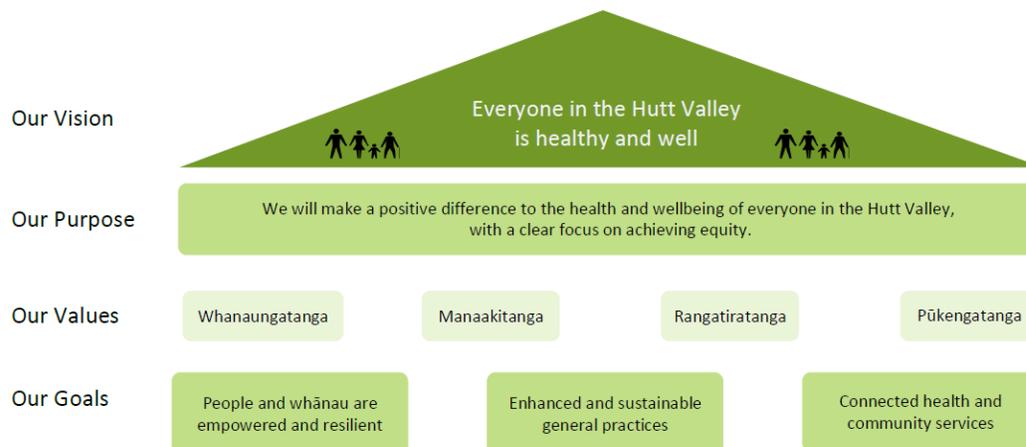


Position Description

Position title:	Clinical Advisory Pharmacist
Reports to:	Team Leader, Pharmacy
Direct Reports:	Nil
FTE:	Hours to be agreed with the successful candidate
Functional Relationships:	<ul style="list-style-type: none"> • Te Awakairangi Health Network staff • Enrolled patients of the PHO • General Practitioners, Practice Nurses and Practice Administrators • Other contracted service providers

Te Awakairangi Health Network

The organisation is located at 330 High Street, Lower Hutt and operates in various other locations around the Hutt Valley.



Te Tiriti o Waitangi (Treaty of Waitangi): Te Awakairangi Health Network is committed to Māori clients and stakeholders and ensuring service activity, development and implementation is undertaken in accordance with the provisions of Te Tiriti o Waitangi – partnership, protection and participation.

Position Summary: The role of the Clinical Advisory Pharmacist is to provide a complementary skill set to fellow clinicians and patients. Clinical advisory pharmacists will be available to respond to medicine information queries from TeAHN prescribers and to provide pharmacy facilitation services to all practices across the network as required.

For clinical advisory pharmacists working in general practice, the primary purpose is to support GPs and the wider clinical staff to optimise patient outcomes through quality use of medicines and to support practice system enhancements through quality improvement audits.

Key Objectives	Performance Indicators / Outcomes
<p>1. To positively impact medication management in Primary Care</p>	<ul style="list-style-type: none"> ✦ Establishes and sustains positive relationships with GPs, Practice Nurses, community pharmacists and other health professionals ✦ Prescribers gain confidence and respect and seek your advice and input on medication related matters on a regular basis. ✦ Expertise in individual patient clinical reviews is provided as requested by general practice clinical team members. ✦ Regular critical appraisal of published clinical information is conducted, and best practice with regards to prescribing of medicines is promoted and communicated. ✦ Contributes to reduction in medicine-related hospital admissions and readmissions by identifying and addressing medicines-related issues as required.
<p>2. To lead and support continuous quality improvement processes as they relate to prescribing.</p>	<ul style="list-style-type: none"> ✦ Medicine management-related clinical audits are developed and conducted in the practice(s) as required. ✦ Quality and safety of prescribing through mechanisms such as audit and PDSA cycles is enhanced. ✦ Prescribing and laboratory utilisation data is analysed and interpreted, and is used to inform and support evidence based education and medicine management leading to improved patient outcomes. ✦ Critically appraised, high quality and relevant educational material is developed and presented to GPs, practice nurses. ✦ Nurse CME sessions are supported with timely development and organisation of resources enhancing knowledge and promotion of best practice approaches to medicine management. ✦ GPs are supported in embedding the principles of medication review as part of their routine practice and best practice approaches to medication reviews is promoted.
<p>3. To support General Practice teams with accurate advice on medication related issues.</p>	<ul style="list-style-type: none"> ✦ In conjunction with other pharmacists in the organisation, visits to allocated general practice teams are conducted up to twice yearly ✦ Evidence based medicine information is provided in a timely and professional manner to members of the general practice team seeking information. ✦ Feedback from general practice teams on the service and support provided by the practice-based clinical advisory pharmacist is consistently positive and indicates that medication related health outcomes of patients are impacted positively.
<p>4. To build positive links between primary and secondary care clinicians</p>	<ul style="list-style-type: none"> ✦ Links with community and hospital pharmacy colleagues are established and maintained ✦ Relationships with key opinion leaders in primary care and secondary care in relation to medicines management is actively pursued.

