



BON SECOURS HEALTH SYSTEM

Job Description and Person Specification

**Senior Pharmacist
Specified Purpose Contract
Bon Secours Hospital Limerick**

Philosophy, Mission and Values of the Bon Secours Health System (BSHS)

Philosophy

In Bon Secours Health System CLG (Bon Secours), we translate our Mission into action through a set of five Core Values, through which we endeavour to make our care a reality at all levels of the organisation. Founded in 1993, the Health System was formed to carry on the Mission of the Sisters of Bon Secours, which is a ministry of the Catholic Church. The Health System is also a not-for-profit business which serves our Mission, and decisions are made every day through the prism of our Mission, Values and Ethos.

As a staff member of Bon Secours Health System, called to live our Mission and Values, you will be an ambassador, influencer and advocate for our Mission at all times. How you do what you do matters to all.

Our Mission

Founded by the Sisters of Bon Secours, our hospitals have as their Mission, care for the sick, the dying and their families within a Catholic Ethos.

Inspired by the Gospel and sharing in the healing Mission of Jesus, we recognise the dignity and uniqueness of each person, seeking to provide high quality, holistic care which is characterised by compassion, respect, justice and hope.

Our Vision

Inspired by God's hope for the world, we will be a ministry where staff want to work, clinicians want to practice, people seek wellness and communities thrive.

Our Core Values

Human Dignity: We commit to uphold the sacredness of life and to be respectful and inclusive of everyone.

Integrity: We commit to act ethically and to model right relationships in all of our individual and organisational encounters.

Compassion: We commit to accompany those we serve with mercy and tenderness, recognising that "being with" is as important as "doing for."

Stewardship: We commit to promote the responsible use of all human and financial resources, including Earth itself.

Service: We commit to provide the highest quality in every dimension of our ministry.

Context

Each of our staff are custodians of the legacy of care that we have inherited and are privileged to continue, bringing "Good Help" to the patients who come through the doors of our facilities. Exceptional People delivering Exceptional Care. As Ireland's largest independent hospital group, Bon Secours Health System is renowned for the quality of its service provision coupled with a rich tradition in healthcare. Bon Secours Health System is a not for profit organisation with its Mission centred on providing compassionate, world-class medical treatment to all those it serves. With over 3,500 staff, 843 beds, 450 leading consultants, Bon Secours treats in excess of 300,000 patients per year.

Bon Secours Health System incorporates five modern acute hospitals in Limerick, Cork, Dublin, Galway and Tralee with a Care Village in Cork and is internationally accredited by the Joint Commission International Accreditation Standards for Hospitals, i.e. JCI, the leading organisation in the International Accreditation of Hospitals for quality of care and patient safety.

Our 2025 Strategic Plan is underpinned by a €300m capital investment plan, that will see investment in all of our facilities, state-of-the-art equipment and major Investment in IT such as an Electronic Health Record, Information Security, Enterprise Management System, ongoing investment in hardware, core infrastructure upgrades and replacements, to ensure we continue to provide Advanced Medicine and Exceptional Care to those we serve. For further information log on to www.bonsecours.ie

In July 2019 Bon Secours Health System became affiliated with Bon Secours Mercy Health, Inc. Bon Secours Mercy Health is non-profit Catholic healthcare ministry in the United States. The health ministry employs more than 57,000 staff in 43 hospitals and 1,000 sites of care across seven states, including Ohio, Kentucky, New York, Virginia, South Carolina, Florida and Maryland. The new Bon Secours Hospital Limerick is under construction in Towlerton, Ballysimon, Co. Limerick, and will be located just 600m from Junction 29 on the M7 motorway. This 150 bed hospital due to open in 2025 will be built to the highest technical, accessibility and sustainability standards.

This new state-of-the-art hospital will provide advanced medical and surgical care in addition to a Medical Assessment Unit (MAU), 99 single occupancy inpatient rooms, Specialist Ophthalmology Department, and Interventional Cardiovascular Lab among other services.

