

JOB DESCRIPTION

Job title:	Senior Pharmacist (full-time, fixed term contract)
Grade:	Senior
Reports to:	Fiona Leavy, Acting Chief Pharmacist (Department Manager)
Working Hours:	35 hours per week for a Full-Time employee.

Mission and Values of the Hospital

Mission

We strive for excellence in meeting the holistic needs of our patients in a caring and healing environment in which the essential contribution of each member of staff is valued.

The values of human dignity, compassion, justice, quality and advocacy rooted in our mission guide us in our work.

We will, within the foregoing context, make every effort to maintain excellence in clinical care, teaching and research.

*Comh mheas, comh bhá, comh pháirtíocht agus
comh oibre bunsraith ár gcuid saothar uile.*

Core Values

Human Dignity

Compassion

Justice

Quality

Advocacy

Role Summary:

To provide effective, efficient and safe pharmaceutical care to all patients in SMH, under the direction of the Chief Pharmacist.

Key Duties and Responsibilities:

Work systems:

- Be fully conversant with all approved hospital systems of work and documentation associated with the pharmaceutical care of the patient.

General Duties:

- Provide clinical pharmacy services to patients in SMH. This includes medication record clinical review, medication reconciliation, patient counselling etc. as required.
- Liaise with community pharmacists, GPs, patients' carers, nursing home etc. as appropriate, to carry out medicine's reconciliation and/ or to ensure continuity of supply of medication to a patient.
- Participate in regular dispensary duties - e.g., dispensing/ checking/ ordering/ compounding - and ensure all activities meet the appropriate PSI standards, in the process and in documentation.
- Review medication incidents/ near misses and recommend appropriate actions to the hospital risk manager. Implement any pharmacy actions required.
- Participate in hospital and in external committees as required.
- Develop and implement medication safety initiatives and KPIs.
- Engage in clinical audit, as the opportunity arises.
- Participate in antimicrobial stewardship activities, including regular surveillance, development/ monitoring of KPIs, production and dissemination of reports as appropriate.
- Manage the pharmacy department in the absence of the chief pharmacist, if necessary.
- Provide medicine information and medication management advice to other health professionals in the hospital as required.
- Develop and review pharmacy and multi-disciplinary medication management policies, procedures and guidelines (PPGs) as required.
- Prepare reports as required by chief pharmacist e.g., antimicrobial usage report.

Drug purchase and distribution:

- Work with the pharmaceutical technicians and other pharmacists to ensure that patients have all required drug therapy available to them as required.
- Oversee the timely recall of any recalled medications in the hospital and the documentation of same.
- Evaluate cost, effectiveness and safety of new medication and unlicensed medications, when required.

Education and Training:

- Provide supervision and training for students, pharmaceutical technicians and other pharmacists in consultation and agreement with the Chief Pharmacist.
- Participate in education and training of other healthcare professionals such as nurses and doctors, as required.
-

Ethics:

- Demonstrate behaviour consistent with the Code of Ethics and with the values of the hospital.

Other:

- Undertake any additional duties as directed by the Chief Pharmacist.

Person Specification & Qualifications:

I Essential:

Each candidate must:

- Be registered with the Pharmaceutical Society of Ireland or be entitled to be so registered.
- Have at least 3 years relevant post registration experience.
- Demonstrate evidence of up-to-date pharmaceutical knowledge.
- Possess the requisite knowledge and for the proper discharge of the duties of the office (as outlined in the job description).

II Very desirable:

- Postgraduate clinical qualification
- Relevant computer skills, including familiarity with Cliniscript.

Core competencies:

I Essential:

- Good communication and interpersonal skills with health care professionals, patients and carers.
- Ability to work effectively as part of a team and to network with multidisciplinary staff.
- Good organizational skills.

Conditions of Employment:

- Annual Leave Entitlement: 30 days per annum pro-rata. Annual leave is calculated January to December of each year.
- Sick Leave Regulations: Please refer to contract of employment.
- Probationary Period: The appointee shall hold office for a probationary period of six months.
- The terms of the Hospitals Superannuation Scheme (VHSS & SPSPS) will apply to this position.
- A minimum of 1 months' notice of termination of employment is required. Notice of termination of employment must be received in writing.
- Uniform Policy must be adhered to at all times

Please note the following:

- The Hospital Board is not responsible for loss or theft of personal belongings.
- Fire orders must be observed and staff must attend fire lectures every 2 years.
- Mandatory training must be adhered to and recertified before expiry timeframes occur i.e., Manual Handling, Basic Life support, Intravenous assessment, Hand hygiene education, waste management and Mission effectiveness programme.
- All accidents within the department must be reported immediately.
- In line with the Safety, Health and Welfare at Work Act (1989 & 2005), smoking within the Hospital building is not permitted.
- All Staff are advised to avail of Hepatitis B Vaccination with Occupational Health.

Policies/Legislation:

All hospital policies and procedures form an integral part of an employment contract and may be subject to update and revision, from time to time, in consultation with union representatives as appropriate. Employees are required to comply with all hospital policies, procedures (e.g., Dignity at work, Trust in Care, Computer Usage Policy) and the hospitals ethical codes of practice.

Confidentiality:

In the course of your employment, you may have access to, or hear information concerning the medical or personal affairs of patients, students, staff and / or other health service business. Such records and information are strictly confidential and, unless acting on the instruction of an authorised officer, such information must not be divulged or discussed except in the performance of normal duty. In addition, records must never be left in such a manner that unauthorised persons can obtain access to them and must be kept in safe custody when no longer required.

Hygiene:

During the course of employment staff are required to ensure that the hospital's hygiene and infection control policies are adhered to at all times.

This includes any directives to minimise risk of exposure to COVID infection e.g., mask-wearing, social distancing, appropriate PPE where necessary.

All employees have responsibility to prevent transmission of infection by adhering to and implementing optimal hand hygiene and adhering to the Hospital's Hygiene processes. Hygiene is a fundamental component of St Michaels Hospital's quality system to ensure the safety and well-being of its patients and staff and plays a role in the prevention and control of healthcare associated infection.

Benefits of working at St Michaels Hospital:

- Defined benefit pension scheme.
- Access to learning and development opportunities.
- Library facilities.
- Subsidised staff restaurant.
- Subsidised pharmacy.
- Access to health services credit union.
- Group discount for health insurance.
- Excellent access to public transport including dart and bus routes.

- Tax saver commuter ticket scheme.
- Bike to work scheme.

The above Job Description is not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform other duties as appropriate to the post which may be assigned to him/her from time to time and to contribute to the development of the post while in office.

Notes:

The extent and speed of change in the delivery of health care is such that adaptability is essential in this position. The incumbent will be required to maintain and enhance their professional knowledge, skill and aptitudes necessary to respond to a changing environment. The job description must be regarded as an outline of the major areas of accountability, which will be reviewed and amended on an on-going basis.

Reviewed: January 2025

Next review: January 2026

Signed by Job Holder

Date