Common Organisational Objectives	
<p>5. Te Tiriti o Waitangi, Māori, Iwi, Pacific communities</p> <ul style="list-style-type: none"> • A culturally appropriate service is provided for whānau • Service activity, development and implementation meets the needs of Māori and Pacific communities 	<ul style="list-style-type: none"> ⤴ Works collaboratively with Iwi partners to ensure services are culturally appropriate ⤴ Service activity, development and implementation is undertaken in accordance with the: <ul style="list-style-type: none"> ◦ Provisions of Te Tiriti o Waitangi: partnership, protection, participation ⤴ Vision and strategies of the Māori Health Strategic Plan and the Pacific Health Action Plan ⤴ Appropriate consultation is undertaken with Māori and Pacific communities
<p>6. Professional development:</p> <ul style="list-style-type: none"> ⤴ Maintains own competence and development 	<ul style="list-style-type: none"> ⤴ Maintains professional competencies and develops own knowledge by participating in learning opportunities, as appropriate as agreed by line manager ⤴ Identifies own learning needs
<p>7. Accountability:</p> <ul style="list-style-type: none"> ⤴ Information ⤴ Teamwork ⤴ Safe practice 	<ul style="list-style-type: none"> ⤴ Follows established procedures for recording information and maintaining privacy and confidentiality ⤴ Demonstrates accountability for own actions. ⤴ Acts independently and also as a member of the multidisciplinary team ⤴ Works within the scope of the role by knowing own limitations ⤴ Requests assistance when required
<p>8. Health and Safety:</p> <ul style="list-style-type: none"> ⤴ Safety standards are maintained 	<ul style="list-style-type: none"> ⤴ Ensures the safety of self and others at all times ⤴ Reports any health and safety concerns through to the appropriate people ⤴ Complies with policies, procedures and safe systems of work
<p>9. Contribute to the wider team within the organisation</p>	<ul style="list-style-type: none"> ⤴ Participate and work in ways that support the strategic direction and objectives of the Organisation ⤴ Contribute to the wider team to ensure that projects are managed, delivered on time and within allocated resources ⤴ Participate in staff meetings and planning sessions ⤴ Provide timely communication of any information that impacts on other team members ⤴ Undertake any other tasks as requested by your Manager
Person Specification	
<p>Relevant experience:</p> <ul style="list-style-type: none"> ⤴ A minimum of 5 years post-registration recent experience in a patient-centred role 	
<p>Technical Expertise and Qualifications:</p> <ul style="list-style-type: none"> ⤴ Registered with the Pharmacy Council of New Zealand and holds a current Annual Practising Certificate with no conditions ⤴ Bachelor of Pharmacy degree (or equivalent) ⤴ Holds or is working towards Post Graduate qualification in clinical pharmacy ⤴ May hold or be working towards a prescribing qualification 	

Skills and attributes required:

- ⤴ Self-motivated, team player with a flexible working style
- ⤴ Proven ability to work collaboratively with other members of multidisciplinary team
- ⤴ Possess exceptional clinical knowledge and demonstrates application of pharmacotherapeutics
- ⤴ Possess an understanding of population level approaches to healthcare
- ⤴ Working knowledge of primary care health environment
- ⤴ Effective presentation, verbal and written communication skills
- ⤴ Effective interpersonal and facilitation skills
- ⤴ Well organised with systematic approach to writing and research
- ⤴ Proficient with Microsoft Office packages (Word, Excel, Powerpoint)

Communication

- ⤴ Communicates effectively in both written and verbal form
- ⤴ Actively shares information, ideas and experience with others
- ⤴ Works to build trusting relationships with key stakeholders
- ⤴ Communicates sensitive messages with tact and diplomacy
- ⤴ Treats people with courtesy and respect
- ⤴ Brings conflict into the open and facilitates resolution

Excellence Focus

- ⤴ Brings conflict into the open and facilitates resolution
- ⤴ Is self-motivated to achieve goals and objectives
- ⤴ Has sound insight into own strengths and weaknesses, and is committed to addressing areas of weakness
- ⤴ Adapts easily to changes at work
- ⤴ Proactively manages conflicting demands on time
- ⤴ Able to cope with situations that involve additional effort
- ⤴ Provides and contributes to excellence within the Clinical Pharmacy team

Problem-solving

- ⤴ Able to make sense of a wide range of information
- ⤴ Able to think creatively
- ⤴ Is logical when thinking through issues
- ⤴ Solutions and recommendations are supported by reasoned analysis
- ⤴ Able to interpret general policies and guidelines, and apply to new situations
- ⤴ Considers the wider implications of their actions and decisions

Accountability

- ⤴ Understands the need for confidentiality and keeps all patient/staff information confidential
- ⤴ Is positive about demonstrating respect for other staff, patients and family and the wider community
- ⤴ Respects the rights of individuals
- ⤴ Takes personal responsibility for making things happen
- ⤴ Reinforces the Organisation's values with others and leads by example
- ⤴ Acts ethically and with integrity
- ⤴ Is open and honest with others
- ⤴ Actively pursues self-learning and development

Confirmation of Position Description

Full name of employee: _____

Signature: _____ Date: _____

Signed on behalf of Te Awakairangi Health Network:

Signature: _____ Date: _____