JOB TITLE	Senior Grade Pharmacist Maternity Leave Cover SPC contract
HOURS OF WORK	Full-time (35.0 hours per week)
REPORTS TO	Chief Pharmacist
LOCATION	Bon Secours Hospital Limerick

Job Purpose

The Senior Pharmacist is responsible for overseeing the preparation, dispensing, and safe use of medications within the hospital. Working closely with medical and nursing staff, they ensure the delivery of high-quality pharmaceutical care to patients.

Key Objectives:

- Assist in enhancing and maintaining the highest standards within the Pharmacy department
- Contribute to your own professional development within the Hospital.
- Contribute to the effective use of all hospital resources at your disposal and to promote best practice within the Pharmacy.
- Support the Hospital actively and positively in its quest to gain and maintain JCI Accreditation.

Key Duties & Responsibilities:

Under the general direction and control of the Chief Pharmacist, the Senior Pharmacist will be responsible for the following:

- To supply/dispense and supervise the supply and disposal where appropriate (e.g. Controlled Drugs) of drugs pharmaceuticals and other related items as may be required.
- To be familiar with all policies and procedures relating to the practice of pharmacy in the Bon Secours Hospital Limerick at Barringtons (BSHLaB).
- To ensure that the purchase, storage and supply of all medications are 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.
- To participate in the development and provision of pharmacy service.
- To participate in the maintenance of records for purchasing, quality control, supply and dispensing at the standards required.
- To ensure that the needs of patients and professional staff are being adequately met by the pharmaceutical service provided.
- To supervise and manage pharmaceutical technicians and other staff assigned to him/her.
- To promote the cost-effective use of drugs.
- To attend and contribute to pharmacy meetings.
- To assist the Chief Pharmacist or deputy in the planning development and expansion and or maintenance of the pharmacy service.
- To co-operate with and assist the Chief Pharmacist or deputy in the performance of his/her duties and responsibilities as required.
- To be familiar with and uphold operational policies, procedures and guidelines pertinent to the Pharmacy department and your role within the Bon Secours Hospital Limerick at Barringtons
- To participate in continuing education and educational activities consistent with the post.
- To support, motivate and guide all employees within your remit in line with the Bon Secours Core Values.
- To perform any other duties appropriate to the position of Senior Pharmacist as may be assigned to him/her from time to time by the Chief Pharmacist or deputy.
- The post holder will participate in the pharmaceutical service as part of a professional, punctual, flexible and dedicated team.
- To participate in the annual stock take.

General and Personal Duties & Responsibilities:

- The post holder must maintain throughout the hospital, an awareness of the privacy of the patient in relation to all hospital activities.
- The post holder must demonstrate behaviour consistent with the values of the Bon Secours Hospital, Limerick.

Clinical Pharmacy Service:

- To monitor and promote effective drug use.
- To annotate drug charts and carry out a medication history review in a timely manner in compliance with MM28 Clinical Pharmacist Review Policy.
- To assist the Chief Pharmacist or deputy in provision of consistent and efficient pharmacy service according to the agreed departmental service plan.
- To review patients case notes as appropriate including microbiology, biochemistry and haematology results.
- To participate in Therapeutic Drug Monitoring and advise and monitor for Adverse Drug Reactions as appropriate as per MM28 and MM18.

- The provision of 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.
- To advise on and monitor the appropriate use of antimicrobial medication in conjunction with the specialists in such area and the infection prevention and control team.
- To provide patient and family education where applicable
- To liaise with and provide drug education for other health professionals in the multidisciplinary team
- To provide educational talks to patients and staff as requested by Chief Pharmacist.
- To assist with and participate in clinical audit being conducted by colleagues and other members of the multidisciplinary team, or as directed by Chief Pharmacist.
- To assist the Medication Safety Team to record and analyse errors and provide feedback and education to all staff members.
- To assist the Chief Pharmacist or deputy in the development of guidelines, policies and protocols for the safe and effective use of medications in clinical practice.
- Ensure compliance with General Data Protection Regulations, through training, monitoring and audit

Additional Responsibilities:

Depending on allocation of roles by the Chief Pharmacist or deputy:

To fulfil the role of **Medication Safety Pharmacist** on completion of the required training.

