



HSS Registered

Senior Pharmacist
Health Salaried Officers Agreement: Level P2
Position Number: 601923
Pharmacy Department / Clinical Services Division
Royal Perth Bentley Group / East Metropolitan Health Service (EMHS)

Reporting Relationships

Chief Pharmacist
 HSO Level P6
 Position Number: 104127



Deputy Chief Pharmacist, Clinical Pharmacy
 HSO Level P4
 Position Number: 104137



Senior Pharmacist, Clinical Leads
 HSO Level P3
 Position Numbers: 603288, 603289, 603290, 603291



This Position



Directly reporting to this position:

Title	Classification	FTE
Nil		

Also reporting to this supervisor:
 Senior Pharmacist (Medicines Information) HSO P2
 Senior Pharmacist (Medication Safety) HSO P2
 Senior Pharmacist (Infectious Diseases) HSO P2
 Senior Pharmacist (Smart Infusion Pumps) HSO P2

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Also reporting to these supervisors:
 Senior Pharmacist HSO P2/3
 17.84 FTE
 Pharmacist HSO P1
 3.5 FTE
 Pharmacy Technician HSO G3
 2 FTE

Key Responsibilities
 As part of a multidisciplinary team promotes safe, rational and cost-effective drug therapy by providing and coordinating clinical pharmacy services which include monitoring of the patient's total medication profile, providing drug information and undertaking teaching and research. Plans, implements and evaluates patient safety and quality of care. Practices as a Senior Pharmacist and ensures practice is in accordance to the Pharmacy Board of Australia Registration Standards, the Pharmacy Board of Australia Codes and Guidelines including the *Pharmacy Code of Conduct for Registered Health Practitioners* and EMHS policies and guidelines.

EMHS Vision and Values

Our Vision

***Healthy people, amazing care.
Koorda moort, moorditj kwabadak.***

Healthy people refers to the commitment we have as an organisation to ensure our staff, patients and the wider community have access to comprehensive healthcare services, in order to maintain healthy lives.

Amazing care reflects the sentiment of those consumers accessing our healthcare services from feedback provided to us. This common statement resonates with the health service, and reflects our intentions in our practice and work every day.

As a health service which celebrates diversity of culture and languages, it is also important that our vision is shared in the Noongar language.

Our Values

Our Values reflect the qualities that we demonstrate to each other and our community every day. Our staff make a difference every day to the patients, families and consumers they provide care, advice and support to. The EMHS values capture the shared responsibility that we uphold as most important, which are:

- **Kindness** – kindness is represented in the support that we give to one another. This is how we demonstrate genuine care and compassion to each and every person.
- **Excellence** – excellence is the result of always striving to do better. This is represented by constant improvements to the way in which we deliver our services, which results in a high performing health service.
- **Respect** – we demonstrate respect through our actions and behaviours. By showing each other respect, in turn we earn respect.
- **Integrity** – integrity is doing the right thing, knowing it is what we do when people aren't looking that is a true reflection of who we are.
- **Collaboration** – collaboration represents working together in partnership to achieve sustainable health care outcomes for our community with a shared understanding of our priorities.
- **Accountability** – together we have a shared responsibility for ensuring the best health care outcomes for our community. This is a reminder that it is not only our actions, but also the actions we do not do, for which we are accountable.



Royal Perth Hospital staff share a strong sense of pride in the longstanding principles of Servio, Latin for 'to serve' which adorns our historic crest. The principles of this statement, adopted in 1937 bear testimony to the longstanding tradition of excellence in service that we strive to perpetuate into the future.

Brief Summary of Duties (in order of importance)

