challenges, I am equally confident that our Pharmacy Enterprise is exceptionally well-positioned to adapt, react, and continue to excel.

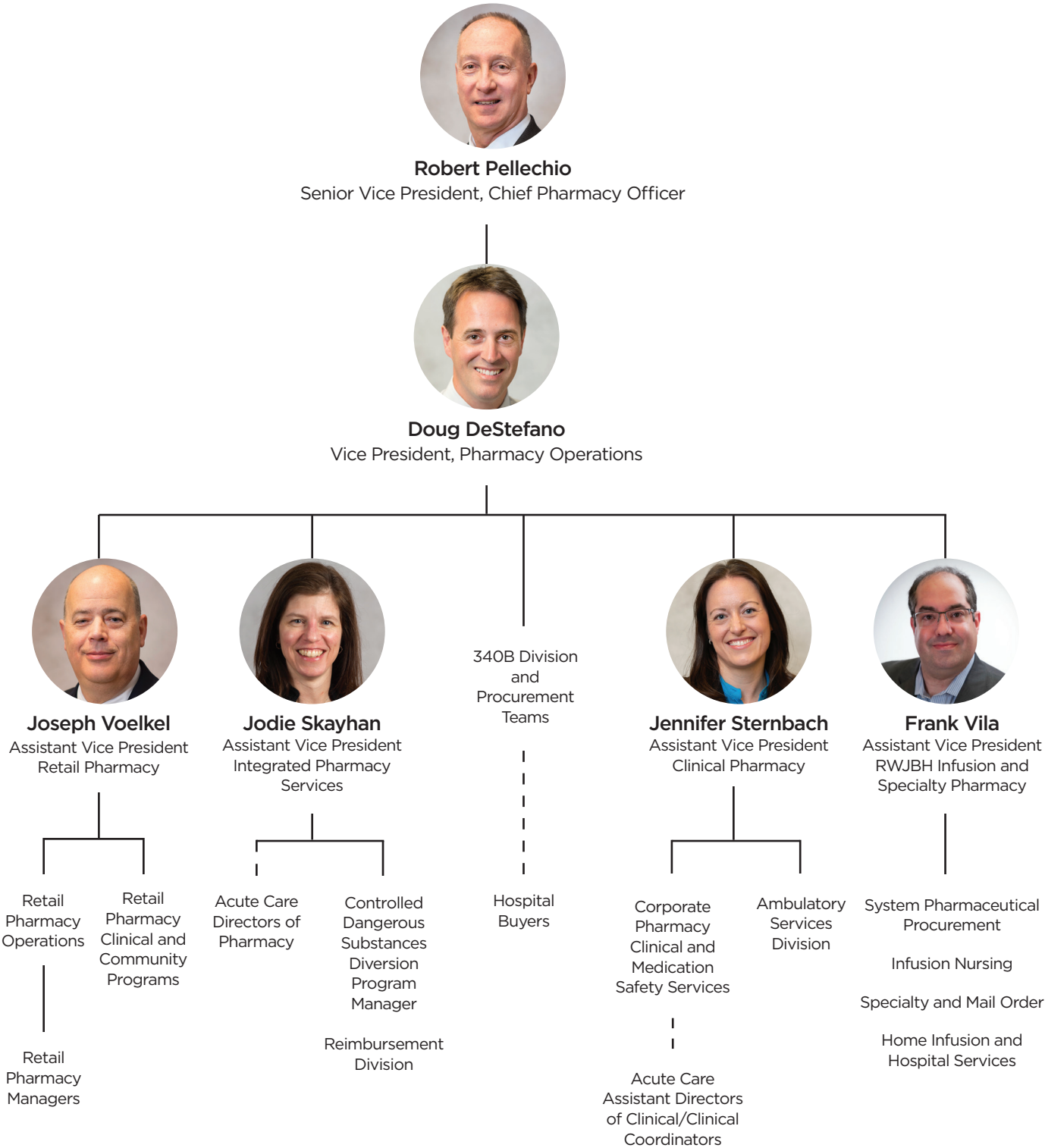
I invite you to explore the pages of this report to appreciate the full scope of the incredible efforts and achievements of our team.

Thank you,

Robert Pellechio

Robert Pellechio, RPh, MPA

Senior Vice President and Chief Pharmacy Officer



Governance and Structure

Pharmacy Enterprise Executive Council

Pharmacy Enterprise Executive Council is responsible for defining, prioritizing, overseeing and monitoring the performance of the pharmacy enterprise. The focus of the committee is operations, clinical activities and integrated services within the enterprise. The committee is guided by analyzing and aggregating enterprise and service line performance data, monitoring performance improvement efforts for effectiveness, and making recommendations for enterprise or individual service line changes.

