

Position Title:	Clinical Pharmacist
Award Classification:	Pharmacist Grade 1 Pharmacist Grade 1 or 2 Pharmacists Grade 2
Award / Agreement Name:	Medical Scientists, Pharmacists and Psychologists (Public Sector – Victoria Award)
Current Effective Date:	January 2018
Next Review Date:	January 2020
Reports to:	Senior Pharmacist in the area of the rotation → Associate Program Director, Pharmacy (of the relevant site)

1. ORGANISATIONAL INFORMATION

Our Vision

Great care, everywhere, every time.

Our Mission

Together we care, learn, discover and innovate.

Organisational Environment

Eastern Health provides a comprehensive range of high quality acute, sub-acute, palliative care, mental health, drug and alcohol, residential care and community health services to people and communities that are diverse in culture, age and socio-economic status. These services are provided both on an inpatient and outpatient basis. These services and programs are supported by staff who possess an unparalleled commitment to patient care as well as teaching and research.

The strategic goals are fully detailed in the Eastern Health i-learning orientation.

Eastern Health Values

Eastern Health values reflect who we are as individuals and as an organisation, and are testament to the Eastern Health Mission Statement; they include the concepts of Kindness, Respect, Excellence, Agility, Humility and Patients First.

The Eastern Health Values are fully detailed in the Code of Conduct which is covered in the Eastern Health i-learning orientation.

2. POSITION SUMMARY

This position is a member of the Eastern Health pharmacy team and has the responsibility of providing comprehensive pharmacy services to the areas rostered. Although usually located at one EH site, rotation to another EH site may be required.

The position requires participation in any of the following areas: clinical pharmacy services, dispensary services, manufacturing, clinical trials, medicines information and supervision and education of undergraduate students/interns/residents.

3. MAJOR DUTIES AND/OR RESPONSIBILITIES

Scope of this role is consistent with the Society of Hospital Pharmacists of Australia (SHPA) standards of practice.

Additional credentialing is required prior to:

- Dispensing medications
- Approving chemotherapy orders for preparation or supply
- Charting medications (under the Partnered Pharmacists Charting Model of Care)
- Compounding pharmaceutical preparations
- Releasing aseptically-prepared products
- Participating in on-call services

3.1 A Provider of Great Healthcare.

- 3.1.1 Provide a patient-focused clinical and supply service to clients of the hospital in line with the SHPA standards of clinical pharmacy practice and the EH Pharmacy guidelines.
- 3.1.2 Participate in clinical ward services
 - 3.1.2.1 Grade 1 pharmacists will work under the general direction and supervision of more experienced pharmacists
 - 3.1.2.2 Clinical decision-making appropriate to the grading of the pharmacist
- 3.1.3 Provide dispensing services
- 3.1.4 Assist with drug distribution
- 3.1.5 Provide compounding services as required
- 3.1.6 Participate in clinical trials as required (after training)
- 3.1.7 Participate in activities deemed appropriate by the Program Director, Pharmacy or Associate Program Director, Pharmacy
- 3.1.8 Ability to act as a point of reference within an area of specialisation (Grade 2)
- 3.1.9 Involvement in extended roles for clinical pharmacists, such as Partnered Pharmacist Medication Charting (Grade 2)
- 3.1.10 Responsible for leading and maintaining specialist knowledge in providing clinical pharmacy services to patients of the hospital (Grade 2)
- 3.1.11 Perform all other delegated tasks appropriately and in line with grading and capabilities

3.2 A Great Patient Experience.

- 3.2.1 Comply with the Pharmacy Board of Australia's Code of Conduct
- 3.2.2 Provide medication information and patient counselling

3.3 A Great Place to Learn & Work.

- 3.3.1 Collaborate with the Senior Education and Training Pharmacist to assist in the organisation, development and/or delivery of department education programs for pharmacists, pharmacy students, pharmacy interns or pharmacy technicians
- 3.3.2 Supervise and train students, pharmacy technicians, pharmacy interns, residents and pharmacists
- 3.3.3 Supervise and check work prepared by pharmacy technicians
- 3.3.4 Participate in nursing & medical pharmacy education programs
- 3.3.5 Participate in research, QUM or Medicines Evaluation projects
- 3.3.6 Participate in weekend, public holiday and on-call rosters, as required
- 3.3.7 Contribute to the presentation and/or publication of service improvement projects (Grade 2)

3.4 A Great Partner with our Communities.

- 3.4.1 Participate in consumer pharmacy education programs
- 3.4.2 Representing pharmacy and/or the health service on relevant committees and working groups as required (Grade 2)

3.5 A Great Achiever of Sustainability.

- 3.5.1 Assist with the financial management of the designated cost centre(s) in line with agreed budgetary parameters and performance targets.

4. SAFE PRACTICE AND ENVIRONMENT

Occupational Health and Safety

Eastern Health is committed to provide and maintain a working environment for all staff that is safe and without risk to health. All staff are to take care of their own health and safety and the health and safety of any other person who may be affected by your acts or omissions at the workplace. Understand responsibilities and accountabilities to yourself and others in accordance with OH&S legislation and Eastern Health policies and promote a working environment that is congruent with these guidelines. This includes staff reporting of all clinical and OHS incidents and near misses, in particular those related to Occupational Violence, Manual Handling and Slips, trips and falls.

