

## **Ministry of Health and Social Services**

### **Terms of Reference for Pharmacist**

#### **1.0 BACKGROUND**

Montserrat, a British overseas territory, is a small island in the Leeward island chain, with a land mass of 39.5 square miles and a resident population of 4649 persons of which, 838 were over 65 years of age (Census, 2018). The eruption of the Soufrière Hills Volcano in 1995 rendered more than half of the island unsafe, as a result, three quarters of the island was declared an exclusion zone, which prohibits anyone from occupying that part of the island. Many families were divided, with people relocating to the UK, the USA and other Caribbean islands.

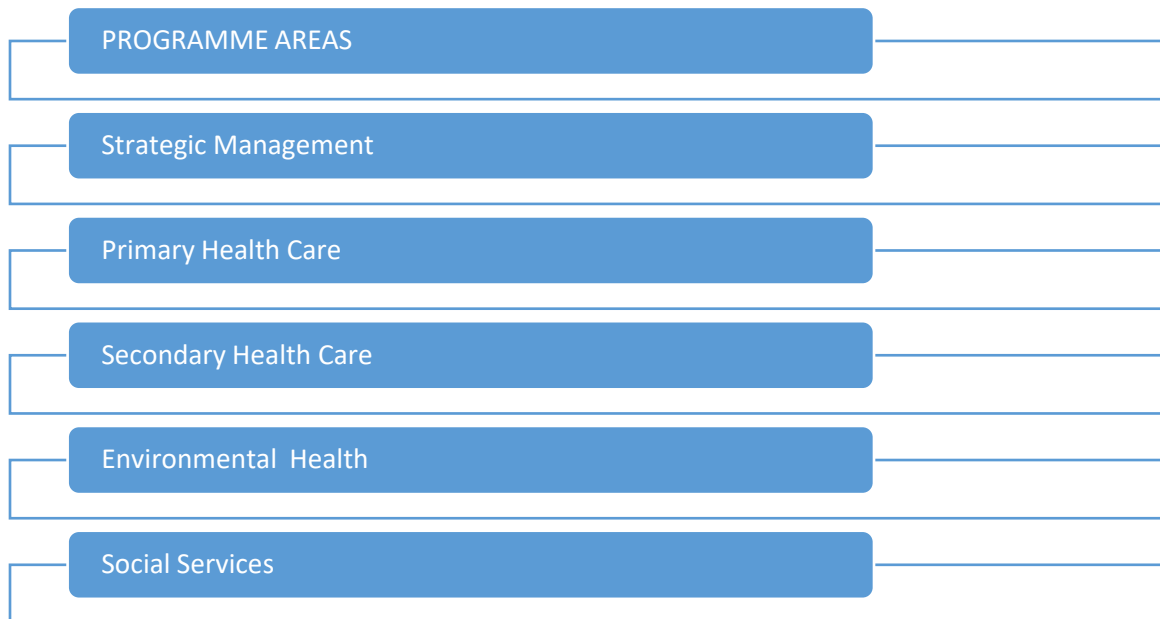
The delivery of health and social care on Montserrat is the responsibility of the Government and is administered under the Ministry of Health and Social Services (MoHSS). The mission of the MoHSS is to promote health and wellbeing, by empowering individuals and communities and assuring access to quality preventative, curative and rehabilitative health and social care services in partnership with other stakeholders.

In accordance with the Sustainable Development Plan (2008-2020) and the Government of Montserrat's Policy Agenda 2019/2020, the strategic priorities of the Ministry of Health and Social Services are:

- Enhanced Human Development:
  - Increased access to essential medical services.
  - Increased and expanded health promotion services to reduce Public health concerns.
- Sustainable Environmental Management and appropriate Disaster Mitigation Practices:
  - Increased focus on mitigating disasters in addition to strengthening preparedness and emergency response.
  - Physical infrastructure designed and built for resilience against disasters.
- Increased access to essential and specialized medical services through leveraging technology as well as direct service provision.
- Increased and expanded health promotion services to reduce public health concerns, to reduce incidences and effect of non-communicable diseases, to improve the care of the elderly and including a focus on vector borne diseases.

- Increased focus on mitigating disaster in addition to strengthening preparedness and emergency response.
- Strengthened community-based treatment programs for vulnerable groups of society.

**The Ministry of Health and Social Services has five programmatic areas:**



### **General Pharmacy Services**

Pharmacists review drug orders, dispense prescription medication taking into account factors such as side effects, contraindications with other medicines etc. In addition, they counsel patients regarding their use in effort to optimise the therapeutic benefits of medication.

The Ministry of Health advertised the position of Pharmacist on five (5) occasions in the past two years with no successful outcome. The remuneration package is not attractive. On a few occasions the Ministry was able to attract locum Pharmacists but they did not extend their initial engagement and complained about the high cost of living on Montserrat. The Senior Pharmacist with support from a Pharmacy Technician undertake Pharmacy functions. This is unsustainable as it will result in burn-out. In addition, whenever the Senior Pharmacist is on leave two officers who are registered Pharmacists but have gravitated to other disciplines provide coverage during limited hours to ensure that clients and inpatients access service.

## **2.0 PURPOSE OF ASSIGNMENT**

The Government of Montserrat is seeking to recruit a highly qualified Pharmacist with a wealth of knowledge, skills, and experience to work as part of the Ministry of Health and Social Services Team to provide pharmaceutical service as well as stock monitoring. The Pharmacist will thus ensure that there is strengthening of the human capacity and service delivery within the Government of Montserrat.

### **3.0 Scope of Work**

The responsibilities of the Pharmacist are as follows:

1. To dispense pharmaceuticals to the public and fill pharmaceutical orders from the wards, geriatric homes, clinics and private doctors as required.
2. To maintain accurate records of medications dispensed to ensure efficient management of pharmaceutical stocks.
3. To supply health care providers and clients with professional advice and information.
4. To assist with the formation and implementation of plans and programmes to ensure proper pharmaceutical standards and efficient delivery of services.
5. To undertake quality assurance of medications constantly monitor the appearance of drugs and expiry date.
6. To deputize in the absence of the Senior Pharmacist.
7. To perform on-call duties as required.

## **5.0 Qualifications, Skills and Experience**

### **Education**

- Bachelor of Pharmacy
- Registered to practice Pharmacy in their country of origin; successful applicant will be required to register to practice on island under the Medical Act 2004.

### **Experience**

- At least two (2) years working as a Pharmacist in a hospital/community pharmacy dispensing medication to inpatient facilities and outpatients.

### **Skills & Abilities**

- Counselling skills in drug use
- Basic computer skills
- Able to communicate and show initiative

- Team worker
- Work independently.
- Demonstrate good oral and written skills.
- Demonstrate good interpersonal skills.

## **6.0 Remuneration**

Remuneration will be commensurate with qualification and experience of the successful applicant.

## **7.0 Duration**

Appointment will be made on a contractual basis for a period of two (2) years.

## **8.0 Reporting and Management Arrangements**

- The Pharmacist will report to the Senior Pharmacist in the Ministry of Health and Social Services.