Pharmacy Directors and Clinical Council

The RWJBarnabas Health Pharmacy Enterprise includes both a Clinical Council and a Directors Council, which work collaboratively to achieve system-wide goals. The Clinical Council focuses on developing and monitoring clinical initiatives, based on evidence-based medicine and recommendations from the Directors Council and Executive Pharmacy Council. Meanwhile, the Directors Council is responsible for establishing system-wide goals, overseeing medication management, standardizing processes and policies, ensuring regulatory compliance, and expanding the role of pharmacists within the system.

Aligning with System Service Lines and Committees



Pharmacy Enterprise Collaboratives

- Ambulatory Care Collaborative
- Critical Care Collaborative
- Emergency Department Collaborative
- Infectious Diseases Collaborative
- Informatics Collaborative
- Medication Management Collaborative
- Oncology Collaborative
- Pediatric Collaborative
- Procurement and Buyers Collaborative
- Psychiatric Collaborative
- Residency Oversight Committee
- Residency Ambassadors
- Sterile Products Collaborative



The RWJBarnabas Health Pharmacy Enterprise is composed of two service lines:
Acute Care Services and Integrated Services

The **Acute Care Service Line** is comprised of **14 pharmacy divisions**:

- Children's Specialized Hospital
- Clara Maass Medical Center
- Community Medical Center
- Cooperman Barnabas Medical Center
- Jersey City Medical Center
- Monmouth Medical Center
- Monmouth Medical Center Southern Campus
- Newark Beth Israel Medical Center
- Robert Wood Johnson University Hospital
- Robert Wood Johnson University Hospital Hamilton
- Robert Wood Johnson University Hospital Rahway
- Robert Wood Johnson University Hospital Somerset
- RWJBarnabas Health Behavioral Health Center
- Trinitas Regional Medical Center

The **Integrated Service Line** is comprised of **7 pharmacy divisions**:

- Ambulatory Care Pharmacy Division
- Corporate Pharmacy Division
- Pharmacy Enterprise 340B Drug Pricing Program
- Pharmacy Reimbursement Division
- Retail Pharmacy Network Division
- Rutgers Cancer Institute
- RWJBarnabas Health Infusion & Specialty Pharmacy

2024 RWJBH PHARMACY ENTERPRISE:

Integrated Services Divisional Accomplishments

Children’s Specialized Hospital

Safety and Quality

- Remained at zero serious safety events related to medication errors since October 2016
- Remained over 95% barcode medication scanning compliance in all 3 facilities

Advocacy

- Dr. Christine Tricarico presented at the Pediatric Complex Care Association meeting in Oklahoma City, OK advocating for pharmacy presence in pediatric long-term care and reduction of medication errors

Financial

- Implemented 340B program for Botox use in outpatient sites

Clara Maass Medical Center

Safety and Quality

- Enhanced narcotic diversion prevention efforts through a significant expansion of surveillance services, resulting in an increase in early detection of potential diversion
- Successfully maintained accreditation and compliance for key service lines, including Hip and Joint Replacement, Non-Invasive Cardiology, Heart Failure, and the 340B Drug Pricing Program.

Advocacy

- Expanded pharmacy services to support the newly established Women’s Health Clinic and Behavioral Health Intensive Outpatient Program (IOP), enhancing patient access to specialized pharmaceutical care.

Community

- Strengthened community ties through participation in five diverse outreach events, ranging from local health fairs to an international mission trip to Puerto Rico, where pharmacy staff provided vaccinations and promoted hospital pharmacy practice on a global scale.

Financial

- Generated over \$650,000 in annual cost savings through direct pharmacist interventions, optimizing medication use and reducing healthcare expenditures.
- Realized \$2,564,572 in 340B program savings for Clara Maass Medical Center, ensuring access to affordable medications for eligible patients.

Community Medical Center

Safety and Quality

- Expanded oncology and research investigational services in outpatient infusion, outpatient services for cardiovascular service line, and medication history technician staffing
- Collaborated with facilities management team to successfully manage multiple township power outage downtimes and unit renovations with minimal disruptions to patient care and pharmacy services
- Several team members were recognized with awards including the Emergency medicine clinical pharmacist who received the “Golden Lobe” award in ED for stroke services and the Medication history technician who received the “I made a difference” award

Advocacy

- Etty Vider - Favorably Reviewed Committee member for Association of Diabetes Care and Education Specialists

Community

- Participated in Habitat for Humanity
- Poster presentation for Infectious disease awareness week and participation in Medication safety week

Financial

- RWJBH ISP code medication tray conversion
- Formulary savings conversions Tocilizumab-aazg biosimilar conversion, Recothrom to Thrombin JMI conversion, Venofer to Ferrlecit conversion and Imovax to Rabavert conversion

Cooperman Barnabas Medical Center

Safety and Quality

- Enhanced the pharmacy environment by implementing a live information board, redesigning the pharmacist workstation area, and establishing an EPIC workgroup to optimize workflows for pharmacists and technicians following EPIC implementation.

Advocacy

- Expanded staffing with the addition of eight clinical generalists, four pharmacy technicians, one PGY2 critical care pharmacy resident, and one clinical pharmacist specializing in NICU. Three residents graduated from the PGY1 residency, one from the PGY2 Geriatrics residency, and two pharmacists completed the CBMC Emerging Leaders Program.

