



JOB DESCRIPTION

POSTION TITLE

Practice Pharmacist – Comprehensive Primary Care Team

RESPONSIBLE TO

General Practice Teams

RESPONSIBLE FOR

The primary purpose of the role is to provide care across the comprehensive primary and community team for people and whānau at greatest risk of poor health outcomes and to actively support hospital avoidance.

SCOPE:

The scope is limited to the Whanganui rohe, working in partnership with the comprehensive primary and community team.

HOURS:

Part time or Full time options available

NATIONAL CPCT STRATEGY INTENT

Building a high-quality healthcare system that works collectively and cohesively around a shared set of values and a culture, enables everyone to bring their best to work and feel proud when they go home to their whānau, friends and community. The reforms are expected to achieve six system shifts.

These are:

1. The health system will reinforce Te Tiriti principles and obligations to actively protect and enable Māori interests and aspirations to secure equitable outcomes for Māori, and take bold actions to address discrimination, bias, and systemic racism throughout the system
2. Enable Māori to exercise their authority over Māori health in accordance with Māori philosophies, values, and Māori development. Enable and support whānau voice in the design and delivery of service that are culturally safe and produce equitable outcomes
3. All people will be able to access a comprehensive range of support in their local communities to help them stay well
4. Everyone will have equal access to high quality emergency and specialist care when they need it
5. Digital services will provide more people the care they need in their homes and communities.
6. Health and care workers will be valued and well-trained for the future health system.

The primary purpose of this role is to provide care across the comprehensive primary and community team for people and whānau at greatest risk of poor health outcomes and to actively support hospital avoidance.

This role, within the Whanganui Locality, will require working within the primary and community health services provider network, to establish priorities and processes based on the focus areas and priority populations. Priorities will differ, based on the needs of the population within the Locality and available services.

The practice pharmacist provides care directly to people and their whānau, in addition to population-level and practice-facing activities that support the comprehensive primary and community interdisciplinary care team to provide accessible, equitable, and optimal use and management of medication treatments.

Core activities include:

- Medicines management and optimisation to improve medicines-related health outcomes through optimising medicines use (medicines optimisation/management review).
- Clinical evaluation and management of medication use with respect to:
 - potential or experienced risk of medication-related harms e.g., adverse effects/reactions, medication interactions, high-risk medications.
 - continued appropriateness, effectiveness against best practice, clinical outcomes, and patient experience determining best course of action for ongoing management such as deprescribing, modification of dose or therapeutic agent.

- Medication reconciliation
 - obtaining the most accurate list possible of patient medicines, allergies and adverse drug reactions and using this information within and across the continuum of care to ensure safe and effective medicine use.
 - comparing this with the prescribed medicines and documented allergies and adverse drug reactions – with any discrepancies then documented and reconciled.
- Advise and support whānau understanding and experience of medication treatment, how it can affect their health and wellbeing – including lifestyle, impacts on adherence, and issues that may occur with administering medications, including problematic polypharmacy.
- Supporting management of long-term conditions through initiation and continuation of prescribed treatments within area of practice (Prescriber scope only).
- Improve awareness and management of medicines-related harms.
- Improving management of high-risk medicines e.g., lithium, warfarin and in at-risk populations e.g., diabetes, dementia, and during transitions of care.

Practice/System directed activities

- Provision of medicines information and advice, including individualised pharmacotherapy advice, Pharmac/health system changes advice and implementation, education sessions.
- Medication utilisation evaluation, audit, and quality improvement to improve the delivery of best practice and care.
- Development and management of standards, policies, and procedures with respect to medications and their safe, effective, and equitable access and use.

ESSENTIAL CRITERIA

The practice pharmacist irrespective of their employer will work as an integral part of the Comprehensive Primary and Community Team (CPCT), interdisciplinary team (IDT). The practice pharmacist is a key member of the IDT and will be actively involved in interdisciplinary (IDT) structure and functions including meetings, and using the systems and processes that support IDT functioning and outcomes.

In addition to the activities and services described above, there is an opportunity for the practice pharmacist to role model in:

- Person / whānau centredness, including the use of a whānau ora approach
- Empowering people/ whānau to be partners in their own health
- Collaborative working across health and social services
- Using a population-based approach and risk stratification to reduce health inequities by focussing care on those with greatest need.

PERFORMANCE DEVELOPMENT

This will occur in accordance with the performance development process, with annual review against the agreed performance development plan.

