



# Role description

## Role Details

<b>Job ad reference</b>	GC426179
<b>Role title</b>	Pharmacist – Expression of Interest
<b>Status</b>	Temporary full time Temporary part time Casual
<b>Location</b>	Southport and Robina  Note that this position may be required to work throughout the Gold Coast Hospital and Health Service and that the positions primary work location may change based on operational requirements.
<b>Unit/Branch</b>	Pharmacy
<b>Division</b>	Medicine Gold Coast Hospital and Health Service
<b>Closing date</b>	Ongoing Applications will remain current for 3 months
<b>Classification</b>	HP3
<b>Evaluation ID</b>	V1292
<b>Salary</b>	\$3030.00 - \$4453.50 per fortnight \$39.86 - \$58.59 per hour \$49.03 - \$72.07 per hour (casual)
<b>Contact name</b>	Brooke Bullock
<b>Contact number</b>	0421 787 754
<b>Online Applications</b>	<a href="http://www.smartjobs.qld.gov.au">www.smartjobs.qld.gov.au</a>

## Purpose of the Role

Participate in and manage the day-to-day provision of clinical pharmacy services, rotating through all facilities and all specialties within the Gold Coast Hospital and Health Service.

## Our Values

Gold Coast Hospital and Health Service is committed to its six guiding principles which are at the core of all positions and articulate the behaviours that are required when working within the Health Service:



Whilst we implement our strategic objectives to be recognised as a centre of excellence for world class health care, our [values](#) provide the framework to focus our individual behaviours and performance outcomes.

## Health Equity and Racism

Gold Coast Health is committed to improved health equity for Aboriginal and Torres Strait Islander peoples in our community as presented in our [Reconciliation Statement](#). It is expected that all Gold Coast Health staff as a valuable member of the Gold Coast Health workforce, contribute to the health equity agenda. Please visit our [website](#) for additional information.

## Organisational Alignment

Gold Coast Health has a Core Capability Framework (CCF) with five core capability groups; Personal Attributes; Building Relationships, Results Focused, Business Enablers, Leadership and People Management. Under each of the five capability groups, individual capabilities are identified which are essential to drive performance excellence across our workforce. Below outlines the five core role capabilities required to deliver against the key duties and accountabilities of this role, however, all capabilities listed within the framework remain essential in order to successfully perform at Gold Coast Health.

Capabilities are aligned to Leader Profiles; Leading Self, Leading Others, Leading Leaders and Leading Executives. The Leader Profile and Core Capabilities for this role are detailed below. Visit the [Core Capability Framework](#) (CCF) for further detail.

### Leader Level: Leading Self

#### Core Role Capabilities

Personal Attributes	Individual behaviours influenced by our values and ethical compass	Leading Self   Act with Integrity - Work within the limits of level and delegation, acknowledging mistakes, seeking guidance and upholding ethics
Build Relationships	Shape and maximise relationships with colleagues, patients and the community	Leading Self   Communicate Effectively - Provide clear, ongoing communication with colleagues, patients and clients, actively listening and contributing to discussions
Results Focused	Drive and influence successful organisational outcomes	Leading Self   Plan and Prioritise - Understand team objectives against our broader organisational goal, taking ownership, performing within timelines and guidelines and adjusting priorities if required
Business Enablers	Boost effective service delivery and champion change management	Leading Self   Optimise Resources - Demonstrate the ability to effectively leverage resources to maximise outcomes and work efficiently
Leadership and People Management	Inspire, engage and build our workforce	Leading Self   Manage Through our Values - Model desired behaviours, values and ethics in work practices, focussing on excellence in delivery of services

## About the Profession/Service

Allied Health Professionals within Gold Coast Health have access to an additional Professional Capability Framework for Allied Health which complements the organisation-wide Core Capability Framework. The Professional Capability Framework details the professional capabilities for Allied Health positions, providing a common language and set of expectations across the professions, and acting as a developmental tool to support and inform discussions about professional skill development and career progression within Gold Coast Health. Further information can be found [online](#).

The Pharmacy Service provides medication management services across the Gold Coast Hospital and Health Service (GCHHS), 7 days a week. Our team of approximately 100 pharmacists are assisted in their roles by over 40 support persons comprising pharmacy assistants, administration officers, purchasing and stores personnel. The dispensary at each of the two hospital campuses is also equipped with automated dispensing robots to facilitate dispensing, distribution and inventory management activities.

Services provided by GCHHS Pharmacy include:

- Clinical pharmacy services to inpatient units, outpatient/preadmission clinics, day units, hospital in the home
- Dispensaries at each hospital campus – processing inpatient, outpatient and discharge prescriptions
- Sterile and non-sterile manufacturing and extemporaneous compounding, including parenteral cytotoxics
- Clinical trials support
- Inventory and warehousing
- Imprest management and distribution services for all areas across the HHS
- Support for research including clinical trials
- Education and training including facilitation of numerous student placements supported by a conjoint position, 3 intern pharmacist training positions annually, and support for numerous pharmacists undertaking the SHPA Residency Program (accredited site)
- Professional representation on many local and Statewide governance, safety, clinical or operational committees, steering groups and collaboratives

## Key Duties and Accountabilities

Fulfill the responsibilities of this role in accordance with Queensland Public Service, the Gold Coast Hospital and Health Service (GCHHS) values.