Community

- The pharmacists and residents engaged in community outreach through 33 events, including immunization clinics, brown bag medication reviews, career days, and participation in The Orange Mentorship Program for high school students.

Financial

- Achieved financial efficiency, ending the year within 2% of the \$137 million medication operating budget.

Jersey City Medical Center

Safety and Quality

- Expanded vancomycin dosing by pharmacy consult scope to include more provider groups. DoseMeRx was also successfully integrated into the EMR system.
- Standardized Transitions of Care-related iVent documentation and created standardized SmartPhrases for various TOC-related and medication-history-related activities, starting September 2024.
- Re-deployed resources to create a Transitions of Care Clinical Pharmacy Specialist position, a part-time medication history technician position, and a Medication Safety/Regulatory Affairs Pharmacy Clinical Specialist position.

Advocacy

- Matt Lamb presented a CE, The Hacks to Vax in the Emergency Department at Annual NJSHP meeting 2024.
- Lindsay Brust-Sisti served as the Co-Chair of AACP Lab Sig Awards Committee and has been a member of the Rho Chi Regional Meeting Planning Task Force and ACCP PRN Awards Committee.

Community

- Participated in Habitat for Humanity
- Poster presentation for Infectious disease awareness week and participation in Medication safety week

Financial

- Effective control of drug budget led to CMI Adjusted Pharmacy Cost by Adjusted Patient Day and Adjusted Admission below budget by 4% and 6% respectively
- 340B Savings exceeded \$8,000,000 for the first time since program inception at JCMC and over \$2,000,000 in free drugs obtained by leveraging patient assistance programs

Monmouth Medical Center

Safety and Quality

- Supported clinical services by re-establishing decentralized position with clinical initiatives (IV to PO, anticoagulation monitoring, counseling), adding and filling faculty positions in outpatient psychiatry, and re-establishing HIV clinic services
- Installed new pneumatic tube system
- Improved systems by Pyxis optimization, Pyxis for EMS and updating the RTLS monitoring process

Advocacy

- Changed distribution of non-medicines to central supply
- Changed workflow of pharmacy for efficiency

Community

- Participated in 24 community outreach events (activities, brown bag events, and education)

Financial

- Achieved more than \$16 million in 340B savings
- Finished 2024 5% under budget for total drug expense

Monmouth Medical Center Southern Campus

Safety and Quality

- Re-established clinical initiatives of IV to PO monitoring and DOAC monitoring
- Undergoing Pyxis optimization project
- Partnered with various departments to reinstate RTLS monitoring process

Advocacy

- Created a stronger operational and clinical support structure for the department with the help of our sterile products supervisor and clinical coordinator

Community

- The clinical specialists worked collaboratively with our Better Health program through our Geriatrics Institute to provide community outreach programs to our local communities

Financial

- Partnered with the OR and other departments to help implement a new service line pediatric dental program in the Operating Room

Newark Beth Israel Medical Center

Safety and Quality

- Our new Zeta pharmacist position, a rebranded pharmacist's position, was a tremendous success in pharmacy IV to PO switches/interventions, ADR retrospective and verge reporting, improving Goal Directed Medical Therapy on our heart failure patients and by recommending Entresto/SGLT2-i for our heart failure patients.
- Revamped our pharmacy Intranet webpage to make more relevant by posting our Medication Room Binder content, medication assistance program resources, Epic troubleshooting tools and current drug shortage updates.
- Created a new pharmacy decentralized pharmacist position as a result of nursing rounding. This position improved pharmacy medication delivery and administration turnaround time. This new position and our new technician workflow were featured in the hospital's "You Asked, We did" bulletin.

Advocacy

- Pharmacy Department received 6 Great Catch awards in 2024, the Clinical pharmacy team nominated for Minnie Presley Safety Award and Dana Serao, our Emergency Medicine clinical specialist, received the 1st ever award for NBI Core Value for Curiosity.
- Increased our end of year Employee Engagement Survey from 32% in 2023 to 71% in 2024
- Hired new Pediatrics and Transitions of Care Clinical pharmacists

Community

- Provided medication safety education and influenza vaccination in our yearly Alma Beatty Health and Wellness Fair, which was a great success
- Multiple specialists volunteered at NBI Women's Wellness Food Farmacy (pantry)
- Pharmacy participation in Patient Safety Week 2024, hospital Halloween Trunk or Treat, and Holiday Cheer for Children Wish List

Financial

- Reduced total pharmacy inventory by 14% comparing to 2023.

