**Senior Pharmacist, Haematology/Oncology, Galway University Hospitals**

**Job Specification & Terms and Conditions**

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| **Job Title, Grade Code** | Senior Pharmacist, Haematology/Oncology,Galway University HospitalsGrade Code 3239 |
| **Remuneration** | The salary scale for the post as of 01/03/2025 is: € 74,779, 78,216, 79,316, 80,412, 80,546, 82,078, 83,765, 86,717New appointees to any grade start at the minimum point of the scale. Incremental credit will be applied for recognised relevant service in Ireland and abroad (Department of Health Circular 2/2011). Incremental credit is normally granted on appointment, in respect of previous experience in the Civil Service, Local Authorities, Health Service and other Public Service Bodies and Statutory Agencies. |
| **Campaign Reference** | G10799 |
| **Closing Date** | 10am on Thursday 31st July 2025 – upload application form via Rezoomo |
| **Proposed Interview Date (s)** | Interviews will be held as soon as possible after the closing date. Candidates will normally be given at least one week’s notice of interview. The timescale may be reduced in exceptional circumstances. |
| **Taking up Appointment** | A start date will be indicated at job offer stage. |
| **Location of Post** | Galway University Hospitals, HSE West & North West RegionThere is currently one permanent, whole-time vacancy available in Galway University Hospitals.A panel may be formed as a result of this campaign for Senior Pharmacist - Haematology Oncology from which current and future, permanent and specified purpose vacancies of full or part-time duration may be filled.  |
| **Informal Enquiries**  | We welcome enquiries about the role. Contact Name: Ms. Nessa Fahy or Mr. Harold LewisEmail: nessa.fahy@hse.ie or harold.lewis@hse.ieTel: 087-6354429 or 091 544094 for further information about the role.Contact Recruitment Team GUH email: recruit.guh@hse.ie for enquiries relating to the recruitment process. |
| **Details of Service** | The West and North West region provides acute and specialist hospital and community services to the West and North West of Ireland – counties Galway, Mayo, Roscommon, Sligo, Leitrim, Donegal and adjoining counties.The region comprises of 7 hospitals across 8 sites:* Letterkenny University Hospital (LUH)
* Mayo University Hospital (MUH)
* Portiuncula University Hospital (PUH)
* Roscommon University Hospital (RUH)
* Sligo University Hospital (SUH) incorporating Our Lady’s Hospital Manorhamilton (OLHM)
* Galway University Hospitals (GUH) incorporating University Hospital Galway (UHG) and Merlin Park University Hospital

The region’s Academic Partner is University of Galway.The region covers one third of the land mass of Ireland, it provides health care to a population of 830,000, employs over 20,000 staff **Vision**Our vision is to be a leading academic Hospital providing excellent integrated patient-centred care delivered by skilled caring staff.**Guiding Principles**Care – Compassion – Trust – LearningOur guiding principles are to work in partnership with patients and other healthcare providers across the continuum of care to:* Deliver high quality, safe, timely and equitable patient care by developing and ensuring sustainable clinical services to meet the needs of our population.
* Deliver integrated services across the Hospitals and communities, with clear lines of responsibility, accountability and authority, whilst maintaining individual hospital site integrity.
* Continue to develop and improve our clinical services supported by education, research and innovation, in partnership with NUI Galway and other academic partners.

Recruit, retain and develop highly-skilled multidisciplinary teams through support, engagement and empowerment. |
| **Mission Statement** | Patients are at the heart of everything we do. Our Mission is to provide high quality and equitable services for all by delivering care based on excellence in clinical practice, teaching, and research, grounded in kindness, compassion and respect, whilst developing our staff and becoming a model employer.**OUR GUIDING VALUES** **Respect** - We are an organisation where privacy, dignity, and individual needs are respected, where staff are valued, supported and involved in decision-making, and where diversity is celebrated, recognising that working in a respectful environment will enable us to achieve more. **Compassion** - we treat patients and family members with dignity, sensitivity and empathy.**Kindness** - whilst we develop our organisation as a business, we will remember it is a service, and treat our patients and each other with kindness and humanity. **Quality** – we seek continuous quality improvement in all we do, through creativity, innovation, education and research. **Learning** - we nurture and encourage lifelong learning and continuous improvement, attracting, developing and retaining high quality staff, enabling them to fulfil their potential. **Integrity** - through our governance arrangements and our value system, we will ensure all of our services are transparent, trustworthy and reliable and delivered to the highest ethical standards, taking responsibility and accountability for our actions. **Team working** – we engage and empower our staff, sharing best practice and strengthening relationships with our partners and patients to achieve our Mission. **Communication** - we communicate with patients, the public, our staff and stakeholders, empowering them to actively participate in all aspects of the service, encouraging inclusiveness, openness, and accountability.*These Values shape our strategy to create an organisational culture and ethos to deliver high quality and safe services for all we serve and that staff are rightly proud of.* |
| **Reporting Relationship** | The post holder is professionally responsible and accountable to the Chief 2 Pharmacists Cancer Services, Galway University Hospitals.  |
| **Purpose of the Post**  | To contribute to the Clinical Pharmacy Service by providing agreed levels of pharmaceutical care to patients. To lead in the provision of pharmaceutical care to the Haematology/Oncology Day ward and to contribute as needed and determined by the Chief Pharmacist to work in the aseptic unit, clinical trials and administration of the oncology pharmacy computer systems. |
| **Principal Duties and Responsibilities** | * The post holder will support the principle that care of the patient comes first at all times and will approach their work with the flexibility and enthusiasm necessary to make this principle a reality for every patient to the greatest possible degree
* Maintain awareness of the primacy of the patient in relation to all hospital activities.
* Performance management systems are part of the role and you will be required to participate in the hospital performance management programme

