
VACANCY POSTING

Vacancy:	Registered Pharmacist
Description of Position:	Casual
Number of Vacancies:	1 Position
Unit:	Pharmacy
Employee Group:	Non-Union Support
Shift Work:	Yes
Weekend Work:	Yes
Reference Number:	#21-256 CAS PHARMACIST

ROLES AND RESPONSIBILITIES

PATIENT SAFETY

Every employee's responsibility is to ensure that the hospital's patient safety goal continues to be the centrepiece of our quality and risk management program and that every patient is treated within a safe environment. To ensure compliance with this goal, each employee must:

- Find, report, and prevent incidents/near misses or adverse effects
- Communicate/report areas of concern immediately to your Manager
- Complete a Near Miss Form or Incident Report to communicate or report incidents or near misses

SUMMARY OF POSITION:

Under the direction of the Pharmacy Manager, in a manner consistent with objectives of the Hospital, and in accordance with Professional Standards of Practice, Accreditation Standards, and the Federal and Provincial legislation relating to the practice of Hospital Pharmacy, the Registered Pharmacist ensures the delivery of quality pharmaceutical patient care.

NATURE AND SCOPE OF WORK

ORGANIZATIONAL LEADERSHIP

- Support of the Hospital's Commitment Statement
- Establish and maintain harmonious relationships with internal and external stakeholders, that promote Hospital values and align with the Hospital's strategic direction
- Works with the Manager of Pharmacy Services to write, and submit, proposals, policies, and procedures regarding the safe use of medication in the pharmacy and hospital
- Works with the Manager of Pharmacy Services on implementing Patient Safety Initiatives relating to safe medication practice (i.e.: ISMP recommendations, literature reviews and follow up to internal medication incident reports)

MEDICATION USE/SYMPTOMS MANAGEMENT/ADMINISTRATIVE RESPONSIBILITY

- Leads effective drug-use policy for evaluation, selection, and therapeutic use of drugs and related devices and maintains a cost effective and therapeutically efficacious hospital formulary in partnership with medical staff and other health care service providers, through the Pharmacy and Therapeutics (P&T) committee and other means
- Skillfully maintain effective medication use systems for diverse range of patient care settings
- Represent the hospital and liaise with external LHIN members, regional meeting associates, and professional pharmacy associations

PHARMACY OPERATIONS

- Maintains comprehensive pharmacy service that includes safe and effective drug preparation, and accurate and timely drug distribution
- Provision of drug information and patient consultations as necessary
- Collaboration with service providers to ensure that drug therapy is evidence based and cost-effective, development of drug protocols (guidelines for safe and effective medication use) and monitoring of patient drug therapy (medications prescribed, administered, and evaluated)
- Assists Pharmacy Manager with administrative, professional and personnel policies within the department
- Maintains both routine and unique drug control systems for methods of medication storage, preparation, dispensing and monitoring (e.g. unit dose, narcotics and controlled or targeted substances, IV admixtures, and investigation or special access drugs)
- Chemotherapy comprehensive service including assess chemotherapy orders on OPIS, check mixtures, NDFP funding via E-claims with CCO

HUMAN RESOURCES

- Promotes and participates in educational programs
- Encourage and maintain positive employee/employer relationships within the Hospital environment in accordance with the Hospital's Vision, Mission and Values: Respect, Working Together, Compassion & Quality

INFORMATION/TECHNOLOGY MANAGEMENT

- Facilitates the adoption and use of the electronic medical record
- Leverages technology to improve patient care and medication safety, boost efficiency, and enhance communication among health care providers
- Facilitates appropriate interaction between the pharmacy department, information technology staff, and other health care disciplines to ensure effective use of medications and medication-related technologies
- Adopts new technology and automation applications to optimize medication-use processes and uses technology assessment principles to evaluate the cost-effectiveness of new technology
- Maximizes the use of available technology by ensuring that recommended optimization processes and procedures are consistently followed
- Ensures that proceeding through the change process to implement the selected technology involves all pertinent staff
- Monitor and disseminate relevant information to staff, medical staff and administration
- Perform other duties as required by the Manager of Pharmacy Services

PATIENT SAFETY

- Participates in and complies with hospital safety and infection control programs
- Reports unsafe conditions and enters into Risk Incident Management System (RIMS) computer systems
- Collaborates to ensure RIMS reports are investigated and closed within a timely manner
- Reviews appropriate high-risk Medication Incident Reports and oversees the review of investigations
- Recommends changes and corrective actions where applicable to improved patient outcomes
- Shares lessons learned in medication errors with staff and professional organizations such as Institute of Safe Medication Practices (ISMP)