**Robert Wood Johnson University
Hospital Hamilton**

Safety and Quality

- Worked on increasing our scanning of refills into Pyxis, finishing the year at 99.93%
- Increased number of warfarin patients being monitored by 40%
- Reduced controlled medication waste delay by 60% and administration delay by 55%

Advocacy

- 2024 Pharmacy Department Employee Engagement Survey completion was 87%
- Counseled over 350 patients on their anticoagulation medications before discharge
- Completed interdisciplinary rounds five days a week and Intensive Care Rounds seven days a week providing hundreds of interventions
- New medication safety pharmacist provided monthly reports to staff, highlighting all of their good catches

Community

- Knight Scholars educated community members on polypharmacy
- APPE students provided brown bag review and provided consultation

Financial

- Ensured appropriate inventory turnover for better inventory control
- Finished year with budget 7% under baseline
- Started inventory turnover program by ensuring medications not being used after 28 days

Robert Wood Johnson University Hospital

Safety and Quality

- Accomplished full reunification with our 1700 Nursing colleagues. In the reunification, we accomplished 100% active directory provisioning for all Pyxis accounts and implemented an immediate use sterile compounding competency.
- Collaborated with IR/Anesthesia/Cath leadership, moved storage locations from matrix of the Anesthesia Pyxis devices to the mini-trays in these mixed use (Nurse/Anesthesia Provider) areas and segregating high alert medication preparations.
- After a significant flooding event in the main sterile compounding space remediation and BOP approval to reoccupy the space occurred within 28 days, with minimal disruption to pharmacy services across the campus.

Advocacy

- RWJUH Pharmacy Leadership continues to work with the Board of Pharmacy to advocate for our institution's growth as a continuous entity. Design, planning, and submission for NJ Board of Pharmacy approval for a number of new spaces: Morris Cancer Center as decentralized satellite operations of the Main RWJUH campus and Institutional Pharmacy permit, unanimous approval to provision Pharmacy services at the 10 Plum Street locations in the HOPD URG conversion, and 10 Plum Street ENT clinics.

Community

- Participated in various community events including: Brown Bag medication reviews at Piscataway Senior Center and Raritan Valley YMCA East Brunswick, and National Night out for Piscataway and South Brunswick, and Atrium displays for employees and visitors for Earth Day, American Heart Month, National Stoke Awareness, and the Neurology and Mobility Fair

Financial

Multiple cost savings operationalized throughout 2024 at RWJUH:

- Digitizing CINJ 195 Albany Street and East Tower medication inventory has led to a decrease in carrying costs and reduction in subjectivity of medication ordering. Logistics overstock reduction of ~\$400,000
- Tocilizumab-aazg biosimilar conversion - \$80,000 realized cost savings
- Eliminated caphosol - \$216,000 cost savings/avoidance annualized 2024 vs 2023
- Nivestym (filgrastim-aafi) Zarxio biosimilar conversion - \$52,000 realized cost savings
- Vasopressin conversion from Pine to Baxter - \$54,000 cost savings projected through 2024

**Robert Wood Johnson University Hospital
Rahway**

Safety and Quality

- Expanded pharmacy services in the emergency department
 - Extended hours and incorporated pharmacists into the ED culture callback program
 - Medication reconciliation performed on 1,166 patients; 284 cultures reviewed
- Focused on heart failure patients during medication reconciliation and when completing discharge counseling, in line with system goals to decrease heart failure readmissions
 - Discharge counseling provided to 380 patients
- Expanded Vancomycin Dose by Pharmacy to include AKI/Dialysis patients
- Updated syringe pump libraries for pediatric patients and developed anesthesia syringe pump library

Advocacy

- Completed our first year of allied health clinical ladder with 44% of eligible staff participating
- Initiatives for pharmacy technician development, employee engagement and career satisfactions included:
 - Creation of Senior Technician position
 - Pharmacy Technician license reimbursement raffle
 - Wage increase for certified pharmacy technician employees
- 2024 Pharmacy Department Employee Engagement Survey completion is 97%

Community

- Participated in four sessions at local YMCA educating on Diabetes Medication Management & Cardiovascular Health Medication Management

Financial

- Total Operating Expenses are 5% below baseline target

**Robert Wood Johnson University Hospital
Somerset**

Safety and Quality

- Achieved barcode scanning rate of 97% or higher for 328 consecutive days, contributing to hospital Leapfrog Grade A rating.
- Pharmacists performed more than 20,000 clinical interventions.
- Among the lowest extended spectrum antibiotic usage per 1000 patient days in the system.

Advocacy

- Increased outpatient chemotherapy volume requiring addition of an additional Pharmacy Technician and cross training of Pharmacists and Pharmacy Technicians.
- Increased presence in continuum of care with a new Transition of Care Pharmacist who has become integrated with interdisciplinary discharge team.
- Medication Reconciliation Technicians have performed more than 7000 medication histories and in alignment with system goals have begun targeting CHF patients.

Community

- Participated in stroke support group medication counseling, health fairs, and medication lectures to community groups.
- Participated in community outreach programs including Adopt-A-Family for Thanksgiving and Christmas & high school student outreach.