**The Pharmacist Senior (Haematology/Oncology Service) will:** * Lead the development of the service on the haematology-oncology day ward with colleagues as required by the Chief 2 Pharmacist Lead.
* Review Systemic Anti-Cancer Therapy (SACT) protocols involving medicines within GUHs.
* Provide leadership where programming of ePrescribing solutions is concerned. This will require establishing excellent working relationships with pharmacists, consultants and nurses in the service.
* Liaise and negotiate with consultants, NHCDS and nurses so as to design best protocols and workflow where SACT is concerned.
* Provide cover for Pharmaceutical Aseptic Services Unit (PASU) as required to ensure continuity of SACT manufacturing.
* Ensure compliance to good clinical practice standards in relation to SACT and associated medicines:
* Medicines are labelled appropriately.
* Medicines are stored correctly and securely.
* Documentation is complete and secured.
* Medicines are dispensed or supplied in strict accordance with protocol.
* Liaise with clinical pharmacy team as required to ensure safe service delivery to patients and best quality of care.
* Contribute to the development of clinical guidelines as part of a multidisciplinary team as allocated by the Chief 2 Lead Clinical Pharmacist.
* Contribute to the provision of training for pharmacy and other staff as needed
* Provide other members of the healthcare profession with help and information regarding SACT and other associated medicines.
* Counsel patients on the use of their trial medicines where required, taking due cognisance of the appropriate regulations under the Pharmacy Act 2007.
* Contribute to the development, maintenance and monitoring of standard operating procedures for SACT within GUH pharmacies.
* Contribute to the provision of medicines information and advice on drug availability and procurement to clinical staff in relation to SACT and associated medicines.
* Contribute to the collation of statistical and workload activity in the cancer directorate
* Participate in audit (internal and external) of pharmacy cancer service and implement improvements where required.
* Report on potential drug budget savings in collaboration with a multi-disciplinary team to ensure best quality use of SACT and associated therapy.
* Report incidents / near misses in accordance with risk management policies.
* Participate in multidisciplinary meetings at both patient-level and project level.

As a pharmacist, contributing to the clinical pharmacy service of GUHs, the following duties should be carried out where required to ensure the provision of a comprehensive pharmaceutical service:* Supervise and supply drugs, pharmaceuticals and other related items as may be required.
* Ensure that the purchase, storage and supply of all items is operated on the most economical lines, consistent with quality at pharmacy, ward and department levels and with reference to legal requirements, transit, security and conditions of chemical and physical stability.
* Maintain records for purchasing, quality control, compounding and dispensing to the standards required.
* Participate in the development and expansion of ward clinical pharmacy services and top-up services.
* Provide advice, as required, to medical and nursing staff on the proper and economic use of drugs and medicines including participation in schemes for the dissemination of information in relation to drugs and drug usage designed to deliver optimal care economically.
* Cooperate with clinical, scientific and nursing staff on the maintenance and development of new methods of treatment.
* Ensure that the needs of patients and professional staff are being adequately met by the pharmaceutical service provided. This will involve providing help and advice to patients and staff on all aspects of therapy and collaborating with community pharmacists to ensure continuity of supply of medication where necessary.
* Participate in continuing education and in such activities consistent with the post. Attend such study days and continuing education courses as may be deemed necessary for the development of both the service and the individual
* Participate in the teaching and training (including in-service training) of pharmacy, medical, nursing and other staff as may be required.
* Supervise and manage any Pharmacist and other staff assigned to him / her.
* Where a Chief Pharmacist has been assigned responsibilities to co-operate with and assist him / her in the performance of his / her duties and responsibilities as required.
* Perform such other duties appropriate to the office of Pharmacist as may be assigned to him / her from time to time by the Chief Pharmacist.

