

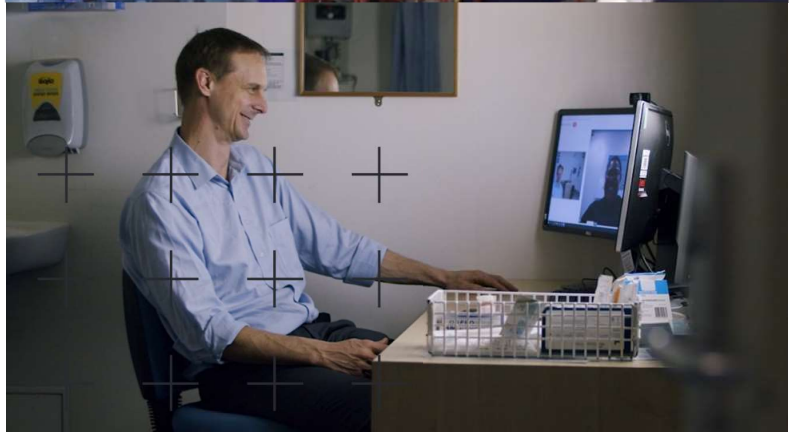
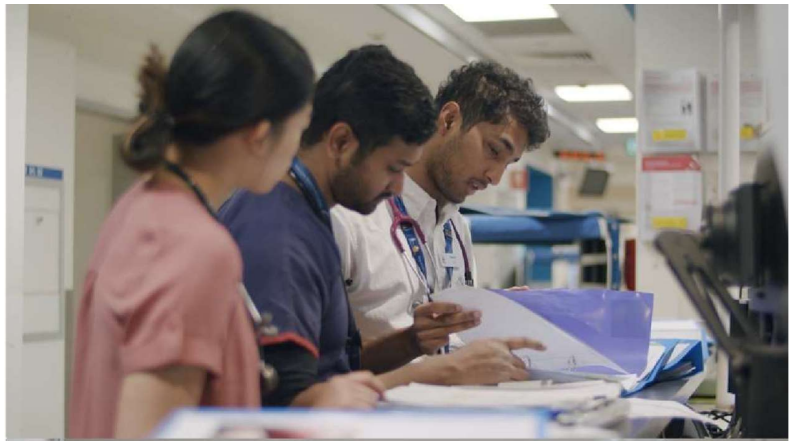


**The Royal
Melbourne
Hospital**

**Advancing
health
for everyone,
every day.**

Could this be you?

**Join the Royal
Melbourne
Hospital team**



Position Description

**Senior Pharmacist – Pain Management
and Analgesic Stewardship**

The Royal Melbourne Hospital (RMH) began in 1848 as Victoria's first public hospital. And while we only had 10 beds to our name, we had the community of Melbourne behind us, and we were ready to provide the best possible care for those in need.

Today the RMH is one of the largest health providers in the state, providing a comprehensive range of specialist medical, surgical, and mental health services; as well as rehabilitation, aged care, outpatient and community programs.

Our reputation for caring for all Melburnians is as essential to who we are as any scientific breakthrough we make. We're here when it matters most, and we'll continue to be the first to speak out for our diverse community's wellbeing.

Advancing health for everyone, every day.

At the RMH we're inspired by our vision of Advancing health for everyone, every day. While we're each going about our different roles, we're united by a shared understanding of the way we do things around here. We call it the Melbourne Way. We put people first — leading with kindness and working together, we excel as one Royal Melbourne Hospital.

True excellence is only possible when we work as one Royal Melbourne Hospital community. Through collaboration, we set the highest of standards and achieve our goals.

The RMH Strategic Plan: Towards 2025. Advancing health for everyone, every day is our plan for the future — one which we are committed to achieving together. This position contributes to the achievement of the five Strategic Goals, articulated in the plan:

1. Be a great place to work and a great place to receive care
2. Grow our Home First approach
3. Realise the potential of the Melbourne Biomedical Precinct
4. Become a digital health service
5. Strive for sustainability

Position Description

Position Title:	Senior Pharmacist- Analgesic Stewardship and Pain Management
Service:	Pharmacy
Location:	The Royal Melbourne Hospital – City Campus and Royal Park Campus
Reports To:	Deputy Director of Pharmacy (Clinical)
Enterprise Agreement:	4. Medical Scientists, Pharmacists and Psychologists Victorian Public Health Sector (Single Interest Employers) Enterprise Agreement 2021-2025
Classification:	Grade 3 (SX6)
Employment Status:	Part-time
Immunisation Risk Category:	Category A
Date of Review:	December 2025

