

# POSITION DESCRIPTION

Grade 2 Clinical Pharmacist

*Supporting Everyone to be healthy and live well*

## PURPOSE OF THE ROLE

The primary purpose of the Grade 2 Pharmacist role is to assist in the provision of safe, effective and equitable health care to patients at ERH through delivery of high-quality pharmacy services. This role is also to provide supervision and support to other members of the pharmacy team.

Position Details	
Position Title:	Grade 2 Clinical Pharmacist
Department	Pharmacy
Reports to:	Deputy Director of Pharmacy
FTE:	1.0
Enterprise Agreement:	Medical Scientists, Pharmacists and Psychologists 2021 - 2025
Position Classification:	SX2 - SX5
Position Description last reviewed:	Nov 2023

Selection Criteria
<b>Essential:</b>
Qualifications:
<ul style="list-style-type: none"><li>Registered as a pharmacist with AHPRA</li><li>Prior experience in hospital pharmacy practice</li><li>Completion of post graduate certificate (minimum) in clinical pharmacy, pharmacy practice and other relevant credentialing</li><li>Demonstrated ability to apply clinical knowledge and provide patient focused care</li><li>Excellent written and verbal communication skills</li><li>Well-developed problem solving, analytical and time management skills</li><li>Demonstrated ability to work in a multidisciplinary team</li><li>A commitment to continued professional development, education, quality improvement and research</li><li>Experience and proficiency using various software and IT systems such as email, Microsoft suite and pharmacy specific IT systems/programs</li></ul>
Satisfactory evidence of; National police check, Working with Children's check and Vaccination status in line with policy and procedure at this time.
<b>Desirable:</b>
<ul style="list-style-type: none"><li>Prior experience in supervision of intern pharmacists, pharmacy students and pharmacy technicians</li><li>Partnered Pharmacist Medication Charting (PPMC) credentialed or desire to obtain credentialing</li><li>Prior experience in delivery of education to health professionals and patients</li><li>Participation and membership of pharmacy or multidisciplinary committees or working groups within the workplace or external organisations</li><li>Membership of a relevant professional organization such as Society of Hospital</li></ul>

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Pharmacists of Australia
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## Key Accountabilities

- Provide a safe and effective clinical pharmacy service to patients as rostered, including but not limited to dispensary, manufacturing and ward duties. After an appropriate orientation, participation in the on-call and weekend roster and service to regional sites
- Adhere to best practice pharmacy guidelines and ERH protocols and policies in provision of exceptional patient-centered care and ensuring medication safety and optimal medication management
- Work as a member of a pharmacy and multidisciplinary team to provide clinical pharmacy services across the organization
- Actively participate in ongoing education and training, staff meetings and other projects as designated by Director/Deputy Director of pharmacy.
- Takes a lead role in Quality Improvement activities and projects, preparing presentations and reports to be presented at local, state and national forums.
- Provision of proactive and constructive approaches to problem solving to individual patient care and service development
- Assist in the organization and direction of pharmacy work flow to ensure optimal and safe service delivery in a timely manner
- Ensure compliance with OH & S standards, legislative requirements and perform tasks in accordance with the designated scope of practice for a registered pharmacist

## Organisational Responsibilities

- Positively promote ERH within and externally to the organisation
- Comply with the ERH and Victorian Public Sector Code (VPS) of Conduct
- Each employee has a responsibility to comply and promote practices with all ERH policies and procedures and familiarise themselves with those relevant to their position
- Comply with relevant registration bodies mandatory continuing professional development requirements
- Carry out all work and interactions in alignment with the CARE values
- Report all incidents and near misses as soon as possible after the event
- Participate in risk management activities and assist with identification and control of risks within their department or area of work
- Actively support compliance with the National Safety & Quality Health Service Standards and other professional standards and relevant regulatory requirements

## CARE Values

All staff are expected to behave in a way that is in alignment with our corporate values:




### Collaboration






Works with a team focus  
 Cooperates with others and gains input and support to assist in achieving objectives  
 We work with others to achieve shared goals

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<b>Accountability</b> 	Monitors the impact of one's own behaviour on others Supports a "no-blame" culture in reporting incidents and helping to effectively resolve them
<b>Respect</b> 	Treats people fairly and openly Treats people with dignity Demonstrates personal standards of consistency, tolerance and patience
<b>Excellence</b> 	Consistently supports and follows organisational policies and procedures Actively participates in identifying opportunities to improve what we do

Key Relationships	
Internal	External
Pharmacy department team	Patients, clients and carers
All ERH Workforce	Campaspe Region Health Services
Visiting Medical Officers	Community based practitioners
	Pharmacy Students

Leadership Capabilities					
The table below indicates the leadership capability levels required. This table will need to be read in conjunction with the ERH Leadership Capability Framework.					
✓ <b>PLEASE USE A TICK ICON TO INDICATE REQUIRED LEVEL</b>					
Category	Descriptors	Foundation	Proficient	Advanced	Highly Advanced
<b>Collaboration</b> 	Inspires direction & purpose	✓			
	Turns challenges into opportunities	✓			
	Communicates effectively		✓		
	Builds relationships		✓		
	Works collaboratively		✓		
<b>Accountability</b> 	Acts with integrity		✓		
	Demonstrates accountability		✓		
	Drives accountability	✓			
	Manages self		✓		
	Promotes innovation	✓			
<b>Respect</b> 	Accessible communicator		✓		
	Values difference		✓		
	Consistently articulates direction	✓			
	Empowers others		✓		
	Respectfully influences		✓		
<b>Excellence</b>	Delivers results		✓		
	Plans and prioritises		✓		
	Thinks and solves problems		✓		

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	Consumer focus		✓		
	Innovation change leader	✓			

## TERMS & CONDITIONS OF EMPLOYMENT:

Terms and conditions are in accordance with the Letter of Offer and Contract of Employment.

I acknowledge that I have received a copy of this position description. I have read (or have had read to me) and understand the requirements of this position. I agree to work in accordance with this position description.

Signed: \_\_\_\_\_ Date:        /        /

Print Name: \_\_\_\_\_

cc: Employee File