



IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Staff Pharmacist	
Position Number(s)	Community	Division/Region(s)
17-15190	Yellowknife	Pharmacy Services/Stanton

PURPOSE OF THE POSITION

The Staff Pharmacist provides pharmaceutical services in accordance with The NWT Pharmacy Act and Bylaws, Stanton Territorial Hospital (STH) Departmental Policies, and the Canadian Society of Hospital Pharmacists Standards of Practice to ensure safe, rational, and cost-effective drug therapy and education for patients and clients of STH and surrounding areas.

SCOPE

The Northwest Territories Health and Social Services Authority (NTHSSA) is the single provider of all health and social services in the Northwest Territories (NWT), with the exception of Hay River and Tłıchʼo regions, covering 1.2 million square kilometers and serving approximately 43,000 people, including First Nations, Inuit, Metis, and non-aboriginals. Health and social services includes the full range of primary, secondary and tertiary health services and social services including family services, protection services, care placements, mental health, addictions, and developmental activities, delivered by more than 1,400 health and social services staff.

While the Tłıchʼo Community Services Agency (TCSA) will operate under a separate board and Hay River Health and Social Services Agency (HRHSSA) will in the interim, the NTHSSA will set clinical standards, procedures, guidelines and monitoring for the entire Northwest Territories. Service Agreements will be established with these boards to identify performance requirements and adherence to clinical standards, procedures, guidelines and policies as established by the NTHSSA.

Under the direction of the Minister of Health and Social Services, the NTHSSA is established to move toward one integrated delivery system as part of the government's transformation strategy.

Stanton Territorial Hospital is an accredited facility, located in Yellowknife, Northwest Territories. STH is the referral center for approximately 43,000 NWT residents and 5,900 residents from the Kitikmeot Region of Nunavut. STH provides health care services to adults and children on an inpatient/outpatient and outreach basis in order to restore health with dignity.

Located in Yellowknife and reporting directly to the Manager, Pharmacy Services, the Staff Pharmacist maintains and monitors the procurement and distribution of medications, provides drug information and education within STH and its affiliated clinics. The position may also provide functional direction to 3 pharmacy technicians during the delivery of their pharmaceutical services.

The Pharmacy department manages and maintains medication inventory in acute care units through automatic dispensing cabinets (ADCs). ADCs are computerized drug storage devices that allow medications to be stored and dispensed near the point of care while controlling and tracking drug distribution. The Staff Pharmacist will assist pharmacy technician(s) in the management of the ADC system and assure medications are accessible to healthcare staff in a safe and efficient manner. The Staff Pharmacist takes an active role in patient care and is an integral member of the patient care team moving STH forward toward its mission of excellence in patient care.

The Staff Pharmacist will provide pharmaceutical care to selected patient groups through the continuum of their treatment course. As an active member of the interdisciplinary health care team the incumbent will apply knowledge of drug therapy in addressing patient drug related problems (i.e. can recommend different medications to address the individual needs of different patients).

In addition to providing medication distribution services and drug information to inpatient and select outpatient populations, the Staff Pharmacist will provide support to ambulatory care services (ie. Dialysis Clinic, Medical Daycare) in regards to pharmaceutical care. The Staff Pharmacist will be involved in the preparation of sterile and non-sterile compounds for STH inpatients and ambulatory care patients.

In collaboration with the Population Health Division, the Pharmacy department facilitates the distribution of vaccines to select health centres and public health units in the NWT. Pharmaceutical supplies for certain health centres are also processed and distributed from STH Pharmacy. So the Staff Pharmacist will provide assistance to pharmacy technician(s), when required, to support these distribution workflows.

Collaborative educational services will be provided to support territorial programs or initiatives (i.e. collaborate on developing relevant territorial and STH specific policies, conduct drug review(s) for formulary consideration, Medical Assistance in Dying, Take Home

Naloxone Program).

The Staff Pharmacist will participate in the teaching and in-servicing of hospital staff and health professionals and participate in regular staff orientation.

The Pharmacy requires 24-hour coverage. Therefore, the Staff Pharmacist will be required to share standby on a weekly rotating basis with other pharmacy staff members (approximately 7 shifts every 4 to 6 weeks).

RESPONSIBILITIES

1. Provide direct pharmaceutical services to patients using a problem solving approach and in accordance with The NWT Pharmacy Act and Bylaws.

- Collect, synthesize, and interpret relevant clinical information; List and rank drug-related drug related issues; establish a desired pharmacotherapeutic outcome for each drug related issue and determine feasible pharmacotherapeutic alternatives; design a therapeutic drug-monitoring plan; implement the plan along with continual monitoring to measure the success of individual care,
- Provide group and/or individual patient counseling when feasible; participate in team conferences and discharge planning rounds,
- Advocate the dignity and self-respect of patients,
- Safeguard the trust of patients that information learned in the context of a professional relationship is shared outside the health care team only with the patient's permission or as legally required, and
- Act in a manner consistent with their professional responsibilities and standards of practice.

2. Act as a resource for reliable and current drug information to staff, physicians and others (i.e. community health centers and clinics).

- Deliver in-services to other health professionals and students; provide consult services to regional health centres by telephone or in writing,
- Perform drug utilization reviews and drug literature evaluations,
- Evaluate pharmacoeconomic literature to ensure that services delivered are clinically and economically justified, and
- Contributes to periodic memos to ensure that all staff are updated on advances in therapy and relevant policy changes.

3. Monitor the quality of pharmaceutical care delivered within the departments in order to effectively meet the health care needs of patients (and others).

