



Richmond, VA (October 2, 2023) – The Virginia Pharmacy Association (VPhA) is committed to fostering safe and optimal work environments that permit pharmacists and pharmacy staff to focus on providing pharmacist care services and applauds the Virginia Board of Pharmacy’s Pharmacy Working Condition Regulations which went into effect September 29, 2023. Back in 2019, VPhA created the Academy of Workplace Wellbeing to start advocating for pharmacists that recognized the work environment created by their employer could potentially compromise patient safety. Members of that Academy came to the Virginia Board of Pharmacy Full Board meeting on December 7, 2021 to share their experiences and ultimately led to the Board convening the Workgroup Regarding Unprofessional Conduct-Pharmacy Working Conditions on January 18, 2022. We appreciate the Board addressing this issue and including VPhA as one of the members. The Workgroup’s recommendations were passed by the Full Board at the March 15, 2022 meeting, and then moved to the Regulations Committee to create the new regulations at their May 3, 2022 meeting. Concurrently, Delegate Keith Hodges ran HB 1324 making these regulations “Emergency Regulations” which go into effect once they are signed. Without the “emergency clause,” the usual regulatory process can take anywhere from 18-24 months.

VPhA works tirelessly to optimize the pharmacist’s role in healthcare through expanding the scope of practice for pharmacists and pharmacy technicians. We have advocated for and provided avenues for practice models to not only take care of patients but promise to alleviate the pressures of the modern healthcare infrastructure.

In light of recent events across the country, VPhA stands firmly in support of pharmacists and pharmacy staff who put patient safety and their own safety as a priority. The news of pharmacists leaving their jobs in other cities, saying “enough,” and walking away, is truly a sign of desperation coming from professionals who, although committed to a lifetime of helping patients, found themselves needing to take a stand.

It is essential that our communities and our Association help support Virginia pharmacy professionals as one of the most accessible healthcare providers Virginia residents can utilize. As the demands (yet also opportunities) of our profession are substantial and ever-increasing, it is incumbent upon us to continue advocating for the well-being of our colleagues. We hope that pharmacists exercise their rights given to them in the new regulations from the Virginia Board of Pharmacy and utilize the reporting mechanism outlined in the new regulations. This work is not finished and we will need your assistance to identify root causes and further develop sustainable solutions to continue to provide care to the communities we all serve. We are calling on all licensed pharmacists and pharmacy technicians to join VPhA and do your part in promoting safe workplaces, promoting the practice of pharmacy, and serving our patients. We will continue to work to protect the integrity of our profession, the well-being of our members, and the communities and patients they serve.



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