



NATIONAL REHABILITATION HOSPITAL

SENIOR PHARMACIST FULL/PART TIME

Particulars of Office

1. The appointment is full/part time, permanent/temporary, panel and pensionable.
2. **Salary**
Remuneration is in accordance with the salary scale approved by the Department of Health and Children Current scale.
3. **Superannuation**
The terms of the Voluntary Hospitals Superannuation Scheme and the Voluntary Hospitals Spouses and Children's Scheme or the Single Public Service Pension Scheme will apply to the position and superannuation contributions at the appropriate rate will be payable in accordance with the provisions of the scheme.
4. **Duties**
The incumbent will perform such duties as are outlined in the attached Job Description.
5. **Hours of Work**
The normal hours of work associated with the post are 37 hours per week usually discharged between the hours of 8.00am and 8.00pm on a Monday to Saturday basis. The appointee may be required to attend at such other times as are required for the proper discharge of duties including attendance outside normal working hours.
6. **Retirement**
No age restrictions shall apply to a candidate except where he/she is not classified as a new entrant (within the meaning of the Public Service Superannuation (Miscellaneous Provisions) Act, 2004). In this case the candidate must be under 65 years of age on the 1st day of the month in which

the latest date for receiving completed application forms for the office occur. Continued employment is conditional upon capacity and conduct of the employee.

7. Probation

The successful candidate will be appointed initially for a probationary period of 6 months. During the probationary period, progress or otherwise will be monitored and at the end of the period, the service will be;

- a) Certified as satisfactory and confirmed in writing;
- b) In certain circumstances this period may be extended and in such case you will be advised in writing of this and the duration of the extension.

8. Annual leave

Annual leave and public holidays are granted in accordance with the provision of the Organisation of Working Time Act. 1997. Your annual leave entitlement will be advised to you by the Human Resources Department in your contract of employment. Annual Leave may be based on a number of factors such as grade, years of service and whole time equivalency.

9. Sick Leave

Payment of salary during illness will be in accordance with arrangements as approved from time to time by the Department of Health and Children.

10. Termination of office

The employment may be terminated at any time by two months notice on either side except where circumstances are dictated by the Minimum Notice and Terms of Employment Act 1973/77. The Management's right under this paragraph shall not be exercised save in circumstances where the Management is of the opinion that the holder of the office has failed to perform satisfactorily the duties of the post or has misconducted himself/herself in relation to the post or is otherwise unfit to hold the appointment.

11. Garda Vetting Checks

Arrangements have been introduced, on a national level, for the provision of Garda Vetting Checks in respect of candidates for employment in areas of the Health Service, where it is envisaged that potential employees would have substantial access to children or vulnerable adults in the course of their duties. Garda vetting is done for the protection of these groups and the National Rehabilitation Hospital reserves the right to re-vet employees at any future point, as deemed appropriate by Hospital Management.

12. Confidentiality

In the course of your employment you may have access to or hear information concerning the medical or personal affairs of patients and/or staff, or other health services business. Such records and information are strictly confidential and unless acting on the instructions of an authorised officer, on no account

must information concerning staff, patients or other health service business be divulged or discussed except in the performance of normal duty. In addition records must never be left in such a manner that unauthorised person can obtain access to them and must be kept in safe custody when no longer required.

13. Hygiene

During the course of employment staff are required to ensure that the hospital's hygiene and infection control policies are adhered to at all times. All employees have responsibility to prevent transmission of infection by adhering to and implementing optimal hand hygiene and adhering to the Hospital's Hygiene processes. Hygiene is a fundamental component of the National Rehabilitation Hospital's quality system to ensure the safety and well being of its patients and staff and plays a role in the prevention and control of healthcare associated infection.

14. Policies / Legislation

All Hospital policies and procedures form an integral part an employment contract and may be subject to update and revision, from time to time, in consultation with union representatives as appropriate. Employees are required to comply with all hospital policies, procedures (e.g. Dignity at Work, Trust in Care, Computer Usage Policy) and the Hospital's ethical codes of practice.

