



POSITION DESCRIPTION

POSITION TITLE:	PHARMACIST
DEPARTMENT:	PHARMACY
CLASSIFICATION:	PHARMACIST
UNION:	MGEU - PROFESSIONAL TECHNICAL

REPORTING RELATIONSHIPS

POSITION REPORTS TO:	REGIONAL DIRECTOR OF PHARMACY
POSITIONS SUPERVISED:	PHARMACY TECHNICIANS & PHARMACY ASSISTANTS

POSITION SUMMARY

The Pharmacist will provide comprehensive pharmaceutical services to acute and long term care facilities and other programs in the Interlake-Eastern Regional Health Authority (IERHA) 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:

- Manages with technical assistance all elements of drug distribution which would include the procurement, inventory control, distribution and transportation of pharmaceuticals.

- Provides clinical services which would include but not limited to patient monitoring, therapeutic interventions, medication teaching, staff education, drug information and protocol development.
- Supervises direct reports on a day to day basis and participates in their performance appraisals.
- Participates in on-site experiential programs for pharmacy and pharmacy technician students.
- Assists with the development of departmental and medication-related policies and procedures while following standards of practice and statutory requirements.
- Oversees regularly scheduled audits of medication storage areas outside of the pharmacy that are conducted by pharmacy technicians.
- Assists with drug use management activities such as drug utilization reviews, therapeutic substitution and drug formulary maintenance.
- Attends, chairs or assists with departmental and clinical meetings as required.
- Schedule will require some weekend and statutory holiday work.
- Assists with projects

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 hospital pharmacy setting preferred

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.
 - 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.

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, 2015
Date

Approved by: _____
Regional Manager/ Supervisor _____
Date

Approved by: _____
Vice President/ CEO _____
Date

Reviewed by:

Vice President, 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.