

Position Title: Stewardship Pharmacist – Grade 2

Campus: Grampians Health

Directorate: Clinical Support Services

Department: Pharmacy

Reporting to: Pharmacy Stewardship Programs Coordinator
Director of Pharmacy, Clinical Services

Appointment Terms/Conditions:

Classification and Code: Pharmacist Grade 2 (Year 1-4)

Enterprise Agreement: Medical Scientists, Pharmacists and Psychologists Victorian Public Sector (Single Interest Employers) Enterprise Agreement

ORGANISATIONAL INFORMATION

Grampians Health was established on 1 November 2021. Drawing on a regional history of over 150 years, we provide service to over 250,000 Victorians, operate across 21 campuses and sites, and employ more than 7,000 dedicated professionals. Our values reinforce our commitment to providing high-quality, accessible healthcare services close to home. Our mission is to serve the communities of the Grampians region with comprehensive care, ensuring every individual receives the attention they deserve. For more information, visit www.grampianshealth.org.au.

Collaboration	Compassion	Accountability	Respect	Innovation
<i>We are stronger together.</i>	<i>We show that we care.</i>	<i>We do what we say and say what we do.</i>	<i>We appreciate and value all people.</i>	<i>We adapt and innovate to achieve best outcomes.</i>
Recognising and utilising strengths to share knowledge, solve problems, build relationships and deliver the best outcomes possible.	All people deserve to be treated with compassion, kindness and empathy.	Openness, honesty and transparency support us to be courageous, take responsibility for our actions and follow through on our commitments	Our actions and words reflect our commitment to a safe and fair health service for all.	Every day, we apply expertise and integrity to make responsible choices, always striving for continuous improvement.

POSITION PURPOSE

This position will support the Pharmacy Stewardships Program Coordinator to strengthen existing antimicrobial stewardship (AMS) programs, and to assist in the development and implementation of an embedded and sustainable pharmacy stewardship portfolio across Grampians Health, a large and diverse multi-campus regional health service.

KEY ACCOUNTABILITIES

- Deliver antimicrobial stewardship and clinical pharmacy services, including patient reviews, clinical interventions, ward rounds, education and support for prescribers.
- Contribute to AMS governance through data collection, KPI monitoring, reporting, policy development, quality improvement, surveillance, audits and therapeutic drug monitoring to help meet NSQHS accreditation and Clinical Care Standards requirements.
- Support stewardship initiatives such as the penicillin allergy de-labelling program, and contribute to future Pharmacy Stewardship Programs, including data collection and evaluation to support business case or grant development.
- Maintain high standards of clinical practice through ongoing professional development, evidence-based care, interdisciplinary communication, and ensuring continuity of patient care.
- Uphold strong communication, documentation, information management and participation in meetings.
- Contribute to workforce development through knowledge sharing, championing Stewardship Programs, and adherence to professional standards.
- Engage in service development, governance, and risk management by supporting strategic planning, resource allocation, with consideration to compliance, clinical governance, and financial responsibility.
- Act as a delegate for the Pharmacy Stewardship Programs Coordinator when required, and participate in weekend, public holiday and on-call rosters as rostered.

KEY SELECTION CRITERIA

Qualifications

- At least three years' hospital pharmacy experience and General Registration as a qualified Pharmacist with AHPRA, with a current, unrestricted driver's licence.
- Applicants who hold, or are willing to acquire a professional membership to an appropriate body, i.e., AdPha, are preferred.
- Experience in the provision of hospital pharmacy services, with knowledge of relevant NSQHS accreditation and Clinical Care Standards.
- Hold, working towards or willing to acquire post graduate qualifications relevant to Pharmacy, or ANZCAP registrar level credentialing.

Technical/Professional Knowledge and Skills

- Demonstrated ability to work independently, effectively plan, organise, prioritise and manage time with proven ability to deliver outcomes to agreed timelines.
- Demonstrated ability to utilise a range of computer programs, including use of iPharmacy and Windows based applications.
- Sound knowledge of pharmacotherapy, in particular antimicrobials, and a demonstrated ability to apply this knowledge and promote quality use of medicines.

Personal attributes

- Demonstrated ability to effectively engage stakeholders to achieve desired outcomes.

Work Environment

- Ability to coordinate and actively contribute to quality improvement activities and positively influence change as required.
- Demonstrated flexibility and ability to adapt constructively within a busy and dynamic working environment. Cooperate and work well with others in the pursuit of team goals.
- Demonstrated ability to function with honesty and integrity in a work environment that is dependent upon adherence to legal requirements.

ORGANISATIONAL REQUIREMENTS

- Grampians Health is committed to a consumer centred approach in the provision of health care and services, consistent with our values, purpose and vision. It is expected that team members demonstrate the core values of consumer centred care in every interaction.
- All team members of Grampians Health are responsible for supporting the safety, participation, wellbeing and empowerment of children. Quality care is a strategic and operational priority at Grampians Health, achieved through our Governance Framework.
- Participation in the Grampians Health integrated quality improvement and risk management systems by being aware of responsibilities to identify, minimise and manage risks and identifying opportunities for continuous improvement in your workplace through communication and consultation with managers and colleague.
- You must ensure that the affairs of Grampians Health, its patients, clients and staff remain strictly confidential and are not divulged to any third party except where required for clinical reasons or by law. Such confidentiality shall extend to the commercial and financial interests and activities of Grampians Health.
- All team members must adhere to infection control policies and procedures, together with any State and/or Commonwealth Government Covid19 rules, protocols and orders.
- In accordance with current legislation and organisational policy, employees must be willing to undertake and maintain a police check, working with children check and where necessary an NDIS Worker screening check. Ongoing employment will be dependent on the provision of satisfactory checks.

OTHER RELEVANT INFORMATION

- At Grampians Health we recognise and respect diversity. Each person has a right to high-quality health care and opportunities regardless of diversity factors which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age, and socioeconomic status. Inclusiveness improves our service to our community and promotes engagement amongst Grampians Health employees.
- All Grampians Health employees are required to take reasonable care of their own health and safety in the workplace as well as take reasonable care for the health and safety of others who may be affected their acts or omissions. Persons with delegated management functions have an additional duty to provide and maintain a working environment that is safe and free of risks to health, so far as is reasonably practicable in areas where they have management or control. All employees have a duty to report issues they cannot rectify, follow all existing Grampians Health policies and protocols relating to health, safety, wellbeing and injury management and cooperate with any action taken by Grampians Health to comply with the OHS Act or Regulations.
- Statements included in this Position Description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all inclusive. Management may alter this Position Description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).
- An annual performance review will occur with your Manager. Your performance review is intended to be a positive discussion, outlining the key roles and responsibilities outlined in this Position Description. The performance review discussion provides an opportunity to clarify your role, revise key performance activities and identify any objectives or goals for the year ahead.