

Job Description

Antimicrobial Stewardship (AMS) Pharmacist

Directorate of Medical and Elder Services

Position Title:	Antimicrobial Stewardship (AMS) Pharmacist
Organisation Unit:	Medical and Elder Services
Location:	Whangarei Hospital, Te Whatu Ora Te Tai Tokerau
Responsible to:	Pharmacy Manager, Pharmacy, Te Whatu Ora Te Tai Tokerau
	To support the Clinical Microbiology, Infectious Disease, Infection Prevention and Control and Pharmacy services to develop, implement and operationalise antimicrobial stewardship across Te Whatu Ora – Health NZ Te Tai Tokerau, with a focus on safe and appropriate use of antimicrobials and continuous improvement and innovation.

Functional Relationships

The AMS Pharmacist will develop and maintain excellent relationships with:

Internal	External
<ul style="list-style-type: none"> • Pharmacy Manager • Service Manager • Pharmacy Staff • Clinical Microbiology and Infectious Disease service and staff • OPAT team • Infection Prevention and Control Service • All Te Whatu Ora – Health NZ Te Tai Tokerau ward and department staff 	<ul style="list-style-type: none"> • PHARMAC • AMS personnel in Te Whatu Ora – Health NZ • Staff of Mahitahi • Staff employed by Hokianga and Whangaroa Trusts • Drug company representatives • Te Whatu Ora – Health NZ Te Tai Tokerau patients and their support persons • Medication wholesalers and distributors

Key Responsibilities and Expected Outcomes

Te Whatu Ora Te Tai Tokerau has established a set of values by which the organisation will respond, in part, to achieving its goals and objectives through their workforce. The following Values and supporting statements are expected behaviours of each individual employed with Te Whatu Ora Te Tai Tokerau:

Values	Supporting Statement
Tāngata i te tuatahi People First	He whakapapa, he mokopuna, he tamariki, he mātua, he tūpuna. He aha te mea nui. He tāngata, he tāngata, he tāngata Our people are central to all we do
Whakaute (tuku mana) Respect	He whakaaro nui ki ētahi atu We treat others as they would like to be treated
Manaaki Caring	Ko te manaaki – he whāngai, he kākahu, he ropiropi. Akona e te whānau whānui We nurture those around us, and treat all with dignity and compassion
Whakawhitiwhiti Kōrero Communication	Whakawhitiwhiti kōrero i runga te tika, te pono me te We communicate openly, safely and with respect to promote clear understanding and aroha
Te Hiranga Excellence	Kia kaha, kia māia, kia manawa nui Our attitude of excellence inspires confidence and innovation

The position of AMS Pharmacist encompasses the following major functions or key result areas:

- Te Tiriti o Waitangi
- AMS clinical and technical service provision
- Provision of information, patient counselling, teaching and supervision
- Quality improvement and assurance, in collaboration with AMS programme personnel
- Medico-legal Obligations
- General pharmacist duties
- Health and Safety
- Privacy & Confidentiality

The outcome requirements of the above key responsibility areas are outlined below:

