# Role Description

# Pharmacist Senior – Cancer Care

|  |  |  |  |
| --- | --- | --- | --- |
| **Reference:** | TV533441 | **Position ID:** | 32012037, 32059255  32059665, 32001178 |
| **Role title:** | Pharmacist Senior | **Classification:** | HP4 |
| **Employment status:** | Casual, flexible hours | **Salary:** | $77.19–$83.06 per hour (casual) |
| **Unit/ Branch:** | Pharmacy Department  Medical Service Group | **Contact Name:** | Narelle Carnazzola |
| **Contact Number:** | 07 4433 2857 |
| **Location:** | Townsville University Hospital | **Closing Date:** | Monday 9 December 2024 |

# The opportunity

* Deliver a high level of professional client focused pharmacy service and leadership within an evidence-based, quality and multidisciplinary health care environment. This includes training, education and research activities to the wards and units serviced by the Pharmacy Department.
* Promote safe, effective and efficient use of medicines in keeping with the department’s goals and objectives and mission statements for Townsville University Hospital and Health Service.

# Reporting line, staffing, and budget responsibilities

* This position reports operationally and professionally to the Advanced Pharmacist, and is accountable for the key responsibilities outlined in `The role’ section below.
* This is a non-rotational position within the Cancer Care team. The applicant will be responsible for providing pharmacy services to the area nominated in their application, current services within the Cancer Care team include dispensary, day unit, ward, as well as the palliative care centre and Care in the Right Setting. However, it is an expectation that the employee would backfill into all equivalent (HP4) roles within this team if required for planned or emergent leave. In exceptional circumstances, there may be a requirement to work in another pharmacy team or service on a short-term basis, in order to ensure delivery of safe pharmacy services across THHS.
* This position does not have any financial delegation.

# The role

*Responsibilities:*

* Demonstrate a high level of knowledge, skills, problem solving and experience in complex clinical hospital pharmacy practice.
* Deliver evidence-based clinical pharmacy services within a multidisciplinary team in accordance with statutory regulations, national standards of practice, governing professional organisations, and local procedures and work practices.
* Provide pharmaceutical care for patients including, but not limited to supply, medication management, adverse drug reaction documentation and reporting, therapeutic drug monitoring by applying best practice principles and ensuring APAC (Australian Pharmaceutical Advisory Council) Continuum of Care guidelines are followed.
* Provide clinical practice supervision to subordinate pharmacy staff and pharmacy students to ensure the maintenance of professional standards by utilising high level of knowledge and clinical skills.
* Provide multidisciplinary health practitioner in-service education as required by supervisor by delivering well researched evidence-based information in an effective manner.
* Train, educate and provide leadership to multidisciplinary staff, ensuring that the needs of the pharmacy clients are met in the most efficient, economical and ethical manner.
* Contribute to service evaluation and lead change through documented quality and service improvement activities.
* Demonstrate a high level of communication, time management and interpersonal skills evidenced through effective consultation, advice provision, and assistance to professional peers and other staff in relation to pharmacy services; effective work practice within a multidisciplinary health care team.
* Contribute to research and quality in pharmaceutical and/or clinical activities within the multidisciplinary and pharmacy teams by being an active participant and ensuring continuous improvement.
* Fulfil professional and management duties by complying with all statutory regulations relating to pharmacy practice within Queensland and being committed to quality improvement and research within the department.
* Provide general pharmaceutical and/or clinical pharmacy advice to professional and operational supervisors, relevant service managers and other stakeholders regarding service delivery by discussion and reporting.

*Additional:*

* Fulfil the responsibilities of this role primarily in accordance with the Townsville Hospital and Health Service (HHS) core values, as outlined below, and in accordance with the [values outlined for the public service](https://www.forgov.qld.gov.au/our-values) with the Queensland Government.
* Ensure that service standards, safety and quality are maintained through adherence to defined service quality standards and relevant occupational health and safety policies, procedures and work practices.
* Implement and monitor the organisation's quality standards, occupational health and safety policies, procedures and programs and provide clinical governance in the relevant work area.
* Some roles within Queensland Health are designated as Vaccination Preventable Disease (VPD) risk roles.

**This is a VPD risk role.**

# Work Health and Safety

Townsville HHS is committed to providing a safe workplace for all employees. This commitment includes a dedicated *People Focussed Safety* culture.

