

POSITION DESCRIPTION

Position Details:

Title: Senior Clinical Pharmacist

Department: Department of Pharmacy

Reports to: Associate Clinical Lead Pharmacist

Purpose of Position:

To ensure the provision of a high level, comprehensive and professional clinical pharmacy service to a specified group of patients to achieve the safe, effective and economical use of pharmaceuticals within the limits of resources.

Key Accountabilities:

Clinical

- Provide a high level, comprehensive and professional clinical pharmacy service to a specified group of patients, as per service requirements.
- Practice clinical pharmacy in a proactive manner, forming positive working relationships with key nursing, medical and business personnel within areas of responsibility.
- Undertake medicines reconciliation to the national standard (Health Quality and Safety Commission) on admission, at transfer and at discharge.
- Provide a medication optimisation service to patients in clinical areas.
- Educate patients on their medicines, including providing written information, to promote medication adherence and promote best patient outcomes.
- Implement guidance pertaining to the Hospital Medicines List (HML).
- Resolve medication related discharge issues for patients (e.g. section 29 medicines, specials authority, Named Patient Pharmaceutical Assessments (NPPA) applications).
- Provide medicines information to patients, carers and other healthcare professionals.
- Facilitate the supply of pharmaceutical products to ensure timely medication supply to patients.
- Work proactively within a team of clinical pharmacists and technicians, to cover, assist and support others within the team so objectives can be achieved.
- Document clinical interventions and contributions on regular basis and in accordance with departmental requirements.
- Document clinical metrics and other work activities on a regular basis and in accordance with departmental requirements.
- Act as a clinical role model for staff in accordance with the purpose statement and guiding principles of the Pharmacy Department.

Quality

- Liaise with key prescribers and budget holders within areas of responsibility to facilitate interpretation of drug usage trends as per department requirements.
- Identify and report adverse events in accordance with organisational policy.
- Contribute to the management and investigation of medication errors and near misses, under the direction of the Associate Clinical Lead Pharmacist – Clinical Pharmacy Services.
- Identify best practice with respect to the medicines pathway including proactively developing protocols and guidelines and identify other strategies (in conjunction with other senior health care professionals and other senior pharmacy staff) to improve prescribing practice within the clinical area of responsibility.
- Participate and support quality initiatives, including research and audit, within Pharmacy and

within clinical areas where requested

Education and Training of Others

- Participate in post-graduate education activities, as appropriate, as a commitment to continuing professional development.
- Proactively participate in the training of pharmacy personnel (including Externs) particularly within the clinical team.
- Teach undergraduate and postgraduate Pharmacy courses at the School of Pharmacy, Auckland University (including supporting weekend and evening teaching sessions) as requested by the Pharmacy Department.
- Proactively undertake education and training of other health care professionals as appropriate.

General

- Support the Pharmacy Mission Statement and act in accordance with department's Guiding Principles at all times.
- Attend such meetings and committees as requested by the Associate Clinical Lead Pharmacist – Clinical Pharmacy Services or Service Clinical Director Pharmacy as the departmental representative.
- Undertake other duties as requested by the Associate Clinical Lead Pharmacist – Clinical Pharmacy Services.
- Participate in the early, late and weekend clinical roster cover, Public Holiday Roster, and the out of hours Emergency Duties commitment provided by the Department of Pharmacy.
- Participate in operational pharmacy services as requested by the Associate Clinical Lead Pharmacist – Clinical Pharmacy Services or Service Clinical Director Pharmacy.
- Meet the changing needs of the service, the duties and working times may be subject to reasonable change in the future.
- Provide all duties will be undertaken in a safe manner with due regard to occupational health and safety policies.
- Respect confidentiality of information pertaining to patients, staff and management.