Key Responsibility Area	Expected Outcomes
Te Tiriti o Waitangi	<ul style="list-style-type: none"> • Contribute to the promotion of the articles and principles of Te Tiriti o Waitangi and the involvement of Māori within the decision-making process for their health and independence, within Te Whatu Ora – Health NZ management processes and procedures • Include the articles and principles of Te Tiriti o Waitangi within all aspects of the role and its outcomes • Ensure that consultation and engagement processes include appropriate mechanisms to meet the need of Māori in a culturally appropriate and safe manner • Attend Te Whatu Ora – Health NZ Te Tiriti o Waitangi Training
AMS clinical and technical service provision	<ul style="list-style-type: none"> • To support the ongoing development and delivery of a Te Whatu Ora – Health NZ Te Tai Tokerau AMS strategy and programme • Be the expert and provide clinical leadership in Infectious Diseases and Antimicrobial Stewardship including providing clinical advice, support and guidance to others • To promote hospital wide understanding and engagement in the AMS programme • Provide advice regarding prescribing, de-prescribing, dosing, appropriateness and adherence of antimicrobials against guidelines and restrictions, and management of complex infections and therapeutic drug monitoring, and identify, manage and advise on patients with allergies and adverse reactions to antimicrobials • To work with the infectious disease and clinical microbiology teams to develop and review antimicrobial prescribing guidelines and protocols, incorporating HML restrictions • To develop processes for regular surveillance and reporting of antimicrobial consumption and expenditure and restriction compliance, using defined daily doses of antimicrobials – identifying areas for change and improvement • To develop and maintain systems for reducing the inappropriate use of antimicrobials e.g. IV to oral switching, time limited prescriptions • Actively participates in national, regional and local working groups/clinical networks as needed, to identify and implement innovative practice and or service improvements • Membership, attendance and leadership of internal and external committees and forums related to the role e.g. Outpatient Antimicrobial Therapy (OPAT) group • To be the primary liaison with the Infection Prevention and Control Team • To be the pharmacy lead for OPAT and to be the direct link between OPAT and the pharmacy service to ensure appropriate antimicrobial supply and ongoing management • Identifies potential supply and availability issues of antimicrobials and provides solutions to prevent or minimise their impact on patient health and infection services within the Te Whatu Ora – Health NZ • Support the maintenance of IC Net

Key Responsibility Area	Expected Outcomes
Provision of information, patient counselling, teaching and supervision	<ul style="list-style-type: none"> • Provide medicines information on request using appropriate resources and according to medicines information standards • Provide teaching to peers and clinical staff when requested • Provide supervision and training of intern pharmacists, trainee pharmacy technicians, pharmacy technicians and pharmacy undergraduate students and other clinical staff when requested • Provide patient and whanau education and counselling as appropriate and refer appropriate patients to community pharmacy for specific services
Quality improvement and assurance, in collaboration with AMS programme personnel	<ul style="list-style-type: none"> • Develops and reports on effective benchmarking and service deliverable/target criteria • Performs and analyses regular audit for the AMS programme • Establishes an effective mechanism for feedback of audit and improvement needs to prescribers and other clinical personnel • Continually seeks to improve the quality of the delivery of the AMS programme • Clinical and service risks are identified, reported and appropriate actions taken to mitigate, in consultation with the Pharmacy Manager and AMS programme personnel
Medico-legal obligations	<ul style="list-style-type: none"> • Maintains a current Annual Practising Certificate from the Pharmacy Council of New Zealand in the scope of Pharmacist • Participates in a professionally recognised continuing professional development programme • Ensures that all activities within the pharmacy service are conducted within the parameters of appropriate legislation, professional standards of practice and Te Whatu Ora – Health NZ Te Tai Tokerau policies, protocols and procedures • Maintains confidentiality of all patient information

