

# Theodore Duxbury

Pharmacist, P43098



**I AM A PHARMACIST AND RESEARCHER.** As an adept and awarded researcher and pharmacist, I have a well-rounded skill set in providing pharmaceutical services, quality assurance, patient education and counselling with honed talents in medication therapy management, compounding, people and inventory management, clinical trials and health development. I am a recognized expert in leadership and a communicative collaborator with strengthened critical thinking and management capabilities, including keen attention to detail and accuracy. As a researcher and academic with multiple qualifications, some of which includes a master's degree, a higher certificate in Healthcare Services Management and PhD in Pharmacy Practice (*pending*), I have published in 4 international academic journals, 1 book chapter (*all as the primary author*) and have presented at 11 local and international conferences. I always strive to uphold the principles of Ubuntu and essential human virtues.

## Work History

2022 - 04 -  
present

### Quality Assurance Pharmacist

*GEMS Pharmacy Network Management Provider (PNMP), Universal Healthcare, Sunninghill, Sandton, Johannesburg, Gauteng, South Africa*

- I ensure that the pharmacies comply with legislation requirements as required for them to render the service
- Maintain and or improve on all minimum standards as required by the scheme as per contracts that are signed by Pharmacies.
- Co-operate with schemes profiling on requirements to improve how services are rendered, including but not limited to compliance like dispensing fee and billing practices by using claims profile and history.
- Promote the use of generic substitution through claims history and Scheme formularies
- Compliance with the Schemes pricelists
- Manage the usage of ICD 10 Coding through spot checks on prescriptions
- Checks on participating pharmacies' claims submissions processes and correspondence processes
- Contact and liaise with providers who are not adhering to the healthcare benefits provided in the medical scheme or occupational health and wellness plan or are not adhering to the terms of their contract with GEMS. This role is of a helpful and educational nature, aimed at assisting the provider to avoid rejected payments
- Design and maintain a Quality Assurance framework to conduct QA on pre-determined functions within the GEMS Pharmacy Network Department.
- Audit support: Co-ordinate and facilitate the various audits. Ensure a clear and successful audit outcome and define appropriate action plans for improvement. Periodically follow-up and ensure action closures.
- Engage with the PNMP QA and Training departments to identify any mitigate gaps which exist in the various business processes

2022 - 01 -  
2022 - 04

### Locum Pharmacist

*Western Cape, South Africa*

- I have worked as a locum pharmacist at the following institutions:
  - Clicks George, Western Cape: Clicks CBD; Clicks 2; Clicks Garden Route Mall (GRM)

## Contact

### Address

Sunninghill, Sandton, Johannesburg, 2191

### LinkedIn

<https://www.linkedin.com/in/theodoreduxbury>

### WWW

<https://theodoreduxbury.weebly.com/>

SCAN ME



## Drivers Licence

Valid Code B since 01 February 2013

## Dependants

None, Single, Unmarried

## Language

English



Proficient

Afrikaans



Proficient

isiXhosa



Beginner

- Immploy Medical Recruitment Agency: Kwanokuthula CDC (Plettenberg Bay) and Conville Clinic (George)
- Mediclinic, George: Palm View Pharmacy

2022-03

### Locum Pharmacist

Western Cape Department of Health, Plettenberg Bay, Kwanokuthula CDC, Western Cape

- Effectively promoted rational drug use and antibiotic stewardship
- Inspected drug storage sites, monitored drug supply expiration dates and verified proper supply levels.
- Prepacked bulk medicines filled bottles with prescribed medications and affixed correct labels.
- Exhibited proficiency in Schedule 5 and 6 handling, basic compounding and medicine disposal
- Verified and labelled prescriptions with 8-point check.
- Participated in quarterly stock takes
- Supervised the pharmacy basic and post-basic assistants
- Worked closely with Primary Healthcare Clinicians in providing excellent patient care.
- Managed pharmaceutical supply procurement and management processes.
- Adhered to pharmacy laws and code of ethics.
- Dispensed using the JAC Dispensing System and advised patients on medication side effects, contraindications and explained proper administration.

2022-02 - Current

### Locum Pharmacist (Responsible)

Clicks CBD, Clicks 2, Clicks GRM George, and Clicks Port Elizabeth Greenacres, Western Cape and Eastern Cape. **Locum Number: 2062296**

- Recommended OTC devices or medication options to help mitigate individual symptoms.
- Inspected drug storage sites, monitored drug supply expiration dates and verified proper supply levels.
- Prepacked bulk medicines filled bottles with prescribed medications and affixed correct labels.
- Verified and labelled prescriptions with 8-point check.
- Performed technical processes required to dispense medications to patients.
- Helped achieve pharmacy business objectives by increasing sales and gross margins.
- Processed over 100 prescriptions per day in busy pharmacy achieving decreased customer wait times and maintaining excellent customer satisfaction.
- Led team in interpreting, validating, and filling prescription orders and counselling customers on medications, appropriate dosage and self-administration schedules, side effects, and possible interactions.
- Hand counted controlled medications, measured liquids and reconstituted antibiotics.
- Managed drug and supply inventories.
- Dispensed using UniSolve Dispensing Software and verified and filled patient prescription orders (RPS), conducting necessary utilization reviews.

