

Te Whatu Ora Health New Zealand Te Matau a Māui Hawke's Bay	POSITION TITLE	Māori Clinical Pharmacist Facilitator		
	GROUP	Whānau & Communities	DEPARTMENT	Clinical Pharmacist Facilitation Team
	REPORTING TO (operationally)	Team Leader	REPORTING TO (professionally)	Team Manager (Clinical Pharmacist facilitation)
DIRECTORATE RESPONSIBILITIES & DIRECT REPORTS	<ul style="list-style-type: none"> ▪ This position is funded and administered by Te Whatu Ora Te Matau a Māui, Hawkes Bay, but covers both primary and secondary care work environments. ▪ Staff reporting – Nil Direct or Indirect 			
PURPOSE OF THE POSITION	<p>Integration of clinical pharmacy practice into Māori Health providers and primary care teams to promote and facilitate:</p> <ul style="list-style-type: none"> ● Māori Consumer feedback and data to inform the development of programmes within Te Whatu Ora, Te Matau a Maui and community that support better health outcomes for Māori ● Quality, safe, and wise utilisation of medication and diagnostic services ● Direct and timely access to medicines management for patients, Māori health practitioners and primary care teams. ● Independent clinical medicine reviews to achieve optimal patient outcomes- emphasis on effective engagement and whanau-centred care. ● Continuous monitoring and implementation of best practice guidelines ● Continuous quality improvement (CQI) activities including the provision of education, audit, prescribing analysis reports and feedback to influence improvement in line with best practice. ● To role model, participate and contribute to the delivery of the Hawkes Bay Health sector vision, values, and behaviours. 			

Clinical Practice- Te Mahi Haumanu

Delivery of an accessible service to promote the quality, safe and judicious utilisation of medication and diagnostics in partnership with patients, GPs, nurses, and other health practitioners.

- Demonstrates an awareness of health inequities, with evidence of implementing actions within own clinical practice towards reducing these for health consumers and their whanau.
- Demonstrates provision of culturally safe practice and a confident approach to partnership with health consumers and their whanau
- Provides independent and objective clinical medicine reviews (e.g. Medicines Therapy Assessment, Comprehensive Medicines Management), medicine reconciliation or similar.
- Provides a source of objective, comparative and unbiased medicines information, relating to efficacy, side effects, interactions and contra-indications for existing and new pharmaceuticals to prescribers and other primary care providers as well as patients.
- Responsive to patient and health provider requests for information about the use of medicines.
- Maintains accurate, objective and appropriate patient records and maintains patient confidentiality.
- Communicates recommendations with patients and health providers and ensures clarity of information and follow up of agreed medication management plan.
- Research specific topics when appropriate. Produces a concise summary for distribution to Māori health providers and primary care providers, aimed at increasing awareness.
- Maintains a safe environment for patients, staff, whanau, and the public.

- Support Primary and health services to develop their capacity to work better with Māori families.
- Actively contributes to the discussions around improving services for Māori
- Behaviour demonstrates cultural appropriateness and sensitivity
- Demonstrates an understanding of Health disparities and barriers that affect Māori patients and their whanau

Service Improvement & Research – Te Whakapai Ratonga me te Rangahau

- Reviews patients processes to ensure Māori patients and their whanau receive care and other social interventions in a timely way
- Respond to the equitable distribution of healthcare beyond traditional models of care
- Interprets pharmacy and laboratory data analyses reports and discusses them with the Māori health providers and other primary healthcare staffs both individually or at peer review group meetings to influence change in prescribing behaviour towards best practice.
- Works closely with the Population based pharmacist(s) (Health Hawke’s Bay PHO) in the development and delivery of Best Practice messages.
- Proactive and responsive when working with Māori health providers and primary care practitioners to improve awareness and implementation of national or local guidelines (pharmaceuticals and laboratory tests).
- Organising CQI (from conception to completion) around pharmaceuticals or classes of pharmaceuticals where use has been shown to be less than optimal or even inappropriate, or where certain goals have been set regarding utilisation.
- Support Māori health providers to complete CQIs of regional priority or importance.
- Monitors performance and is proactive in the delivery of quality improvements.
- Facilitating, or contributing to the continuing professional development of Māori health practitioners. This will include consultation with key stake holders and engaging with general practitioners, nurses and pharmacists, and other primary and community health care practitioners.

