

Role Description

Pharmacist – Senior (Drug Use Evaluation and Medicines Information Pharmacist)

Job ad reference:	RBH56154		
Location*:	Royal Brisbane and Women's Hospital, Herston	Unit/Department:	Clinical Pharmacology
Status:	Fixed term Part-time until 02/02/2025 (0.7FTE)	Classification:	HP4
Salary Range:	\$62.75 - \$67.53 per hour	Closing Date:	Friday 24 th May 2024
Contact name:	Dr Peter Donovan	Contact number:	(07) 3646 2597
Online applications:	www.smartjobs.qld.gov.au		

*Please note there may be a requirement to work at other facilities located across Metro North Health.

**Future recurring vacancies may also be filled through this recruitment process at any location across Metro North Health.

***Applications from third parties will not be accepted.

**** Total Remuneration Package excludes extended hours commitments and penalties, overtime, and recall.

Purpose of the role

The successful applicant will be responsible for assisting the Director of Clinical Pharmacology at the Royal Brisbane and Women's Hospital with assessing applications for non-formulary medicine requests and activities related to quality use of medicine and the conduct of drug utilisation evaluation in coordination with the Medication Utilisation Review, Quality Improvement, and Research Pharmacist

Context and Delegations

- This role reports directly to Director of Clinical Pharmacology for Individual Patient Approvals and High Cost Medicine related activities at the Royal Brisbane and Women's Hospital
- This role has a direct and professional reporting line to Medication Utilisation Review, Quality Improvement, and Research Pharmacist (HP5) for Drug Use Evaluation projects at the Royal Brisbane and Women's Hospital
- This role will work directly with Clinical Pharmacology and the Pharmacy Department at the Royal Brisbane and Women's Hospital.
- The role is responsible for approval of low-cost medicines under direction of the Director of Clinical Pharmacology and within the Department of Clinical Pharmacology

Key Accountabilities

This successful applicant will carry out the following key accountabilities in accordance with the Metro North Health's values:

Clinical Practice

- Apply high levels of clinical expertise and skills to assess requests for non-formulary medications and provide medicines information
- Work in partnership with Department of Pharmacology, Pharmacy Department to assist with appraisal of medication group approvals and present at Medicines Advisory Committee
- Assessment of non-hospital formulary medication requests including review of literature and taking into consideration efficacy, safety, and cost/cost-effectiveness, and present at the High-Cost Drug Subcommittee, where appropriate

- Conducting Drug Use Evaluation and quality improvement activities including the participation in multidisciplinary, evidence-based review of medicines use to inform the development, implementation, and evaluation of interventions to change practice in collaboration with medical, pharmacy and nursing staff across all service lines of RBWH
- Independently provide clinical advice based on valid and reliable evidence, with a requirement for only minimum levels of practice supervision
- Provide advice to supervisors and relevant stakeholders in relation to the delivery of Clinical Pharmacology services
- Ensure maintenance of clinical outcomes and professional standards within Clinical Pharmacology
- Identify opportunities for and conduct quality and service improvement activities
- Develop, deliver, and evaluate educational activities related to the Department of Clinical Pharmacology

Communication/team participation

- Build relationships with key stakeholders within RBWH Service Lines, including medical and nursing leaders and pharmacy directors/ assistant directors and team leaders
- Contribute as a member to relevant meetings such as High-Cost Drug Committee and Medicines Advisory Committee
- Communicate effectively with key stakeholders to ensure the appropriate processing of non-formulary medication requests

Leadership and management

- Participate in relevant multidisciplinary educational activities relevant to Clinical Pharmacology strategies and the regular participation in continuing professional development activities
- Provide base level managerial knowledge and skills, highlight developed clinical expertise, and sound understanding of the health care continuum to the work unit
- Undertake clinical governance activities, operating with a high degree of independence
- Provide supervision and education to HP3 level pharmacists, pharmacy interns, support staff, and students
- Monitor and report on standards, quality, and service delivery outcomes relevant to Clinical Pharmacology

About Metro North Health

Delivering outstanding health services is just one of the ways that we care for our community. Our passion for people is reflected in the way we do our work and live our values every day. We value and nurture our team members so they can provide quality value based care to our patients across our diverse organisation. Our focus on Value Based Healthcare means we expect our staff to deliver the care the patient needs, no more and no less, to achieve the best quality of life for our community. This passion fuels our collaborative culture of innovation and research.

