

POSITION DESCRIPTION

WNSWLHD - Senior Pharmacist Antimicrobial Stewardship

challenge yourself make an impact shape the future

Western NSW is not your average Local Health District. We're a place where you can bring your purpose to life, fast track your career and broaden your scope through interesting and challenging work scenarios. We value autonomy and responsibility, and will always support you in an inclusive, collaborative and caring team environment. We strive for healthier rural people and thriving communities, bringing care closer to home through our virtual and integrated care services. With innovation at the heart of all roles, you'll be part of shaping the future of rural health. Sometimes it will be hard, other times demanding, but we promise it will always be extremely rewarding.

Organisation	NSW Health
Local Health District / Agency	Western NSW Local Health District
Position Classification	Pharmacist Gde 3
State Award	Health Employees Pharmacists (State) Award
Category	Allied Health Pharmacy
Website	https://wnswlhd.health.nsw.gov.au

PRIMARY PURPOSE

Lead a team of AMS Pharmacists to provide a comprehensive Clinical Pharmacy Antimicrobial Stewardship program in WNSWLHD.

COVID-19 VACCINATION COMPLIANCY

All NSW Health workers are required to have completed a primary course of a COVID-19 vaccine which has been approved or recognised by the Therapeutics Goods Administration (TGA). New applicants must have completed the vaccination course prior to commencement with NSW Health, or provide an approved medical contraindication certificate certifying the worker cannot have any approved COVID-19 vaccines available in NSW.

Acceptable proof of vaccination is the Australian Immunisation Register (AIR) Immunisation History Statement or AIR COVID-19 Digital Certificate. Booster doses are highly recommended for all health care workers who have completed the primary course of COVID-19 vaccinations. Please provide proof of booster vaccination if available.

KEY ACCOUNTABILITIES

- Ensure that provision of pharmacy services is in accordance with the strategic plan
- Act as a point of contact for the organization in relation to antimicrobial stewardship for the pharmacy service in order to ensure ongoing quality improvement of service.
- Act as a mentor to Grade 1 and 2 pharmacists, pharmacy interns and students working within antimicrobial stewardship
- Work collaboratively with the other Clinical Pharmacy Leads and the Pharmacy Leadership Team to provide a quality pharmacy service.
- Work collaboratively with the Pharmacist Educators to coordinate and develop the education program for antimicrobial stewardship pharmacists.
- Ensure medication practices and pharmacy services are in accordance with legislative requirements, best practice guidelines, the Australian Quality and Safety National Standards and professional standards of

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- Practice including monitoring auditing requirements specific to antimicrobial stewardship
- Ensure pharmacy staff are appropriately orientated and trained in antimicrobial stewardship in collaboration with the local Director of Pharmacy.
- Ensure medication practices and pharmacy services are in accordance with legislative requirements and best practice guidelines and standards.
- Act as a lead and mentor for the planning of quality improvement activities to ensure ongoing accountability and improvement in the delivery of the pharmacy service within antimicrobial stewardship.

KEY CHALLENGES

- To implement continual Antimicrobial Stewardship (AMS) quality improvement.
- To demonstrate independence, initiative and resilience in effecting positive practice change among medical and nursing staff in relation to Antimicrobial Stewardship (AMS).

KEY RELATIONSHIPS

Who	Why
Pharmacy Leadership Team	Ensure ongoing collaboration and support.
Pharmacy Staff	Ensure ongoing collaboration and support.
Members of the multidisciplinary team	Work collaboratively as part of a team to deliver high quality care.
Other health professions within the community, including community pharmacists, general practitioners, aged care providers	Sharing information and resources to promote continuity of high quality care.
Patients/ clients and their families	Communicate with patients and their families to understand needs and deliver high quality patient focused care.

SELECTION CRITERIA

1. Current unrestricted Authority to Practice as a Pharmacist with the Australian Health Practitioner Regulation Agency (AHPRA).
2. Extensive contemporary clinical pharmacy experience, preferably with antimicrobial stewardship experience.
3. Completed or willing to complete relevant post-graduate qualifications.
4. Demonstrated experience as a leader within a hospital pharmacy.
5. Understanding of the needs and requirements of people from diverse cultures and experience in developing collaborative relationships.
6. Extensive experience in the provision of continuing education, and professional support to other staff.
7. Practical understanding of the NSQHS standards and the national accreditation scheme for health services.
8. License to drive in NSW and ability to travel within LHD with potential for overnight stays.

