

JOB TITLE: Clinical Pharmacist

1. PURPOSE OF POSITION

This position is responsible for providing a customer focused pharmacy service, using best practice guidelines and achieving optimal outcomes. The role includes the preparation and distribution of medicines, the provision of clinical ward based pharmacy services and a medicine information service.

2. ORGANISATIONAL VALUES

The Taranaki District Health Board (TDHB) is committed to the strategic actions and behaviours of ‘Work Together’:

- Treating people with trust, respect and compassion
- Communicating openly, honestly and acting with integrity
- Enabling professional and organisational standards to be met
- Support achievement and acknowledging successes
- Creating healthy and safe environments
- Welcoming new ideas

3. DIMENSIONS

Reports to:	Clinical Advisory Pharmacist
Number of people reporting to you	-
Financial limits authority	-
Operating Budget	-

4. WORKING RELATIONSHIPS

External	Internal
Pharmac	Pharmacy Department staff
Other DHB Pharmacies	Nursing staff
Community Pharmacies	Junior and senior medical staff
Pharmaceutical Suppliers	Allied health – e.g. physiotherapy, occupational therapy
Pharmacy Council of NZ	Other TDHB staff
Pharmaceutical Society of NZ (Inc)	Public and patients
NZ Hospital Pharmacists’ Assoc	
Ministry of Health	

5. ACCOUNTABILITIES

Key area of responsibility	Expected outcomes
<p>1. Clinical Pharmacy Service</p> <p>Effectively contributing to the provision of a ward based pharmacy service, medicine and clinical information services, medicine utilisation review and protocol development/maintenance</p>	<ul style="list-style-type: none"> • Medication chart review to ensure the appropriate, safe and rational use of medication(s) • Play a significant role in an Electronic Medicines Reconciliation process to capture an accurate picture of patients' medication immediately prior to admission • Documentation of Clinical Interventions to quantify clinical tasks performed on the ward • Provide assessment of and counselling for patients identified as potential candidates for Self Medication • Provision of yellow medication cards and/or patient counselling • Provision of Warfarin counselling clinics • Documentation of medication events as per DHB policy • Have a working knowledge of Pharmac's Hospital Medicines List including DHB policy on funding restrictions and Named Patient Pharmaceutical Assessment procedures • Provision of On-Call services dealing with clinical queries • Provision and documentation of medicine information using DHB standards and guidelines • Provision and documentation of Medicine Use Review services if required • Provision of in-service training to pharmacy department staff, other health professionals and/or specific patient groups as required
<p>2. Preparation of Pharmaceuticals</p> <p>Extemporaneously compounded sterile and non sterile pharmaceuticals are prepared in accordance with recognised protocols/ guidelines</p>	<ul style="list-style-type: none"> • Complete In-house training and validation in order to be competent to prepare extemporaneous compounds • Prepare extemporaneously compounded sterile and non sterile pharmaceutical products as required
<p>3. Medicine Distribution Service</p> <p>Medicines are provided to hospital inpatients and outpatients, safely and efficiently and in accordance with legislative requirements.</p>	<ul style="list-style-type: none"> • All statutory, legislative and DHB requirements must be met when medication is dispensed and/or supplied • Carry out regular ward/department imprest reviews • Provision of On-Call services dealing with stock issues

