

Job Description and Person Specification

Pharmaceutical Technician – Aseptic Compounding

Permanent Vacancies

Reference: HR23E350

Applications are welcome from 2023 Graduates

Closing Date for Applications: Monday, 17th July 2023

Virtual Interviews: Monday, 24th July 2023

HR Business Services,
St Vincent's University Hospital,
Elm Park,
Dublin 4.

Contact: +353 (1) 221 6062 or recruitment@svuh.ie

Overview: The core role of the pharmaceutical technician in aseptic services is to compound sterile medications for supply to patients and clinical areas in SVUH.

Job title / Grade: Pharmaceutical Technician – Aseptic Services
Reports to: Senior Pharmaceutical Technician – Aseptic Services

Key Duties and Responsibilities

- Prepare / compound sterile preparations in the pharmacy aseptic unit.
- Work as part of a team to ensure that aseptic services are provided in a safe and timely manner, that aseptic unit quality control procedures and quality system are operating correctly.
- Participate in service development, audit activities and guideline development.
- Assist in the development and review of policies, procedures and guidelines in the aseptic unit in order to optimise patient care, comply with relevant standards and guidelines, and improve efficiency and quality.
- Participate in risk management strategies by reporting near misses and incidents, highlighting any discrepancies or inadequacies in services to the senior technician/manager of the aseptic unit and participating in ongoing review and improvements relating to same.
- Participate in the technician rosters within the unit and participate in agreed aseptic service projects.
- Completion of assigned duties including but not limited to general housekeeping, quality control and quality assurance procedures, cleaning and maintenance of equipment, preparation and checking of spill and extravasation kits, waste management procedures, drug and consumable top-ups and relevant documentation.
- Process prescriptions in accordance with the requirements of the unit.
- Dispense inpatient, outpatient and discharge prescriptions as required.
- Participate in clinical trial/research related activity as required.
- Assist in stock control procedures, including ordering drugs and consumables, stock rotation, checking expiry dates, checking stock levels and stocktaking, checking orders received from suppliers, management of shortages and appropriate storage of all items.

- Ensure that all worksheets, prescriptions and other aseptic unit documentation is filed and stored appropriately.
- Maintain and develop professional competence and knowledge by attending training sessions and study days and participating in continuing professional development.
- Carry out applicable in-process checks on completion of an accredited checking course.
- Participate in provision of education and training programmes for new and rotating technicians.
- Participate in review and revision of technician induction and orientation training programmes as appropriate.
- Comply with all requirements around clean room gowning procedures and personal protective equipment.
- Undertake additional duties as directed by the senior aseptic unit technician and the manager of the aseptic unit.

The above Job Description 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 him/her from time to time and to contribute to the development of the post while in office. This document must be regarded as an outline of the major areas of accountability at the present time, which will be reviewed and assessed on an on-going basis.

The Hospital Structure is currently under review and therefore, reporting relationships may change.

Informal Enquiries or Role Specific Enquiries: Ms. Fiona Begley, Aseptic Services Manager, Email: fionabegley@svuh.ie

Person Specification

Factors	Essential	Desirable
Qualifications	<p>Eligible applicants will be those who on the closing date for the competition:</p> <p>(i) Possess the Pharmaceutical Technicians Diploma awarded by the University of Dublin.</p> <p style="text-align: center;">Or</p> <p>(ii) Possess a Pharmacy Technicians qualification at QQI Level 6 awarded by the Dublin Institute of Technology, Athlone Institute of Technology, Letterkenny Institute of Technology or Carlow Institute of Technology.</p> <p style="text-align: center;">Or</p> <p>(iii) Possess the Pharmacy Services Certificate (NVQ 3) offered by the Irish Pharmaceutical Union.</p> <p style="text-align: center;">Or</p> <p>(iv) Are currently employed as a Pharmacy Technician in the publicly funded health service.</p> <p style="text-align: center;">Or</p> <p>(v) Possess a relevant qualification at least equivalent to (ii) or (iii) above.</p> <p><u>Applications are welcome from Candidates due to qualify in 2023. Candidates who are due to qualify as pharmaceutical technician in 2023 are welcome to apply for this campaign. Applicants who are successful at interview prior to qualification will remain dormant on the panel and will be offered a post once they have confirmed that they completed their qualification.</u></p>	<ul style="list-style-type: none"> • Willingness to participate in audit. • Willingness to participate in in-house educational meetings. • Willingness to participate in continuing professional development.
Experience (length and type)	Candidates must possess the requisite knowledge and ability, (including a high standard of suitability, professional knowledge and ability), for the proper discharge of the duties of the office	<ul style="list-style-type: none"> • Previous experience with pharmacy ICT systems. • Recent practical experience working in a hospital