- Aware of literature on medication safety and leader of medication safety initiatives
- Reviews related policies and procedures on a regular basis
- Provision of safe and effective drug distribution system integrated with clinical pharmacy services to ensure patient safety
- Maintains patient and Hospital confidentiality
- Responds appropriately to codes
- Develops and Implements in Hospital Quality and Risk and Medication Quality and Safety Plans and Initiatives
- Ensures compliance with the Hospital's patient safety, staff safety policies and appropriate legislation
- Promotes patient safety and staff safety in the workplace

EMPLOYEE SAFETY

- Performs workplace inspections and follows through with corrective actions
- Conducts departmental information sessions pertaining to health and safety (safety talks, staff meetings)
- Conducts incident investigations to determine root cause(s) and corrective action to prevent reoccurrences
- Ensures staff departmental and safety training is completed
- Performs staff safety observations (job, task, process, equipment, ...) to identify unsafe and safe work practices
- Ability to identify and correct risk hazards that may cause injury/illness
- Commends staff health and safety performance
- Complies with the Occupational Health & Safety Act & Regs., Sec. 25, 26, 27. Such duties include, but not limited to:
 - (a) ensure that, equipment, materials and protective devices are provided as prescribed and are maintained in good condition
 - (b) provide written instructions as to the measures and procedures to be taken for the protection of staff, and, are carried out in the workplace
 - (c) acquaint staff with any hazard in the work and in the handling, storage, use, disposal and transport of any device, equipment or a biological, chemical or physical agent
 - (d) advise staff members of the existence of any potential or actual danger to the health or safety of the worker of which management is aware
 - (e) take every precaution reasonable in the circumstances for the protection of a staff member

QUALIFICATIONS

EDUCATION

- Bachelor of Science in Pharmacy from a Canadian University or equivalent as outlined by the Ontario College of Pharmacists is required
- Current A license statue from the Ontario College of Pharmacists required
- Member of Canadian Society of Hospital Pharmacists preferred
- Formal leadership education an asset
- Post-Graduate degree preferred
- Chemotherapy training with experience is preferred

EXPERIENCE

- A minimum of five years' experience as a Pharmacist working in a hospital pharmacy department is required

COMPETENCIES

- Both written and verbal communications are clear and precise, not unduly technical or lengthy, and appropriate for the situation and audience
- Good listener and values the input of opinions of others
- Demonstrated working knowledge of Quality Management systems and current accreditation requirements

- Demonstrated ability to organize, prioritize and delegate to maximize use of resources, materials and personnel effectively
- Concerned about details and quality and efficiently balances responsibilities to coordinate activities to meet deadlines
- Skilled at exploring and solving problems using critical thinking skills
- Demonstrated skills in delivering, facilitating presentations and educational sessions
- Demonstrated knowledge of:
 - Canadian Society of Hospital Pharmacists (CSHP) Guidelines, Standards, Information papers, and Statements
 - Health Canada Acts & Regulations for Products and Food
 - Institute of Safe Medication Practices (ISMP) information
- Demonstrated ability to collaborate with other departmental managers or peers
- Demonstrated ability to forecast, budget and focus on long-range planning for departmental and hospital activities
- Demonstrates commitment to continued professional and personal growth and development through Continuing Education Programs and Self-Directed Learning Opportunities
- Self-Sense of direction and purpose and has an emotional state which never adversely affects decisions, behaviours, or conversations (Emotional Intelligence)
- Voluntarily commits to tasks with initiative and persistence and is accountable for following through and the consequences of actions and choices
- Excellent attendance record and availability necessary to fulfil shift commitments
- Strict confidentiality of all patients and hospital related information
- Demonstrates a professional and respectful attitude towards patients, the public and colleagues
- Responsible for own professional development
- Observe strict confidentiality of all patients and hospital related information
- All new employees must obtain a satisfactory Police Check (vulnerable sector)

ALIGNMENT WITH WDMH COMMITMENT STATEMENT

The duties and responsibilities of this position include alignment with the Winchester District Memorial Hospital's Commitment Statement. It is the Hospital's mandate to ensure that all employees adhere to the following as a duty of their employment:

Our Commitment

We are here to care for our patients with compassion - close to home and with our partners.

We pursue excellence in all we do.

