

were prepared with hydroxystearic acid and with mixtures of hydroxystearic and stearic acids.

Alkylolamine salts of hydroxystearic acid were superior emulsifying agents compared with those of ricinoleic acid and practically equal to those of stearic acid.

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QUALIFICATIONS OF THE PERSONNEL FOR A PROFESSIONAL PHARMACY.*

BY J. K. ATTWOOD¹

The success of a professional pharmacy is dependent to a great extent upon the ability of the proprietor to select and train the proper type individuals as members of his staff. The selection of an efficient worker is far from a simple matter and cannot be done casually. There are many requirements of the staff members of a professional pharmacy that are not essential to the average drug store.

Twenty-five years ago the stocks of most drug stores were about the same, but within the past two decades, especially the last, a tremendous change has taken place. Modern methods of merchandising have entirely changed the appearance of the drug store of a quarter century ago. A merchandising phobia seems to have engulfed many stores and there is frequently nothing to suggest what our profession really is. All of you are familiar with this change. The many jokes about the articles sold in drug stores has not dignified our profession. Those of us operating professional stores resent such humor.

In the selection of pharmacists for our type stores, the first consideration is education, of course. Take sufficient time in interviewing applicants to ascertain all facts possible pertaining to their qualifications for the position.

1. Education and Intelligence. He must be a graduate of a recognized college with fairly high marks, at least one of top six.

2. A genuine and sincere interest in Pharmacy is necessary. He should be anxious to read drug and medical Journals so as to be informed, and be capable of discussing the new developments of his profession when the occasion arises. None of these can be forced. There must be a desire already created and deeply rooted.

3. He must possess or acquire a professional manner. Calm, dignified, but friendly. A successful physician must have that hard-to-describe asset, a good bed-side manner. The pharmacist must have a store manner which inspires confidence and assures the customer that the prescription is not just a scrap of paper, but something that will receive careful attention and be filled with utmost exactness and skill. The manner in which a pharmacist accepts a prescription is important. Avoid an attitude of indifference. Every day opportunities are provided for the pharmacist to build confidence.

4. Personality. After talking to him do you like him? First impressions are not always lasting, but they are important. A grouch or trouble-maker can wreck an entire organization.

5. Character. Investigate his past record carefully. I am inclined to believe once a thief always one if the opportunity presents itself. Does his former employer speak well of him? Recommendations are of little value. Get a confidential report and treat it so. Will he be loyal and coöperative?

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6. Personal Habits. Does he drink to excess or is he a teetotaler? How does he spend his spare time? Reading, good movies or jook joints? What type girls does he enjoy being with if he is unmarried? Flashy flogies or educated intelligent girls? Does he go to church?

7. Coöperation. This is vital. Will he endeavor to carry out your instructions and endeavor to do things as you wish them or will he be the know-it-all type and do it his way. If he does not promptly demonstrate his willingness to work pleasantly and smoothly with your organization get rid of him as quickly as possible. The tremendous success that has come to certain firms is unquestionably due to a large extent to the careful and intelligent selection of workers.

While I have been delivering this little talk, many of you may be thinking—"My staff is satisfactory and I do not need to bother about new employees," but you can never tell just when you will need additional help and I believe it is wise to interview likely-appearing applicants and have them fill out your regular blank after your interview, to indicate your impression of him and grade him accordingly. It is good practice and may be needed before you expect.

These suggestions are made with the hope that it will arouse a greater interest in this particular phase of our business. After twenty-five years I have learned that too much thought can not be given to the selection of your personnel. Had I made this analysis of all employees, I would have saved many hours of worry and a great deal in dollars and cents.

BACK TO PHARMACY.*

BY EMERSON D. STANLEY.¹

For the past several years there has been an ever increasing tendency on the part of many physicians to limit writing of prescriptions to preparations or mixtures of preparations bought ready made by the pharmacist. It is not the purpose of this paper to delve into the contributing factors to this situation. It is merely presentation of the program instigated by one pharmacy directly faced with this problem. This pharmacy has been noticing for quite some time a gradual decrease in the number of prescriptions that required actual compounding. Increasing proportionately in number were prescriptions for preparations or mixtures thereof bought ready made. The filling of these latter prescriptions, requiring only, or little more than transfers into different containers, could hardly be classified as actually compounded.

This pharmacy felt that an effort made to check this trend would prove to be of mutual benefit to the patient, the physician and the pharmacist. What was termed a "Back to Pharmacy" program was undertaken the latter part of August 1938. For the initial step in this program the following prescription was selected.

R̄ Strychnine sulfate	gr. 4/6
Distilled water	fl. dr. 2
Saccharated ferrous carbonate	gr. 320
Pancreatin	gr. 160
Tincture of vanilla	fl. dr. 4
Malt extract, diastasic	
Cod liver oil	fl. oz. 16
of each to make	

M. Label: tablespoonful three times daily.

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