



POSITION DESCRIPTION

POSITION TITLE:	PHARMACIST
DEPARTMENT:	PRIMARY CARE, MY HEALTH TEAM
CLASSIFICATION:	PHARMACIST
UNION:	MGEU - PROFESSIONAL TECHNICAL

REPORTING RELATIONSHIPS

POSITION REPORTS TO:	CLINICAL TEAM MANAGER, PRIMARY CARE - MY HEALTH TEAM
POSITIONS SUPERVISED:	NOT APPLICABLE

POSITION SUMMARY

The Pharmacist – Primary Care - My Health Team will serve as the primary care clinical pharmacist for the designated My Health Team, providing care and support to its participating clinics and their patients.

The Pharmacist will provide comprehensive pharmaceutical services according to professional standards under the provision of the Pharmaceutical Act of Manitoba, the policies of the Interlake-Eastern RHA and in accordance with Accreditation Canada Standards.

This Pharmacist represents the Interlake-Eastern Regional Health Authority's mission, vision, and values in all professional activities, communications, and relationships with all levels of the organization, governments, unions, regional stakeholders, and the public and as such, is held to the highest standards of ethical conduct and professionalism.

ESSENTIAL FUNCTIONS AND DUTIES

Function and duties include but are not limited to the following:

The Primary Care pharmacist works collaboratively with team members to provide enhanced quality of care and improved patient safety.

Reporting to the Clinical Team Manager, Primary Care - My Health Team the incumbent will provide a novel pharmacy service that upon referral from a My Health Team Clinician, will:

- Assist with medication management oversight to patients attending the primary care clinic, with complex and (typically) chronic diseases.
- Assist clinicians in optimizing the drug therapy management and provide guidance for effective prescribing and monitoring of medication therapy.
- Investigate and assess drug-related problems and/or identify preventable drug-related problems in patients with specific chronic disease or acute presentations.
- Improve the health and well-being of the primary care patient by participating in the medication reconciliation process and facilitating seamless care for patients at transitions of care across the continuum.
- Work with patients, physicians, Nurse Practitioners, and other professionals within the interdisciplinary team to develop and implement changes in drug therapy, or to develop and implement other strategies, that will help resolve drug-related problems (e.g. compliance packaging, patient counseling, insured benefits etc.)
- Provide teaching on a range of subjects including complex pharmacotherapeutic decision-making. Teaching may occur through informal clinical interactions as well as formal didactic academic sessions.
- Act as a resource for development and/or review and implementation of evidence informed practice tools.
- Participate on committees as required.
- Assists with projects.
- Attends, chairs or assists with departmental and clinical team meetings as required.
- Attends, participate and/or deliver workshops, in services and seminars, and be an active participant in professional organizations
- Adheres to all safety and health regulations and safe work practices.
- Contributes to making the organization safe for patients and staff, and recognizes the importance of reporting unsafe situations and participating in follow up reviews as a learning opportunity.
- Provides clinical services which would include but not limited to patient monitoring, therapeutic interventions, medication teaching, staff education, and protocol development.
- Assists with drug use management activities such as drug utilization reviews, therapeutic substitution and drug formulary maintenance.
- Pursuant to the Regional Health Authority Act, Interlake-Eastern RHA is designated bilingual (English/ French). Accordingly, all employees accept the responsibility to support clients in their official language of choice.

OTHER

- Performs other duties as assigned.
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QUALIFICATIONS

EDUCATION/CERTIFICATION:

- Registered and licensed with the College of Pharmacists of Manitoba and a member in good standing.

REQUIRED KNOWLEDGE:

- Remains current with clinical pharmaceutical knowledge.

EXPERIENCE REQUIRED:

- Experience in pharmacy within a primary care (preferably a MyHT) setting is required.

SKILLS/COMPETENCIES:

- Proficiency in Microsoft Office computer skills.
 - Demonstrated ability in leadership, creative problem solving, critical thinking and information analysis required.
 - Ability to work independently within a complex multidisciplinary health care organizational structure required.
 - Excellent verbal and written communication skills.
 - Good physical and mental health to meet the demands of the position.
 - Valid driver's license and access to a vehicle.
 - Given the cultural diversity of our region, the ability to communicate in more than one language would be considered an asset.
 - Proficiency of both official languages is essential for target and designated bilingual positions.
 - Completes and maintains a satisfactory pre-employment security check.
 - Satisfactory employment record.
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WORK CONDITIONS

- The incumbent functions autonomously on a day-to-day basis and manages assigned duties accordingly.
 - Will be required to travel throughout the region as duties may require.
 - No hazardous or significantly unpleasant conditions.
 - All health care workers are required to be immunized as a condition of employment in accordance with the Interlake-Eastern RHA Policy GA-13-P-110 Required Immunizations for Health Care Workers.
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WORKPLACE SAFETY AND HEALTH

The incumbent contributes to making the organization safe for clients and staff and recognizes the importance of reporting unsafe situations and participating in follow up reviews as a learning opportunity.

- Provides a safe environment by ensuring adherences to Workplace Safety and Health

Regulations and Policies, Infection Control Guidelines, WHMIS and Safe Work Procedures. Immediately investigates and recommends corrective action on any unsafe acts, work conditions, incidents, near misses, injuries or illnesses.

- Demonstrates understanding of role and responsibilities in fire prevention and disaster preparedness and participates in safety and health training programs including the health facility's Fire, Disaster and Evacuation Plan.

PATIENT SAFETY

- Ensures patient safety and patient safety activities are emphasized throughout orientation, training and ongoing performance evaluation and mentoring. Supports an environment which avoids, prevents and corrects all activities or actions which may result in an adverse outcome in the delivery of health care services. Patient safety is a standing item for all individual and departmental meetings.

Created: _____
Date

Revised: _____
April 2022
Date

Approved by: _____
Regional Manager/ Supervisor _____
Date

Approved by: _____
Regional Lead/ CEO _____
Date

Reviewed by: _____
Regional Lead, Human Resources _____
Date

Position descriptions assist organizations in ensuring that the hiring process is fairly administered and that qualified employees are selected. They are also essential to an effective appraisal system and related promotion, transfer, layoff, and termination decisions. Well constructed job descriptions are an integral part of any effective compensation system.

All descriptions have been reviewed to ensure that only essential functions and basic duties have been included. Peripheral tasks, only incidentally related to each position, have been excluded. Requirements, skills and abilities included have been determined to be the minimal standards required to successfully perform the position. In no instance, however, should the duties, responsibilities, and requirements delineated be interpreted as all inclusive. Additional functions and requirements may be assigned by supervisors as deemed appropriate.