

Austin Health Position Description



Position Title: Grade 3 Pharmacist, Kidney Transplant (ACTER)

Classification:	Pharmacist Grade 3, SX6-SX81
Business Unit/ Department:	Pharmacy Department
Work location:	Austin Health
Agreement:	Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Enterprise Agreement 2021 - 2025
Employment Type:	Full-Time
Hours per week:	40 hours with ADO
Reports to:	Director of Pharmacy
Direct Reports:	
Financial management:	Budget:
Date:	October 2024

About Austin Health

Austin Health is recognised for high-quality, person-centred care. We're renowned for our specialist work in cancer, transplantation, infectious diseases, obesity, sleep medicine, intensive care medicine, neurology, endocrinology, mental health and rehabilitation.

We're the largest Victorian provider of training for specialist physicians and surgeons, and internationally recognised as a centre of excellence in hospital-based research.

Our services are delivered to patients across four main sites in Melbourne, in locations across our community, in people's homes, and within regional hospitals across Victoria.

We aim to provide an inclusive culture where all staff can contribute to the best of their ability and strive to develop further. We recognise that our people are our greatest strength. We want them to thrive, be their best selves and feel engaged, safe and empowered. To achieve this, diversity and inclusion is essential to our culture and our values. You can view our current Diversity and Inclusion Plan [here](#).

Commitment to Gender Equality

Austin Health is committed to gender equality in the workplace. In developing our [Gender Equality Action Plan](#) we have been guided by the gender equality principles set out in the Gender Equality Act 2020 (Vic). We believe that everyone should live in a safe and equal society, have access to equal power, resources and opportunities and be treated with

dignity, respect, and fairness.

Position Purpose

This position is responsible for the establishment, direction, planning, provision and review of clinical pharmacy services to the Kidney Transplant Service as part of the Australian Centre for Transplant Excellence and Research (ACTER) at Austin Health.

The role will work in collaboration with a Liver Transplant Pharmacist to leverage efficiencies in pharmacy service provision to ACTER and provide cover for transplant pharmacy services during periods of leave.

Key customers are: patients; the Kidney Transplant Service, including referring and collaborating health services, general practitioners and private specialists; ACTER; nursing, medical, pharmacy and other hospital staff.

About the Austin Health Pharmacy Department

The Pharmacy Department Mission Statement is: ***“Working together to provide optimum pharmaceutical care”***.

Austin Health Pharmacy Department provides comprehensive high-quality care to Austin Health patients and supports other members of the healthcare team in all aspects of medicines management. The Department consists of over 120 full time equivalent staff over 3 campuses within Austin Health. The team consists of pharmacists and technical and support personnel who work together to ensure patients receive the highest quality pharmaceutical care possible.

Our philosophy is to foster a learning environment and to promote teamwork as the best method to deliver day to day services, for both our consumers and individual staff members.

About ACTER

Austin Health is a major provider of transplant services, delivering comprehensive transplant services in the areas of liver, kidney, intestinal, and haematopoietic stem cell transplantation. In addition to providing transplant services, Austin Health currently coordinates and performs the majority of abdominal organ retrieval in Victoria and Tasmania, including liver, intestine, kidney, and pancreas retrieval. Austin Health provides support for the paediatric abdominal organ transplant programs at the Royal Children's Hospital.

Austin Health is establishing the Australian Centre for Transplantation Excellence and Research (ACTER). Through ACTER, Austin Health will seek excellence in transplantation innovation and clinical care. This will be achieved by bringing together cutting-edge clinical practice, transplant-optimised operational systems, and active consumer participation. This collaborative approach will harness advanced technologies

and multi-disciplinary expertise, positioning Austin Health as a leader in organ retrieval and transplantation.

The goals of ACTER are to:

- Improve access to transplantation;
- Enhance health outcomes and quality of life;
- Champion excellence in living organ donation;
- Improve the consumer experience;
- Drive innovation and research in transplantation;
- Adopt technological enhancements in transplantation;
- Cultivate multi-disciplinary and operational expertise;
- Promote education and training in transplantation;
- Advocate for transplantation;
- Measure impact and incrementally improve

About the Kidney Transplant Service

The Austin Health Kidney Transplant Service offers comprehensive, patient-centred transplantation care. We provide end-to-end care, covering pre-transplant evaluation, the transplantation procedure, and post-transplant care for both public and private patients from regional and metropolitan areas.

Our pre-transplant workup and education program aims to maximise timely transplant opportunities and outcomes for individuals with advanced kidney disease. This program includes pre-transplant evaluation and care for both recipient and living donor candidates, multidisciplinary assessment for higher-risk transplants, and education for patients and their families.

Additionally, we offer specialised services in transplant urology, cardiology, infectious disease, dermatology, and renal genetics for recipients and donors with inherited kidney diseases. We work closely with the Victorian Transplantation and Immunogenetics Service.

We are home to the Victorian and Tasmanian Kidney Machine Perfusion Program, which aims to improve access to and outcomes from deceased donor kidney transplantation. This program includes both hypothermic oxygenated machine perfusion and normothermic machine perfusion, and serves patients in Victoria and Tasmania in collaboration with the Victorian and Tasmanian Organ Retrieval Service (VICTORS), also based at Austin Health.

Our transplantation services include:

- Living donor transplantation (both direct and through the kidney exchange program)
- Deceased donor transplantation
- Blood type incompatible transplantation
- Multiorgan transplantation
- High immunological risk kidney transplantation

Following transplantation, we provide a comprehensive post-transplant program focused on maximising long-term health. This includes preventive healthcare, early diagnosis, and treatment of transplant-related health issues. Our services are flexible to accommodate shared care arrangements with private nephrologists or referring health services.