- Broadens research and development skills through participation in local audit and research projects as identified by colleagues, professional leaders or Advanced or Expert CPF.
- Participates and leads quality improvement activities to develop and improve service delivery, clinical practice, or professional standards.
- Develops and /or participates in regional and national professional networks as appropriate to area of work.
- Establishes working partnerships with external organisations to promote integrated working.
- Contributes to annual planning process, including identifying gaps in service and participating in work activities that may result from the planning process.
- Practises in a way that utilises resources (including staffing) in the most cost-effective manner
- Awareness of and complies with all legislative and contractual requirements as applicable to the role (e.g. Health and safety in Employment Act 1992, Privacy Act 1993, Vulnerable Children’s Act 2014, Privacy Act, ACC service specifications etc.)

Teaching & Learning - Ako Atū, Ako Mai

KEY DELIVERABLES

	<ul style="list-style-type: none"> • Maintains competency to practice through identification of learning needs and Continuing Professional Development (CPD) activities. This must comply with professional registration requirements. • Contributes to training within the team/service. • Supervises, coaches, educates, and assesses the performance of pharmacy students. • Provides interprofessional education in direct clinical area, or discipline specific teaching across teams and services. • Demonstrates the ability to critically evaluate research and apply to practice. • Maintains an awareness of current evidence-based practice developments in the clinical areas being worked in, make recommendations, and implements changes in practice. • Involved in the induction and training of newly appointed staff as required. • Completes mandatory training as applicable for the role. • Participates positively in an annual performance review and associated clinical assurance activities. • Participates in regular professional supervision in line with the organisation’s requirements and professional body. • Provides mentoring and clinical support and / or professional supervision where required. • Role models Hawke’s Bay Sector values and behaviours. <p>Leadership & Management - Te Ārahi me te Whakahaere</p> <ul style="list-style-type: none"> • Attends and contributes to relevant department, clinical and team meetings, leading and facilitating such meetings as requested. • Assists team leaders and professional leaders in clinical assurance activities of clinical pharmacy staff as requested. 		
<p>HEALTH & SAFETY RESPONSIBILITIES</p>	<p>Whatu Ora Te Matau a Māui, Hawkes Bay is committed to maintaining and promoting the health & safety of all its staff, contractors, volunteers, and patients. In this role, your duties are:</p> <ul style="list-style-type: none"> • Not to do anything that puts your own H&S at risk • Not to do anything that puts others H&S at risk • To follow all health and safety policies and procedures • To follow all reasonable health and safety instructions <p>(You have the right to cease work if you believe that you, or others, are at risk of serious harm).</p>		
<p>KEY WORKING RELATIONSHIPS</p>	<table border="0"> <tr> <td data-bbox="355 1131 925 1491"> <p>INTERNAL</p> <ul style="list-style-type: none"> • The Clinical Pharmacist Facilitation Team. • Team Leader (Clinical Pharmacist Facilitation): • The wider Health Hawke’s Bay team. • Allied Health Professionals, Professional Leader, Systems Lead for Medicine, & Director of Allied Health • Te Wāhanga Hauora Māori Te Whatu Ora Te Matau a Māui, Hawkes Bay </td> <td data-bbox="925 1131 1554 1491"> <p>EXTERNAL</p> <ul style="list-style-type: none"> • Community Services and Agencies • Nominated Age Related Residential Care (ARRC) teams • All other Health Providers, including PHO, GPs • Community Pharmacy teams • Hawke’s Bay Hospital Pharmacy team • Māori and Pacific and NGO providers. </td> </tr> </table>	<p>INTERNAL</p> <ul style="list-style-type: none"> • The Clinical Pharmacist Facilitation Team. • Team Leader (Clinical Pharmacist Facilitation): • The wider Health Hawke’s Bay team. • Allied Health Professionals, Professional Leader, Systems Lead for Medicine, & Director of Allied Health • Te Wāhanga Hauora Māori Te Whatu Ora Te Matau a Māui, Hawkes Bay 	<p>EXTERNAL</p> <ul style="list-style-type: none"> • Community Services and Agencies • Nominated Age Related Residential Care (ARRC) teams • All other Health Providers, including PHO, GPs • Community Pharmacy teams • Hawke’s Bay Hospital Pharmacy team • Māori and Pacific and NGO providers.
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DELEGATION AND DECISION	<ul style="list-style-type: none"> • Works autonomously with a high degree of independence to achieve the plan and problem solve complex issues as they arise. • Agrees accountabilities and standards of performance and regularly providing feedback, taking corrective action as appropriate and acknowledging good performance. • Maintains relationships with wider clinical pharmacist facilitator team and the general practice teams and community pharmacies
HOURS OF WORK	0.5 FTE / 40 hours a fortnight
EMPLOYMENT AGREEMENT & SALARY	In accordance with the clinical pharmacist facilitator collective agreement (SECA) steps 1-6 according to qualifications and experience pro-rated for hours worked. (this will increase once pay equity is finalised)
DATE	January 2024
EXPENDITURE & BUDGET ACCOUNTABILITY	Nil
SCOPE & COMPLEXITY	<ul style="list-style-type: none"> ▪ A strong emphasis on improving services & reducing inequities for Pasifika and Māori whānau, hapū and iwi ▪ Ensure smooth and effective pathway for Tamariki / rangatahi / whānau /kaumatua/kuia referred to the service to ensure barriers to services are reduced ▪ Competent engaging and addressing cultural needs of the consumer and whānau ▪ Active participation in service area decision making including initiatives to strengthen interventions and engagement practices with Māori peoples and integrating Māori models of healthcare ▪ Supports a holistic approach within a progressive service to better enable collaborative relationships and integrated pathways ▪ Able to solve routine problems and initiate seeking assistance to solve complex issues as they arise. • Working in a busy environment requiring robust organisation skills, time management and efficient communication skills.