Employees are required to abide by the hospital's code of behaviour and the code of practice as defined by their relevant professional body.

15. Disability Census

As part of the NRH's commitment to supporting the employment of people with disabilities and to comply with the requirements of the Disability Act 2005, all staff are required to inform the NRH's Equality Officer and Director of Human Resources Ms. Olive Keenan, of any personal disabilities, if any. This information is only requested in the event that appropriate arrangements must be put in place during the course of one's employment and will be stored by the Equality Officer in compliance with Data Protection legislation.

16. HR Department Privacy / GDPR Policy

In order to carry out its administrative functions the Human Resource Department in the National Rehabilitation Hospital collects and processes personal data relating to individuals, which includes the job applicants and staff of the Hospital. The Human Resources Department takes the confidentiality of all personal data seriously and consequently takes all necessary steps to comply with data protection legislation including the

GDPR. The Human Resource Department collects personal data only in order to meet specific lawful purposes, and will retain that data only for so long as necessary. We also ensure that all reasonable technical and organisational security measures are in place to safeguard personal data.

Ordinarily, the Human Resource Department will not pass personal data to any third party except where required by law, or under statutory obligations, or to fulfil a contract of employment or for other legitimate purposes as balanced against the rights and interests of the Data Subject. If you have any concerns about how your personal data is processed, you may contact our Data Protection Officer (dpo@nrh.ie). Please refer to the National Rehabilitation Hospital Human Resources Privacy Policy Document for more information. The Policy Document is available on request from the Human Resources Department.



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1. Qualifications

The candidate must, on the latest date for receiving completed application forms for the office, possess:

- Current registration with Pharmaceutical Society of Ireland (PSI).
- 3 years previous relevant experience.
- The requisite knowledge and ability (including a high standard of suitability and management ability) for the proper discharge of the duties of the office.

2. Health

Candidates or any person holding the office must be free from any medical condition which would render them unsuitable to hold the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.

For the purposes of satisfying the requirements as to health, it will be necessary for each successful candidate before he/she is appointed to undergo a medical examination by a qualified medical practitioner to be nominated by the Chief Executive or designated officer. Any irregularities reported as a result of this examination which render the incumbent unsuitable for the post must be remedied / addressed before appointment.

Health Promotion – The Hospital is committed to promoting healthy lifestyles for both patients and staff. Staff are expected to participate in initiatives to support better health and well-being in line with the Hospital objectives.

3. Character

Candidates for and any person holding the office must be of good character.



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JOB DESCRIPTION

Title: Senior Pharmacist

Purpose of the Position:

- Conduct day-to-day operations of the pharmacy service within an evidence-based quality and multi-disciplinary healthcare environment.
- Exercise professional judgement in resolving problems and take a leading role in identification, development and implementation of quality improvements.
- Staff management and supervision, in-service training and professional development and development of medicines protocols.
- Pharmacy department planning and performance monitoring, benchmarking and work practices development.
- To provide a pharmaceutical Service to the patients at the NRH
- To deputise for the Chief Pharmacist and act as the supervising pharmacist in his/ her absence.

Responsible to : Pharmacy Manager

Accountable to: **The Chief Executive or his nominee**

Liaison / Communication: The proper performance of these duties will require a high degree of liaison and communication with managers and staff throughout the hospital in the course of their normal duties and responsibilities.



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JOB DESCRIPTION

Overview of the Role

- The Senior Pharmacist will be accountable for ensuring the efficient day to day administration of the Senior Pharmacist function.
- He/She will be expected to ensure that deadlines are met. He/She will need to ensure that accurate attention is paid to detail and consistent adherence to policies and procedures.
- He/She will be expected to co-operate and work in harmony with other teams and disciplines in the hospital.
- He/She will be expected to treat service users with dignity and respect, as per the national Rehabilitation Hospital's Dignity at Work Policy.