Purpose and Accountabilities

Transplantation is a key focus of service delivery and excellence at Austin Health. Austin Health performs roughly 180 solid organ transplants per year (100 liver and 80 kidney) and cares for 1800 living donors and recipients via outpatient clinics. Additional transplant service provision occurs via shared care arrangements with regional and referring health services, along with private specialists.

The Grade 3 Transplant Pharmacist (Kidney) will be embedded in the multidisciplinary team to provide inpatient and outpatient clinical pharmacy services to this complex patient cohort.

The following activities are components of the position to assist in meeting the key responsibilities:

Role Specific

Provide high quality, safe and efficient clinical pharmacy services to ACTER, with a focus on the kidney transplant service:

Pre-transplant:

- Attend pre-transplant workup outpatient clinics to undertake a comprehensive medication review, assess medication adherence and provide education.
- Support pre-transplant preparations including implementation of desensitization plans.

Post-transplant:

- Coordinate and support effective transitions of care.
- Attend post-transplant outpatient clinics to provide medication management, adherence support, side-effect monitoring, and preventive care for organ transplant recipients.
- Contribute to the continuous education of patients, caregivers, and healthcare providers, ensuring comprehensive understanding of transplant medications and therapy plans.
- Support implementation and follow-up of treatment plans, including the management of rejection.
- Support coordination of medication supply and access.
- Ensure continuity of care to community health care providers.
- Provide an outpatient advisory service to outpatients and their care providers including family, GPs, and other specialists
- Attend weekly audit meetings and MDMs

Outcome measures:

- High-quality, clinical pharmacy service, medication recommendations and review for transplant patients delivered.
- Improved patient medication adherence and accuracy.
- Meet NWAU activity measures.

Quality Improvement:

- Assist in the development and ongoing review of policies and procedures relating to transplantation.
- Participate in quality improvement and research activity and identify service improvement opportunities.
- Represent Austin Health and ACTER across transplantation professional societies and special interest groups.

Outcome measures:

- Optimal, safe and cost-effective medication is provided.
- Medication safety and service improvement initiatives implemented across transplant medicine.
- Policies and procedures established and maintained.

Other responsibilities:

- Attend Kidney Transplant Service audit meetings and MDMs (as appropriate)
- Engage with ACTER working groups and development initiatives (as appropriate)
- Contribute to the overall management of the Pharmacy Department through active participation as a member of senior management and support strategic priorities of Austin Health
- Participate in weekend and public holiday roster for Pharmacy Department
- Participate in on-call roster for Pharmacy Department
- Other duties as required by the Director or Deputy Director of Pharmacy.

All Employees

- Comply with Austin Health [policies & procedures](#) as amended from time to time.
- Comply with the Code of Conduct and uphold our values, and diversity and inclusion commitments.
- Maintain a safe working environment for yourself, colleagues and members of the public by following organisational safety, quality & risk policies and guidelines.
- Escalate concerns regarding safety, quality and risk to the appropriate staff member, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with the principles of person centred care.
- Comply with requirements of National Safety & Quality Health Service Standards and other relevant regulatory requirements.
- Comply with Austin Health mandatory training and continuing professional development requirements.
- Work across multiple sites as per work requirements and/or directed by management.

People Management Roles

- Maintain an understanding of individual responsibility for safety, quality & risk and actively contribute to organisational quality and safety initiatives
- Ensure incident management systems are applied and a response to local issues and performance improvement occurs
- Support staff under management to comply with policies, procedures and mandatory training and continuing professional development requirements

Selection Criteria

Essential Knowledge and skills:

1. Registered as a pharmacist with Australian Health Practitioners Registration Authority (AHPRA)
2. At least 5 years' experience in hospital clinical pharmacy with demonstrated advanced clinical pharmacy knowledge and competence in transplant medicine
3. Masters in Clinical Pharmacy (or equivalent) or progression towards
4. Excellent written and verbal communication skills and demonstrated educational experience
5. Demonstrated teamwork, initiative and motivation
6. Effective and courteous communication skills
7. Experience in training and managing staff
8. Strong commitment to high quality care
9. Ability to represent the pharmacy department on committees (internal or external)
10. Ability to liaise with medical, nursing, pharmacy and administrative staff
11. Proven ability to identify and solve problems and to prioritise tasks
12. Ability to evaluate medical literature
13. Competent computer skills in MS office applications
14. A commitment to Austin Health values. Our values are: Our actions show we care, we bring our best, together we achieve, and we shape the future.

Highly desirable:

1. Strong desire to subspecialise in transplant pharmacy
2. Initiative and drive to develop and grow a transplant pharmacy entity with ACTER at Austin Health
3. Previous experience in renal and/or transplant medicine
4. Membership of transplant medicine practice group or special interest group
5. Previous involvement in research, including publication experience in peer reviewed journals.
6. Presentation of paper or poster at pharmacy or transplant medicine-related conferences

General Information

Austin Health is a Child Safe Environment

Austin Health is committed to child safety. We want children to be safe, happy and empowered. We support and respect all children, as well as our staff and volunteers. Austin Health has zero tolerance of child abuse, and all allegations and safety concerns will be treated seriously in line with legal obligations and our policies and procedures.

Equal Opportunity Employer

We welcome applications from Aboriginal and Torres Strait Islander people. For any support throughout the recruitment process or further information about working at Austin Health, please follow this link to Aboriginal Employment on our [website](#)

Document Review Agreement

Manager Signature	
Employee Signature	
Date	