ESSENTIAL CRITERIA

Qualifications

- Bachelor of Pharmacy or equivalent.
- New Zealand Registered Pharmacist with current annual practising certificate (APC).
- **Experience** Focus on delivering high quality care for the patient/client/whanau
- Te Reo language skills
- Knowledge and practice of Māori peoples and their worldviews
- Self-motivated in developing clinical and professional practice of self and others
- Ability to contribute positively to the inter-professional /multidisciplinary team.

Business / Technical Skills

- Proficiency in Microsoft Office, Word, i.e. (Outlook, Excel, PowerPoint, Internet resources and e-mail).
- Clean current full NZ driver's license.

Key Attributes

- Excellent written and verbal communication skills and collaborative ability
- Self-motivated in developing clinical and professional practice of self and others
- Positive attitude with problem solving focus
- Continuous improvement focus
- Enjoys working across teams and services – providing mentoring and expert advice
- Innovative and an ability to influence
- Demonstrated behaviours that align with the core values of the Te Whatu Ora Te Matau a Māui, Hawkes Bay
- Excellent prioritisation and time management skills
- Ability to follow set procedures and protocols
- Ability to build constructive and effective relationships

Effectively Engaging with Māori

- Demonstrates the ability to engage effectively and respectfully with Māori consumers (patients/families/whanau) and staff
- Demonstrates knowledge and understanding of local tikanga and Māori culture sufficiently to be able to respond appropriately to Māori
- Demonstrates ability to apply the Treaty of Waitangi within the Service.
- Shows commitment to and demonstrates the behaviours of the health sector.

Physical requirements for role: -

Fit to practice

Vaccination status for role:

Vaccinations as per the current employee immunisation policy including annual influenza vaccination

DESIRABLE CRITERIA

- Working knowledge of Māori Models of Health and contemporary Māori Health Documents
- Post graduate qualifications and education in clinical pharmacy (or working towards)
- Experience speaking and teaching groups
- Project management skills
- Knowledge about how the organization works and the culture of the organization.



Our Vision and Values

Te hauora o te Matau-a-Māui: Healthy Hawke's Bay

Excellent health services working in partnership to improve the health and wellbeing of our people and to reduce health inequities within our community.



HE KAUANUANU RESPECT

Showing **respect** for each other, our staff, patients and consumers. This means I actively seek to understand what matters to you.



ĀKINA IMPROVEMENT

Continuous **improvement** in everything we do. This means that I actively seek to improve my service.



RARANGA TE TIRA PARTNERSHIP

Working together in **partnership** across the community. This means I will work with you and your whānau on what matters to you.



TAUWHIRO CARE

Delivering high quality **care** to patients and consumers. This means I show empathy and treat you with care, compassion and dignity.