A *People Focussed Safety* culture commits to the health, safety and wellbeing of staff, volunteers and other persons, through the provision of a dynamic and comprehensive Health and Safety Management System (HSMS). The HSMS provides for proactive safety initiatives, early injury management practices with a strong focus on a safe and durable return to work.

The provision of a Health and Safety environment within Townsville HHS is everyone’s responsibility.

# Safety and Quality

Relevant to the position, participate in the ongoing education, implementation, monitoring and evaluation of safety and quality initiatives set by [*The Australian Commission on Safety and Quality in Health Care*](https://www.safetyandquality.gov.au/) to achieve a safe high-quality and sustainable health system, including compliance with the *National Safety and Quality Health Services Standards.*

For more information in regards to Work Health and Safety Accountabilities within the Townsville HHS please review [*Workplace Health and Safety Act 2011*](https://www.legislation.qld.gov.au/LEGISLTN/CURRENT/W/WorkHSA11.pdf) *-* ***Part 2, Health and Safety Duties.***

# Mandatory qualifications/ professional registration/ other requirements

* Possession of a Bachelor of Pharmacy Degree from a recognised tertiary institution (or equivalent).
* Current registration with the Australian Health Practitioner Regulation Agency (AHPRA).
* A health-related post-graduate qualification and/or enrolment in the SHPA residency program are desirable.
* Rostered overtime and on call are a requirement of this position.
* Variable working hours providing a 7-day extended hour’s pharmacy service will be required.
* Provide pharmacy services across 7-days (Monday to Sunday) to designated work units as rostered.
* **Vaccine Preventable Disease (VPD):** Health Care Workers in Queensland Health whose occupation poses a potential risk of exposure to blood or body fluids are required to provide evidence of vaccinations or proof that they are not susceptible (due to prior exposure to the disease and therefore have natural immunity) to the following VPD's Hepatitis B, Measles, Mumps, Rubella, Varicella and Pertussis (diphtheria, tetanus and pertussis containing vaccine) according to the Queensland Health Policy.

# How you will be assessed

You will be assessed on your ability to demonstrate the following key requirements, knowledge and experience which is outlined under ‘The role’. The ideal applicant will be someone who has proven ability and can demonstrate the following:

* A high level of knowledge, expertise and skills in contemporary, evidence-based hospital pharmacy services and an ability to apply this knowledge.
* An ability to work collaboratively and actively participate in a multi-disciplinary team. The ability to implement the APAC Continuum of Care Guidelines in a team environment, so as to provide quality services, support research activity and promote a model of best practice for the benefits of patients and staff.
* A high level of communication, time management and interpersonal skills evidenced through effective consultation, advice provision and assistance to professional peers and other staff in relation to pharmacy services; effective work practice within a multi-disciplinary health care team.
* An ability to train, educate and provide leadership to multidisciplinary staff ensuring that the needs of the pharmacy clients are met in the most efficient, economical & ethical manner.
* Ability to undertake and support quality improvement and research activities.
* Understanding and ability to support THHS strategic values, purpose and vision.
* An ability to contribute to service evaluation and lead change through documented quality and service improvement activities.

# Your application

Please provide the following information to the panel to assess your suitability:

* Your current CV or resume, including referees. You must seek approval prior to nominating a person as a referee. Referees should have a thorough knowledge of your work performance and conduct, and it is preferable to include your current/immediate past supervisor. By providing the names and contact details of your referee/s you consent for these people to be contacted by the selection panel. If you do not wish for a referee to be contacted, please indicate this on your resume and contact the selection panel chair to discuss.
* A short response (maximum of two pages) on how your experience, abilities, knowledge and personal qualities are relevant for the role, addressing the key responsibilities and key attributes of the position.
* **Indicate within your short response, the area(s) that you would like to be considered for, multiple choices may be selected.**
* Applications will remain current for 12 months after they have been submitted.
* Future vacancies of a similar nature throughout the Townsville Hospital and Health Service may also be filled through this recruitment process.

Once completed, your application should be submitted online – visit the [Smart Jobs and Careers website](http://www.smartjobs.qld.gov.au/). If you have difficulties, please contact Recruitment Services on 1300 193 156.

# About the Townsville Hospital and Health Service

The Townsville Hospital and Health Service (HHS) is the public healthcare provider for more than 250,000 people across a geographic area of 150,000km2.

We serve the local government areas of Townsville, Burdekin, Charters Towers, Flinders, Richmond, Hinchinbrook and Palm Island.