POSITION SUMMARY

Purpose of this role is to provide leadership and implementation of analgesic stewardship services across RMH sites collaboratively with Pain Management Services and other stakeholders. Key Responsibilities include

- Provision of clinical pharmacy services relating to analgesia management for inpatient care and transitional outpatient- multidisciplinary clinic settings
- Coordinate and lead activity s of analgesic stewardship committee
- Develop, implement and evaluate quality and safety initiatives that optimise the pain management for consumers and reduce risk of harm from analgesics agents

KEY ACCOUNTABILITIES

- Take reasonable care for your safety and wellbeing and that of others.
- Work in your scope of practice and seek help where required.
- Work in partnership with consumers, patients and where applicable carers and families.
- Work collaboratively with colleagues across all RMH teams.
- Continue to learn through mandatory training and other learning activities.
- Seek feedback on your work including participation in annual performance discussion.
- Speak up for safety, our values and wellbeing.
- Prioritise wellbeing and ensure safe work practices are developed and adhered to in their area.
- Respect that the RMH is a smoke-free environment.



Management and Leadership

- Responsible for day to day provision of all pharmacy services within portfolio
- Effective line management of team
- Maintain a customer focus for all services within the scope of the position
- Effective leadership and communication skills
- Demonstrate initiative, responsibility, efficiency, co-operation and enthusiasm
- Provide advice to the Director of Pharmacy based on operational, legal and performance needs
- Manage risk and actively work toward implementing risk reduction strategies
- Ensure legislative requirements, accreditation standards and other relevant guidelines relating to the pharmacy service are implemented and adhered to
- Support other services within department as required
- Perform other duties as directed by the Director of Pharmacy

Human Resources and Recruitment

- Lead and promote a culture of positivity and speaking up
- Effective leave management to ensure all staff have a plan and take annual leave regularly
- Advocate, support and role model a positive culture and working environment
- Ensure all OHS requirements are met
- Manage risk and actively work toward implementing risk reduction strategies

Financial Resources and Practice Management

- Ensure all financial and medicine use information is available as required
- Liaise with the Director Pharmacy in matters relating to the Pharmacy Budget and monitoring financial performance

Education and Training

- Deliver education to RMH staff and its customers as required
- Support orientation, supervision and training of pharmacy staff allocated to service portfolio
- Support staff and student training and development
- Encourage pharmacists to develop an educational plan for Continuing Professional Development in accordance with AHPRA
- Demonstrate commitment to education through attendance & participation at Department education sessions, relevant conferences or seminars

Quality

- Ensure legislative requirements, accreditation standards and other relevant guidelines relating to medication management and pharmacy are implemented and adhered to
- Follow up of relevant RiskMan reports relating to relevant services
- Coordinate and participate in all relevant pharmacy quality activities
- Participate in infection prevention initiatives
- Maintain and regularly update a policies and procedures
- Liaise with medical and other staff as appropriate in regard to therapy regimens, and to promote economical and appropriate medicine usage throughout the hospital
- Dispense medications according to Pharmacy Board of Australia Practice guidelines and appropriate legislation
- Adherence to relevant RMH code of conduct & privacy policies.

- Ensure staff deliver a consistent level of service in accordance with policies and procedures
- Support the achievement of Key Performance Indicators and review accordingly
- Ensure pharmacy services are provided in a manner to ensure patient safety with respect to medications is optimised

Strategic Relationships

- Represent Pharmacy at relevant committees and meetings
- Work with leadership teams across RMH to implement, develop and deliver strategies and goals to meet organisational needs
- Develop further relationships with other pharmacy departments, in particular those associated with the EMR (RMH, Peter MacCallum Cancer Centre, Royal Women's Hospital and Royal Children's Hospital.
- Continue to develop strategic relationships with Universities (Monash, LaTrobe, RMIT) for education and research
- Participate in relevant MH organisational improvement initiatives as required

Research

- Partner with education providers and universities
- Active involvement in research either directly or as a supervisor
- Demonstrate commitment to research by participation in collaborative or special projects
- Present research or publish in an appropriate forum
- Be an active member of the Pharmacy Department Practice Research Committee
- Supervise pharmacists, intern pharmacists and students participating in research

