# Role Description

# Pharmacist Casual

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| **Reference:** | TV549555 | **Position ID:** | 30463311 |
| **Role title:** | Pharmacist | **Classification:** | HP3 |
| **Employment status:** | Casual (Five positions available) | **Salary:** | $47.60-$72.16 per hour (casual rate) |
| **Unit/ Branch:** | Pharmacy Department Medical Service Group | **Contact Name:** | Rosie James |
| **Contact Number:** | 07 4433 2827 |
| **Location:** | Townsville University Hospital | **Closing Date:** | Tuesday 11 March 2025 |

# The opportunity

Deliver professional, client focused pharmacy services and leadership within an evidence-based quality and multidisciplinary health care environment. This includes training, education, and research activities to the services 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 the Townsville Hospital and Health Service.

# Townsville University Hospital Pharmacy:

“LEADING THE SAFE AND QUALITY USE OF MEDICINES”

The aim of the Pharmacy service is to provide responsible, safe, effective and economical distribution and use of medications throughout the hospital.

Townsville University Hospital Pharmacy has 2 locations: The ground floor Main Pharmacy is located to the left, inside the main entrance to the hospital. This is where discharge, out-patients’ prescriptions are presented and collected after dispensing. This location is open on weekends and public holidays for inpatient service only. The Pharmacy Distribution Centre is located on the first floor near medical records and is only accessible to staff for collection of ward imprest items or inpatient dispensed medications.

The following services are provided by Townsville Hospital Pharmacy:

* Ordering and stock control of medications across the THHS. Including maintenance of ward medications in automated dispensing cabinets (Pyxis) and medication cupboards, and non-imprest items.
* Clinical medication review service to inpatient wards and emergency department patients.
* Facilitating discharge prescriptions to community pharmacy or dispensary for supply.
* Triage and dispensing of outpatient prescriptions.
* Medication information and Adverse Drug Reaction (ADR) reporting in relation to THHS patients and staff.
* Preparation of specialized sterile pharmaceuticals for Oncology, Ophthalmology and Neonatology.
* International, national and local investigator Clinical Trials.
* Contribute to optimizing antibiotic use Service wide with a specialized Antimicrobial Stewardship (AMS) pharmacist.
* Support and facilitate specialized health initiatives including the Life Saving Drugs Program, Access programs and Botulinum toxin supply.
* Support the ATODS clients whilst inpatients.
* Pharmacist liaison with Offender Health including adult and adolescent services for compliance in medication management.
* Support for all inpatient facilities within the health service particularly one pharmacist dispensaries at Ayr, Charters Towers, Ingham and Palm Island.
* Review procedures and protocols for other areas where medication is part of the procedure.
* Host pharmacy student placements, including honours projects, particularly from James Cook University (JCU).
* Training of Intern Pharmacists and Resident Pharmacists and support for post-graduate student studies.

# Reporting line, staffing, and budget responsibilities

* This position reports to an Advanced Pharmacist and is accountable for the key responsibilities outlined in `The role’ section.

# The role

*Responsibilities:*

* Deliver evidence-based clinical pharmacy services within a multidisciplinary team in accordance with statutory regulations, national standards of practice and governing professional organisations.
* **Provide pharmacy services across 7-days (Monday to Sunday) to designated work units as rostered.**
* Promote patient safety by providing pharmaceutical care for patients through the completion of medication histories, clinical pharmaceutical review and medication management plans.
* 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.
* Work collaboratively with the multidisciplinary team, document and report adverse drug reactions, advise on therapeutic drug monitoring and apply the APAC (Australian Pharmaceutical Advisory Council) Continuum of Care Guidelines.
* Demonstrate effective communication, interpersonal and time management skills evidenced by effectively prioritising workload and provision of professional advice to patients, carers, health professionals and key stakeholders.
* Provide supervision to pharmacy staff and pharmacy students adhering to statutory regulations, professional standards and applying knowledge and clinical skills.
* Participate in continuing professional development activities and contribute to professional knowledge, expertise and skills of the multidisciplinary and pharmacy team through research, publications and presentations.
* Contribute to service evaluation and quality improvement activities ensuring recommendations are efficient, economical and ethical to improve the quality of the service provided. 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.

*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.
* Appointment to this position requires proof of qualification and registration or membership (if applicable) with the appropriate registration authority or association. For example, a Bachelor of Pharmacy Degree from a recognised tertiary institution. Certified copies of the required information must be provided to the appropriate supervisor/manager prior to commencement of clinical duties.
* **Ability to work across 7-days (Monday to Sunday) as part of a normal roster, providing pharmacy services to designated work units.**
* **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 competent level of knowledge, expertise and skills in contemporary, evidence based public- hospital pharmacy services and ability to apply this knowledge in at The Townsville Hospital.
* An ability to work collaboratively with and actively participate in, a multi-disciplinary team and 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 benefit of patients and staff.
* 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.
* A demonstrated interest in undertaking post graduate professional development activities to support better health service provision to patients in collaboration with the pharmacy and multidisciplinary colleges.
* Demonstrated ability to supervise, train, educate multidisciplinary staff.
* An ability to 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.

# 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.
* 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.

**Our 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.

# 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