We are one team. We value respect, accountability, innovation, and learning.

APPLICATION INFORMATION

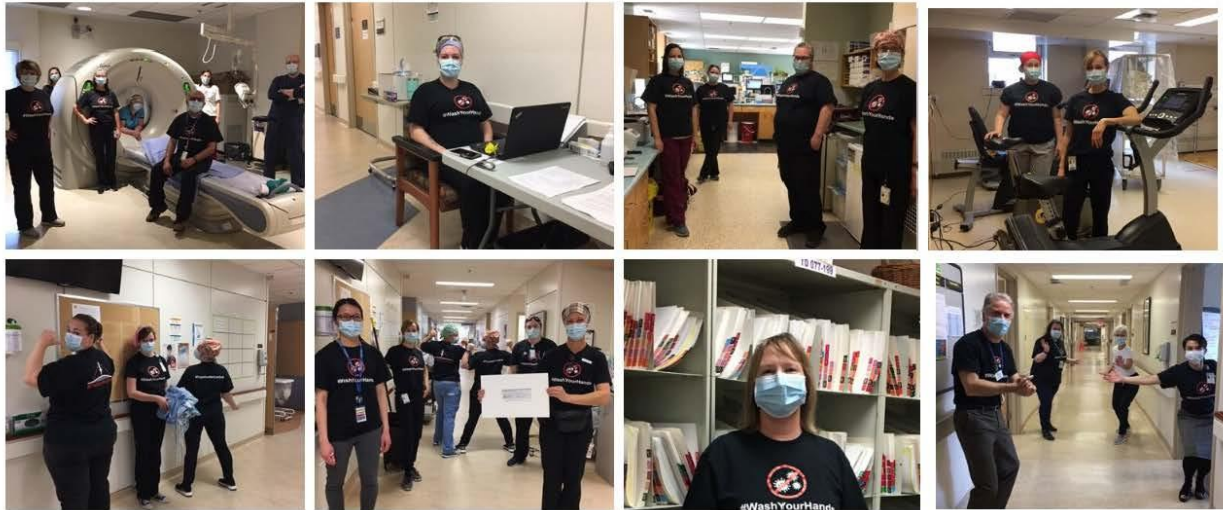
Interested applicants should apply in writing, (by email only) indicating their qualifications in a cover letter and resume to Brenda Fancey, Corporate Manager - Recruitment, Compensation and Benefits at:

hresources@wdmh.on.ca

At WDMH, we want you to experience work that is positive and rewarding -- in a safe, supportive and professional environment. We are driven by Compassionate Excellence and are committed to providing an inclusive and barrier-free work environment. We invite all qualified applicants to explore careers with WDMH.

Accommodations are available on request for candidates taking part in all aspects of the selection process.

We appreciate interest from all candidates, however only those selected for an interview will be contacted.



JOIN OUR TEAM

We are #WDMH Proud!

Winchester District Memorial Hospital (WDMH) has an award-winning reputation for compassionate excellence because we know that exceptional care involves more than good medicine.

- Our high patient satisfaction rates speak to our commitment to compassionate excellence and patient-centred care.
- We have been awarded Exemplary Standing from Accreditation Canada.
- We are One Team – with 1,000 staff, physicians, volunteers, and learners – all dedicated to providing the very best care close to home.
- We have fun! From Commitment Awards to door decorating contests, there is always something happening at WDMH to celebrate our team.
- WDMH provides an inclusive and welcoming place to shine, be recognized and feel valued. There are opportunities to advance and excel in your work and your career. Come join us!

Get to Know Winchester District Memorial Hospital

WDMH is a rural teaching hospital just south of Ottawa. We care for our local communities from childbirth to seniors' care – and are a hub site for cancer care, dialysis and cataract surgery.

WDMH has a 24/7 Emergency Department and Diagnostic Imaging services, including digital mammography and CT scans. Day surgery and specialty clinics, with visiting specialists from Ottawa hospitals, mean that patients can receive care without travelling to the city. And we are committed to education and research.

For more details, visit www.wdmh.on.ca.

Get to Know Our Region

- Rural and suburban lifestyle
- Reasonable driving distance to bigger cities like Ottawa, Montreal, and the border to the United States
- Driving distance to St. Lawrence and Rideau water systems
- Lower housing costs with bigger lot sizes and local parks, open spaces and hiking trails
- Smaller schools
- Large variety of rural community and agri-tourism events

For more details, visit www.northdundas.com.