Sustainability and Innovation

- Work with Pharmacy Executive to deliver goals of strategic business plans that meets both current and future needs
- Scope, develop and implement innovative pharmacy practice and services across the organisation
- Write relevant business cases to support new roles and innovation
- Progress roles and responsibilities of all team members to deliver safe and efficient care
- Participate in on-call and weekend services

Position Specific – Analgesic Stewardship and Pain Management

- Lead pharmacist involvement in perioperative care, including pre-admission, operative care and post operative pain services up to hospital discharge
- Oversee pharmacist involvement in the multidisciplinary pain management clinic
- direct involvement and/or training and supervision of fellow pharmacists in these roles/training and orientation for others
- Act as a pharmacy specialist in analgesia management and liaison with the Pain Service at all levels (Interventional pain, acute, transitional and persistent pain services)
- Lead education and training of multidisciplinary staff and students with respect to analgesia, specifically pharmacy and junior medical staff
- Coordinate the meetings and lead activities of the Analgesic Stewardship Committee
- Identify and implement optimisation of analgesia medication management and monitoring in Electronic Medical Record (EMR)
- Assist with development and updates of analgesia-related medication guidelines and procedures
- Conduct stewardship activities in collaboration with pain management clinicians and other stakeholders
- Lead activities to meet Opioid Analgesia in Acute Pain: Clinical Care Standard and other funded projects, including auditing, reporting to governance committee's and participation in hospital accreditation processes
- Report to relevant committees and working groups on stewardship activities
- Build and sustain effective relationships with other health services, both internal and external, to deliver best analgesic stewardship practice
- Implementation of effective data, reports and dashboards to drive improvements and optimise daily activities relating to analgesia
- Contribute to research activities emerging from opioid stewardship and transitional pain services
- Advocate externally in regard to medication stewardship programs, specifically in relation to State based organisations including Safer Care Victoria and the society of Hospital Pharmacists

KEY RELATIONSHIPS

Internal

- Pharmacy Staff
- Director & Deputy Directors of Pharmacy
- Nursing Staff
- Medical Staff
- Allied Health Staff
- Patients and consumers
- EMR team
- RMH Quality and Improvement Team

External

- Pharmacists at Parkville Precinct facilities and other organisations
- Healthcare professionals across Parkville Precinct and other organisations

KEY SELECTION CRITERIA

Formal Qualifications

- Registered as a pharmacist with AHPRA

Essential:

- Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together.
- A minimum of 5 years' experience in hospital pharmacy practice
- Commitment to patient focused service.
- Capacity to perform under pressure, to meet time constraints and determine work priorities.
- Well-developed written and oral communication skills.
- Well-developed staff supervision and interpersonal skills.
- Sound knowledge and understanding of all relevant aspects of hospital pharmacy. In particular, a demonstrated ability to practice in accordance with Society of Hospital Pharmacists of Australia (SHPA) Guidelines.
- A demonstrated commitment to continuous quality improvement process, leadership, service development and ongoing change.
- A demonstrated commitment to continuing education and the ability to keep abreast of current knowledge and accepted practices
- Broad range of experience in hospital pharmacy
- Mandatory Working with Children's Check and Police Check and Immunisation Assessment

Desirable:

- Post graduate Masters degree
- Demonstrate commitment to development of the profession through involvement in relevant pharmacy organisations. (e.g. SHPA, PSA, ACP, AHP) or participation in relevant groups
- Didactic and experiential teaching skills to provide education to undergraduate and postgraduate pharmacists, nurses, doctors and other allied health care staff.
- Demonstrated ability to lead and develop improvement initiatives using change management techniques
- Demonstrated project management experience, including the ability to prioritise and deliver project outcomes within specified timeframes
- Knowledge and experience of medication safety
- Knowledge and experience of practice research

- Demonstration of RMH values
- Achievement of portfolio specific KPI targets
- Participation in and satisfactory feedback through the annual performance review process
- Ability to maintain a safe working environment and ensure compliance with legislative requirements

- Aim to provide a working environment that is safe and without risk to the health, safety and wellbeing of all employees, patients and consumers, and visitors.
- Speak up for patient, consumer, colleague and visitor safety, escalating issues if required.
- Deliver Safe, Timely, Effective, Person-centred Care (STEP) in line with our clinical governance framework.
- Are an equal opportunity employer, committed to providing a work environment free of harassment and discrimination. We promote diversity and inclusion in the workplace.
- Work in accordance with relevant policies, procedures, standards and legislation including those related to clinical or competency requirements, risk management, discrimination, equal opportunity and health safety and wellbeing.

Date _____