

## POSITION DESCRIPTION

# WNSWLHD - Clinical Pharmacist Grade 1/Grade 2

**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 1, Pharmacist Gde 2
State Award	Health Employees Pharmacists (State) Award
Category	Allied Health   Pharmacy
Website	<a href="https://wnswlhd.health.nsw.gov.au">https://wnswlhd.health.nsw.gov.au</a>

## PRIMARY PURPOSE

The Pharmacist is an integral part of the multidisciplinary health care team, providing a quality pharmacy service to assist patients/ clients of the WNSW Local Health District (WNSWLHD) to address their health and wellbeing needs.

## 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.

## ESSENTIAL REQUIREMENTS

Registered as a practicing pharmacist with the Australian Health Practitioner Regulation Agency (AHPRA) or eligible for registration within 3 months of commencement.

## KEY ACCOUNTABILITIES

- Provide professional pharmacy services, including drug therapy monitoring, medication order reviews, adverse drug reaction management, clinical reviews, therapeutic drug monitoring and medication counselling to promote quality drug therapy and improved health and wellbeing for patients and clients.
- Support quality improvement activities and workplace education to contribute to improved care for patients/ clients and their families
- Provide drug information and education to staff, patients and community groups to improve compliance and safety in relation to drug therapy.

## POSITION DESCRIPTION

# WNSWLHD - Clinical Pharmacist Grade 1/Grade 2

- Demonstrate cultural competence and respect for diversity, working to improve the health outcomes of Aboriginal people.
- Supervise Pharmacy interns, technicians and assistants in their activities of dispensing, drug distribution, manufacture and repacking in order to support a safe, effective and efficient Pharmacy service.
- Collect and collate data to enable monitoring and evaluation of services and maintenance of high quality patient care.
- Work proactively to contribute to successful achievement of Australian Commission on National Safety and Quality Standards and deliver high quality clinical care to people in Western NSW.

## KEY CHALLENGES

- Remaining flexible to changing work and workload priorities due to variations in staffing levels, seasonal demand capacity, priorities and resource constraints.
- Responding and prioritizing a wide variety of service expectations from medical, nursing staff and patients in addition to Pharmacy department priorities and requirements in a fast-paced dynamic environment.
- Supporting new and innovative approaches to existing work practices as part of continuous improvements.
- To contribute, in an environment of constant change, to improving the quality of clinical services and the patient/ client experience.
- To prioritise workload and display judgement, independence, initiative and problem solving skills in a time critical environment.

## KEY RELATIONSHIPS

Who	Why
Pharmacy team members	To ensure a high functioning team to provide optimal pharmaceutical care to patients and staff.
Other members of the multidisciplinary team	Work collaboratively as part of a team to deliver high quality care.
Other health professionals 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. Registered as a practicing pharmacist with the Australian Health Practitioner Regulation Agency (AHPRA) Grade 2 Pharmacists must meet the criteria set out in the Health Employees' Pharmacists (State) Award and are expected to continually demonstrate achievement of at least three of the five listed competencies within the Award.
2. Demonstrated effective clinical drug knowledge and competence in its application to achieve safe and

## POSITION DESCRIPTION

# WNSWLHD - Clinical Pharmacist Grade 1/Grade 2

- efficient quality of care, including the delivery of education to both staff and patients.
3. Well-developed written, oral and interpersonal communication skills necessary to interact effectively with patients and other stakeholders to improve patient care and contribute to a positive workplace culture.
  4. Demonstrated ability to work collaboratively as part of a team and independently with limited supervision to meet team objectives.
  5. Demonstrated skills and experience in managing a complex workload, problem solving and development and implementation of initiative.
  6. Proven commitment to professional development, continuing education, quality improvement and pharmacy research, including membership of a professional pharmacy association, preferably the Society of Hospital Pharmacists of Australia (SHPA).
  7. Current licence to drive in NSW with the ability to drive for work purposes.

## 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.

## POSITION DESCRIPTION


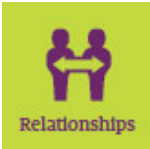


# WNSWLHD - Clinical Pharmacist Grade 1/Grade 2

## 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	Intermediate
	Act with Integrity	Intermediate
	Manage Self	Intermediate
	Value Diversity	Foundational
 Relationships	Communicate Effectively	Intermediate
	Commit to Customer Service	Foundational
	Work Collaboratively	Foundational
	Influence and Negotiate	Foundational
 Results	Deliver Results	Foundational
	Plan and Prioritise	Foundational
	Think and Solve Problems	Intermediate
	Demonstrate Accountability	Intermediate
 Business Enablers	Finance	Foundational
	Technology	Foundational
	Procurement and Contract Management	Foundational
	Project Management	Foundational

## POSITION DESCRIPTION

# WNSWLHD - Clinical Pharmacist Grade 1/Grade 2

### Job Demands for: WNSWLHD - Clinical Pharmacist Grade 1/Grade 2

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

## POSITION DESCRIPTION

# WNSWLHD - Clinical Pharmacist Grade 1/Grade 2

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

### Sensory Demands

<b>Sight</b> - use of sight is an integral part of work	<b>Hearing</b> - use of hearing is an integral part of
---	--

## POSITION DESCRIPTION

# WNSWLHD - Clinical Pharmacist Grade 1/Grade 2

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

### Psychosocial Demands

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

## POSITION DESCRIPTION

# WNSWLHD - Clinical Pharmacist Grade 1/Grade 2

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



## POSITION DESCRIPTION

# WNSWLHD - Clinical Pharmacist Grade 1/Grade 2

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