

## Position Description

<b>Position title</b>	Lead Antimicrobial Stewardship Pharmacist
<b>Department / Division</b>	Pharmacy/Operations
<b>Classification</b>	Grade 4 Year 1 – Grade 4 Year 5 TA20-TA22
<b>Position reports to</b>	Director of Pharmacy
<b>No. of direct &amp; indirect reports</b>	2
<b>Location</b>	The Royal Children's Hospital, Flemington Road, Parkville
<b>Risk category</b>	Category B - works in a patient facing setting but rarely or unlikely to have contact with blood or body fluids (or aerosols without PPE)

<b>The Royal Children's Hospital</b>
<p>The Royal Children's Hospital's (RCH) vision is <i>A world where all kids thrive</i>.</p> <p>RCH is located within the Melbourne Biomedical Precinct, with more than 45 world-class biomedical organisations and more than 50,000 of the brightest minds working together to make the Precinct number one in the Asia Pacific region for health, education, research, and training. Within this, RCH is also a cornerstone member of the Melbourne Children's Campus, partnering with Murdoch Children's Research Institute, The University of Melbourne Department of Paediatrics and The Royal Children's Hospital Foundation. Each organisation contributes to a paediatric academic health centre which is greater than the sum of its parts.</p> <p>RCH has cared for the children and young people of Victoria for more than 150 years since it was founded in 1870. A full range of paediatric and adolescent health services are provided plus tertiary and quaternary care for the most critically ill and medically complex patients in Victoria, Tasmania, southern NSW and other states around Australia and overseas. The RCH is the only provider of heart transplant services and CAR T-cell therapy for paediatrics in Australia. RCH is an effective advocate for patients and their families with a particular focus on vulnerable children and increasingly, mental health in young people. The hospital also supports many health promotion and prevention programs. The Hospital has more than 6,000 staff, a budget of \$850M, 12 wards and 350 beds. Annually, the RCH has 300,000+ Specialist Clinic appointments, 90,000+ Emergency Department presentations and 20,000 elective surgeries.</p> <p>We work collaboratively with hospitals to deliver the right care, in the right place, at the right time. The RCH is committed to the Child Safe Standards <a href="https://www.rch.org.au/quality/child-safety/">https://www.rch.org.au/quality/child-safety/</a>.</p> <p>RCH enjoys high employee engagement and is committed to staff safety and a positive culture through enactment of our Compact.</p> <p>Further information on RCH is available at <a href="http://www.rch.org.au">www.rch.org.au</a></p>

<b>ROLE CONTEXT</b>
<p>This is a very exciting opportunity to join with the Pharmacy and Infectious Diseases departments at RCH in the development of a new comprehensive Antimicrobial Stewardship (AMS) program.</p>

ROLE PURPOSE
<p>The Lead Antimicrobial Stewardship Pharmacist will be key to the relationship building that will be required for implementation of the AMS program. This will involve driving the improvement to streamlining processes in the electronic medical record (EMR) and evaluating impact. They will focus on the implementation of an innovative and evidence-based service to improve the use of antimicrobials, patient safety, infection treatment outcomes and be accountable for the financial burden to the RCH from antimicrobials.</p>
KEY ACCOUNTABILITIES
<p><u>Clinical Practice, Development and Service Provision</u></p> <ul style="list-style-type: none"> <li>• Provide leadership on the development, implementation and evaluation of a new model of AMS at RCH.</li> <li>• Working collaboratively with the EMR team for the building of the new EMR module and other clinical improvements in the EMR to assist with AMS; including training of other healthcare professionals and proficient to amend build to specific aspects of the module.</li> <li>• Improve outcomes from pharmacological interventions by providing highly specialist clinical pharmacy service to patients prescribed high density of antimicrobials including immunocompromised patients.</li> <li>• Leading the Senior AMS Pharmacist to identify and develop strategies for improving prescribing of antimicrobials and reducing resistance across the RCH, including gap analysis of guidelines required.</li> <li>• Involvement in AMS rounds and other daily AMS activities including the review and optimisation of key antimicrobials and education to prescribers</li> <li>• Providing specialist advice and counselling to clinicians, pharmacists and patients both in the in-patient and out-patient setting.</li> <li>• Assist with data collection and reporting on a local and national level including the National Antimicrobial Utilisation Surveillance Program (NAUSP) and the National Antimicrobial Prescribing Survey (NAPS)</li> <li>• Provide support and education at a ward level to pharmacists, nursing and medical staff. In addition to engage in undergraduate teaching of pharmacy students and building relationships with tertiary education for collaborative research and learning.</li> <li>• Develop, implement and report on measures and benchmarks for the RCH AMS program.</li> </ul> <p><u>Leadership and Management</u></p> <ul style="list-style-type: none"> <li>• Work collaboratively with key stakeholders to develop and implement strategies to improve prescribing of antimicrobials.</li> <li>• Report into the Drug Usage Committee (DUC) compliance with formulary restrictions</li> <li>• Provide independent advice and evaluations of antimicrobials to DUC.</li> <li>• Be responsible for financial budgets on the antimicrobial usage within high-cost areas, specifically targeting usage in immunocompromised patients to ensure financial sustainability of the service on-going</li> <li>• A focus on quality use of medication, reduction of waste and improvement of access and flow. Supervising the Pharmacy Technician who will manage returns, and manufacturing of sterile and non-sterile products.</li> <li>• Be the key liaison for stock shortages related to antimicrobials, including liaising with pharmacy procurement, DUC, Medication Safety and leading on communication on such matters.</li> <li>• Working with key stakeholders to develop and implement guidelines on the use of antimicrobials and responsibility for auditing and reporting on compliance with these guidelines, along with accountability for strategies and implementation of improvements with compliance</li> <li>• Responsible for demonstrating financial sustainability of the AMS Pharmacy team.</li> </ul> <p><u>General</u></p>