2021-01 - 2022-02

### Pharmacist

Bedford Provincial Hospital, Bedford, Eastern Cape

- Effectively promoted rational drug use and antibiotic stewardship
- My duties included ordering, receiving, issuing, and the control of surgical items and pharmaceuticals, including schedule 5 and 6 medications
- I participated in monthly stock takes, ward stock replenishments, SAPC inspections, management of the hospital's emergency drug cupboards, and the quarterly balancing of schedule 6 medication registers.
- I was also tasked with the responsibility of ensuring that the required COVID-19 Personal Protective Equipment stock levels were maintained, and I reported on it once weekly to the hospital and to the district via the Stock Visibility Solution System
- Interpreted prescription orders, dispensed medications and counselled patients on drugs.
- Collaborated with colleagues, assistants, technicians, students and leading pharmacists in effective prioritization and filling of orders.
- Monitored and counselled chronic disease patients to maximize treatment efficacy.

## Skills

Leadership



Research and Project Management



Pharmaceutical Inventory Management



Good Clinical and Pharmacy Practice



JAC, UniSolve, RxSolution, Pharmacist Assist, FisWeb, RDM, RPS, CDU, Medipost



Critical Thinking and Problem-Solving



Interpersonal Communication



Dependable and Responsible



Quality Assurance



Organization and Time Management



MS Office



Clinical Trials



Systems Analysis



- Reviewed patient medication profiles and medical records to screen for appropriate drug selection, dosing, contraindications, side effects and therapeutic outcomes.
- Evaluated pertinent laboratory data involving drug-drug and drug-nutrient interactions.
- Inspected drug storage sites, monitored drug supply expiration dates and verified proper supply levels.
- Maintained appropriate drug records and completed reports as necessary.
- Dispensed medications using RxSolution Dispensing Software and communicated with prescribers regarding therapeutic incompatibilities.
- Worked closely with Primary Healthcare Clinicians in providing excellent patient care.

2016-01 - 2020-12

### **Clinical Technician (Quality Control Officer and Chromometer Operator)**

*Rhodes University Biopharmaceutics Research Institute, Makhanda, Eastern Cape*

- Learned new skills and applied them to daily tasks to improve efficiency and productivity.
- Worked within applicable standards, policies and regulatory guidelines to promote a safe working environment.
- Used Microsoft Word and other software tools to create documents and other communications.
- Maintained energy and enthusiasm in a fast-paced environment.
- Performed the roles of Quality Control Officer and Chromometer Operator in the execution of the Clinical Trial Studies conducted by the globally recognized Biopharmaceutics Research Institution. As the Quality Control Officer, I ensured that all tasks are performed in alignment with the Good Clinical Practice Guidelines and that the dosages administered to the subjects were correct and accurate. As the Chromometer Operator, I had the responsibility of measuring and recording the skin blanching activity of the subjects which required skill, focus and endurance - as these recordings were performed at frequent intervals throughout the duration of the study.
- Maintained a Good Clinical Practice and First Aid Level 1 Certification

2016-01 - 2020-12

### **Researcher**

*Rhodes University Faculty of Pharmacy and Community Engagement Division, Makhanda, Eastern Cape*

- As an adept and awarded health and social justice researcher, and academic with multiple qualifications, some of which includes a master's degree, a higher certificate in Healthcare Services Management and PhD in Pharmacy Practice (pending), I have published in 4 international academic journal publications, 1 book chapter (all as the primary author) and have presented at 11 local and international conferences
- Gathered and organized information for research purposes.
- Performed research into study topics to increase knowledge and to provide valuable contributions.
- Led special projects through effective emergency resolution by diminishing obstacles and saving time.
- Created project development proposals outlining strategies and goals.
- Interacted with study participants by preparing for examinations, running workshops, obtaining consent and collecting data.
- Wrote research papers, reports, reviews and summaries
- Collaborated with team members to initiate best practices to achieve organizational goals.
- Researched health and disease prevention infrastructures and models.