ACCOUNTABILITY, DUTIES AND RESPONSIBILITIES

General Accountability

- Maintain awareness of the Mission and Values of the Hospital in all dealings with Patients, families / carers, colleagues and others
- Adhere to hospital policies, procedures and professional codes of practice
- Participate in service review and development within the Hospital Strategy
- Ensure that a safe environment is maintained for staff and visitors in compliance with Health and Safety requirements and best practice.
- Being responsible for the day to day security of the work area to which assigned, with particular awareness of fire regulations and security arrangements.
- Keeping up to date with all relevant mandatory training

Specific Accountability

- Development and provision of a quality pharmacy clinical service within the National Rehabilitation Hospital
- Maintain own professional development
- Have knowledge of current theories and practice currently within the field of Pharmacy.

Outline of Duties and Responsibilities

CLINICAL

- Provide a clinical pharmacy service to the wards
- Provide clinical training to pharmacy interns
- Assist in the provision of a clinical training program for NRH pharmacy staff
- Actively promote and participate in continuing education and training programs.
- Provide timely pharmaceutical advice to all healthcare professionals
- To provide evaluated, impartial and up to date information with respect to patient's medications.
- To counsel patients on their medications
- To provide education on pharmaceutical matters to other Healthcare workers.
- To develop and implement procedures and SOP's for the benefit of improved patient care

Dispensary

- Procure, dispense and supply drugs, pharmaceuticals and other related items required in the care of patients in the hospital and ensure that their pharmaceutical care needs of patients are met.
- Ensure safe, effective and economic use of drugs within legal requirements.
- Provide evidence-based medicines information with respect to patients medications.
- Review medications where possible and advise clinicians on optimal use of medicines.
- Ensure compliance with medicine legislation and policies relating to pharmaceuticals.
- Participate in the medicines reconciliation process
- Supervise and support staff accountable to you
- Be Innovative and forward thinking in the provision of pharmaceutical services to patients in the new hospital.
- To develop and implement dispensary procedures and SOP'S
- To provide advice and assistance to technical staff regarding purchasing, distribution and dispensing.

Quality improvement

- Participate in quality improvement projects
- Assist in development of audit and risk management strategies.
- Participate in CRMS project (Clinical Rehabilitation Management System) in relation to the electronic health care record and electronic prescribing.
- Participate in developing our service in line with the NRH strategic goals
- Participate in ongoing education, skills training and research opportunities to reflect our University Hospital status.
- Participate in maintaining CARF (Commission on Accreditation of Rehabilitation Facilities) standards and accreditation

Other

- Attend meetings as required by Chief Pharmacist and communicate information to other members of staff or departments.
- Identify and plan training and professional development for the pharmacy team
- Be forward-looking and innovative in departmental matters
- To carry out performance review on staff reporting to you
- Carry out other duties appropriate to the post assigned by the Chief Pharmacist

Patient Safety & Quality

The NRH prioritises the delivery of quality and safe patient care under HIQA and other quality standards. It is the responsibility of all staff at all levels to ensure that the highest level of quality services required for each patient is maintained. If you have a concern regarding any issue of patient safety and well-being please bring this to the immediate attention of your manager.

Quality and Patient Safety supports the Health Service to deliver high quality and safe services to patients and service users. The post-holder is responsible and accountable to deliver a quality service that ensures patient safety. The post holder will work within a risk management framework that complies with the Health Information and Quality Authority (HIQA) National Standards and other quality standards as appropriate.

The extent of speed and change in the delivery of health care is such that adaptability is essential for all staff. The post-holder will be required to maintain, develop and enhance the necessary professional knowledge, skills and aptitudes required to respond to a changing situation.

This Job description does not contain an exhaustive list of duties, and the post holder may be required to undertake additional responsibilities. It will be reviewed from time to time in order to adapt and develop the role, according to service needs and Hospital policies.

I agree that this position description clearly outlines the specific responsibilities and duties that are to be carried out as part of this role. I also understand that these represent the minimum requirements to perform the duties at the current level.

To be signed by the post holder.

Employee Name: _____

Line Manager Name: _____

Employee Signature: _____

Manager's Signature: _____

Date: _____

Date: _____