**KPI’s*** The identification and development of Key Performance Indicators (KPIs) which are congruent with the Hospital’s service plan targets.
* The development of Action Plans to address KPI targets.
* Driving and promoting a Performance Management culture.
* In conjunction with line manager assist in the development of a Performance Management system for your profession.
* The management and delivery of KPIs as a routine and core business objective.

**PLEASE NOTE THE FOLLOWING GENERAL CONDITIONS:*** Employees must attend fire lectures periodically and must observe fire orders.
* All accidents within the Department must be reported immediately.
* Infection Control Policies must be adhered to.
* In line with the Safety, Health and Welfare at Work Acts 2005 and 2010 all staff must comply with all safety regulations and audits.
* In line with the Public Health (Tobacco) (Amendment) Act 2004, smoking within the Hospital Buildings is not permitted.
* Hospital uniform code must be adhered to.
* Provide information that meets the need of Senior Management.
* To support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service.

**Risk Management, Infection Control, Hygiene Services and Health & Safety*** The management of Risk, Infection Control, Hygiene Services and Health & Safety is the responsibility of everyone and will be achieved within a progressive, honest and open environment.
* The post holder must be familiar with the necessary education, training and support to enable them to meet this responsibility.
* The post holder has a duty to familiarise themselves with the relevant Organisational Policies, Procedures & Standards and attend training as appropriate in the following areas:
	+ Continuous Quality Improvement Initiatives
	+ Document Control Information Management Systems
	+ Risk Management Strategy and Policies
	+ Hygiene Related Policies, Procedures and Standards
	+ Decontamination Code of Practice
	+ Infection Control Policies
	+ Safety Statement, Health & Safety Policies and Fire Procedure
	+ Data Protection and confidentiality Policies
* The post holder is responsible for ensuring that they become familiar with the requirements stated within the Risk Management Strategy and that they comply with the Region’s Risk Management Incident/Near miss reporting Policies and Procedures.
* The post holder is responsible for ensuring that they comply with hygiene services requirements in your area of responsibility. Hygiene Services incorporates environment and facilities, hand hygiene, catering, cleaning, the management of laundry, waste, sharps and equipment.
* The post holder must foster and support a quality improvement culture through-out your area of responsibility in relation to hygiene services.
* The post holders’ responsibility for Quality & Risk Management, Hygiene Services and Health & Safety will be clarified to you in the induction process and by your line manager.
* The post holder must take reasonable care for his or her own actions and the effect that these may have upon the safety of others.
* The post holder must cooperate with management, attend Health & Safety related training and not undertake any task for which they have not been authorised and adequately trained.
* The post holder is required to bring to the attention of a responsible person any perceived shortcoming in our safety arrangements or any defects in work equipment.
* It is the post holder’s responsibility to be aware of and comply with the HSE Health Care Records Management/Integrated Discharge Planning (HCRM / IDP) Code of Practice.