Financial

- IV Waste Billing: \$43,158

RWJBarnabas Health Behavioral Health Center

Safety and Quality

- Installed remote continuous temperature monitoring in each medication room

Advocacy

- Presented 2 projects at our internal quality fair

Community

- Collaborated with retail pharmacy at Monmouth Medical Center to provide transition of care prescriptions for patients being discharged back to the community

Financial

- Increased prescribing of long acting injectables (LAIs) without impact to our budget by utilizing community partners to start and continue LAIs after discharge

Trinitas Regional Medical Center

Safety and Quality

- In preparation for the EPIC wave 6 go-live, the pharmacy team reviewed the entire formulary, standardized the IV pump library, implemented 340B split billing system, and converted all the pyxis machinery
- Restructured technician overnight staffing model for greater efficiency and staff satisfaction
- Integration with the robust clinical research program based at CINJ, allowing for more collaboration with research staff and access to more resources

Advocacy

- Received approval for the addition of our first Clinical Specialist Position
- Promoted Hafiza Hamidullah to Oncology Pharmacy Manager

Community

- Pharmacy Team members provided local educational sessions to nurses, pharmacists, and physicians

Financial

- Achieved Financial Stability and Efficiency by coming in under budget for Salaries & Supplies for 2024 year
- Achieved 340B savings of nearly \$8,700,000 slightly above prior year.
- Achieved Carexst savings of nearly \$1,000,000

Ambulatory Care Pharmacy Division

Safety and Quality

- The Ambulatory care team completed over 3000 patient encounters managing chronic diseases including diabetes, hypertension, and obesity.
- The ambulatory health team partnered with Horizon NJ Health and the pediatric service line to identify pediatric patients with emergency or hospital visits for asthma who needed asthma controller medications. The pharmacist conducted outreach to the physician offices to facilitate review and prescription of escalated asthma therapies.

Advocacy

- The Ambulatory care team continues to judiciously expand services with the recruitment of 1 additional pharmacist specialist covering at least 2 physician practices for the medical group.

Community

- Ambulatory Care Pharmacist Aimee Patel continued to support the Asian Health and wellness fair with medical director Dr. Su Wang

Financial

- A pharmacist led quality project to optimize hemoglobin A1c in 142 patients with diabetes demonstrated a mean reduction of 2.09%. The pharmacist-led HbA1c optimization correlates to a cost savings range of \$22,560 to \$77,080.

Pharmacy Enterprise 340B Division

Safety and Quality

- HRSA Audit at New Brunswick
- Transitioned the 340B program at Trinitas Regional Medical Center to EPIC and system 340B team process

Advocacy

- The 340B division added two additional 340B Analysts, Elizabeth Posada and Ashley O’Keefe and promoted an existing analyst, Tammy Kupper to 340B Program Manager

Community

- The RWJBH 340B program subsidized nearly \$220,000 worth of outpatient prescriptions through Barnabas Health Retail pharmacies.

Financial

- The RWJBH Pharmacy Enterprise saved approximately \$112,000,000 in pharmacy drug expenses during 2024.
- RWJBH covered entities realized nearly \$39,000,000 in contract pharmacy revenue during 2024.

Pharmacy Reimbursement Division

Safety and Quality

- Payor Invoice Submissions: since implementation in April 2021, we have received over \$2,400,000 in recoveries.
- Inpatient Hemophilia Accredo Notification Automation: Once an order is submitted for a Factor product(s), if the patient qualifies based on a specific criterion, an alert is sent to a distribution list notifying them of immediate action required.
- Epic Build/Go-Live: TRMC and CSH pre & post go-live support and education
- Annual and Ad hoc Pricing Updates
- Waste Billing Maintenance: Charge vs Reportable
- JW/JZ Modifier
- New Technology Add-On Payment (NTAP) Monitoring

Advocacy

- Collaboration of monthly/bi-weekly forum with department: Managed Care, Billing, Prior Authorization and Grouper, Title X, Revenue Integrity, Willow, Patient Assistance Program, Pharmacy Informatics, Pharmacy Directors

Community

- New Jersey Society of Health-System Pharmacy (NJSHP): Berna Sweeney continuing Board member for second year, for Pharmacy Technicians. Caitlin Karabin continued to serve on the Council of Pharmacy Technicians while focusing on her studies to obtain her CPhT (Certified Pharmacy Technician) certification.

Financial

- Cost Savings Initiatives
Drug Replacement Services identifies uninsured patients who qualify for drug and/or device replacement programs established by manufacturers’ patient assistant programs which replaces in kind medications that the health system provided. This is accomplished using an external partner Carexst and an internal program. \$31 million
- Revenue Capture
IV Waste Billing: The Pharmacy Reimbursement Division provides ongoing monitoring to identify the total outpatient medication waste billed according to CMS guidelines. \$9,600,000

Pharmacy Reimbursement Recovery: Pharmacy Reimbursement Division (PRD) optimizes charge capture, billing and reimbursement of medications from insurers. \$886,000

Retail Pharmacy Network Division

Safety and Quality

- In 2024, the retail pharmacies dispensed 216,635 prescriptions, averaging 803 prescriptions per day, with a staff of 11 full time pharmacists. A total of 44,628 prescriptions were filled for 340B for a system benefit of \$2,051,320.