		<p>pharmacy aseptic unit.</p> <ul style="list-style-type: none"> • Experience in stock management.
Core Competencies	<ul style="list-style-type: none"> • Planning & Managing Resources • Decision Making & Judging Situations • Setting Standards & Ensuring Quality • Being the communication channel • Creating Team Spirit • Embracing the Change & Service Development 	<ul style="list-style-type: none"> • Experience in audit. • Good communication and interpersonal skills, both written and oral. • Ability to work effectively as part of a team • Good organisational skills. • Methodological work practices. • Proactive, enthusiastic and innovative. • Ability to work well under pressure and meet deadlines. • Flexibility. • Initiative and ability to act on initiative. • Good IT skills. • Knowledge of common drug actions, adverse effects, pharmaceuticals (sterile manufacture), legal classifications of drugs. • Knowledge of aseptic principles including GMP, GCP, Quality Control and Quality Assurance.

Health	Candidates for and 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.	
Character	Candidates for and any person holding the office must be of good character.	

Particulars of Office:

The appointment is: Wholetime, Permanent, Pensionable

The Panel: A panel may be formed to fill future and temporary vacancies that arise over the next 6 months.

Annual Salary: €37,317 - €48,452 (01/03/2023) **Pharmaceutical Technician, pro rata**

These particulars are subject to change in line with overall public pay policy.

Candidates should expect to be appointed on the minimum of the salary range and in accordance with the Department of Finance guidelines.

Probationary Period: The appointee shall hold office for a probationary period of six months – The Hospital's Probation and Induction policy will apply.

Pension Scheme: The candidate will be entered into one of the Hospital Superannuation Schemes.

Working Hours: The person appointed will work a basic 35 hour week. You will be required to work the agreed roster / on call arrangements advised to you by your line manager. Your contracted hours of work are liable to change between the hours of 8am – 8pm over seven days to meet the requirements for the extended day services in accordance with the terms of the Framework Agreement. (Reference HSE HR Circular 003/2009). Flexibility on hours of attendance in response to service needs will be a requirement.

Annual leave entitlement: 28 days per annum pro rata each year. Annual leave accrued must be taken within the duration of the contract or calendar year and as agreed between the candidate and the Head of Department.

Additional Information

Confidentiality:

During the course of employment staff may have access to, or hear information concerning the medical or personal affairs of patients, students, staff and / or other health service business. Such records and information are strictly confidential and unless acting on the instruction of an authorised officer, such information must not be divulged or discussed except in the performance of normal duty. In addition records must never be left in such a manner that unauthorised persons can obtain access to them and must be kept in safe custody when no longer required

Hygiene:

During the course of employment staff are required to ensure that the hospital's hygiene and infection control policies are adhered to at all times. All employees have responsibility to prevent transmission of infection by adhering to and implementing optimal hand hygiene and adhering to the Hospital's Hygiene processes. Hygiene is a fundamental component of St Vincent's University Hospital's quality system to ensure the safety and well being of its patients and staff and plays a role in the prevention and control of healthcare associated infection.

Policies / Legislation:

All Hospital policies and procedures form an integral part an employment contract and may be subject to update and revision, from time to time, in consultation with union representatives as appropriate. Employees are required to comply with all hospital policies, procedures (e.g. Dignity at Work, Trust in Care, Computer Usage Policy) and the Hospital's ethical codes of practice.

Employees are required to abide by the hospital's code of behaviour and the code of practice as defined by their relevant professional body.

Please note the following:

- The Hospital Board is not responsible for loss or theft of personal belongings
- Fire orders must be observed and staff must attend the fire lectures periodically
- All accidents within the department must be reported immediately.
- In line with the Safety, Health and Welfare at Work Act (2005), smoking within the Hospital Building is not permitted.
- All staff are advised to avail of Hepatitis B Vaccination with Occupational health
- The use of personal mobile phones is prohibited.
- St. Vincent's University Hospital buildings and grounds are **smoke-free**.