- Comply with the [Code of Conduct for the Queensland Public Service](#) and all policies and procedures.
- Comply with the [National Safety and Quality Health Service Standards](#) and the Gold Coast Health [Clinical Governance Framework](#) in all areas of your practice.
- Work under general supervision, becoming more independent in exercising professional judgement, resolving problems and developing specialisations.
- Develop higher level skills and expertise achieved through experience, professional development, post graduate education and certification within the Clinical Competency Achievement Tool (ClinCAT) framework.
- Independently apply professional knowledge and skills to deliver basic clinical pharmacy services including dispensing, medication reconciliation, drug information, patient counselling, compounding and sterile cytotoxic production.
- With increasing experience, resolve complex issues utilising evidence-based medicine and well-developed clinical knowledge under the professional guidance of a senior clinician.
- Provide input into the development of medication management policies and procedures across the GCHHS.
- Implement liaison systems with hospital staff, General Practitioners, community pharmacies and Residential Aged Care facilities to ensure compliance across the continuum.
- Actively participate in clinical team and inpatient unit (IPU) rounds on a rotational basis across all specialties within the GCHHS to gain and develop increasing levels of clinical expertise and knowledge.
- Develop clinical knowledge through active participation in ongoing education within the profession and the department as well as providing education to patients, hospital staff and Community organisations.
- Identify quality and service improvement needs and be able to plan, implement and participate in these activities.

- Facilitate the conduct of Pharmaceutical Company sponsored drug trials within the GCHHS, manage records, receipt of goods, randomisation of patients and payments.
- Supervise dispensary assistants, support persons, students and intern pharmacists within the workplace and in their continuing development.
- Be required to participate in on-call duties and work all shifts in accordance with the unit roster.
- This position will be supervised during rotations to other facilities or services by the Senior Pharmacist within the site or service. Follow policies, procedures and instructions relating to work health and safety that are relevant to the work being undertaken in order to ensure high quality and safe services in the workplace.
- Ability to work effectively with other people as a member of a team to achieve shared goals.
- Knowledge or the ability to rapidly acquire knowledge of relevant current policies regarding supply of medications, Commonwealth programs and State initiatives, involving safety and management of medications, and how to apply those policies in clinical practice.
- Report operationally to the Pharmacist – Assistant Director and professionally accountable to the Director of Pharmacy.
- Employees appointed to GCHHS are considered custodians of patient safety and are accountable for practicing patient advocacy in line with GCHHS' always care philosophy and commitment to person-centred care.
- Follow policies, procedures and instructions relating to work health and safety that are relevant to the work being undertaken to ensure high quality and safe services in the workplace.
- Take reasonable care for your own health, safety and wellbeing and take reasonable care to ensure that your acts or omissions do not adversely affect the health, safety and wellbeing of others.
- Employees who are appointed to the GCHHS are accountable for information security, management and appropriate use, in accordance with legislation, standards, policies and procedures.
- Comply with reasonable instructions that are provided for the safety of you and others at the workplace.

## Mandatory Qualifications / Professional Registration / Other Requirements

- Appointment to this position requires proof of qualification and registration with the Australian Health Practitioner Regulation Agency (AHPRA) or one of the following boards below. Certified copies of relevant qualification and registration must be provided to the appropriate supervisor/manager, prior to the commencement of clinical duties.
- The possession of a tertiary degree in Pharmacy from a recognised tertiary institution and registration as a Pharmacist with the Pharmacy Board of Australia (AHPRA) are requirements for this role.
- 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
- It is a condition of employment in this role for new employees to GCHHS to undertake a tuberculosis screening, to identify if the tuberculosis vaccination may be required in accordance with the Queensland Health Protocol.
- Will be required to participate in on-call duties and work all shifts in accordance with the unit roster.

## How You Will Be Assessed

You will be assessed on your ability to demonstrate the following key capabilities, knowledge and experience. Within the context of the responsibilities described above under '**Key Duties and Accountabilities**', the ideal applicant will be someone who can demonstrate the following:

- Knowledge, expertise, and skill in Clinical Pharmacy practice, cognisant with year as of experience.
- Ability and skill in providing guidance to others, locating relevant information, and evaluating its validity and to communicate that information effectively, in the professional development of students and less experienced staff.

- Ability to demonstrate core role capabilities as listed above.
- Demonstrated ability to enact the specified core role capabilities outlined within this role description within your practice.

## How to Apply

Please submit the following for the panel to assess your suitability:

- Your **resume**, including a comprehensive employment history, the qualifications you hold and the contact details for at least two referees (Referees should have a thorough knowledge of your capabilities, work performance and conduct within the previous two years).
- A **cover letter** (no more than 2 pages) on how your experience, abilities, knowledge and personal qualities are relevant for the role, addressing the key responsibilities and attributes noted in the “How you will be assessed” section above.

**Submit your application via [www.smartjobs.qld.gov.au](http://www.smartjobs.qld.gov.au)**

Only those persons eligible to work in Australia may be employed by Queensland Health. Prospective employees are required to provide proof of identity and documentary evidence of their right to work in Australia.

Hand delivered applications will not be accepted.

## Further Information

For further information about this opportunity and the benefits and conditions of [working at Gold Coast Health](#) please refer to the Information for Applicants document attached with this Smart Jobs advertised vacancy.

A 6 month probation period may apply to this appointment.