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Organisational Accountabilities	Expected Outcome for all employees
Health Equity	<p>The TDHB strives to eliminate health inequalities and achieve health equity for the Taranaki population. In practical terms this means all staff are required to implement relevant health equity policies, procedures, approaches and guidelines issued from time to time including:</p> <ul style="list-style-type: none"> • the Pae Ora Framework which requires: <ul style="list-style-type: none"> ○ Demonstrating the principles of Partnership, Participation and Protection under the Treaty of Waitangi; ○ improving understanding of the determinants of ethnic inequalities in health, in particular the “Drivers of ethnic inequalities in health” and the “Pathways to Inequalities” both of which are referenced in the TDHB Pae Ora Framework, Appendix 1; ○ Ensuring Health Equity assessment is embedded into your practise where services, policies or programmes are expected to improve outcomes for Māori; ○ Effectively implementing health equity approaches outlined for Health Professionals in “Equity of Health Care for Maori: A Framework” published by the Ministry of Health to support He Korowai Oranga Refresh 2014, national Maori Health Strategy; ○ Ensuring appropriate health literacy responses are used for effective engagement with Māori; • You must ensure accurate ethnicity data is collected or held for patients and clients you interact with by following the TDHB Ethnicity Data Collection Policy and procedures; • You must attend the Cultural Competency training provided by and for staff of the TDHB including Treaty of Waitangi workshop, General/Clinical Refreshers, Engaging Effectively with Maori and any other training identified as essential for staff
Health and Safety	<ul style="list-style-type: none"> • Maintains a safe and healthy environment • Complies with health & safety policies and procedures • Carries out work in a way that does not adversely affect their health and safety or that of other workers • Complies with procedures and correctly use personal protective equipment and safety devices provided • Contributes to hazard identification and management process • Reports accurately near misses/incidents/accidents in a timely manner • Participates in health and safety matters
Personal Development	<ul style="list-style-type: none"> • Fully contributes to the individuals team performance and is committed to identify and pursue opportunities for developing new knowledge and skills. • Participates in the performance appraisal process where personal performance and development is reviewed.

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Organisational Accountabilities	Expected Outcome for all employees
	<ul style="list-style-type: none">Willing to accept new responsibilities, acquire and demonstrate relevant new knowledge.

6. VARIATION TO DUTIES

Duties and responsibilities described above should not be construed as a complete and exhaustive list as it is not the intention to limit in any way the scope or functions of the position. Duties and responsibilities can be amended from time to time either by additional, deletion or straight amendment to meet any changing conditions, however this will only be done in consultation with the employee.

7. CAPABILITY REQUIREMENTS

Capabilities are the behaviours demonstrated by a person performing the job. Capabilities identify what makes a person most effective in a role. Those listed below are expected for the Pharmacy Department team roles in the organisation. The required capabilities can change as the organisation develops and the roles change.

Capability
Effective Communication Shares well thought out, concise and timely information with others using appropriate mediums. Ensures information gets to the appropriate people within the organisation to facilitate effective decision making
Decision Making/Problem Solving Demonstrates effective and timely decision making/problem solving techniques. Aware of the impact of decisions on key stakeholders and consults as appropriate utilizing available resources. Is proactive and effective when problem solving is required.
Innovation/Initiative Continually strives for new and improved work processes that will result in greater effectiveness and efficiencies. Questions traditional ways of doing things when choosing a course of action or finds new combinations of old elements to form an innovative solution.
Resilience/Flexibility Articulates differing perspectives on a problem and will see the merit of alternative points of view. Will change or modify own opinions and will switch to other strategies when necessary. Adjusts behaviour to the demands of the work environment in order to remain productive through periods of transition, ambiguity, uncertainty and stress.
Cultural Safety Demonstrates a commitment to cultural safety by meeting and exceeding the cultural needs of clients/customers/colleagues. Manages cultural ambiguity and conflicting priorities well. Understands concepts of whanaungatanga and manaakitanga and Maori cultural orientation to whanau, hapu and iwi.

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Capability
Teamwork Works to build team spirit, facilitates resolution of conflict within the team, promotes/protects team reputation, shows commitment to contributing to the teams success

8. EDUCATION

Must have a Bachelor of Pharmacy (NZ) or equivalent.
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9. SKILLS

New Zealand Registered Pharmacist (i.e. hold a current practising certificate in the Pharmacist Scope of Practice with the Pharmacy Council of New Zealand).
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10. EXPERIENCE

Previous hospital pharmacy experience preferred.
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