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OTHER REQUIREMENTS

The role and its responsibilities are to be carried out in a manner that is consistent with all relevant delegations, policies and procedures, at both the WNSWLHD and NSW Health levels.

Consistent with this, all employees are:

1. Expected to model the NSW Health values and ensure all workplace conduct aligns with these values and the NSW Health Code of Conduct.
2. Required to identify, assess, eliminate/control and monitor hazards and risks within the workplace, to the extent of delegated authority for the role, as per Work Health Safety policy/procedure.
3. Expected to provide safe, high quality healthcare and services, identify and manage clinical risk as applicable to the role, and participate in continuous improvement activities, in line with WNSWLHD's strong commitment to quality and safety.

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CAPABILITIES FOR THE ROLE

The NSW Public Sector Capability Framework applies to all NSW public sector employees. The Capability Framework is available via the [Public Service Commission website](#).

Capability Summary

Below is the full list of capabilities and the level required for this role. The capabilities in bold are the focus capabilities for this role. Refer to the next section for further information about the focus capabilities.

NSW Public Sector Capability Framework		
Capability Group	Capability Name	Level
 Personal Attributes	Display Resilience and Courage	Adept
	Act with Integrity	Adept
	Manage Self	Advanced
	Value Diversity	Adept
 Relationships	Communicate Effectively	Advanced
	Commit to Customer Service	Adept
	Work Collaboratively	Advanced
	Influence and Negotiate	Intermediate
 Results	Deliver Results	Adept
	Plan and Prioritise	Adept
	Think and Solve Problems	Adept
	Demonstrate Accountability	Intermediate
 Business Enablers	Finance	Intermediate
	Technology	Intermediate
	Procurement and Contract Management	Foundational
	Project Management	Intermediate
 People Management	Manage and Develop People	Adept
	Inspire Direction and Purpose	Adept
	Optimise Business Outcomes	Intermediate
	Manage Reform and Change	Intermediate

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NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
Personal Attributes Act with Integrity	Adept	<ul style="list-style-type: none"> Represent the organisation in an honest, ethical and professional way and encourage others to do so Demonstrate professionalism to support a culture of integrity within the team/unit Set an example for others to follow and identify and explain ethical issues Ensure that others understand the legislation and policy framework within which they operate Act to prevent and report misconduct, illegal and inappropriate behaviour
Personal Attributes Manage Self	Advanced	<ul style="list-style-type: none"> Act as a professional role model for colleagues, set high personal goals and take pride in their achievement Actively seek, reflect and act on feedback on own performance Translate negative feedback into an opportunity to improve Maintain a high level of personal motivation Take the initiative and act in a decisive way
Results Plan and Prioritise	Adept	<ul style="list-style-type: none"> Take into account future aims and goals of the team/unit and organisation when prioritising own and others' work Initiate, prioritise, consult on and develop team/unit goals, strategies and plans Anticipate and assess the impact of changes, such as government policy/economic conditions, on team/unit objectives and initiate appropriate responses Ensure current work plans and activities support and are consistent with organisational change initiatives Evaluate achievements and adjust future plans accordingly
Business Enablers Technology	Intermediate	<ul style="list-style-type: none"> Apply computer applications that enable performance of more complex tasks Apply practical skills in the use of relevant technology Make effective use of records, information and knowledge management functions and systems Understand and comply with information and communications security and acceptable use policies Support the implementation of systems improvement initiatives and the introduction and roll-out of new technologies
People Management	Adept	<ul style="list-style-type: none"> Define and clearly communicate roles and responsibilities to achieve team/unit outcome

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NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
Manage and Develop People		<ul style="list-style-type: none">• Negotiate clear performance standards and monitor progress• Develop team/unit plans that take into account team capability, strengths and opportunities for development• Provide regular constructive feedback to build on strengths and achieve results• Address and resolve team and individual performance issues, including unsatisfactory performance in a timely and effective way• Monitor and report on performance of team in line with established performance development frameworks