Advocacy

- The retail pharmacy network continues to build upon and improve its current services which include home delivery, text messaging pickup availability, and refill reminders through Epic MyChart. Pharmacies provide clinical services to support care transitions, adult immunizations, medication adherence, and medication therapy management (MTM). The retail pharmacy staff is also involved in community outreach programs, brown bag events, and blood pressure screenings.

Community

- The Dispensary of Hope program, which improves medication access to under-served populations by providing donated medications at no charge, was maintained at five retail locations. The Dispensary of Hope is a non-profit drug distributor, whose mission is to transform lives by creating pathways for donated medicine to reach individuals in need and without access.

Financial

- In 2024, the retail pharmacy generated more than \$3,770,000 in revenue with net benefit in excess of \$2,600,000.

Rutgers Cancer Institute

Safety and Quality

- The Oncology Pharmacy Practice Collaborative and Oncology P&T instituted a treatment plan discontinuation rule in Epic for treatment plans that were dormant for more than 188 days leading to 576 plans discontinued in the first month with inventory reduction risk of \$425,921 then since august an average of 196 plan discontinued and \$145,000 inventory reduction purchase risk monthly.

Advocacy

- The Oncology Service Line implemented outpatient treatment plans for a new class of medications, bispecific t-cell engagers. This transfers the model of care, limiting inpatient admissions therefore improving patients’ quality of life. This also preserves scares resources (beds, nursing, etc) and create a fiscally responsible treatment encounter allowing for the billing of these expensive medications preventing loss against fixed DRGs. Based on this model, patient access to bispecifics and CARt products is now being expanded to other hospitals in the System allowing us to meet our objective of care closer to home.

Community

- Maximizing all opportunities to fulfill procurement of medications under 340B Drug Pricing Program including those specialty oral medications has allowed us to create sufficient improvements in our margin allowing us to provide complete care for those uninsured or under insured creating a truly equitable patient care model for oncology.

Financial

- While the above models are excellent patient focused care models, they are also implemented with fiscal responsibility. Drug cost savings through the provision of care via oral Oncolytics or Home Infusion of chemotherapy has afforded the System the ability to reinvest in oncology care through programmatic expansion and the construction of new ambulatory facilities.

RWJBarnabas Health Infusion and Specialty Pharmacy

Safety and Quality

- All system hospitals are now using our standardized code trays, with the exception of Trinitas. Over 21,000 TPN’s made for the system. 0.009% line infection rate on 130,000 patient therapy days, including:
 - 32,000 patient days of IV anti-infectives
 - 30,000 patient days of IV chemotherapy
 - 1,500 patient days of Blincyto
 - 9,000 unique patients serviced

Advocacy

- 120 ED visits prevented by at home Cathflo use.
- 23,000 nursing visits completed in the home.

Community

- Over \$2,000,000 found in programs to reduce patient copays in home infusion and specialty.

Financial

- Over \$600,000 in free care services provided by home infusion.
- Over \$3,200,000 saved in rebates and discounts with Vital Source in specialty.
- Over \$3,000,000 saved by using the central warehouse, repackaging services, and IV prep.

2024 RWJBH PHARMACY ENTERPRISE ACCOMPLISHMENTS:

Safety and Quality

OVER

1,250,000

clinical activities documented

89,000

Pharmacy Technician activities documented

10,000

adverse drug reactions prevented

60,000

medication errors prevented

81,000



progress notes by pharmacy personnel

2,000,000

medication doses dispensed

3,000

pharmacist consults for courses of treatment with precision dosing tools



Leapfrog medication reconciliation rates improved at 3 of our sites and now 8 of the 12 reporting sites achieve or show considerable achievement to towards eliminating medication discrepancies during acute hospitalization.

Pharmacy supports maintenance of Leapfrog bar code medication administration scanning rates over 95% for 2024 by maintaining the appropriate product bar codes and troubleshoot scanning concerns for more than 8,000 line items on the system formulary.

Maintain Compliance with Intravenous Drug Library at 95%
RWJBarnabas Health had set a goal to monitor pump compliance beginning in January of 2021 and look for opportunities to optimize the and built-in dose error reduction software (DERS) technology. The goal was to ensure compliance with the pump library for 95% of infusions. RWJBarnabas Health has successfully maintained the compliance goal of 95% for 2021 to 2023.
Overall compliance for 2024: 98.48%

Significant physical renovations occurred in the pharmacy departments of the following sites: CMC, NBI, CBMC

In November 2024, Children’s Specialized sites and Trinitas Regional Medical Center went live on Epic. The new clinical information system was implemented to areas previously documenting on paper or a standalone EHR. **Approximately 40 Pharmacists across the system helped with the backload the day before go-live for Wave 6** with a special emphasize on pediatric trained pharmacists to ensure safety. A multidisciplinary team assisted with the build and validation efforts leading to a successful go-live for these facilities in Wave 6.