- To report medication safety incident to the Drugs & Therapeutics/Quality & Patient Safety Committee
- To review medication incidents within the MERT team and support education for prevention of medication incidents/near misses where appropriate

To fulfil the role of **Antimicrobial Stewardship Pharmacist** with the following responsibilities.

- To work in collaboration with the Consultant Microbiologist and other pharmacist colleagues towards the development and implementation of evidence-based hospital antimicrobial policies and to maintain and review established policies as appropriate.
- To be responsible for the audit, monitoring, analysis and reporting of antimicrobial usage within the hospital, providing regular feedback on antimicrobial usage to the relevant parties, and to participate in regional and national antimicrobial consumption surveillance.
- To be available to pharmacy, clinical, and nursing staff to answer queries and provide advice relating to individual patients and antimicrobial protocols and policies, and promotion of the safe, effective and cost-efficient use of antimicrobials.

To perform assigned duties for the department, including super user training required with the smooth running of our Automated Medication Supply system- Omnicell

Other additional responsibilities as the arise.

Particulars of Office

Grade: Senior Pharmacist, full time, SPC contract.

Annual Salary: €74,779 - €86,717 per annum

Annual Leave Entitlement: 29 Days.

Probationary Period: The appointee shall hold office for a probationary period of six months.

Pension Scheme: You will be eligible to join a defined contribution (DC) scheme which the Organisation has in place through Irish Life. Terms and Conditions Apply.

Working Hours: The core working hours of attendance will be 35 hours per week. Your flexibility on hours of attendance in response to service needs and managements requirements will be a key element of this role. Travel to other hospitals may be necessary as part of the role. You will be required to use your own car, in the performance of your duties.

Eligibility Criteria

Factors:	Essential	Desirable
<i>Qualifications</i>	- BSc in Pharmacy – Trinity College Dublin, The Royal College of Surgeons Dublin, University College Cork or equivalent. - Be registered or eligible for registration in the Register of Pharmacists of The Pharmaceutical Society of Ireland.	Post-graduate Diploma or Masters in Clinical Pharmacy or other relevant course.
<i>Experience</i>	- Have at least 3 years post registration experience. - Experience with training and supervision of other pharmacy staff.	Knowledge and experience of working in a hospital pharmacy is desirable.
<i>Skills & Competencies</i>	- Demonstrates strong technical and clinical knowledge to support safe and effective pharmaceutical care. - Ensures compliance with professional and regulatory standards, maintaining high-quality practices. - Supports independent, informed decision-making through sound clinical judgment. - Leads and mentors pharmacy staff, contributing to professional development and team capacity. - Plans and delivers services effectively, with strong organisational and training skills. - Adapts to change and evolving practices, showing flexibility and initiative in dynamic environments. - Works effectively within multidisciplinary teams, promoting collaboration in patient care. - Communicates clearly and empathetically, with professionalism across all interactions. - Demonstrates a patient-centered approach, grounded in respect, dignity, and quality. - Brings insight into private healthcare systems and accreditation, supporting regulated service delivery.	

Additional Information

Application Process:

Bon Secours Health System is an equal opportunities employer and is committed to promoting an environment free from discrimination in accordance with the Employment Equality Acts 1998 and 2015. The BSHS values diversity and recognises the benefits of having a workforce that reflects the community we serve. 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 BSHS Careers pages: <https://www.bonsecours.ie/careers>. Applications must be received before the closing date of the competition as late applications will not be accepted. All applications are treated in strict confidence.

