

**NETCARE**

# Vacancy

Closing date: 15.11.2023

## Role profile

Role title	PHARMACIST
Division	Hospital Division
Location	Netcare Femina Hospital
Reporting structure	Pharmacy Manager

## Role summary

The Pharmacist will be responsible for the provision of medication and supplementary services to patients and members of the healthcare team.

The incumbent will also assume responsibility for meeting patients' needs in a responsible, satisfactory and cost-effective manner.

## Key work output and accountabilities

- Implement and maintain pharmaceutical evaluation (clinical ward round) of hospital In-patients as per Netcare Hospital Clinical Ward Round specifications, with special care to geriatrics, paediatric, neonates, ICU and high care patients
- Complete ward rounds regularly in accordance with hospital needs and resources available
- Document and capture all ward round queries
- Dispense prescriptions (hospital and retail)
- Ensure maximum safety of patients by providing advice on the appropriate selection, dosage and drug interaction, potential side effects and therapeutic effects of medicines
- Act as custodian for the management of Schedule 5 & 6 drugs as per legal requirements
- Record prescriptions as per legislative requirements
- Ward rounds should include special focus on Antibiotics usage, high alert drugs and feeds
- Ensure pharmaceutical evaluation (clinical ward round) with respect to individualised medication regimens, continuous therapeutic drug monitoring, clinical intervention, pharmaco-dynamic and pharmacokinetic consultation
- Assist and offer advice on the usage, side effects, contra-indications, drug interaction and proper storage of medication to patients and other members of the healthcare team
- Advise and provide information regarding general health matters, including the effective use of medicines, treatment for general diseases, primary health care, screening services, essential medication, mother and child healthcare services, family planning and immunisation
- Supervise and control the acquisition, storage, dispensing, handling and packaging of medicines to ensure safety, efficacy and quality thereof

- Assist with all aspects of ethical stock control including re-ordering of stock, maintaining dedicated stock areas for organisation and expiry dates
- Conduct cyclical and full stock takes
- Update doctors and wards with regards to out of stock situations and offer alternatives
- Conduct related administrative and house-keeping tasks
- Actively participate as a member of a team to achieve goals
- Communicate effectively to assist other team players
- Supervise and guide Pharmacist Assistants and interns
- Active involvement in own professional development to maintain a satisfactory level of skill and knowledge
- Keep up to date with Netcare's evolving policies and procedures
- Keep abreast of new developments in the Pharmaceutical field
- Work effectively and co-operatively with others to establish and maintain good working relationships that are mutually beneficial
- Build relationships with wards to facilitate the understanding and updating of Pharmacy systems and policies
- Will be required to work certain week ends and public holidays (as a dispensing pharmacist) - will be overtime (as required for roster and amount of pharmacists available)
- Assist with all aspects of ethical stock control including: re-ordering of stock, maintaining dedicated stock areas for organisation and expiry dates and conducting cyclical and full stock takes

## Skills profile

### Education

- A relevant pharmaceutical qualification (B.Pharm. Degree or Dip.Pharm) or equivalent NQF 7 qualification.
- Registration with the South African Pharmacy Council.

### Work experience

- Advanced computer literacy. (SAP and CKS).
- Work experience in a Hospital and Retail Pharmacy environment
- Three to five years hospital pharmacy experience.

### Knowledge

- Sound knowledge of Pharmacy business operations

### Non Managerial

Coaching Others*	The capacity to recognise development areas in others and support them to facilitate personal development through coaching.
Leading and Managing Change*	The capacity to implement and support change initiatives and to provide leadership in times of uncertainty.