**The above Job Specification is not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform other duties as appropriate to the post which may be assigned to them from time to time and to contribute to the development of the post while in office.** |
| **Eligibility Criteria****Qualifications and/ or experience** | Candidates must on the closing date:**1. Professional Qualifications, Experience etc**(a) Candidates must:(i) be a registered pharmacist with the Pharmaceutical Society of Ireland (PSI) or be entitled to be so registered.**And**(ii) Have at least three years satisfactory post registration hospital experience.**And**(iii) Possess the requisite knowledge and ability (including a high standard of suitability and management ability) for the proper discharge of the duties of the office.**2. Age**Age restriction should only apply to a candidate where s/he is not classified as a new entrant (within the meaning of the public service superannuation (miscellaneous provisions) Act 2004. A candidate who is not classified as a new entrant must be under 65 years of age on the first day of the month in which the latest date for receiving completed application forms for the office occurs.**3. Health**Candidates for any person holding the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service **4. Character**Candidates for and any person holding the office must be pf good character |
| **Post Specific Requirements** | • Demonstrate depth and breadth of experience in the provision of a clinical service to haematology / oncology patients as relevant to the role.• Demonstrate depth and breadth of experience of managing medicine related improvement projects which improve service delivery as relevant to the role.• Demonstrate depth and breadth of experience in the operation of electronic patient information and prescribing systems as relevant to the role.• Demonstrate depth and breadth of experience in Pharmaceutical Aseptic Services and chemotherapy manufacturing |
| **Other requirements specific to the post** | **N/A** |
| **Skills, competencies and/or knowledge** | **Candidates must demonstrate the following:*** Demonstrate evidence of ability to critically analyse commercial and core clinical journal material on medicines.
* Demonstrate evidence of computer skills including the use of Word, Excel, Powerpoint and the internet as a research tool.
* Demonstrate evidence that they have been involved in the production of medicines information for public consumption in various formats.
* Demonstrate evidence of ability to conduct research.
* Demonstrate knowledge and understanding of relevant legislation including Health & Safety in the workplace.
* Demonstrate knowledge and understanding of protocols for drug use, storage, safe handling etc.
* Demonstrate knowledge and understanding of impact of freedom of information legislation.
* Demonstrate evidence of effective organisation and management skills including awareness of resource management and importance of value for money.
* Demonstrate a strong ability to work cohesively and constructively in multidisciplinary teams under varying working pressure conditions.
* Demonstrate the ability to manage and develop self and others in a busy working environment including the ability to prioritise caseloads according to need.
* Demonstrate leadership and team management skills including evidence of the ability to work with multidisciplinary team members.
* Demonstrate an ability to work individually and with people at all levels of an organisation.
* Demonstrate an excellent understanding of the needs of patients and other hospital staff and work to ensure the pharmacy service meets these needs as fully as possible
* Demonstrate a commitment to assuring high standards and strive for a user centred service.
* Demonstrate good communication skills both verbally and literally.
* Demonstrate excellent interpersonal skills and show leadership in a team environment.
* Demonstrate the ability to evaluate information, make effective decisions and solve problems especially with regard to service user care.
* Demonstrate commitment to continuing professional development.
* Demonstrate initiative and innovation in identifying areas for service improvement.
* Demonstrate the willingness and ability to both teach and learn.
* Demonstrate evidence of computer skills including as part of the dispensing process, Word, Excel and Power Point.
* Demonstrate leadership and decision-making ability.

Demonstrate the ability to contribute to the training and development of others both within the pharmacy and in the general multidisciplinary team. |
| **Campaign Specific Selection Process****Ranking/Shortlisting / Interview** | A ranking and or shortlisting exercise may be carried out on the basis of information supplied in your application form. The criteria for ranking and or shortlisting are based on the requirements of the post as outlined in the eligibility criteria and skills, competencies and/or knowledge section of this job specification. Therefore it is very important that you think about your experience in light of those requirements. Failure to include information regarding these requirements may result in you not progressing to the next stage of the selection process. Those successful at the ranking stage of this process, where applied, will be placed on an order of merit and will be called to interview in ‘bands’ depending on the service needs of the organisation. |
| **Diversity, Equality and Inclusion**  | The HSE is an equal opportunities employer.Employees of the HSE bring a range of skills, talents, diverse thinking and experience to the organisation. The HSE believes passionately that employing a diverse workforce is central to its success – we aim to develop the workforce of the HSE so that it reflects the diversity of HSE service users and to strengthen it through accommodating and valuing different perspectives. Ultimately this will result in improved service user and employee experience. The HSE is committed to creating a positive working environment whereby all employees inclusive of age, civil status, disability, ethnicity and race, family status, gender, membership of the Traveller community, religion and sexual orientation are respected, valued and can reach their full potential. The HSE aims to achieve this through development of an organisational culture where injustice, bias and discrimination are not tolerated. The HSE welcomes people with diverse backgrounds and offers a range of supports and resources to staff, such as those who require a reasonable accommodation at work because of a disability or long-term health condition. Read more about the HSE’s commitment to [Diversity, Equality and Inclusion](https://www.hse.ie/eng/staff/resources/diversity/diversity.html)  |
| **Code of Practice** | The Health Service Executive will run this campaign in compliance with the Code of Practice prepared by the Commission for Public Service Appointments (CPSA).The CPSA is responsible for establishing the principles to be followed when making an appointment. These are set out in the CPSA Code of Practice. The Code outlines the standards to be adhered to at each stage of the selection process and sets out the review and appeal mechanisms open to candidates should they be unhappy with a selection process.Read the [CPSA Code of Practice](https://www.cpsa.ie/pdf/?file=https://assets.cpsa.ie/media/275828/b88e3648-c663-4293-9471-d2d75bd1d685.pdf).  |
| The reform programme outlined for the health services may impact on this role, and as structures change the Job Specification may be reviewed.This Job Specification is a guide to the general range of duties assigned to the post holder. It is intended to be neither definitive nor restrictive and is subject to periodic review with the employee concerned. |

