Interlake-Eastern
Regional Health Authority

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 schedules 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.

RESPONSIBILITIES AND ACCOUNTABILITIES ARE ASSIGNED IN BROAD ORGANIZATIONAL OBJECTIVES. THE POSITION IS SUBJECT TO REVIEW OF GENERAL EFFECTIVENESS AND ATTAINMENT OF OBJECTIVES THROUGH PERFORMANCE MEASUREMENTS.

PERFORMANCE MEASUREMENTS:

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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
- Completes and maintains a satisfactory pre-employment security check
- Satisfactory employment record

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.
- Require a road worthy vehicle, a valid driver's license and liability insurance of at least $1,000,000.00.
- No hazardous or significantly unpleasant conditions.

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: _____ _____
Executive Director, Human Resources Date

Job 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.