We embrace the diversity of local and greater communities as we provide services to people throughout Queensland, northern New South Wales and the Northern Territory, in all major health specialities including medicine, surgery, mental health, cancer care, trauma, women's and newborn care, and more than 30 sub-specialities. Metro North Health services include rural, regional and tertiary hospitals, and community and oral health services.

Our diverse Health Service provides a wide variety of rewarding career paths across our tertiary/quaternary referral hospitals, secondary hospitals, community health centres, residential and extended care facilities and regional community hospitals. We expect our staff and volunteers to translate our values into action through providing high quality connected care that is relevant, efficient and respectful of our patients' needs and wishes. Our people are passionate about our community and patients, with a focus on putting people first. Come and work where people are at the centre of everything we do and your contribution is truly valued.

Health Equity and Racism



Metro North Health has set out its actions and agreed key performance measures to improve Aboriginal and Torres Strait Islander people's health and wellbeing outcomes.

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 Metro North Health staff, including the incumbent of this role as a valuable member of the Metro North 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.

Please visit our website for additional information about Metro North Health. <http://metronorth.health.qld.gov.au/>




Benefits when working for Metro North Allied Health

- Flexible working arrangements and competitive salary rates with annual incremental increases
- Benefit from a higher than standard employer contribution to Superannuation of 12.75% and access to generous salary packaging
- Additional entitlements for employees (casual employees excluded) may include sick leave, carer's leave, long service leave, paid parental leave, leave without pay to travel, professional development allowance and leave 17.5% annual leave loading with up to 27.5% for shift workers
- Rewarding career and development opportunities across a wide range of clinical and non-clinical areas
- Value driven organisation which provides a work environment that is safe, satisfying, flexible, and promotes a healthy work-life balance

Our Vision

Excellent healthcare, working together, strong and healthy communities

Metro North Health Values and their corresponding Lominger™ competencies:

				
Respect	Teamwork	Compassion	High performance	Integrity
<ul style="list-style-type: none">• Interpersonal savvy• Manages conflict• Communicates effectively• Balances stakeholders	<ul style="list-style-type: none">• Collaborates• Develops talent• Values differences• Builds effective teams	<ul style="list-style-type: none">• Customer / patient focus• Demonstrates self-awareness• Manages ambiguity• Being resilient	<ul style="list-style-type: none">• Cultivates innovation• Action oriented• Drives results• Drives vision and purpose	<ul style="list-style-type: none">• Decision quality• Ensures accountability• Courage• Manages complexity

How you will be assessed

You will be assessed on your ability to demonstrate the following values within the context of the “Key Accountabilities”. The ideal applicant will be able to demonstrate the following:

- **Respect** – demonstrates interpersonal savvy, manages conflict appropriately, communicates effectively and balances the needs of all stakeholders with utmost respect to all people at all times
- **Teamwork** – collaborates effectively, develops talent, values differences and builds effective teams to bring about best use of resources to deliver healthcare services
- **Compassion** – is patient / client focussed, demonstrates self-awareness and the effects of behaviour on others, deals with or manages ambiguity and complexity, demonstrates resilience in the delivery of patient services or support in the delivery of services to patients
- **High Performance** – cultivates innovation, is action oriented, drives results and supports Metro North Health’s vision and purpose to exceed expectations of our patients and stakeholders
- **Integrity** – demonstrates sound decision quality, ensures accountability, demonstrates courage in the face of adversity and works effectively / manages complexity to ensure work output and decisions are ethical and invariably of a high standard

Knowledge, skills and expertise

- Demonstrated high level of knowledge, expertise, and skill in delivery Medicines Information and Drug Use Evaluation services.

