



POSITION DESCRIPTION

POSITION TITLE: Pharmacist	DEPARTMENT: Pharmacy
CLASSIFICATION: Pharmacist	APPROVED BY: Director - Pharmacy
UNION: MGEU – Prof/Tech	DATE APPROVED: September 23, 2024

REPORTING RELATIONSHIPS

POSITION REPORTS TO: Manager - Pharmacy

POSITIONS SUPERVISED: None

POSITION PURPOSE

Reporting to the Manager of Pharmacy, the Pharmacist provides services in accordance with established departmental policies and procedures, professional regulations and standards and Provincial and Federal statutes. Principle functions include drug procurement, drug distribution, and clinical pharmacy activities.

The position functions in a manner that is consistent with the mission, vision and values; and the policies of Southern Health-Santé Sud.

ESSENTIAL FUNCTIONS AND BASIC DUTIES

Duties and functions include but are not limited to the following:

- Review all medication orders for completeness and appropriateness
- Check patient medication profiles for potential interactions, allergies or duplication of therapy
- Conducts all communication related to pharmacotherapy and patient care with the healthcare team
- Participates in medication review at all patient care committees
- Intervenes with suggestions to optimize pharmacotherapy (in terms of efficacy, safety and cost) with the health care team.
- Counsels select patients on the proper use of medication
- Provides drug information and in-service education to healthcare professionals
- With Nursing staff, review medication incident reports
- Prepares and distributes medications and other supplies.

- Participates in proper documentation and distribution procedures for narcotic and controlled drugs including reconciliation of narcotic counts and performing audits.
- Manufactures sterile products using aseptic technique and maintains manufacturing records according to departmental procedures.
- Checks repackaged medications for accuracy, as per departmental procedures.
- Checks CIVA bulk compounding, CIVA batch preparation and/or CIVA interim doses for accuracy as per departmental procedures.
- Participates in the process of maintaining adequate inventory levels to meet pharmacy inventory level requirements.
- Participates in the education and training of new staff, undergraduate pharmacy students, student pharmacy assistants, and hospital pharmacy residents.
- Maintains current knowledge of the Hospital Disaster and Contingency Plans and the requirements of Workplace Hazardous Materials Information System (WHMIS) and Workplace Health and Safety.
- Adheres to all safety and health regulations and safe work practices.
- Interacts with other health care workers and RHA employees in the pharmacy or patient care settings.
- May be required to perform other duties and functions related to this job description not exceeding above stated skills and capabilities.

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

1. To be defined

QUALIFICATIONS

EDUCATION/CERTIFICATION:

- Current practicing membership or eligibility for registration and membership with the College of Pharmacist of Manitoba (CPhM).
- Completion of a Hospital Pharmacy Residency is an asset.
- Membership in the Canadian Society of Hospital Pharmacy (CSHP) is an asset.

EXPERIENCE REQUIRED:

- Previous experience in a hospital pharmacy setting is preferred

- Previous knowledgeable and experience with sterile product preparation is required
- Basic computer experience is required including typing skills (minimum 40wpm)

SKILLS/COMPETENCIES/CONDITIONS OF EMPLOYMENT:

- Demonstrated ability to perform basic math and accounting skills
 - Given the cultural diversity of our region, the ability to communicate in more than one language would be considered an asset
 - Must possess effective written and oral communications skills
 - Demonstrated ability of good interpersonal skills and the ability to work harmoniously with others
 - Demonstrated ability to exercise good judgment and to maintain confidentiality
 - Demonstrated ability to respect confidentiality including paper, electronic formats and other mediums
 - Demonstrated ability to meet the physical and mental demands of the job
 - Good work and attendance record
 - Completes and maintains a satisfactory Criminal Record Check, Vulnerable Sector Search, Adult Abuse Registry Check and Child Abuse Registry Check, as appropriate
 - Requires a valid Class 5 driver's license, an all purpose insured vehicle and liability insurance of at least \$1,000,000.00
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WORK CONDITIONS:

- No hazardous or significantly unpleasant conditions
 - Maintains current knowledge of the Hospital Disaster and Contingency Plans and the requirements of Workplace Hazardous Materials Information System (WHMIS) and Workplace Health and Safety.
 - Adhere to all safety and health regulations and safe work practices.
 - May work occasionally evenings and weekends as necessary.
 - Will be required to travel to other regional facilities as the position duties may require.
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SALARY SCALE:

As per MGEU-Prof/Tech Collective Agreement

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.