

Te Whatu Ora Health New Zealand Te Matau a Māui Hawke's Bay	POSITION TITLE	Clinical Pharmacist Facilitator- Community Mental health & addictions (CMH&A)		
	GROUP	Whānau & Communities	DEPARTMENT	Clinical Pharmacist Facilitation Team
	REPORTING TO (operationally)	Team Manager(Clinical Pharmacist Facilitation)	REPORTING TO (professionally)	Team Leader (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. 			
PURPOSE OF THE POSITION	<p>Integration of clinical pharmacy practice into CMH&A team and primary care teams to promote and facilitate:</p> <ul style="list-style-type: none"> Quality, safe and wise utilisation of medication and diagnostic services Direct and timely access to medicines management for tangata whaiora, mental 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. 			
KEY DELIVERABLES	<p>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</p> <ul style="list-style-type: none"> 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. Researches specific topics when appropriate. Produces a concise summary for distribution to CMH&A team and primary care providers, aimed at increasing awareness. Maintains a safe environment for tangata whaiora , staff, whanau and the public. <p>Continuous monitoring and implementation of best practice guidelines</p> <ul style="list-style-type: none"> Interprets pharmacy and laboratory data analyses reports and discusses them with the CMH&A teams 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 CMH&A team and primary care practitioners to improve awareness and implementation of national or local guidelines (pharmaceuticals and laboratory tests). <p>Continuous Quality Improvement</p> <ul style="list-style-type: none"> Organising CQI (from conception to completion) around particular 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 CMH&A teams 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 CMH&A 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. 			

<p>HEALTH & SAFETY RESPONSIBILITIES</p>	<p>Te 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>	<p>INTERNAL</p> <ul style="list-style-type: none"> • The Clinical Pharmacist Facilitation Team. • Team Leader (Clinical Pharmacist Facilitation): Line manager. • Community mental health and addiction teams • Patients / Tangata whaiora and whānau • 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 • Other teams relevant to supporting the Tangata Whaiora and whānau journey 	<p>EXTERNAL</p> <ul style="list-style-type: none"> • Client /patient/ tangata whaiora and their whānau • 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.

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 3-6 per annum according to qualifications and experience pro-rated for hours worked.
DATE	Jan 2024
EXPENDITURE & BUDGET ACCOUNTABILITY	Nil
SCOPE & COMPLEXITY	<ul style="list-style-type: none"> ▪ 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 ▪ A strong emphasis on improving services & reducing inequities for Māori whānau, hapū and iwi ▪ Active participation in service area decision making including initiatives to strengthen interventions and engagement practices with Māori, (whānau, hapū and iwi) and integrating Māori models of healthcare ▪ Supports a holistic approach within a progressive service to better enable collaborative relationships and integrated pathways

ESSENTIAL CRITERIA

Qualifications

- Bachelor of Pharmacy or equivalent.
- New Zealand Registered Pharmacist with current annual practising certificate (APC).

Experience

- Expectation of at least 2 years clinical practice
- Focus on delivering high quality care for the patient/client/whānau.
- 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

- Post graduate qualifications and education in clinical pharmacy (or working towards)
- Experience speaking and at teaching to 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 TETIRA 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.