Key Result Area	Performance Indicators / Expected Outcomes
Equity	<ul style="list-style-type: none"> • People / whānau with the greatest need and risk of inequitable health outcomes are prioritised. • Determinants of health are addressed by extending care across health and social service providers. • Remain focused on the pursuit of Māori and Pacific health gain as well as achieving equitable health outcomes for Māori and Pacific. • Support Māori-led and Pacific-led responses, including tāngata whenua- and mana whenua-led care coordination to deliver mana motuhake and Māori self-determination. • Pro equity health planning and co-ordinating care for individuals, whānau and communities. • Willing to personally take a stand for equity and commitment to helping all people achieve equitable health outcomes. • Demonstrate awareness of colonisation and power relationships. • Demonstrate critical consciousness and on-going self-reflection and self-awareness in terms of the impact of their own culture on interactions and service delivery.
Comprehensive Primary and Community Teams	<ul style="list-style-type: none"> • Work in accordance with Te Mauri o Rongo. • Identify skill sharing opportunities and delegation to other roles, in particular non-regulated roles such as navigators and kaiāwhina. • Demonstrate commitment and understanding of adjusting intensity of care to meet health need and risk. • Promote comprehensive primary care teams by being an active participant and advocate for collaboration. • Utilise as available IT enablers for interdisciplinary team functioning, including record sharing, tasking, messaging, assessment, care plans and risk stratification tools. • Active participation in CPCT interdisciplinary processes, including model of care development and cross-agency approaches.

<p>Hospital avoidance/ supporting early discharge.</p>	<ul style="list-style-type: none"> • Prioritise hospital avoidance and early supported discharge activities. • Work alongside and advocate for people and their whānau who are at greatest risk of hospital admissions to support successful care in the community. • Be responsive to acute needs.
<p>Supporting those at greatest risk of poor health outcomes</p>	<ul style="list-style-type: none"> • Identify people and whānau with complex health issues and inequitable health outcomes, and assess and/or review health and wellbeing need in line with medication management. • Facilitate completion of a shared care plan capturing actions required by individuals and whānau, CPCT and other agencies as required to address identified needs. • Assess or review health and wellbeing needs, including ability to carry out NASC assessment. • Pro-actively plan and co-ordinate care for individuals and whānau.
<p>Collaboration</p>	<ul style="list-style-type: none"> • Support interdisciplinary team functioning and collaboration of the CPCT and other services by actively contributing to leading, facilitating, and supporting team development. • Develop and maintain relationships with key primary care, community, and Māori and Pacific providers. • Maintain a broad knowledge and key relationships with social service providers. • Demonstrate commitment to working collaboratively, ensuring team responsiveness to time-critical interventions such as hospital avoidance, establishing urgency, be visibly open, clear, and innovative whilst building mutually beneficial partnerships with various stakeholders both internally and externally. • Model behaviour that strengthens a team approach to delivery of healthcare.
<p>Professional</p>	<ul style="list-style-type: none"> • Accept responsibility for ensuring that care and conduct meet the standards of the professional, ethical, and relevant legislated requirements. • Utilise best practice and evidence-based approaches in all aspects of work.

	<ul style="list-style-type: none"> • Demonstrate an understanding of the principles of the Te Tiriti o Waitangi and be respectful of people and whānau personal beliefs, values, and goals. • Read and adhere to the organisation’s vision, values, policies, and procedures while representing the organisation in a committed manner and projects a positive image. • Demonstrate an understanding of the Code of Health and Disability Services Consumer Rights and Health Information Privacy Code. • Undertake education and / or qualifications required for the service. • Maintain confidentiality and appropriate escalation of concerns. • Ensure infection control and health and safety measures are understood and followed. • Recognises and values the roles and skills of all members of the health care team in the delivery of care. • Communicates effectively in an appropriate and professional manner with people and whānau, and members of the health care team that reflects the cultural needs of whānau. • Develop and maintain appropriate professional networks to support current knowledge of leading practice.
<p>Innovation and Improvement</p>	<ul style="list-style-type: none"> • Be open to new ideas and contribute to a culture where individuals at all levels bring their ideas on how to ‘do it better’ to the table. • Model an agile approach –tries new approaches, learns quickly, adapts fast. • Develop and maintain appropriate external networks to support current knowledge of leading practice.
<p>Health and Safety</p>	<ul style="list-style-type: none"> • Take all reasonable practical steps to eliminate and mitigate risks and hazards in the workplace that could cause harm, placing employee, contractor and others’ health, safety, and wellbeing centrally, alongside high-quality patient outcomes.

