

POSITION DESCRIPTION

WNSWLHD - Senior Clinical Pharmacist - Mental Health

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 the mental health wards and Drug and Alcohol services 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 and direction of the mental health drug and alcohol service.
- Act as a point of contact for mental health executive 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 mental health.
- Work collaboratively with the other Clinical Pharmacy Leads and the Pharmacy Leadership Team to provide a quality pharmacy service.
- Provide a liaison and consultation service to mental health community teams when appropriate.
- Work collaboratively with the Pharmacist Educator to coordinate and develop the education program for mental health pharmacists.
- Ensure medication practices and pharmacy services are in accordance with legislative requirements, best

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practice guidelines, the Australian Quality and Safety National Standards and professional standards of practice.

- Ensure pharmacy staff are appropriately orientated and trained in the needs of mental health clients 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 mental health.

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
Mental Health Executive Team	Collaborative meet LHD's mission and vision.
Pharmacy Leadership Team and 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 and specialisation (mental health).
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 mental health clients and an ability to interact effectively with people from diverse cultures.
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	Adept
 Results	Deliver Results	Adept
	Plan and Prioritise	Advanced
	Think and Solve Problems	Adept
	Demonstrate Accountability	Adept
 Business Enablers	Finance	Intermediate
	Technology	Adept
	Procurement and Contract Management	Foundational
	Project Management	Adept
 People Management	Manage and Develop People	Adept
	Inspire Direction and Purpose	Advanced
	Optimise Business Outcomes	Intermediate
	Manage Reform and Change	Adept

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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 Communicate Effectively	Advanced	<ul style="list-style-type: none"> Present with credibility, engage varied audiences and test levels of understanding Translate technical and complex information concisely for diverse audiences Create opportunities for others to contribute to discussion and debate Actively listen and encourage others to contribute inputs Adjust style and approach to optimise outcomes Write fluently and persuasively in a range of styles and formats
Results Think and Solve Problems	Adept	<ul style="list-style-type: none"> Research and analyse information, identify interrelationships and make recommendations based on relevant evidence Anticipate, identify and address issues and potential problems and select the most effective solutions from a range of options Participate in and contribute to team/unit initiatives to resolve common issues or barriers to effectiveness Identify and share business process improvements to enhance effectiveness
Business Enablers Project Management	Adept	<ul style="list-style-type: none"> Prepare clear project proposals and define scope and goals in measurable terms Establish performance outcomes and measures for key project goals, and define monitoring, reporting and communication

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NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
		<p>requirements</p> <ul style="list-style-type: none">• Prepare accurate estimates of costs and resources required for more complex projects• Communicate the project strategy and its expected benefits to others• Monitor the completion of project milestones against goals and initiate amendments where necessary• Evaluate progress and identify improvements to inform future projects
People Management Inspire Direction and Purpose	Advanced	<ul style="list-style-type: none">• Promote a sense of purpose and enable others to understand the links between government policy and organisational goals• Build a shared sense of direction, clarify priorities and goals and inspire others to achieve them• Work with others to translate strategic direction into operational goals and build a shared understanding of the link to core business outcomes• Create opportunities for recognising and celebrating high performance at the individual and team level• Work to remove barriers to achievement of goals

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Job Demands for: WNSWLHD - Senior Clinical Pharmacist - Mental Health

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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Health
Western NSW
Local Health District

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