

NORTH DAKOTA BOARD OF PHARMACY

*Newsletter to Promote Pharmacy
and Drug Law Compliance.*

PBM Enforcement – Important Legislative Update

The 69th Legislative Assembly recently convened its work for the regular session. The profession of pharmacy has seen important pieces of legislation, and the North Dakota Board of Pharmacy would like to highlight one that may be of significance in your practice.

House Bill (HB) 1584 sets forth licensing standards for pharmacy benefit managers (PBMs) and moves many of the PBM laws within the purview of the North Dakota insurance commissioner's office for enforcement.

This legislation was prompted by concerns from pharmacies and patients who have experienced, or perceived, abuses by PBMs in the provision of patient care and the enforcement of existing laws. HB 1584 was overwhelmingly supported by the majority of the legislature in both chambers and was signed by Governor Kelly

Armstrong on April 29, 2025. The legislation repurposes money that was used by the commissioner's office for the prescription drug price transparency fund, collected by the Board for \$600 per wholesale distributor or manufacturer license. Furthermore, the law will create a new fund called the PBM enforcement fund, where this license fee revenue will be used to enforce PBM laws by the commissioner's office.

The commissioner's office will be enacting the changes set forth in the law, which will involve a robust licensing process of PBMs, as well as a complaint and enforcement process for members of the public and pharmacies. It will likely take some time for the office to develop and hire the right individuals for this important work, which will include a pharmacist (in case anyone is interested).

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One of the sharp criticisms of this law was that states that had enacted such reforms dealt with thousands of complaints from pharmacies each year. Many of those complaints were frivolous and not rooted in the specific laws that the state enacted. It is important for pharmacy

professionals to ensure that their complaints are rooted in potential violations of these laws prior to submitting a complaint on abuses from PBMs. The laws can easily be found in the Board's [law book](#), as well as on the [state's legislative website](#).

The Board will be happy to work with the commissioner's office in its implementation of this law, along with building the framework for a meaningful process to ensure that patients receive the care they expect.

NABP, State Boards of Pharmacy, and Pharmacy Organizations Further Actions to Address Pharmacy Burnout

When the COVID-19 pandemic took a heavy toll on health care workers' mental health, many organizations stepped up to initiate systematic changes in the health care environment. Five years later, the National Association of Boards of Pharmacy® (NABP®), in partnership with state boards of pharmacy and other pharmacy organizations, continues to support the well-being of pharmacists by reassessing the policies and practices of the pharmacy profession.

Ongoing Commitment: NABP and Other Pharmacy Organizations

In 2023, NABP President Lenora S. Newsome, PD, focused her [presidential initiative](#) on burnout among pharmacists, pharmacy technicians, doctors, and nurses. She encouraged pharmacy regulators, employees, employers,

and organizations to collaborate and develop practical solutions to address these issues.

In 2024, NABP published a web page dedicated to providing pharmacy staff with mental health resources titled [Mental Health and Well-Being: For Pharmacy Staff](#). This page includes courses to identify a mental health crisis, self-evaluation tools for assessing workplace experiences and well-being, and additional information about burnout and mental health.

NABP also hosted a related session during its 120th Annual Meeting and a closed webinar titled *Improving Mental Health Access for Pharmacy Staff* in which Corey Feist, co-founder of the Dr. Lorna Breen Heroes' Foundation, along with other foundation representatives, spoke about the Wellbeing First Champion Challenge, encouraging

the removal of stigmatizing mental health questions from licensure and credentialing applications. NABP has since continued its collaboration with the Dr. Lorna Breen Heroes' Foundation and supports removing stigmatizing language from official forms.

On June 22-23, 2025, NABP, the American Pharmacists Association, and the American Society of Health-System Pharmacists convened at the second ["Implementing Solutions Summit 2.0: Building a Sustainable, Healthy Pharmacy Workforce and Workplace"](#) to review progress since the first Implementing Solutions Summit in 2023 and discuss actions taken, challenges, and new strategies.

In July, NABP hosted the Pharmacy Professional Recovery Program Forum to further the conversation

NABP, State Boards of Pharmacy, and Pharmacy Organizations Further Actions to Address Pharmacy Burnout

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of pharmacy recovery programs and discuss a unified approach to discipline and return to practice.

NABP continues to prioritize pharmacist well-being across its programs and services. The well-being and mental health web page is actively updated with new resources and guidance. The Association collaborates regularly with state boards of pharmacy to identify policy improvements, share best practices, and evaluate evolving workplace challenges. Additionally, NABP integrates well-being considerations into licensure, education, and recovery programs to ensure these efforts remain central to regulatory strategy and professional support.

On the Front Lines: State Boards of Pharmacy

To date, the North Dakota, Alaska, Idaho, Kansas, Maryland, New Hampshire, Ohio, Pennsylvania, and South Dakota Boards of Pharmacy have earned the Wellbeing First Champion Challenge badge after reviewing and verifying that their credentialing applications do not include any intrusive mental health questions or stigmatizing language that may have otherwise deterred pharmacy providers from seeking mental health treatment.