Compliance and Risk	<ul style="list-style-type: none"> • Model responsibility to ensure appropriate risk reporting, management and mitigation activities are in place. • Ensure compliance with all relevant statutory, safety and regulatory requirements applicable to WRHN and health system. • Understand, and operate within, the financial & operational delegations of the role.
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RELATIONSHIPS

External	Internal
<p>Strong trusted relationships with whānau to support coordination across a broad range of services and providers including:</p> <ul style="list-style-type: none"> • People accessing services, their whānau and carers • Māori and Pacific Providers • Hospital and Specialist Services • Community health services • NGOs, social service agencies and other government agencies • Other community and volunteer agencies 	<ul style="list-style-type: none"> • Comprehensive Primary and Community Team members

QUALIFICATIONS AND EXPERIENCE

To succeed in this role, you will have:

Essential

- Bachelor of Pharmacy (BPharm) or equivalent overseas qualification.
- Qualified pharmacist with current APC without restrictions.
- Pharmacists undertaking prescribing activities must be registered and have a current APC (without restrictions) in the Pharmacist Prescriber Scope of Practice.
- Holds, or is working towards, relevant postgraduate clinical pharmacy qualification (preference to Postgraduate Diploma level or equivalent).
- Demonstrate cultural competence and understanding of Te Tiriti o Waitangi in action.
- Comprehensive understanding of the inequities in access and use of medicines in Aotearoa New Zealand and its causes.
- Advanced written and verbal communication skills.
- Excellent time management and organisational skills.

- Excellent critical appraisal skills, being able to identify the best evidence-informed solutions to clinical and practice questions and issues Desired:
- Minimum of two years recent experience in working within interdisciplinary clinical care teams – in primary or hospital settings.
- Experience in leading and advising other health professionals or providers of care.
- Pharmacist Prescriber Scope of Practice.

Desirable

- Minimum of two years recent experience in working within interdisciplinary clinical care teams – in primary or hospital settings.
- Experience in leading and advising other health professionals or providers of care.
- Pharmacist Prescriber Scope of Practice.

To succeed in this role, you will be able to:

Essential

- Demonstrate an understanding of the significance of and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in your role.
- Demonstrate an understanding of the intent of comprehensive primary and community teams and model appropriate practice.
- Take care of own physical and mental wellbeing, and have the stamina needed to support complex health and social situations.
- Maximise the quality and contributions of individuals and teams to achieve the organisation's vision, purpose, and goals.
- Establish and maintain positive working relationships with people at all levels within the public and private sectors, related industry, and community interest groups.
- Demonstrate a strong drive to deliver and take personal responsibility.
- Demonstrate self-awareness of your impact on people and invest in your own leadership practice to continuously grow and improve.
- Demonstrate the highest standards of personal, professional, and institutional behaviour through commitment, loyalty, and integrity.
- Work in an evolving role and health system and be adaptable and flexible • Proactively build trust and whanaungatanga with individuals and whānau so conversations and the sharing of information is effective for all, and enabling of self-determination and autonomy of people receiving care.
- Undertake clinical procedures within scope of practice, and in accordance with the needs of the practice team. This may include (but is not limited to) administering immunisations and injections, point of care testing, peak flow / spirometry, blood pressure and pulse measurement.
- Lead and facilitate development and delivery of quality improvement activities, particularly with respect to the safe, quality, effective and equitable access, use, prescribing and outcomes of medication treatment.

- Develop and maintain relationships within the practice team, wider community and secondary care providers, external agencies, and NGOs.
- Can effectively gather necessary clinical information and care needs through interviewing and assessment.
- Can formulate a clinical judgement and course of action following a clinical encounter, that incorporates the needs and aspirations of individuals and whānau.
- Can advocate for an individual's health through identifying health literacy and health needs, identifying problems or concerns and their potential solutions, provides support to the individual to enable them to self manage and self-determine their health.

Desired

- Demonstrate the ability to be independent – able to prioritise work effectively, develops one's own ways of doing things able to guide oneself with little or no supervision.
- Demonstrate the ability to manage changing and unpredictable workloads and be innovative and proactive.

This position description is intended as an insight to the main tasks and responsibilities required in the role and is not intended to be exhaustive. It may be subject to change, in consultation with the job holder.