

Health New Zealand Te Whatu Ora	POSITION TITLE	Clinical Pharmacist Facilitator		
	DIRECTORATE	Whānau and Communities	DEPARTMENT	Pharmacy
	REPORTING TO (operationally)	Manager (Clinical Pharmacist Facilitation)	REPORTING TO (professionally)	Team Leader (Clinical Pharmacist Facilitation)
DIRECTORATE RESPONSIBILITIES & DIRECT REPORTS	This position is funded and administered by Health New Zealand Te Whatu Ora Te Matau a Māui Hawke's Bay but general practice based. Staff reporting - 3 monthly Direct			
PURPOSE OF THE POSITION	Integration of clinical pharmacy practice into primary care team to promote and facilitate: <ul style="list-style-type: none"> Quality, safe and wise utilisation of medication and diagnostic services. Direct and timely access to medicines management expert for primary care practitioners and patients. Independent clinical medicine reviews (medicines therapy assessments) to achieve optimal patient outcomes - emphasis on effective engagement and patient-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. 			
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 primary care providers, aimed at increasing awareness of all primary care practitioners when appropriate. Maintains a safe environment for patients, staff 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 GPs 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 Clinical Facilitator (Medicines & Diagnostics) (Health Hawke's Bay PHO) in the development and delivery of Best Practice messages Proactive and responsive when working with 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 general practice 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 primary care 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. 			
HEALTH & SAFETY RESPONSIBILITIES	Te Whatu Ora - Health New Zealand, Te Matau a Māui, Hawke's Bay is committed to maintaining and promoting the health & safety of all its staff, contractors, volunteers and patients. In this role, your duties are: <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 			

	(You have the right to cease work if you believe that you, or others, are at risk of serious harm).	
KEY WORKING RELATIONSHIPS	<p>INTERNAL</p> <ul style="list-style-type: none"> • The Clinical Pharmacist Facilitation Team. • Team Leader (Clinical Pharmacist Facilitation): Line manager. • Nominated General Practice teams. • Nominated Age Related Residential Care (ARRC) teams (if appropriate). • Patients. • Clinical Advisory Pharmacist (HHB) • The wider Health Hawke’s Bay team. • Chief Pharmacist. • Portfolio manager – Integration 	<p>EXTERNAL</p> <ul style="list-style-type: none"> • Community Pharmacy teams • Te Whatu Ora - Health New Zealand, Te Matau a Māui, Hawke’s Bay 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 in primary care and liaises across the primary/secondary care interface to achieve the plan and problem solve complex issues as they arise. • Supports team leader in the mentorship and development of competent, motivated and well-trained staff. 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 team and community pharmacies. 	
EMPLOYMENT AGREEMENT & SALARY	In accordance with the APEX & Te Whatu Ora - Health New Zealand, Te Matau a Māui, Hawke’s Bay Clinical Pharmacist Facilitators Collective Employment Agreement – Step 1 - 8 gross per annum according to qualifications and experience pro rata for hours worked.	
DATE	September 2024	
HOURS OF WORK	Permanent, Full-time, 80 hours per fortnight (1FTE), Monday to Friday	
EXPENDITURE & BUDGET ACCOUNTABILITY	Nil	
SCOPE & COMPLEXITY	<ul style="list-style-type: none"> • Contribute to the strategic development of the clinical pharmacist service through the Team. • Integration and influence of primary care practitioners including GPs, nurses, nurse practioners, receptionists • Undertakes complex prescription data analysis to influence improvement and able to demonstrate effects of interventions over time (continuous quality improvement). • Supervision and mentorship of foundation level pharmacists undertaking audits and secondments and all levels of pharmacists whilst developing within the team. • Works strictly to and within current scope of pharmacy practice. • Effectively managing time and prioritising a patient task workload whilst balancing continuous quality improvement project work within the agreed time frame. • Continuing Professional Development commitment. • Home visits/consultations with strict adherence to health and safety policy. 	

ESSENTIAL CRITERIA

Qualifications

- Registered as a Pharmacist with the Pharmacy Council of New Zealand holding a valid Annual Practising Certificate (APC) with no restrictions.
- Holds a relevant clinical post-graduate qualification, is working towards this, or has work experience sufficient to demonstrate general pharmaceutical knowledge in core areas and/or specialist pharmaceutical knowledge in management of long-term conditions.
- NZ driver licence

Experience

Demonstrates the ability in the following aspects of clinical practice:

- Promotion of the quality and safe use of medicines.
- Medicine review services, e.g. Medicines Therapy Assessment, Comprehensive Medicines Management or similar.
- Critical appraisal skills and provision of medicine information.
- Continuous quality improvement activities.
- Experience and ability to build, develop, and maintain professional relationships within the health sector.
- An ability to practice autonomously and innovatively and to develop the role in line with Te Whatu Ora - Health New Zealand, Te Matau a Māui, Hawke's Bay and Health Hawke's Bay PHO's evolving strategic direction.

Business / Technical Skills

- Demonstrates an understanding of continuous quality improvement
- Analytical skills – includes data analysis, spreadsheet manipulation, ability to set up and analyse a technical report. Ability to read, analyse and explain clinical papers. Working competency in the use of WORD and Excel.

Key Attributes

- Credibility and integrity (embraces professionalism and ethical practice).
- Excellent oral and written communication skills.
- Excellent organisational skills.

Effectively Engaging with Māori

- Demonstrates knowledge and understanding of local tikanga and Māori culture sufficiently to be able to respond appropriately to Māori
- Is visible, welcoming and accessible to Māori consumers and their whānau
- Actively engages in respectful relationships with Māori consumers and whānau and the Māori community
- Actively seeks ways to work with Māori consumers and whānau to maximise Māori experience
- Actively facilitates the participation of whānau in the care and support of their whānau member

Physical requirements for role: -

- None

Vaccination status for role:

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

DESIRABLE CRITERIA

Experience

- Holds a post-graduate clinical pharmacy qualification.
- Holds Medicines Therapy Assessment (MTA) accreditation.
- Member or associate of the New Zealand College of Pharmacists'.
- Member of the New Zealand Hospital Pharmacists' Association (NZHPA) and/or Clinical Advisory Pharmacists' Association (CAPA).
- Evidence of project management experience and skills.
- A good understanding of primary care and the primary health care sector, including knowledge of general practice systems and processes.
- Competency as a user of the MedTec, My Practice or Houston practice management systems.
- Knowledge of the major health issues confronting Hawke's Bay.
- Knowledge of relevant Government health strategies especially the Primary Care Health Strategy.

Business / Technical Skills

- Understanding of organisational dynamics and able to work effectively in a complex multi-professional workplace.
- Advanced IT skills including use of Pivot tables



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.