The acute care pharmacy sites and the system formulary committee maintained the safety and quality of our patients through review of **28 classes of medications** to ensure we had the most appropriate medication products for our patients.

5 of our acute care sites

implemented the NJ Vaccines for Children Program inpatient to support administration of the nirsevimab for the 2024-2025 respiratory season leading to medication administration to 92 infants and a cost savings of \$48,000.

11 of our acute care sites

were recognized by the New Jersey Department of Health as Honor Roll Awardees for Antimicrobial Stewardship.



The Controlled Substance Diversion Prevention Oversight Committee highlights for 2024:

- Established Committee representatives, charter, and workplan
- Reviewed ASHP Controlled Substance Diversion Prevention Program Assessment Tool and developed gap analysis
- Began review of system Controlled Dangerous Substance Policy and Procedure by multidisciplinary group
- Demonstrated of BD’s Diversion Analytics for Committee members

BD Healthsite Diversion Management

Software application using analytics to focus on clinicians whose behavior may be potential areas of investigative focus. Several additional sites went live in 2024 including JCMC, CMC, MMC, MMCSC, CBMC, CMMC and NBI.

BD Healthsite Inventory Optimization (HSIO)

Application that delivers workflow recommendations to optimize inventory, and reduce stock-outs in Pyxis. Several sites went live in 2024 including RWJUH, Rahway, Somerset, and NBI.

Regulatory Visits

The RWJBarnabas Health Pharmacy Enterprise must comply with the regulations of the **FDA, CDC, CMS, The Joint Commission (TJC), DNV Health Care, the New Jersey Board of Pharmacy, the EPA, ASHP and the Department of Health.**

This past year, our Pharmacy Enterprise successfully completed the following internal and external regulatory audits:

- 340B Internal Review
- American Council for Graduate Medical Education
- Centers for Disease Control and Prevention
- Controlled Substance Internal Compliance Reviews
- Dialysis Audit Program
- Environmental Protection Agency
- Leap Frog Medication Reconciliation
- New Jersey Department of Environmental Protection Occupational Safety and Health Administration
- Centers for Medicare and Medicaid Services
- Multiple TJC Accreditation Visits
- New Jersey Department of Health
- New Jersey Board of Pharmacy
- DNV Healthcare
- American Society of Health System Pharmacists PGY1 and PGY2 Accreditation
- Health Resources & Services Administration 340B
- URAC Measure Data Validation
- National Cancer Institute Cancer Therapy Evaluation Program

In 2024, the Enterprise completed the **Pyxis ES 1.6 equipment swaps** in September 2024, replacing a total of 297 pieces of equipment while managing medication inventory and seamlessly providing medications to our patients.

In 2024 CMMC, RWJUH, and NBI **converted to a standardized adult emergency medication tray with centralized filling at the ISP warehouse.** This minimizes waste and improves drug expiration changes. 12 of our acute care facilities are using the standardized process.

In 2024 there was a major national shortage of intravenous and dialysis fluids due to damage to a North Carolina plant from Hurricane Helene. The entire pharmacy enterprise **engaged in conservation efforts with the Fluid Shortage task force to ensure continuity in patient care services across the health system.**

2024 RWJBH PHARMACY ENTERPRISE ACCOMPLISHMENTS:

Advocacy

Leadership, Membership, and Committee Service

Our Pharmacists and Pharmacy Technicians hold leadership positions, board, and committee appointments on the following organizations:

- American Thoracic Society
- American College of Clinical Pharmacy
- American Society of Health System Pharmacy
- Antimicrobial Susceptibility Testing (AST) Subcommittee
- Big Ten Academic Alliance - Pharmacy Assessment Collaborative (BTAA-PAC)
- BigTen Academic Alliance - Skills-Based Education and Assessment Collaborative (BTAA S-BEAC)
- Board of Pharmacy Specialties
- Coordinated Family Care (CFC)
- Current Pharmacology Reports
- New Jersey Department of Human Services, Division of Aging Services
- Member of Interagency Council on Osteoporosis
- New Jersey Pharmacists Association
- New Jersey Society of Health System Pharmacy
- New Jersey Reentry Corporation (NJRC)
- Rho Chi Society
- Society of Infectious Disease Pharmacists (SIDP)
- The Consultant Pharmacist
- Trans-Atlantic Renal Council



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RWJBH Pharmacy

21 divisions in 2 service lines

Acute Care and Integrated Services

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Research and Publications

In 2024, The Pharmacy Enterprise completed 28 peer-reviewed manuscripts, book chapters, guidelines and articles.

More than 35 abstracts were created and presented at local, national and international meetings.