Key Responsibility Area	Expected Outcomes
General pharmacist duties	<ul style="list-style-type: none"> • Works as part of the pharmacy team to ensure operational duties are fulfilled • Participates in clinical ward pharmacist service provision • Participates in dispensary service provision • Participates in standard 7-day rostering of working hours • Participates in pharmacist on call roster • Completes Te Whatu Ora – Health NZ Te Tai Tokerau mandatory training • Participates in pharmacy stock control and purchasing • Participates in pharmacy stocktake processes • Participates in team/pharmacy service quality improvement activities • Participates in variation of standard hours worked as need dictates • Attends and actively contributes to all relevant department and service meetings • Identifies own personal learning and development needs, participates in continuing education and development and training where required and appropriate • Undertakes other duties as requested by the Pharmacy Manager • Meets the changing needs of the service • Membership of external groups as required e.g. NZHPA • Supplies all medicines in accordance with internal protocols and Pharmaceutical Schedule specifications • Monitors those medications subject to therapeutic drug monitoring • Support and share knowledge with pharmacy staff and external pharmacy students, as required • Continually strive for excellence and aim to identify areas for potential improvement in routine tasks
Health & Safety	<ul style="list-style-type: none"> • Observe and promote safe work practices, rules and instructions relating to work, and be pro-active in hazard management • Willingly co-operate in the achievement of all health and safety goals and initiatives by: <ul style="list-style-type: none"> • Practicing and observing safe work methods; • The use of safety equipment; • Reporting unsafe conditions or equipment; and • Reporting and documenting all accidents or incidents
Privacy and Confidentiality	<ul style="list-style-type: none"> • Undertake all duties and responsibilities in accordance with the Privacy Act 2020, Health Information Privacy Code 2020, and Privacy Policies and Procedures of Te Whatu Ora Te Tai Tokerau • Complete mandatory induction training on Privacy responsibilities

Variation of Duties

Duties and responsibilities described above should not be construed as a complete and exhaustive list as it is not the intention to limit in any way the scope or functions of the position. Duties and responsibilities may be amended from time to time, in consultation with the employee, to meet any changing conditions and service requirements.

Person Specification

Education and Qualifications

Essential	Desirable
<ul style="list-style-type: none">• Registration with the Pharmacy Council of New Zealand• Holder of a current annual practising certificate in the scope of Pharmacist• Post graduate qualification in a relevant clinical area (or equivalent pharmacy experience)	

Experience

Essential	Desirable
<ul style="list-style-type: none">• At least five years post-registration experience as a practising pharmacist• Recent hospital pharmacy experience in a relevant clinical role• Proven experience with diverse teams and achieving goals• Proven experience in communicating with and influencing diverse groups of people• Experience in educating and supporting others	<ul style="list-style-type: none">• A high degree of IT literacy including use of Excel and databases• Experience in educating and supporting others• Experience in change management

Awareness and Understanding of

Essential	Desirable
<ul style="list-style-type: none">• Te Tiriti o Waitangi and its application to the health setting• Privacy Act (2020) and Health Information Privacy Code (2020)• Health and Safety at Work Act 2015	<ul style="list-style-type: none">• Health and Disability Commissioner (Code of Health and Disability Services Consumers' Rights) Regulations (1996)• New Zealand Council of Healthcare Standards

Skills & Personal Attributes

Skills
<ul style="list-style-type: none">• Enthusiastic commitment to providing the best possible service to patients• Energy, drive and enthusiasm combined with tolerance and persistence• Excellent computer skills• Excellent written and verbal communication skills• Demonstrates a high level of current technical and professional skills• Ability to develop productive and positive relationships, using diplomacy and tact• Shows initiative and works proactively to achieve personal and team goals• Ability to work well alone, self-motivate and be proactive and flexible, and be responsible for meeting own targets and managing own time and resources• Ability to critically analyse processes and situations and develop improvements• Ability to manage a challenging and complex workload and prioritise tasks appropriately• Ability to influence diverse groups of people effectively and diplomatically to drive change• Perseveres with tasks and achieves objectives despite obstacles• Consistent high level of performance of routine and non-routine tasks

Personal Attributes
<ul style="list-style-type: none">• Outcome focused• Motivated, innovative and self-directed• Commitment to personal professional development• Organised and methodical• Flexible, can do attitude

Performance Development Review

An initial review of performance will be conducted after three months, with an annual review thereafter.

An individual Development Plan will be developed to reflect the contribution this position is expected to make towards achieving the team's objectives and measures. Key result areas will be developed and agreed at this time.

Authorised by: _____

Signature: _____

Date: _____

Acceptance

Acceptance of the position implies acceptance of this position description.

Position Title: Antimicrobial Stewardship
Pharmacist - Pharmacy

Signature of employee: _____

Date: _____