- Participate in clinical supervision in accordance with local standard operating procedures and/or the RCH Allied Health Clinical Supervision Guideline which are based on the DHHS Allied Health Clinical Supervision Framework
- Participate in the weekend, public holiday and on-call roster for the Pharmacy Department
- Undertake other duties appropriate to this level of classification which contribute to the operation of the organisation.

## QUALIFICATIONS AND EXPERIENCE

### Essential:

- Bachelor of Pharmacy or equivalent
- Registered to practice as a pharmacist with Australian Health Practitioner Regulation Agency & name appears on the register of the Pharmacy Board of Australia

### Desirable:

- At least 10 years' experience in hospital pharmacy, including areas of high antimicrobial usage such as oncology
- Post-graduate qualifications relevant to the role
- Previous experience in AMS activities and education
- Previous involvement in research including publication experience in peer reviewed journals related to AMS or ID
- Experience in cost reduction activities or budget responsibilities

## KEY SELECTION CRITERIA

- Demonstrated ability to build and enhance internal and external partnerships/relationships
- Demonstrated ability to apply evidence-based principles to clinical practice
- Demonstrated ability to develop, implement and evaluate clinical guidelines
- Well-developed interpersonal and communication skills, particularly in dealing with young children, families and senior clinicians
- Time management and prioritizing skills
- A focus on clinical learning, teamwork and patient care
- Eager to improve quality and outputs of the service
- Demonstrated ability to manage financial budgets and reporting accountability
- An understanding of the process of implementation through an electronic medical record
- Recognition of research importance, and ability to effectively combine those requirements with the demands of daily tasks

## OTHER REQUIREMENTS

- Employees are required to undertake a National Criminal Record Check and a Working with Children Check prior to commencing employment
- Employees are required to maintain a valid Working with Children Check throughout their employment
- A current, full driver's licence for the State of Victoria which is appropriate for the type of vehicle being driven, and comply with any restrictions on their licence (e.g. wearing glasses) while undertaking hospital duties (If applicable)
- Employees are required to maintain compliance with RCHs "Staff Immunisation - Prevention of Vaccine Preventable Diseases" procedure.

IMPORTANT INFORMATION	
<p>All employees are required to adhere to the Royal Children's Hospital Values:</p> <ul style="list-style-type: none"> <li>• Unity - We work as a team and in partnership with our communities</li> <li>• Respect - We respect the rights of all and treat people the way we would like them to treat us</li> <li>• Integrity - We believe that how we work is as important as the work we do</li> <li>• Excellence - We are committed to achieving our goals and improving outcomes</li> </ul> <p><b>RCH COMPACT</b></p> <p>All new and existing employees commit to the RCH Compact to contribute to a strong and respectful culture.</p> <ul style="list-style-type: none"> <li>• We do better work caring for children and families when we also care for each other</li> <li>• I bring a positive attitude to work – I share, I laugh, I enjoy other's company</li> <li>• I take responsibility for my behaviour and its impact on others</li> <li>• I am curious and seek out ways to constantly learn and improve</li> <li>• I celebrate the good stuff, the small stuff, the big stuff – it all matters</li> <li>• I speak up when things aren't right</li> <li>• I value the many different roles it takes to deliver great patient care</li> <li>• I actively listen because I want to understand others and make better decisions</li> <li>• I am inclusive and value diversity</li> <li>• When it comes to teamwork, I don't hold back – I'm all in</li> </ul> <p><b>QUALITY, SAFETY AND IMPROVEMENT</b></p> <p>RCH employees have a responsibility and accountability to contribute to the organisation's commitment to Quality, Safety and Improvement by:</p> <ul style="list-style-type: none"> <li>• Acting in accordance and complying with all relevant Safety and Quality policies and procedures</li> <li>• Identifying risks, reporting and being actively involved in risk mitigation strategies</li> <li>• Participating in and actively contributing to quality improvement programs</li> <li>• Complying with the requirements of the National Safety &amp; Quality Health Service Standards</li> <li>• Complying with all relevant clinical and/or competency standards</li> <li>• Complying with the principles of Patient and Family Centred Care that relate to this position</li> </ul> <p><b>The RCH is committed to a diverse and inclusive workforce. We encourage applications from Aboriginal and Torres Strait Islander people, people from culturally and/or linguistically diverse backgrounds, all members of the LGBTIQI community and people with disability.</b></p>	
Position description last updated	July 2023