1. Clinical

- 1.1 Provides pharmaceutical services to patients and clients at an advanced level of practice.
- 1.2 Monitors the patient's total drug regimen to promote safe, rational and cost effective therapy, showing due regard for the problems of drug disposition, pathology test results, drug assays, interactions, adverse reactions, interference with laboratory tests, toxicity, dosage, formulation, compliance in administration and costs.
- 1.3 Undertakes clinical shifts at the direction of the Chief Pharmacist/Head of Department/Supervisor.
- 1.4 Actively prioritises and coordinates own caseload including participating in clinical review meetings and case conferences as appropriate.
- 1.5 Initiates, implements and participates in quality improvement and research activities in consultation with the Chief Pharmacist to systematically evaluate service delivery and meet customer needs.
- 1.6 Ensures that the provision of Pharmacy services is in accordance with relevant practice standards and conforms with legal and hospital requirements e.g. PBS Reform, APAC Guidelines and the Pharmaceutical Review Policy.
- 1.7 In liaison with the Chief Pharmacist, controls the correct supply, handling, storage and administration of drugs in clinical areas by;
 - Supervising support staff in the drug distribution process at ward level.
 - Advising nursing staff on the proper handling, security and administration of drugs.
- 1.8 Supervises/undertakes the preparation of dispensed and manufactured items, including intravenous admixtures, cytotoxic drugs and parenteral nutrition.
- 1.9 Undertakes appropriate counselling of patients on the correct use of their medication.
- 1.10 Supports and liaises with patients, carers, colleagues, medical, nursing, allied health, support staff, external agencies and the private sector to provide coordinated multidisciplinary care.
- 1.11 Completes clinical documentation and undertakes administrative tasks as required.
- 1.12 Participates in departmental and other meetings as required to meet organisational and service objectives.
- 1.13 Participates in ongoing evaluation of clinical practice.

2. Education/Training/Research

- 2.1 Engages in continuing professional development/education and ensures continuous registration by the Pharmacy Board of Australia as per essential criterion 1.
- 2.2 Coordinates and/or provides professional support, clinical orientation and direction to Pharmacy staff as directed.
- 2.3 Coordinates and/or provides supervision and development of interns, students and others as directed by senior staff.
- 2.4 Develops and participates in evidence based clinical research activities where applicable.

3. EMHS Governance, Safety and Quality Requirements

- 3.1 Participates in the maintenance of a safe work environment.
- 3.2 Actively participates in the Peak Performance program.
- 3.3 Supports the delivery of safe patient care and the consumers' experience including participation in continuous quality improvement activities in accordance with the requirements of the National Safety and Quality Health Service Standards and other recognised health standards.
- 3.4 Completes mandatory training (including safety and quality training) as relevant to role.
- 3.5 Performs duties in accordance with the EMHS Vision and Values, WA Health Code of Conduct, Occupational Safety and Health legislation, the Disability Services Act and the Equal Opportunity Act and Government, WA Health, EMHS and Departmental / Program specific policies and procedures.

4. Undertakes other duties as directed

Work Related Requirements

The following criteria should be read together with the Brief Summary of Duties and considered in the context of the EMHS Values.

Essential Selection Criteria

1. Tertiary qualification in Pharmacy and eligible for registration by the Pharmacy Board of Australia.
2. Demonstrated extensive relevant clinical hospital Pharmacy experience and skills and advanced knowledge of relevant legislation in the hospital setting.
3. Demonstrated ability to plan, develop, coordinate, implement and evaluate Pharmacy services including application of quality improvement principles and practices.
4. Demonstrated high level time management and organisational skills when planning, providing and monitoring Pharmacy services.
5. Demonstrated high level interpersonal, written and verbal communication skills.
6. Demonstrated ability to work effectively in a multidisciplinary team setting.

Desirable Selection Criteria

1. Completion or progress toward a relevant postgraduate qualification in a relevant clinical area.
2. Demonstrated experience of the Pharmaceutical Benefits Scheme (PBS) and its application in the community and hospital sectors.
3. Knowledge and skills in computing systems including those relevant to hospital pharmacy and therapeutics.
4. Current knowledge and commitment to equal opportunity in all aspects of employment and service delivery.

Appointment Prerequisites

Appointment is subject to:

- Working With Children (WWC) Check, compulsory check for people who carry out child-related work in Western Australia.
- Completion of 100 Point Identification Check.
- Successful Criminal Record Screening Clearance.
- Successful Pre-Employment Integrity Check.
- Successful Pre-Employment Health Assessment.

Certification

The details contained in this document are an accurate statement of the duties, responsibilities and other requirements of the position.

_____ Manager / Supervisor Name	_____ Signature or	_____ HE Number	_____ Date
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_____ Dept. / Division Head Name	_____ Signature or	_____ HE Number	_____ Date
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As Occupant of the position I have noted the statement of duties, responsibilities and other requirements as detailed in this document.

_____ Occupant Name	_____ Signature or	_____ HE Number	_____ Date
_____ Effective Date			

HSS Registration Details (to be completed by HSS)

Created on _____	Last Updated on _____	January 2020
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