- Monitor drug therapy for appropriateness, contraindications, interactions, and allergies by reviewing physician orders, clarifying problems, maintaining a computerized and/or manual profile, and appropriately documenting interventions.
- Performs Quality Assurance checks to ensure safe medication distribution and therapy through scheduled verification of patient MARs verification of medications packaged/prepared by the pharmacy technician(s),

- Investigates medication errors and discrepancies, collects statistical data, and reports findings to the Pharmacy Manager and other healthcare providers.
 - Conduct audits on the delivery of pharmaceutical services, identify learning needs, and support the delivery of training identified, and
 - Coordinate and provide off-unit consultations (i.e. physicians),
 - Support the maintenance of all automated dispensing cabinets throughout STH (ie. remove/refill/load/discrepancy documentation through ADCs),
 - Actively involved and take responsibility for the medication distribution process
 - Be involved in inventory management so as to ensure the quality and timeliness of medication supply (i.e. assess inventory during critical drug shortages).
- 4. Advocate practice environments that have the organization and the resource allocations necessary for safe, competent and ethical pharmaceutical care.**
- Provide coaching and leadership to peers, students and other members of the health care team to develop skill levels necessary to achieve the standard of pharmaceutical practice,
 - Collaborate with peers and other members of the health care team to advocate health care environments that are conducive to ethical practice and the health and well-being of patients and staff, and
 - Participate in committees, task forces, and research projects as related to the Pharmacy Department within STH.
- 5. Assists the Pharmacy Manager in coordinating the delivery of pharmaceutical services delivered to ensure the safe, rational, and cost-effective drug therapy and education for patients and clients of STH Stanton and surrounding areas.**

WORKING CONDITIONS

Physical Demands

The incumbent will be required to pick up and deliver prescriptions to and from patient care areas

(12 times per week – 10 minutes – Low)

The incumbent will be required to lift boxes full of medication and other supplies while stocking and restocking shelves (often lifting items above the shoulder and head).

(1 time a week – 10 minutes – Low)

Environmental Conditions

The incumbent will be required to process, package, compound, and prepare IV admixtures of a variety of medications. These workflows have the potential; to expose the incumbent to oral solid and parenteral hazardous medications, biological toxins and non-hazardous medications which may result in significant risk to health and personal safety (i.e. many residual traces are present and difficult to avoid or detect)

(Daily – 2.5-4 hours – High)

Sensory Demands

The incumbent will need to focus in on a variety of components when mixing medications and compounds as well as when reviewing prescriptions that must be 100% correct.

(Daily – 2.5-4 hours – High)

The incumbent will spend a significant amount of time at a computer terminal.

(Daily – Up to 4 hours – Moderate)

Mental Demands

The Staff Pharmacist experiences constant demands from nursing staff, physicians, pharmacy staff and other departments, as they attempt to influence clinical decision making and departmental policies, practices and work flow. The position must deal with these situations on a daily basis (approximately 3 hours) with a high degree of intensity.

The incumbent is also subject to disruption in lifestyle due to rotating standby shifts. It is normal for the individual on standby to be called back into work (almost every standby period), which causes significant stress on the incumbent's family and social life.

In addition, within the health care setting there can be significant lack of control over the work pace, with frequent interruptions (work is often dictated by external factors) that may lead to mental fatigue or stress.

KNOWLEDGE, SKILLS AND ABILITIES

- Advanced knowledge of Pharmacology, the principles of Hospital Pharmacy Practice and the application of Pharmaceutical Care, and Evidence-based Therapeutics in the delivery of a Pharmacy service.
- Ability to compound sterile preparations using aseptic technique, such as in a Centralized IV Admixture program or Parenteral Chemotherapy program.
- Knowledge of and an ability to apply education principles related to adult learners in order to develop and deliver subject specific training or information sessions.
- An ability to develop and implement operational policies and procedures related to the delivery of pharmaceutical services.
- An ability to educate patients and their family on appropriate pharmaceutical care.
- Knowledge of and an ability to network resources within and outside STH (i.e. Public Health, Community Health Centres, external clinics, etc.) in order to ensure support of patients, their families and the operation of clinics.
- Knowledge of and an ability to operate a desktop computer in order to prepare letters, presentations, send and receive electronic mail and conduct research.
- The incumbent must be able to communicate effectively. This includes being able to get one's point across to both medical and non-medical individuals.
- The incumbent must be aware of the importance of confidentiality and be able to keep personal and medical information private and confidential at all times.

Typically, the above qualifications would be attained by:

This level of knowledge is typically acquired through the completion of a Baccalaureate Degree in Pharmacy.

ADDITIONAL REQUIREMENTS

Stanton Territorial Hospital Requirements

The incumbent must be eligible for registration under the NWT Pharmacy Act, meet the requirements for licensing as a pharmacist in the NWT, and must be willing to become a member of The Canadian Society of Hospital Pharmacists.

Within STH, all members of the pharmacy staff are expected to acquire in a reasonable length of time and remain current in the following:

- Emergency Response
- Fire Training
- FIT Testing
- Infection Control
- Privacy and Confidentiality
- Social Media Training
- Workplace Bullying/Respectful Workplace
- Workplace Hazardous Materials Information System

A one year Hospital Pharmacy Residency program from a recognized Canadian institution would be an asset. Experience in compounding sterile preparations using aseptic technique, such as in a Centralized IV Admixture program or Parenteral Chemotherapy program would be an asset.

Position Security (check one)

- ☐ No criminal records check required
- ☐ Position of Trust – criminal records check required
- ☒ Highly sensitive position – requires verification of identity and a criminal records check

French language (check one if applicable)

- ☐ French required (must identify required level below)
 - Level required for this Designated Position is:
 - ORAL EXPRESSION AND COMPREHENSION
 - Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐
 - READING COMPREHENSION:
 - Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐
 - WRITING SKILLS:
 - Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐
- ☐ French preferred

Indigenous language: To choose a language, click [here](#).

☐ Required

☐ Preferred