Data Protection:

All personal information provided by applicants will be stored securely by the BSHS and will be used for the purposes of the recruitment process. Applicant information will not be disclosed to any third party without their consent, except where necessary to comply with statutory requirements or to provide normal BSHS services.

Safety, Health and Welfare at Work:

The post holder will be required to satisfy Occupational Health requirements for the post and thereafter demonstrate their capability to perform through satisfactory attendance records. The post holder will be required to ensure, in so far as it is reasonably practicable, the safety, health and welfare at work of self and all other employees. They have a duty to be responsible for all safety practices/procedures in the BSHS (including mandatory training and job specific requirements) and to ensure regular update of same. They will participate in ensuring that effective safety procedures are in place to comply not only with the Safety, Health and Welfare at Work Act but also within the spirit of the BSHS mission, vision and values.

Hygiene:

During the course of employment, staff are required to ensure that the BSHS hygiene and infection control policies are adhered to at all times. All staff have a responsibility to prevent transmission of infection by adhering to and implementing optimal hand hygiene and adhering to the BSHS Hygiene processes. Hygiene is a fundamental component of BSHS 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.

Educational Credentials:

Staff are required to submit all educational credentials including certificates/diplomas etc., which are pertinent to their employment with the Bon Secours Health System.

Policies/Legislation:

All Bon Secours Health System policies and procedures form an integral part of 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 BSHS policies, procedures (e.g. Dignity and Respect at Work, Attendance Management and Sick Leave policy, Computer Usage Policy).

Location: You will be primarily based in Bon Secours Hospital Limerick, however you may be required to travel for business purposes within the Group and externally. Therefore, you will be required to use your own car, in the performance of your duties.

Code of Conduct:

Our Mission, Vision and Values provide guidance, provide quality care, make sound ethical decisions, meet Bon Secours Goals and bring Good Help to those in Need. Our Bon Secours 'Code of Conduct' is intended to be an impactful summary of the standards of behaviour we expect from all staff, Board members, members of our Executive Management Team, Volunteers, Contractors and Suppliers. Employees are required to comply fully with our Code of Conduct, which is underpinned by a range of policies and standard operating procedures (SOPs), all of which are available on our website and Q-Pulse.

Bon Secours Sanction Screening:

All Bon Secours Staff are covered by our sanction screening policy, which identifies and mitigates risk in relation to anti-money laundering, anti-corruption, and anti-bribery. Bon Secours will carry out monthly sanction screening of Directors, potential Directors, Board Committee members, employees, potential employees' volunteers, Contractors and suppliers. Bon Secours comply with relevant legislation in relation to economic and trade sanctions and will not knowingly employ, contract with or bill for any individual, Contractors or any entity that has been listed as debarred or excluded. All staff are expected to cooperate with this process. Bon Secours also expects all individuals and entities associated with Bon Secours to be appropriately credentialed, licensed and otherwise qualified to perform their duties.

Inclusion and Diversity:

BSHS aims to foster an inclusive workplace by ensuring fair policies and practices are in place, enabling a diverse range of people to work together effectively. You are obliged to act in accordance with the BSHS Equal Opportunities and Diversity policy

Accreditation:

During the course of employment, staff are required to maintain an awareness of current developments in Accreditation and Quality both nationally and internationally.

Interdepartmental/Interdisciplinary Relationships:

Staff are responsible for the completion of their agreed programme and must build strong working relationships and liaise closely with colleagues to ensure the satisfactory completion of same.

Professional Requirements:

Staff are required to demonstrate professionalism at all times through their relationships, work standards, appearance and compliance with policies and procedures of the organisation.

Conflict of Interest/Corporate Compliance:

Staff are required to be aware of the BSHS Code of Conduct - Business Relationships Policy and declare any potential conflict of interest that may arise in the course of carrying out their duties.

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.

Signed: _____
The post holder

Date: _____

Signed: _____

Date: _____

Head of Department

This job description will be subject to review in the light of changing circumstances and may include any other duties and responsibilities as may be determined from time to time.