State boards of pharmacy have encouraged pharmacy providers to receive help from a pharmacist assistance program or peer

recovery program, many of which use confidentiality agreements where the state board of pharmacy would not be informed of pharmacists who participate in the program unless they disengage from the program. In fact, the North Dakota Pharmacists Association offers the [PharmAssist Program](#), a confidential, voluntary program that provides support and assistance to pharmacy professionals struggling with substance use. The North Dakota PharmAssist Program can be reached at 701/258-4968. Additional information about how other states are supporting pharmacist well-being can be found in [NABP's November/December 2024 issue of Innovations®](#).

Immunization and Medication Administration Guidance

As we quickly approach another immunization season, the Board would like to remind you of the scope and procedures for a pharmacist or intern to administer medications (including immunizations). The standards still maintain the need for an individual to stay up to date with CPR or basic cardiac life support certification and obtain/maintain the continuing professional competencies necessary, according to the standard of care, for the administrations they intend to provide. A pharmacist

or intern can administer medications to any individual ages three years or older.

Procedurally, the Board has transitioned to a streamlined process for a pharmacist/intern to add the "administration authority" to their Board-issued license. Once attestations are made and approved, this administration authority will be designated on your individual pharmacist/intern license, constituting legal authority for providing administrations according to your practice.

Immunization and Medication Administration Guidance (cont)

There are two ways to update and maintain your administration authority on your license:

- 1) During your next license renewal, check the three boxes (shown below) affirming each standard. No need to submit certificates unless specifically requested by the Board.

- 2) Outside of your license renewal, a licensee can add the **administration authority** by using the “Change Address/Data/Administration Authority” function on the Board’s website and attest to the standards below.

☐ I affirm that I have and will maintain a current certification in cardiopulmonary resuscitation or basic life support.

☐ I affirm that I have successfully completed educational requirements set forward in section 43-15.31.5 according to the administrations that I intend to perform. (Requirement can be completed through formal doctor of pharmacy program or through external educational training.)

☐ I affirm that I have and will continue to maintain the appropriate continuing competency training on administrations in which I intend to perform.

[Submit & Continue](#) [Save for Later](#) [Exit](#)

The Board has rules outlining the allowance of a qualified pharmacy technician to be delegated the administration of subcutaneous or intramuscular injections by an authorized pharmacist. Please refer

to those rules and consider them for your practice setting(s).

If you have any questions, please feel free to contact the Board’s office directly.

North Dakota Medicaid Updates

Staying current with the latest ND Medicaid communications is essential for ensuring your pharmacy or practice remains aligned with updated policies, coverage changes, and program opportunities. ND Medicaid regularly shares important provider communications and pharmacy-specific updates, including the following:

- coverage updates (preferred agents, prior authorization requirements, etc);
- policy updates and billing guidance;
- newsletters and news releases;
- prior authorization guidance; and
- program-specific information, updates, and more.

Subscribing is quick and easy!

Follow these steps to receive ND Medicaid provider updates:

- 1) Visit the **ND Medicaid Provider Information web page**.
- 2) Scroll to the bottom and click on “**Subscribe to News and Alerts.**”
- 3) Enter your email address or mobile phone number.
- 4) Select your preferred subscription topics.

Please follow this [link](#) to subscribe.

June CE Audit of Licensed Pharmacists

Category	Number of Pharmacists
Compliant per CPE Monitor® records	58
Compliant with additional documentation	2
Did not have adequate continuing education (CE) hours	8
Total audited (randomly)	68

Those not in compliance received administrative fines of \$500 and/or suspensions, according to the North Dakota Administrative Code.

Address Changes

Please ensure that your address, email, and work information are promptly updated with the Board upon any change, as required by law. The Board has an easy

process available on its website to make any necessary changes to your records. Be sure to include a regularly maintained email address, as this is increasingly becoming

the way to communicate important changes and updates from the Board.

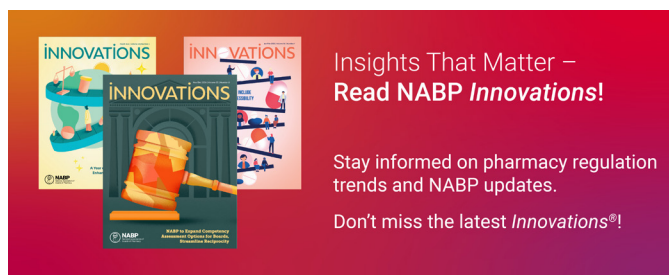
Reprinting and Verifying Licenses

You can verify any Board of Pharmacy license or registration on the Board's website. License verification printouts can be

provided to various entities in this manner.

The Board's website also allows you to reprint your license or

registration at any time. This technology is useful for ensuring that all licenses are properly posted at your facility.



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