Our pharmacists serve as peer reviewers for many different journals, healthcare publications and boards including:

- American College of Clinical Pharmacy Grant Reviewer
- American College of Clinical Pharmacy Review and Recertification Resources
- American Journal of Managed Care
- American Journal of Pharmaceutical Education
- Annals of Pharmacotherapy
- Annals of Pharmacotherapy: Peer Reviewer
- Antimicrobial Agents and Chemotherapy
- ClinicoEconomics and Outcomes Research
- Current in Pharmacy Teaching and Learning
- Expert Opinion on Drug Discovery
- Expert Opinion on Pharmacotherapy
- Institute for Safe Medication Practices Newsletters
- International Journal of Environmental Research and Public Health
- Journal of American Society of Health System Pharmacy
- Journal of Cardiovascular Pharmacology, Drugs and Aging,
- Journal of Pharmacy Practice
- Journal of the American College of Clinical Pharmacy
- Mental Health Clinician
- National Institute of Health Grant Reviewer
- North American Center for Continuing Medical Education
- P&T Journal
- Pharmacist’s Letter
- Pharmacy Times
- Prescriber’s Letter

2024 RWJBH PHARMACY ENTERPRISE ACCOMPLISHMENTS:

Community and Education

Pharmacist support multidisciplinary education efforts across the system through lectures, competencies, and orientation efforts in the following areas: Emergency Department Nurses, Immediate Use Intravenous Compounding, Medical Resident Grand Rounds, Department of Pediatrics Grand Rounds.

The members of the Pharmacy Enterprise continue engage with the RWJBH Women’s Leadership Alliance through attendance at the system events and Jennifer Sternbach served as the Co-chair of the programs and events committee. The WLA strives to provide all members in the organization with tools, connections, and support to thrive and to achieve equal opportunities for leadership.

267 Rutgers Pharmacy students completed at least 1 advanced practice experience in our health system.

Pharmacy Residency Programs

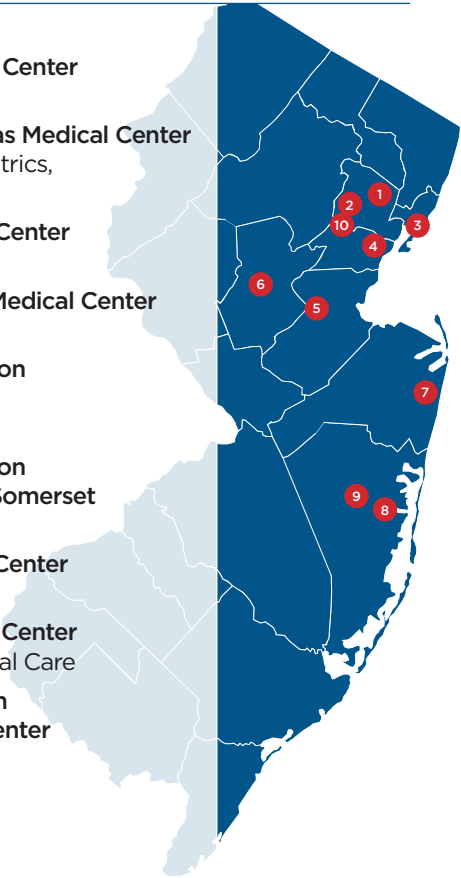
RWJBarnabas Health offers an American Society of Health System Pharmacists (ASHP)-accredited PGY1 and PGY2 pharmacy residency programs. Residents are given the opportunity to work in interdisciplinary care teams to enhance their skills in evidence-based, patient-centered medication management, and to perform pharmacy practice research that is presented at ASHP’s Midyear Meeting and at the Eastern States Residency Conference.

Additionally, the following sites serve as primary training locations for the listed Rutgers University PGY2 Programs:

- Monmouth Medical Center: One—Neuropsychiatry
- RWJUH: Two—Emergency Medicine
- RWJUH: Two—Medication Use Safety and Policy

The RWJBarnabas Health legacy pharmacy residency and the current RWJBH Residency Programs have graduated more than 200 pharmacists!

1. Clara Maass Medical Center
2 PGY1
2. Cooperman Barnabas Medical Center
4 PGY1, 1 PGY2 Geriatrics, 1 PGY2 Critical Care
3. Jersey City Medical Center
2 PGY1
4. Newark Beth Israel Medical Center
2 PGY1
5. Robert Wood Johnson University Hospital
2 PGY1
6. Robert Wood Johnson University Hospital Somerset
2 PGY1
7. Monmouth Medical Center
2 PGY1
8. Community Medical Center
2 PGY1, 1 PGY2 Critical Care
9. RWJBarnabas Health Behavioral Health Center
1 PGY1
10. Ambulatory Care
1 PGY2



In 2024 our Residency Programs and their leadership had the following major accomplishments:

- Developing and holding quarterly meetings of RWJBarnabas Health Pharmacy Residency Oversight Committee
- Developing and Harmonizing a RWJBH System Resident Qualifications and Obligations Policy
- Recruiting a new class of Residency Ambassadors to market and educate for our programs
- Graduated the 9th Class of the RWJ Barnabas Health Leadership Forum
- ASHP Accreditation Survey Visits and issued reaccreditation for 4 of our residency sites
- Addition of 1 new residency program as a recipient of an ASHP Residency expansion grant- a PGY-2 in Critical Care at CBMC