Performance Development*	The ability to evaluate and develop different levels of capacity within a team to achieve set objectives.
Taking Action	Capable of recognising the need for action, considering possible risks and taking responsibility for results.
Decision Making	Capable of making decisions timeously and taking responsibility for the consequences.
Managing Self	Capacity to plan, organise and control own work environment by setting appropriate priorities and achieving set objectives within a given time frame.
Customer Focus and Service Delivery	<p>The capacity to identify and respond to the needs of *internal and external customers.</p> <p><i>*Internal and external customers include patients, doctors, colleagues, suppliers, visitors, vendors and any other person that requires a relationship</i></p>
Adapting and Responding to Change	Capable of supporting and advocating change initiatives and managing own reaction to change.
Continuous Improvement	The capacity to improve systems and processes to facilitate continuous improvement.
Personal Work Ethic	Capacity to instil an ethic of quality and consistency in self and others.
Building Relationships	Capacity to establish constructive and effective relationships.
Communication	The capacity to clearly present information, either written or verbal.
Teamwork	Capacity to cooperate with others to work towards a common goal.
Technical Knowledge	The capacity to perform a technical function to required standards.
Resilience to stress	Appropriately balancing these various pressures to maintain stable performance.
<b>Values and behaviours</b>	
Netcare values	At Netcare, our core value is care. We care about the dignity of our patients and all members of the Netcare family. We care about the participation of our people and our partners in everything we do. We care about truth in all our actions. We are passionate about quality care and professional excellence.

	<ul style="list-style-type: none"> <li>• Care - The basis of our business. The professional, ethical patient care and services we offer at every level of the organization.</li> <li>• Truth - The crucial element in building relationships that work. Open communication with honesty and integrity is essential.</li> <li>• Dignity - An acknowledgement of the uniqueness of individuals. A commitment to care with the qualities of respect and understanding.</li> <li>• Compassion - We engage everyone with empathy and respond with acts of compassion in all interactions with our patients and their families.</li> <li>• Participation - The willingness and desire to work in productive and creative partnerships with others and the commitment to communicate.</li> </ul>
The Netcare way	<p>Netcare is committed to providing quality care. Our basic service standard holds us accountable for the below seven behaviours, which you will be accountable to uphold:</p> <ul style="list-style-type: none"> <li>• I always greet everyone to show my respect.</li> <li>• I always wear my name badge to show my identity.</li> <li>• I am always well-groomed to show my dignity.</li> <li>• I always practise proper hand hygiene to show my care.</li> <li>• I always engage to show my compassion.</li> <li>• I always say thank you to show my appreciation.</li> <li>• I always embrace diversity to show I am not a racist.</li> </ul>

## Application process

### Netcare is an equal opportunity employer

The Company's approved Employment Equity plan and targets will be considered as part of the recruitment process aligned to the Group's Employment Equity strategy. Netcare actively supports the recruitment of people with disabilities.

Interested candidates who meet the above criteria are requested to e-mail a detailed CV to [FeminaApplications@netcare.co.za](mailto:FeminaApplications@netcare.co.za)

### Please note:

- Please note that reference checks for internal applicants will be conducted with the applicant's current and past Netcare direct line managers and the relevant Netcare HR Managers. Therefore, employees are encouraged to discuss internal job applications with their direct line manager to ensure that the line manager is aware of the application.
- The terms and conditions of employment relating to the function you have applied for will be based on those in the Division within which you will be employed.
- If a candidate has any disability that may impair the individual's ability to perform the job function, the candidate must kindly inform the employer so that an assessment for reasonable accommodation can be made.
- By applying for this position and providing us with your CV and other personal information, you are consenting to the information being used for the specific purpose for which it was provided, which is recruitment purposes and possible appointment purposes (should you be successful). Please note that your information will be processed for recruitment purposes only or for such purposes relating to assessing the establishment of an employment relationship with yourself, and this will be done in accordance with the applicable data protection and privacy legislation. We confirm that such information will not be used for any other purpose without obtaining your prior consent.
- If your application is not successful, we retain your CV and other information provided on our electronic system. If you object to your information being used in accordance with the aforementioned clauses, please indicate your objection, and we will immediately securely destroy your personal information.