Authorities: (as per delegated authority policy)

None

Direct Reports (if applicable):

None

Budget Accountability (if applicable):

None

Relationships:

External	Internal	Committees/Groups
Pharmaceutical Society Pharmaceutical Reps Community Pharmacists GP's IPA NZHPA Pharmacy Council	Pharmacy Staff Medical Staff Nursing Staff Allied Health Patients	Hospital Medicines Committee Quality Groups Clinical Board Building Programme

PERSON SPECIFICATION

	Essential	Desirable
Education/Achievements	B.Pharm. or other recognised pharmacy qualification Registered as a pharmacist with the Pharmacy Council of New Zealand and holds a current APC. Post graduate clinical pharmacy qualification.	Pharmacist Prescriber qualification
Experience/Knowledge	3 years of experience in hospital pharmacy (can include hospital internship). Evidence of relevant practice of clinical pharmacy.	Evidence of recent and/or longstanding practice at a senior level within the area of responsibility in a large hospital.
Competency	Description	
Teamwork	Collaborates with fellow team members and other work groups to achieve objectives for the good of the whole.	
Flexibility	Ability to adapt and work effectively within a variety of situations, and with various individuals or groups.	
Self Management	Sets high standards and strives to achieve stretching goals. Displays drive and energy and persists in overcoming obstacles. Copes with stress, is resilient to change and understands personal limitations. Is proactive and displays initiative.	
Communication / Interpersonal Skills	Actively listens, drawing out information effectively, both orally and in writing, adjusts language and style to the recipients and considers their frame of reference. Empathises with others and considers their needs and feelings.	
Quality Orientation	Pays attention to detail and initiates self-checking procedures; ensures high levels of accuracy and consistent quality. Monitors quality and devises systems to support continuous improvements.	
Planning & Monitoring	Develops plans to accomplish goals, establishes timeframes and allocates resources. Identifies and removes barriers. Monitors progress and addresses problems to achieve outcomes.	
Learning	Constantly strives to build knowledge and skills, acknowledges and learns from mistakes and improves outcomes.	
Judgement / Decisiveness	Considers options, develops options, identifies the pros and cons and makes effective decisions within appropriate timeframes and levels of responsibility. Recognises critical factors and weighs up risks appropriately. Knows when to ask for help.	
Innovation	Actively questions old ways of doing things, thinks outside the square and develops creative, effective solutions to improve outcomes.	
Patient / Customer Orientation	Develops positive working relationships with patients / customers, identifies and seeks to meet their needs. Treats them as first priority and improves service.	

WORKING FOR ADHB – EXPECTATIONS OF EMPLOYEES

CITIZENSHIP

All employees are expected to contribute to the innovation and improvement of Auckland District Health Board as an organisation. This means:

- Using resources responsibly
- Models ADHB values in all interactions
- Maintaining standards of ethical behaviour and practice
- Meeting ADHB's performance standards
- Participating in organisation development and performance improvement initiatives
- Helping to develop and maintain Maori capability in ADHB, including developing our understanding of the Treaty of Waitangi and ways in which it applies in our work
- Raising and addressing issues of concern promptly

THE EMPLOYER AND EMPLOYEE RELATIONSHIP

We have a shared responsibility for maintaining good employer/employee relationships. This means:

- Acting to ensure a safe and healthy working environment at all times
- Focusing our best efforts on achieving ADHB's objectives

A performance agreement will be reached between the employee and their direct manager and/or professional leader containing specific expectations.

CONSUMER/CUSTOMER/STAKEHOLDER COMMITMENT

All employees are responsible for striving to continuously improve service quality and performance. This means:

- Taking the initiative to meet the needs of the consumer/customer/stakeholder
- Addressing our obligations under the Treaty of Waitangi
- Involving the consumer/customer/stakeholder in defining expectations around the nature of the services to be delivered and the timeframe
- Keeping the consumer/stakeholder informed of progress
- Following through on actions and queries
- Following up with the consumer/customer/stakeholder on their satisfaction with the services

PROFESSIONAL DEVELOPMENT

As the business of ADHB develops, the responsibilities and functions of positions may change. All staff are expected to contribute and adapt to change by:

- Undertaking professional development
- Applying skills to a number of long and short term projects across different parts of the organisation
- Undertaking such development opportunities as ADHB may reasonably require