

POSITION DESCRIPTION

WNSWLHD - Senior Clinical Pharmacist - Critical Care

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 clinical pharmacists to provide a comprehensive clinical pharmacy service to critical care areas within 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 critical care 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 critical care and support
- 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 critical care 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 practice.
- Ensure pharmacy staff are appropriately orientated and trained in critical care in collaboration with the

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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 critical care area.

KEY CHALLENGES

- Time Management - the position involves balancing the needs of the ward, patient and pharmacy department to assist in the running of an efficient quality department.
- Change - the department is a changing environment with the implementation of activities to improve our pharmacy service.

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 Critical Care 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.

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.

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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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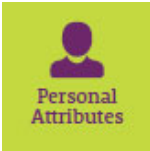



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CAPABILITIES FOR THE ROLE

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

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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
Relationships Work Collaboratively	Advanced	<ul style="list-style-type: none"> Build a culture of respect and understanding across the organisation Recognise outcomes which resulted from effective collaboration between teams Build co-operation and overcome barriers to information sharing and communication and collaboration across the organisation and cross government Facilitate opportunities to engage and collaborate with external stakeholders to develop joint solutions
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

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NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
		<ul style="list-style-type: none">• 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

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Job Demands for: WNSWLHD - Senior Clinical Pharmacist

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

Sensory Demands

<p>Sight - use of sight is an integral part of work performance (e.g. viewing of X-Rays, computer screens)</p>	<p>Hearing - use of hearing is an integral part of work performance (e.g. Telephone enquiries)</p>
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Not Applicable	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 Not Applicable	

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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 floor surfaces, ramps, uneven ground Not Applicable	Inadequate Housekeeping - obstructions to walkways and work areas cause trips and falls Not Applicable

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Working At Heights -
ladders/stepladders/scaffolding are required to perform tasks

Not Applicable

Biological Hazards - exposure to body fluids, bacteria, infectious diseases

Not Applicable