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Job Demands for: WNSWLHD - Senior Pharmacist Antimicrobial Stewardship

Physical Demands	
Sitting - remaining in a seated position to perform tasks Not Applicable	Standing - remaining standing without moving about to perform tasks Not Applicable
Walking - floor type: even/uneven/slippy, indoors/outdoors, slopes Not Applicable	Running - floor type: even/uneven/slippy, indoors/outdoors, slopes Not Applicable
Bend/Lean Forward from Waist - forward bending from the waist to perform tasks Not Applicable	Trunk Twisting - turning from the waist while sitting or standing to perform tasks Not Applicable
Kneeling - remaining in a kneeling posture to perform tasks Not Applicable	Squatting/Crouching - adopting a squatting or crouching posture to perform tasks Not Applicable
Leg/Foot Movement - use of leg and/or foot to operate machinery Not Applicable	Climbing (stairs/ladders) - ascend/descend stairs, ladders, steps Not Applicable

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Lifting/Carrying - light lifting and carrying (0 to 9 kg) Not Applicable	Lifting/Carrying - moderate lifting and carrying (10 to 15 kg) Not Applicable
Lifting/Carrying - heavy lifting and carrying (16kg and above) Not Applicable	Reaching - arms fully extended forward or raised above shoulder Not Applicable
Pushing/Pulling/Restraining - using force to hold/restrain or move objects toward or away from the body Not Applicable	Head/Neck Postures - holding head in a position other than neutral (facing forward) Not Applicable
Hand and Arm Movements - repetitive movements of hands and arms Not Applicable	Grasping/Fine Manipulation - gripping, holding, clasping with fingers or hands Not Applicable
Work at Heights - using ladders, footstools, scaffolding, or other objects to perform work Not Applicable	Driving - Operating any motor powered vehicle Not Applicable

Sensory Demands

Sight - use of sight is an integral part of work	Hearing - use of hearing is an integral part of
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performance (e.g. viewing of X-Rays, computer screens) Not Applicable	work performance (e.g. Telephone enquiries) Not Applicable
Smell - use of smell is an integral part of work performance (e.g. working with chemicals) Not Applicable	Taste - use of taste is an integral part of work performance (e.g. food preparation) Not Applicable
Touch - use of touch is an integral part of work performance Not Applicable	

Psychosocial Demands

Distressed People - e.g. emergency or grief situations Not Applicable	Aggressive and Uncooperative People - e.g. drug/alcohol, dementia, mental illness Not Applicable
Unpredictable People - e.g. dementia, mental illness, head injuries Not Applicable	Restraining - involvement in physical containment of patients/clients Not Applicable
Exposure to Distressing Situations - e.g. child abuse, viewing dead/mutilated bodies	

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Not Applicable

Environmental Demands

Dust - exposure to atmospheric dust

Not Applicable

Gases - working with explosive or flammable gases requiring precautionary measures

Not Applicable

Fumes - exposure to noxious or toxic fumes

Not Applicable

Liquids - working with corrosive, toxic or poisonous liquids or chemicals requiring PPE

Not Applicable

Hazardous Substances - e.g. dry chemicals, glues

Not Applicable

Noise - environmental/background noise necessitates people raise their voice to be heard

Not Applicable

Inadequate Lighting - risk of trips, falls or eyestrain

Not Applicable

Sunlight - risk of sunburn exists from spending more than 10 minutes per day in sunlight

Not Applicable

Extreme Temperatures - environmental temperatures are less than 15°C or more than 35°C

Not Applicable

Confined Spaces - areas where only one egress (escape route) exists

Not Applicable

Slippery or Uneven Surfaces - greasy or wet

Inadequate Housekeeping - obstructions to

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floor surfaces, ramps, uneven ground Not Applicable	walkways and work areas cause trips and falls Not Applicable
Working At Heights - ladders/stepladders/scaffolding are required to perform tasks Not Applicable	Biological Hazards - exposure to body fluids, bacteria, infectious diseases Not Applicable