Application Process: St. Vincent's University Hospital is an equal opportunities employer and is committed to promoting an environment free from discrimination in accordance with the Employment Equality Acts 1998 and 2004. The Hospital values diversity and recognises the benefits of having a workforce that reflects the community we serve. We are committed to equality of access to positions

within the Hospital. All recruitment activity and documentation will encourage applications from all potential candidates without discrimination.

Interested candidates should apply for vacancies of interest by visiting the Hospital Careers pages: <http://www.stvincents.ie/Home/Careers.html>

- Note the closing date(s) for the submission of on-line applications are specified on the list of vacancies. St. Vincent's University Hospital are not able to accept late applications.
- It is the applicant's responsibility to ensure that they apply well in advance of the closing date.
- Any applications which are still in progress but have not been submitted after the closing date will not be registered by our Web Recruitment System.
- Applications for St. Vincent's University Hospital job vacancies will only be accepted through our Web Recruitment System.
- St. Vincent's University Hospital may only take into account technical issues raised by an applicant if advised to our Human Resources Department prior to the advertised closing date.

Non-European Economic Area Applicants: While St. Vincent's University Hospital is an equal opportunities employer, in line with current Department of Jobs, Enterprise and Innovation Employment Permit requirements, applications from non European Economic Area (EEA) will only be considered in the event that an EEA citizen cannot be found to fill the vacancy. Please note that if you are a NON-EEA applicant and are unable to supply documents (listed on www.djei.ie), you are not entitled to participate in this recruitment competition. This is in accordance with the EU Community Preference Rule. Further information is available at www.djei.ie.

Former Public Service employees: Eligibility to compete may be affected where applicants were formerly employed by the Irish Public Service and previously availed of an Irish Public Service Scheme including:

- Incentivised Scheme for Early Retirement (ISER)
- Department of Health and Children Circular (7/2010)
- Collective Agreement: Redundancy Payments to Public Servants

Applicants should ensure that they are not precluded from re-engagement in the Irish Public Service under the terms of such Schemes. This is a non-exhaustive list and any queries should be directed to an applicant's former Irish Public Service Employer in the first instance.

Shortlisting: Shortlisting will be carried out on the basis of information supplied on your curriculum vitae. The criteria for shortlisting are based on the requirements of the post as outlined in the Person Specification. Failure to include information regarding these requirements on your CV may result in you not being called forward to the next state of the recruitment process.

All overseas qualifications must be validated. No candidate can work in the Hospital without validated qualifications. If professional registration is also a requirement, candidates must provide documentation of same.

Canvassing will automatically disqualify.

Please note that you will be contacted mainly by mobile phone and email. It is important that your mobile phone number, postal address and email address are correct. It is your responsibility to ensure that you have access to your mobile voice mails and emails. We recommend that you use an email address that you have regular access to.

Competency based interviews follow the shortlisting stage of the recruitment process. Credit is awarded by the interview panel to candidates who demonstrate at interview that they possess the experience, competencies and skills listed in the person specification. Candidates will normally be given at least one weeks' notice of interview. All interviews are held remotely unless it is specifically noted otherwise in the Job Description. No subsequent or alternative dates to dates given will be offered to candidates. All posts are located in St. Vincent's University Hospital, Elm Park, Dublin 4 unless it is specifically noted otherwise in the Job Description.

Disability: Please let us know if you need any special assistance at interview, e.g. if you have difficulty in moving up or down stairs or have hearing or speech difficulties.

Candidates are notified of the result of their interview at the earliest possible date after the interview. The recommendation of the interview panel does not constitute a job offer. The process continues after the interview and includes clearance checks such as references, Garda clearance, occupational health clearance, validation of qualifications and experience. A job offer is made pending satisfactory clearances. SVUH reserves the right to remove candidates from specific recruitment panels and retract job offers if satisfactory clearances cannot be obtained or are deemed unsatisfactory.

For some recruitment competitions a panel of successful candidates may be formed as a result of the interviews. Candidates who obtain a place on the panel may, (within the life of the panel), be considered for subsequent approved vacancies. Candidates are placed on a panel in order of merit. A panel is typically live for 6 months.

It is normal procedure that candidates be placed on the first point of the relevant salary scale in accordance with the Department of Finance guidelines.

Declaration: Please read your application carefully and check for any errors or omissions. False declaration or omission in support of your application will disqualify you from appointment.

This document must be regarded as an outline of the major areas of accountability at the present time, which will be reviewed and assessed on an on-going basis.

Date: July 2023