Clinical Practice

- Demonstrated high levels of clinical expertise and skills to assess requests for non-formulary medications including reviewing efficacy, cost-effectiveness, and safety
- Ability to independently provide clinical advice based on valid and reliable evidence with minimal supervision and input

Communication

- Demonstrated ability to communicate and participate effectively in multidisciplinary teams including the ability to provide high level advice and information to supervisors and key stakeholders
- Demonstrated ability to contribute to meetings involving high level key stakeholders

Leadership and Management

- Demonstrated ability to provide supervision, training, and support to less experienced practitioners and students
- Demonstrated ability to undertake clinical governance activities

Mandatory qualifications/professional registration/other requirements

- Appointment to this position requires proof of a minimum tertiary (or equivalent) qualification in Pharmacy and registration with the Pharmacy Board of Australia. Certified copies of the required information must be provided to the appropriate supervisor/manager prior to the commencement of duties.
- Whilst not mandatory, post-graduate training or experience in Clinical Pharmacology, Quality Use of Medicine, or Health Economics would be desirable.
- **Disclosure of Serious Disciplinary History:** Under the [Public Sector Act 2022](#), applicants are required to disclose any previous serious disciplinary action taken against them.
- It is a condition of employment for this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases during their employment ([Health Employment Directive No. 01/16](#)):
 - Measles, mumps, rubella (MMR)
 - Varicella (chicken pox)
 - Pertussis (whooping cough)
 - Hepatitis B
 - Tuberculosis

How to apply

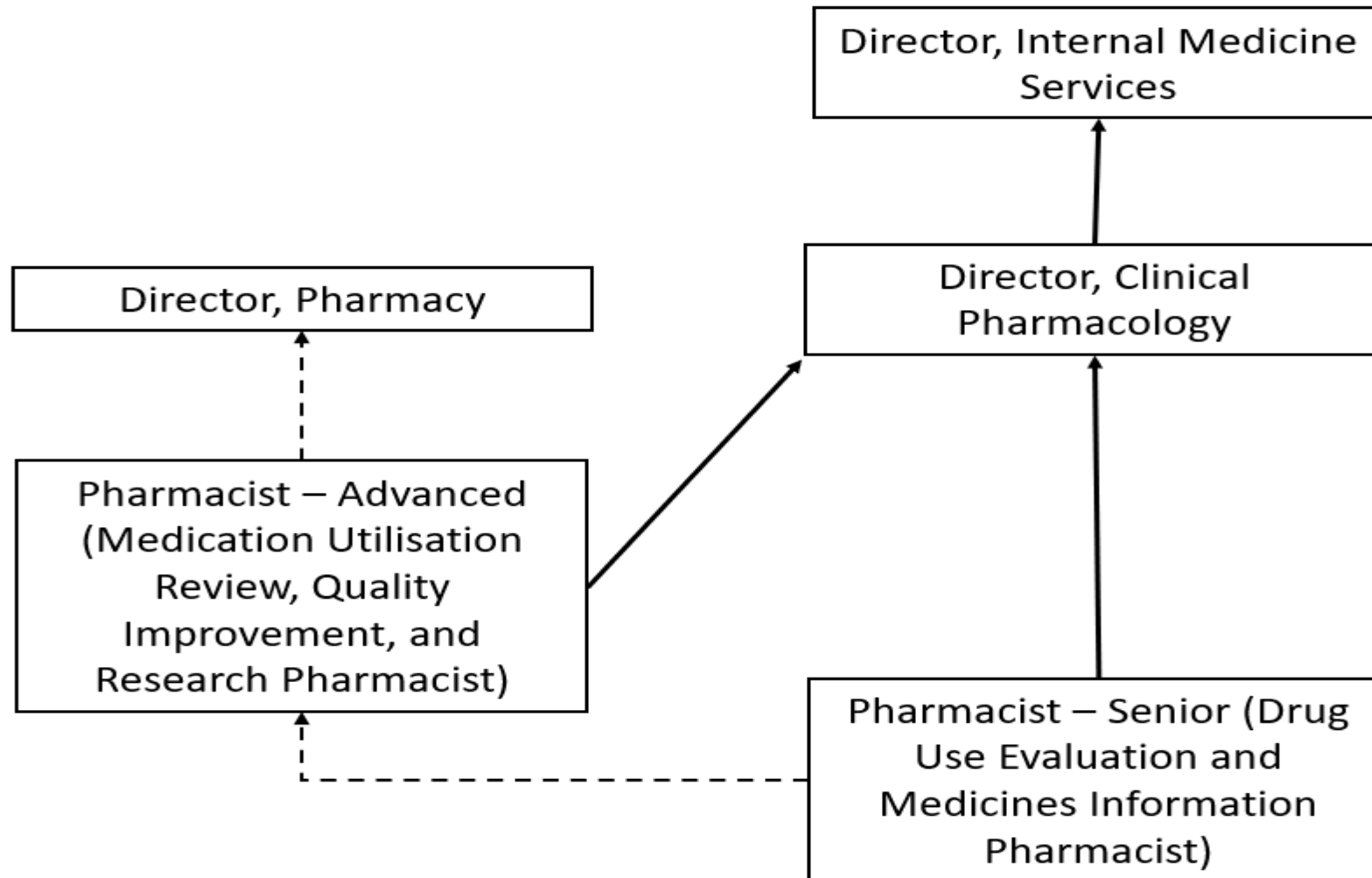
Please provide the following information to the panel to assess your suitability:

