

Antimicrobial Pharmacist

1. PURPOSE OF POSITION

To show leadership in the Antimicrobial Stewardship (AMS) program and advocate the implementation of activities that aim to improve the prescribing and quality use of antimicrobials at Taranaki DHB.

2. ORGANISATIONAL VALUES

The Taranaki District Health Board (TDHB) is committed to the strategic actions and behaviors 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

Partnerships	WHĀNAUNGATANGA	We work together to achieve our goals
Courage	MANAWANUI	We have the courage to do what is right
Empowerment	MANA MOTUHAKE	We support each other to make the best decisions
People Matter	MAHAKITANGA	We value each other, our patients and whānau
Safety	MANAAKITANGA	We provide excellent care in a safe and trusted environment

3. DIMENSIONS

Reports to:	Pharmacy Manager or Equivalent/Delegate
Number of people reporting to you	-
Financial limits authority	-
Operating Budget	-

4. WORKING RELATIONSHIPS

External	Internal
Pharmac Other DHB Pharmacies Other DHB microbiology and infectious diseases departments	Other AMS team members Pharmacy Department staff eMedication Management team Nursing staff

Antimicrobial Pharmacist

Community Pharmacies Pharmaceutical Suppliers Pharmacy Council of NZ Pharmaceutical Society of NZ (Inc) NZ Hospital Pharmacists' Assoc Ministry of Health	Junior and senior medical staff Laboratory Radiology Physiotherapy Public Health Unit TDHB Communications Unit Other TDHB staff as appropriate Public and patients Committees and management Clinical Governance Support Unit Information technology
--	--

Antimicrobial Pharmacist

5. ACCOUNTABILITIES

Key area of responsibility	Expected outcomes
<p>1. Antimicrobial Pharmacy Service Clinical and Professional Leadership</p> <p>Show leadership in the AMS program and advocate the implementation of activities that aim to improve the prescribing and quality use of antimicrobials.</p>	<ul style="list-style-type: none"> • Play a key role in Taranaki DHBs efforts to implement and evaluate an AMS program that meets the AMS objectives/approaches in the NZ AMS Annual Plan • To coordinate health promotion and awareness campaigns (such as World <u>Antimicrobial Awareness Week</u>) and representing the health service organisation in forums relating to AMS • To keep abreast of the current literature on AMS and new or revised prescribing guidelines and advise the AMS committee on new interventions and guideline revisions. • Provide support, advice and guidance to clinical areas on AMS initiatives • Promote the use of evidence based AMS practice • The AMS pharmacist should work with the microbiology, ID and other departments to develop and maintain: <ul style="list-style-type: none"> ○ Antimicrobial prescribing guidelines, including unit protocols ○ Policies for therapeutic drug monitoring of antimicrobials (for example, aminoglycosides, glycopeptides, azole antifungals), and training for clinicians about safe and effective dosing practice • Advise other pharmacists and prescribers on the management of antimicrobial therapy in individual patients. <ul style="list-style-type: none"> ○ The advice may be on the choice, dose, route and duration of antimicrobial therapy. ○ Dose optimisation – based on individual patient characteristics, causative organisms, the site of infection, pharmacokinetic and pharmacodynamic characteristics of the antimicrobial, and therapeutic drug monitoring ○ Assess cases that require input from clinical microbiologists or (AMS) ID physicians. • Providing expert advice including informing senior management and relevant medical units about the AMS program and activities within the organisation and, where applicable, counselling patients or their carers on the appropriate use of antimicrobials • Provide expert advice to assist in individual patient care • Actively participate in ward rounds with the ID team • Participating in the management of the antimicrobial guidelines • Educating and supporting other pharmacists who provide the clinical and dispensary services to enforce antimicrobial