Staff are required to comply with all state legislative requirements in respect to the Occupational Health and Safety Act 2004 and the Workplace Injury Rehabilitation and Compensations (WIRC) Act 2013.

5. TRAINING AND DEVELOPMENT

Relevant, practical and timely education should direct, facilitate, enhance and support the professional growth and practice of employees in a health environment characterised by change. All programs should endeavour to promote evidence-based practice, a problem solving approach and to be competency based.

You are expected to participate in the personal development appraisal process on an annual basis.

6. QUALITY

As a staff member of Eastern Health staff are required to comply with Eastern Health performance standards and participate in continuous monitoring and improvement as part of your role. You are also required to comply with legislation, professional standards and accreditation standards.

As a staff member employed by Eastern Health services you must have and maintain the appropriate skills and knowledge required to fulfil your role and responsibilities within the organisation.

In addition, you must ensure that you practice within the specifications of this position description, and where applicable within the agreed scope of practice.

You are responsible for ensuring safe high quality care in your work. This will include complying with best practice standards, identifying and reporting any variance to expected standards and minimising the risk of adverse outcomes or harm. In addition, you will ensure that service and care is consistent with the EH approach to person-centred care.

7. CONFIDENTIALITY

Any information obtained in the course of employment is confidential and should not be used for any purpose other than the performance of the duties for which the person was employed. Staff are bound by the Information Privacy Act 2000 and the Health Records Act 2000.

8. EQUAL EMPLOYMENT OPPORTUNITY

You agree to adhere to the Equal Employment Opportunity policies and practices of the Health Service. Discriminatory practices, including sexual harassment, are unlawful. The Health Service will not tolerate discriminatory behaviour and any such conduct may lead to the invoking of the Disciplinary Policy and Procedure, which may result in termination of employment.

9. PERFORMANCE DEVELOPMENT

A Performance Review, that includes agreed targets, will occur three (3) months from commencement and then annually on the basis of the duties and responsibilities outlined in this position description. This is an opportunity to review personal and the allocated work unit's service performance, facilitated by the setting of objectives/goals and ongoing evaluation of performance and achievement. Objectives will be developed annually, documented, discussed and agreed with the immediate line manager, who will act as the assessor. The incumbent is expected to demonstrate and show evidence annually of on-going self and allocated work unit's service development.

10. ATTACHMENTS

- Attachment 1 Key Selection Criteria
- Attachment 2 Key Result Areas /Key Performance Indicators

11. NOTE

Statements included in this position description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all-inclusive.

Prior to accepting any offer of employment, prospective employees will be required to read and commit to the Eastern Health Code of Conduct, including (but not limited to) issues of Occupational Health and Safety, Equal Opportunity and Confidentiality.

Signed: _____

Date: ____/____/____

Enter Manager's Title

INCUMBENT STATEMENT

I _____ (Incumbent Name) have read, understood and accepted the above Position Description and associated Attachments.

Signed: _____

Date: ____/____/____

ATTACHMENT 1

KEY SELECTION CRITERIA

Essential

- Eligible to be registered as a pharmacist with the Australian Health Practitioner Regulation Agency
- Commitment to patient-focussed service
- Able to function effectively and autonomously in clinical areas and the dispensary
- Able to function effectively in a multidisciplinary team
- Effective written and verbal communication skills
- Flexible, adaptable, agile
- Capable of performing under pressure, to meet time constraints and determine work priorities
- Computer literate
- Demonstrated understanding of customer service of internal and external customers and be committed to effectively meet their needs in a helpful and professional manner
- Commitment to participate in personal and departmental ongoing professional development, education and quality improvement activities
- Experience in hospital pharmacy (>2 years clinical pharmacy practice post registration as a pharmacist) (Grade 2)
- Sound knowledge and understanding of all relevant aspects of hospital pharmacy. In particular, a demonstrated ability to practice in accordance with the Society of Hospital Pharmacists of Australia (SHPA) Guidelines (Grade 2)
- Primary author of a presentation/poster presented at a SHPA or equivalent conference (Grade 2)
- Involvement in undergraduate clinical education (ie PEP, student hours) OR one of the pharmacist Grade 2 criteria according to the award (Grade 2) –
 - Representing Pharmacy and/or the health service on relevant committees or working groups
 - Ability to act as a point of reference within an area of specialisation
 - Demonstrated commitment to further education – undertaking or completed a Graduate Certificate or Diploma of Clinical Pharmacy
 - Demonstrated commitment to development of the profession by involvement in pharmacy organisations at a committee engagement level
- Satisfactory work performance and participation in departmental activities and role model for junior staff and the Pharmacy Department (Grade 2)

Desirable

- Experience in Australian public hospital pharmacy (Grade 1)
- Involvement in undergraduate clinical education (ie PEP, student hours (Grade 1)
- Demonstrated commitment to further education by undertaking a Graduate Certificate or Diploma of Clinical Pharmacy (Grade 1)
- Experience with PBS
- Experience with Merlin dispensing program and the Victorian Health Incident Management System (VHIMS)
- Current Victorian driver's licence
- Recent ClinCAT completed to a specified satisfactory level
- Partnered Pharmacist Medication Charting credentialed