1. **A short statement (maximum 2 pages)** - Formulate your response to the dot points listed under “*How you will be Assessed*” within the context of the “*Key Accountabilities*”
2. **Your current CV or Resume, including referees.** You must seek approval prior to nominating a person as a referee. Referees should have 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 CV or Resume.

Instructions on how to apply

- Submit your application online at www.smartjobs.qld.gov.au by the closing date.
- Please note that hand delivered applications will not be accepted.
- Only those persons eligible to work in Australia may be employed by Metro North Health. Prospective employees are required to provide proof of identity and documentary evidence of their right to work in Australia.
- Late applications cannot be submitted online. For a late application to be considered, please arrange approval and submission via the contact officer.

Organisational Structure



Diversity and Inclusion

We are committed to providing a diverse and inclusive workplace for our people and our community. We encourage people of all genders, races, ages and abilities to apply for roles within Metro North Health and strive to ensure that our workplace is free from all forms of discrimination and harassment.

As an Equal Employment Opportunity (EEO) employer we ensure that our selection processes and employment decisions are undertaken in a non-discriminatory way and are consistent with the requirements of the Anti-Discrimination Act 1991. If there are any reasons that you may have challenges with the recruitment process, please let us know when we contact you.

Work Health and Safety

We are committed to *Putting People First* to provide better healthcare. This commitment includes a dedicated *People Focussed Safety* culture.

This 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 Metro North Health is everyone's responsibility.

Safety and Quality

Relevant to the position, staff participate in the ongoing education, implementation, monitoring and evaluation of safety and quality initiatives relevant to The National Safety and Quality Health Services Standards 2nd Edition and the Australian Council on Healthcare Standards (ACHS).

Vaccine Preventable Diseases (VPD) Requirements ([Health Employment Directive No. 01/16](#))

It is a condition of employment for this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases during their employment:

- Measles
- Mumps
- Rubella
- Varicella (chicken pox)
- Pertussis (whooping cough)
- Hepatitis B

Further vaccinations may be required due to particular risks for a role; examples include:

- Hepatitis A – Workers in regular contact with untreated sewerage
- Q Fever – Research or Laboratory staff regularly handling specimens

All new employees who will be working in clinical areas must be assessed for their risk of tuberculosis and screening undertaken if required.

Existing staff that are engaged prior to 1 July 2016 are **not subject** to this condition of employment unless they apply for a role with VPD requirements that is with a different Queensland Health entity (i.e. one Health Service to another Health Service, Department of Health (DoH) to a Health Service, or Health Service to DoH).

Additional Information

- Applications will remain current for 12 months or for the duration of the vacancy.
- Future vacancies of a temporary, full time and part time nature may also be filled through this recruitment process.
- Health Care Workers in Queensland Health whose occupation poses a potential risk of exposure to blood or body fluids must be immunised against Hepatitis B according to the National Health and Medical Research Council Australian Immunisation Handbook and the Queensland Health Infection Control Guidelines.
- Pre-employment screening, including criminal history and discipline history checks, may be undertaken on persons recommended for employment. Roles providing health, counselling and support services mainly to children will require a Blue Card, unless otherwise exempt. Roles providing services to National Disability Insurance Scheme (NDIS) participants require an NDIS worker screening check.
- Applicants may be required to disclose any pre-existing illness or injury which may impact on their ability to perform the role.
- Applicants will be required to give a statement of their employment as a lobbyist within one (1) month of taking up the appointment. Details are available at:
https://www.forgov.qld.gov.au/_data/assets/pdf_file/0033/185919/lobbyist-disclosure-policy_0.pdf
- 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
<https://www.health.qld.gov.au/system-governance/policies-standards/doh-policy/policy/qh-pol-197.pdf>
- 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.

Metro North Health Executive Structure