Antimicrobial Pharmacist

	<p>prescribing programs and policies, and to encourage compliance with prescribing guidelines</p> <ul style="list-style-type: none"> • Monitoring compliance with the organisation’s antimicrobial guidelines and prescribing policies • Monitoring antimicrobial use and evaluating interventions • Contribute to and facilitate clinical audits, policy review, change management and quality improvement initiatives involving AMS, in conjunction with the AMS committee <p>Identify situations of clinical risk with regard to AMS and take appropriate actions to ensure a safe environment.</p> <ul style="list-style-type: none"> • If required, this position may be involved in medicine management for HIV patients who reside in Taranaki.
<p>2. Develop and deliver education and training to healthcare professionals</p> <p>Ensure that appropriate training/education material is available to all healthcare professionals involved in the use of antimicrobials, so that practice is current, rational and cost effective</p>	<ul style="list-style-type: none"> • Co-ordinate with stakeholders to assess training needs and objectives. • Design, develop and deliver education and training programmes - for groups and individuals - for all levels of healthcare professionals involved in antimicrobial use. • Create and communicate training material and schedules for the above with appropriate personnel. • Undertake follow-up assessment / audit of the training programmes and education delivered • Maintain a database to track education and training delivered (including participants)
<p>3. Contribute to Quality Assurance and Improvement</p> <p>Ensuring consistent, high quality processes and ongoing improvements</p>	<ul style="list-style-type: none"> • Participate in the development and implementation of quality improvement plans to evaluate the impact of the AMS service. • Contribute to meeting agreed national reporting requirements. • Contribute to monitoring and evaluating existing clinical service, systems, procedures and practices. Incorporate best practice and new evidence and making appropriate and agreed changes or improvements. • Ensure utilisation of appropriate tools and methods to achieve quality improvement. • Deliver and maintain surveillance and reporting of antimicrobial usage and compare using agreed standard monitoring processes and associated feedback loops. • Provide agreed evidence-based reporting to the following committees/personnel as appropriate: <ul style="list-style-type: none"> AMS Committee Pharmacology and Therapeutics Committee Medication Safety Committee Pharmacy Manager eMM Clinical Lead Relevant clinical directorates Laboratory

Antimicrobial Pharmacist

	Other to inform organizational decision-making processes.
Other areas of responsibility	Expected outcomes
<p>1. Clinical Pharmacist Service</p> <p>To be skilled and able to assist in 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 anti-coagulation 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 and /or stock 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>To be skilled and able to assist in extemporaneously compounded nonsterile 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 nonsterile 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 outward/department imprest reviews as required

Organisational Accountabilities	Expected Outcome for all employees
<p>Health Equity</p>	<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.
<p>Health and Safety</p>	<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

Antimicrobial Pharmacist

Organisational Accountabilities	Expected Outcome for all employees
Personal Development	<ul style="list-style-type: none"> • Fully contributes to the individual's 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. • 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
<p>Effective Communication</p> <p>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</p>
<p>Decision Making/Problem Solving</p> <p>Demonstrates effective and timely decision making/problem solving techniques. Aware of the impact of decisions on key stakeholders and consults as appropriate utilising available resources. Is proactive and effective when problem solving is required.</p>
<p>Innovation/Initiative</p> <p>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.</p>
<p>Resilience/Flexibility</p> <p>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.</p>

Antimicrobial Pharmacist

Capability
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.
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

- Registered Pharmacist (with the Pharmacy Council of New Zealand) with current APC.
- Desirable to have a Post Graduate Diploma in Clinical Pharmacy (or equivalent) or be working towards this.
- Desirable to have a non-medical prescribing qualification or be working towards this.
- A minimum of three years clinical experience, preferably within hospital practice.
- Current knowledge and understanding of medication management and medication safety processes.
- Experience of audit, data analysis and project work, and the use of quality improvement methods & tools to carry out audit & evaluation.
- Systems implementation, implementation planning & change management
- Maintains professional registration, with a commitment to continuing to develop and improve own skills and practice in relation to role.
- Attends educational opportunities and forums relevant to role.

9. SKILLS

- Adaptable and flexible.
- Good listening skills.
- Time management skills.
- Seeks advice/guidance when unsure.
- Ability to self-reflect on practice.
- Ability to search and critique research and use it as the basis of practice.
- Self-motivated and able to identify key change makers within each clinical area.
- A strong commitment and genuine interest in quality and service improvement.
- Understanding of principles of quality improvement.
- A strong medication and patient safety focus.
- Ability to work independently and as part of a team.
- Good communication, negotiation and presentation skills.
- Systems thinking – ability to identify system/process improvements.
- Analytical ability –ability to interpret and evaluate diverse and complex medication safety data

Antimicrobial Pharmacist

- Be knowledgeable of QA and accreditation principals, with a commitment to continual quality improvement.
- A high degree of IT literacy – clinical information systems; competent with Microsoft office suite, Excel, PowerPoint and Endnote.

10. EXPERIENCE

- Experience in problem solving, priority setting, and planning.
- Experience in practicing in accordance with legal, ethical, culturally safe and professional standards.