In doing so, we operate 21 facilities: 19 hospitals and health centres and two residential aged care homes. More than 6,600 staff work across our facilities, which is about one in every 17 working people, making us members of the communities we serve.

We provide a comprehensive range of services, from primary care in remote locations, to highly specialised care at Townsville University Hospital. This is the largest tertiary hospital in Northern Australia, providing specialist referral services for the 700,000 people living from Mackay to the Torres Strait, to the Northern Territory border.

More than providing the healthcare of today, we are planning and innovating for the future. Our staff and collaborators are advancing healthcare through impactful research. While as a major teaching hospital, we are training tomorrow’s doctors, nurses, midwives, allied health practitioners, and more.

# Our vision is world-class healthcare for northern Queensland. The [Townsville Hospital and Health Service Strategic plan 2022-2026](https://qheps.health.qld.gov.au/__data/assets/pdf_file/0035/2801978/strategic-plan.pdf) commits to this ambitious direction, outlines our strategic objectives and lists the measures we will use to know we have achieved them.

**Vision: World-class healthcare for northern Queensland**

**Our Purpose: Great care every day**

**Our Values:**

Please visit our website for additional information about the [**Townsville Hospital and Health Service**](https://www.townsville.health.qld.gov.au/)

# Health Equity and Racism

Townsville Hospital and Health Service has set out its actions and agreed key performance measures to improve Aboriginal and Torres Strait Islander people’s health and wellbeing outcomes.  The Health Equity Strategy and Implementation Plan can be found at [First Nations Health Equity Strategy 2022-2025 and Implementation Plan](https://www.townsville.health.qld.gov.au/about-us/health-equity/)

Racism is a key structural determinant of Aboriginal and Torres Strait Islander people’s health inequity. Racism is not always conscious, explicit, or readily visible - often it is systemic. Systemic or institutional racism are forms of racism that are widely and deeply embedded in systems, laws, written or unwritten policies and well-established practices and beliefs that produce, condone, and perpetuate widespread unfair treatment, causing and/or contributing to inherited disadvantage.

It is expected that all Townsville Hospital and Health Service staff, including the incumbent of this role as a valuable member of the Townsville Hospital and Health Service workforce, contribute to the health equity agenda and meet the intent of supporting the defined six actions that specifically meet the needs of Aboriginal and Torres Strait Islander people within the National Safety and Quality Health Service Standards (NSQHS), by actively supporting the elimination of racial discrimination and institutional racism; supporting increased access to health care; influencing the social, cultural and economic determinants of health; supporting the delivery of sustainable, culturally safe and responsive health services;  and recognise the importance of working with Aboriginal and Torres Strait Islander peoples, communities and organisations to design, deliver, monitor and review the health and support services we provide.

# About the department

# [Pharmacy | Townsville Hospital and Health Service](https://www.townsville.health.qld.gov.au/services/services-a-z/pharmacy/)

# Additional information

* Pre-employment screening, including criminal history, aged care checks, and discipline history checks, may be undertaken on persons recommended for employment. Roles providing health, counselling and support services to children will require a ‘working with children check’ from the Blue Card Services Department of Justice and Attorney-General prior to appointment, unless otherwise exempt.
* Employees who are appointed to Queensland Health may be required to undertake a period of probation appropriate to the appointment. For further information, refer to Probation HR Policy B2.
* All relevant health professionals, who in the course of their duties formulate a reasonable suspicion that a child or youth has been abused or neglected in their home/community environment, have a legislative and a duty of care obligation to immediately report such concerns to Child Safety Services, Department of Communities.
* Applicants will be required to give a statement of their employment as a lobbyist within one (1) month of taking up the appointment. Details [Lobbyist Disclosure](https://www.qld.gov.au/gov/documents/policy/lobbyist-disclosure).
* Applicants may be required to disclose any pre-existing illness or injury which may impact on their ability to perform the role. Details are available in section 571 of the [Workers' Compensation and Rehabilitation Act 2003](https://www.legislation.qld.gov.au/legisltn/current/w/workerscompa03.pdf).
* In accordance with Government requirements and Queensland Health’s commitment to a healthier workplace the Queensland Health Smoking Management Policy supports a smoke-free environment. Smoking is prohibited at all Queensland public hospitals and health facilities and for five (5) metres beyond their boundaries. Queensland Health employees may obtain assistance to quit smoking through staff program *Quit Smoking for Life* program. Information is available at [Quit smoking.....for life!](https://qheps.health.qld.gov.au/smoke-free/quitsmoking)

# Organisational Chart