**Senior Pharmacist Haematology/Oncology**

 **Galway University Hospitals**

**Terms and Conditions of Employment**

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| **Tenure**  | The current vacancy available is permanent and whole time. The post is pensionable. A panel may be created from which permanent and specified purpose vacancies of full or part time duration may be filled. The tenure of these posts will be indicated at “expression of interest” stage. Appointment as an employee of the Health Service Executive is governed by the Health Act 2004 and the Public Service Management (Recruitment and Appointments) Act 2004 and Public Service Management (Recruitment and Appointments) Amendment Act 2013. |
| **Working Week** | The standard weekly working hours of attendance for your grade are **3**5 hours per week. Your normal weekly working hours are **3**5 hours. Contracted hours that are less than the standard weekly working hours for your grade will be paid pro rata to the full time equivalent. |
| **Annual Leave** | The annual leave associated with the post will be confirmed at Contracting stage. |
| **Superannuation** | This is a pensionable position with the HSE. The successful candidate will upon appointment become a member of the appropriate pension scheme. Pension scheme membership will be notified within the contract of employment. Members of pre-existing pension schemes who transferred to the HSE on the 01st January 2005 pursuant to Section 60 of the Health Act 2004 are entitled to superannuation benefit terms under the HSE Scheme which are no less favourable to those which they were entitled to at 31st December 2004 |
| **Age** | The Public Service Superannuation (Age of Retirement) Act, 2018\* set 70 years as the compulsory retirement age for public servants.***\* Public Servants not affected by this legislation:***Public servants joining the public service or re-joining the public service with a 26 week break in service, between 1 April 2004 and 31 December 2012 (new entrants) have no compulsory retirement age.Public servants, joining the public service or re-joining the public service after a 26 week break, after 1 January 2013 are members of the Single Pension Scheme and have a compulsory retirement age of 70. |
| **Probation** | Every appointment of a person who is not already a permanent officer of the Health Service Executive or of a Local Authority shall be subject to a probationary period of 12 months as stipulated in the Department of Health Circular No.10/71. |
| **Protection of Children Guidance and Legislation** | The welfare and protection of children is the responsibility of all HSE staff. You must be aware of and understand your specific responsibilities under the Children First Act 2015, the Protections for Persons Reporting Child Abuse Act 1998 in accordance with Section 2, Children First National Guidance and other relevant child safeguarding legislation and policies. Some staff have additional responsibilities such as Line Managers, Designated Officers and Mandated Persons. You should check if you are a Designated Officer and / or a Mandated Person and be familiar with the related roles and legal responsibilities.Visit [HSE Children First](https://www.hse.ie/eng/services/list/2/primarycare/childrenfirst/resources/) for further information, guidance and resources. |
| **Infection Control** | Have a working knowledge of Health Information and Quality Authority (HIQA) Standards as they apply to the role for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc. and comply with associated HSE protocols for implementing and maintaining these standards as appropriate to the role. |
| **Health & Safety** | It is the responsibility of line managers to ensure that the management of safety, health and welfare is successfully integrated into all activities undertaken within their area of responsibility, so far as is reasonably practicable. Line managers are named and roles and responsibilities detailed in the relevant Site Specific Safety Statement (SSSS). Key responsibilities include:* Developing a SSSS for the department/service[[1]](#footnote-2), as applicable, based on the identification of hazards and the assessment of risks, and reviewing/updating same on a regular basis (at least annually) and in the event of any significant change in the work activity or place of work.
* Ensuring that Occupational Safety and Health (OSH) is integrated into day-to-day business, providing Systems Of Work (SOW) that are planned, organised, performed, maintained, and revised as appropriate, and ensuring that all safety related records are maintained and available for inspection.
* Consulting and communicating with staff and safety representatives on OSH matters.
* Ensuring a training needs assessment (TNA) is undertaken for employees, facilitating their attendance at statutory OSH training, and ensuring records are maintained for each employee.
* Ensuring that all incidents occurring within the relevant department/service are appropriately managed and investigated in accordance with HSE procedures[[2]](#footnote-3).
* Seeking advice from health and safety professionals through the National Health and Safety Function Helpdesk as appropriate.
* Reviewing the health and safety performance of the ward/department/service and staff through, respectively, local audit and performance achievement meetings for example.

**Note**: Detailed roles and responsibilities of Line Managers are outlined in local SSSS.  |

1. A template SSSS and guidelines are available on [writing your site or service safety statement](https://healthservice.hse.ie/staff/health-and-safety/safety-statement/).

2 Structures and processes for effective [incident management](https://www2.healthservice.hse.ie/organisation/qps-incident-management/incident-management/) and review of incidents. [↑](#footnote-ref-2)
2. [↑](#footnote-ref-3)