2018-01 - 2019-12

### **Lecturer**

*Rhodes University Faculty of Pharmacy, Makhanda, Eastern Cape*

- I was appointed as a Technical Skills Facilitator to pharmacy students
- I lectured Pharmacy Practice to the fourth-year and third-year Pharmacy Practice students
- Evaluated and revised lesson plans and course content to achieve student-centred learning.
- Used a variety of learning modalities and support materials to facilitate the learning process and accentuate presentations.

- This included research, organising and facilitating field visits, lecture notes, lecture slides, seminars, examining practicals and student submissions, amongst others
- Gave presentations to student classrooms using PowerPoint and Google Classroom technology.
- Participated and led committee meetings to remain aware of developments related to the evolving clinical practice field.
- Maintained interdisciplinary study as guiding principle, establishing partnerships with faculty in other departments to draw parallels with other subjects.
- Oversaw graduate student projects and advised on focus, methodology and report generation to meet present standards.
- Utilized instructional technologies in course delivery for both in-class and online instruction to engage and educate students.
- Graded assignments according to strict institutional policies and upheld guidelines for academic integrity while disciplining plagiarism and cheating accordingly.
- Delivered lectures at appropriate pace and pronunciation for optimal audience comprehension by non-native English-speaking students.
- Mentored undergraduate and graduate students in effective next steps for education and career preparedness.

2016-01 - 2018-12

### **Pharmacy Academic Intern**

*Settlers Day Hospital & Rhodes University Faculty of Pharmacy, Makhanda, Eastern Cape*

- I completed an academic internship through the completion of 400 practical hours at Settlers Day Hospital, 8 Continuing Professional Development assignments, two examinations and the submission and completion of a Master of Pharmacy thesis
- During this time, I published 4 academic publications in international journals and have presented at multiple local and international conferences
- I was also responsible for planning and executing the Pharmacy Week programmes
- Used Microsoft Word and other software tools to create documents and other communications.
- Learned new skills and applied them to daily tasks to improve efficiency and productivity.
- Conducted public health workshops and presentations to staff, patients and community members.

2015-01 - 2016-12

### **Pharmacist Post-Basic Assistant Volunteer**

*Transnet Phelophepa Health Train, DImbaza, Eastern Cape*

- The Transnet-Phelophepa trains are free, mobile healthcare clinics that travel to areas of rural South Africa, where there is just one doctor for every 5,000 patients
- I was elected to volunteer as a fourth-year pharmacy student (Pharmacist Post-Basic) on the Transnet Phelophepa Health Train, where we provided basic healthcare services to rural South Africa
- I participated in dispensing, basic manufacturing and control of pharmaceuticals and patient counselling

2013-01 - 2015-01

### **Pharmacy Student in Externship**

*Andries Vosloo Hospital; Link Trocare Pharmacy, Somerset East, Eastern Cape*

- I performed the duties of a Pharmacist Assistant (Post-Basic)
- During this time, I completed multiple practice-related assignments to improve my Pharmacy Practice skills
- I participated in dispensing, basic manufacturing and control of pharmaceuticals and patient counselling
- During this time, I had the opportunity to familiarise myself with the Pharmacist Assist and RxSolution dispensing software.

## **Education**

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2018-06 - 2019-10

### **Higher Certificate: Health Care Services Management (Cum Laude)**

*Regent Business School - Johannesburg*

2012-01 - 2016-04

### **Bachelor of Pharmacy: Pharmacy**

*Rhodes University Faculty of Pharmacy - Makhanda*

2016-01 - 2019-04

**Master of Pharmacy: Pharmacy Practice**

Rhodes University Faculty of Pharmacy - Makhanda

2019-06 - Current

**PhD: Pharmacy Practice**

Rhodes University Faculty of Pharmacy - Makhanda

## Registrations and Awards

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- **Active Registered Pharmacist** with the South African Pharmacy Council – REG NO: P43098
- Rhodes University Community Engagement **Researcher of the Year**, 2020
- Investec – Rhodes **Top 100 Student Leadership Award**, 2019
- **Golden Key** International Honorary Society awarded membership, 2019
- Undergraduate & Postgraduate Scholarships - BPharm (SA Government Social Compact Bursary), 2012-2015 - MPharm (DVC Research and Development Grant), 2016 – 2018 - PhD (**National Research Foundation**), 2018-2020
- Member of The **Pharmaceutical Society of South Africa** – Indemnity Insurance
- **HOSPERSA** Union Member

## Certifications

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2022-04

Basic Life Support Certification (in progress)

2022-03

Immunization and Injection Technique - Health Sciences Academy, 2022

2019-02

Good Clinical Practice - Research and Training Solutions, 2019

2021-06

HIV Advanced Clinical Care (ACC) Master Trainer - National Department of Health, 2021