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### **Job Description**

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**Job Title:** Lead Pharmacist – Surgery, Theatres and Critical Care

**Grade:** Band 8a

**Reports To:** Principal Pharmacist, Clinical Services

**Accountable To:** Head of Pharmacy

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#### **Job Purpose:**

To lead, develop, support and deliver a high level of specialist clinical pharmacy services to the surgical specialties, theatres and critical care working closely with other pharmacists, medical/ nursing staff and medicines management technicians.

To provide a high level of pharmaceutical support to the medical, nursing and other healthcare staff providing clinical care in the specialty areas and assisting in the clinical and cost-effective use of drugs.

To assist in the management of the drugs budgets for designated surgical wards, theatres, clinics and critical care, advising them on improvements in the clinical and cost-effective use of their drugs budgets.

To manage the provision of clinical pharmacy services to the designated wards at Warwick Hospital through nominated pharmacists and pharmacy technicians.

To contribute to the strategic development of pharmacy services for surgical specialties, theatres and critical care throughout the Trust.

To deputise for, and provide support to, the Principal Pharmacist – Clinical Services

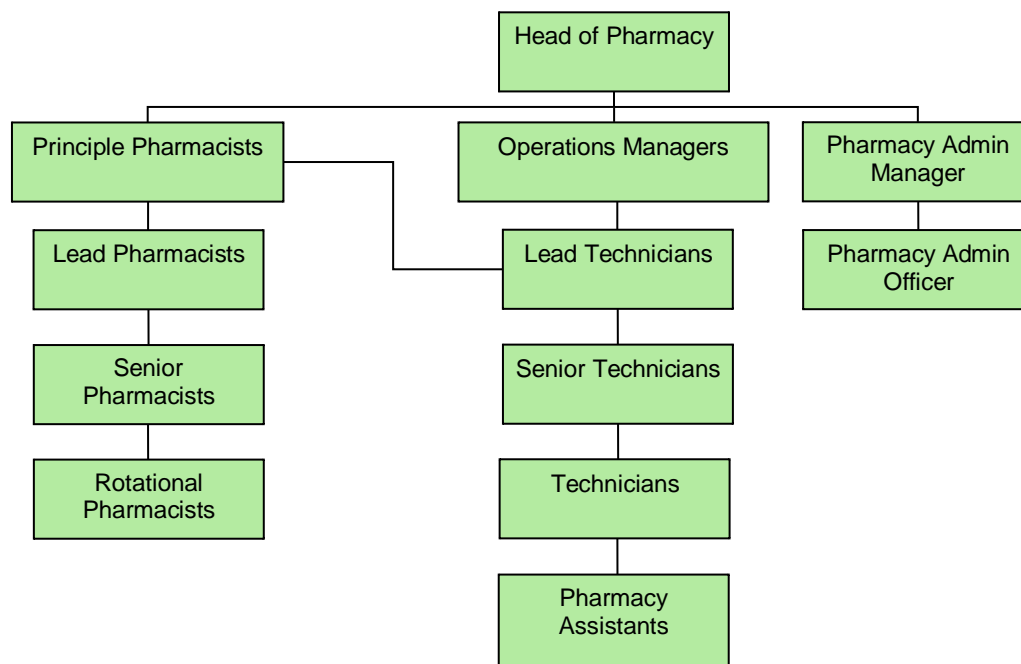
To provide clinical education and training to medical and nursing staff, pharmacy staff, both undergraduate and postgraduate, including tutoring and mentoring to designated pharmacists, pharmacists undertaking the clinical diploma and to pre-registration pharmacists.

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As a senior pharmacist, to contribute to the provision of clinical services to other areas of the Trust undertaking some routine pharmacist duties in the Pharmacy Department.

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### Organisation Chart:



### Key Result Areas:

#### Key Working Relationships

- Other Lead pharmacists within the Trust.
- Pharmacy Operations Manager
- Service leads for all surgical areas, theatres and critical care within the Trust
- Consultant medical staff and their teams.
- Matrons, senior nursing staff and other key professionals in the multi-disciplinary team.
- Clinical pharmacists.
- Pharmacy staff.
- Medicines Management Technicians for the specialty areas served.
- Other senior healthcare professionals
- Patients and carers
- Divisional Manager and other senior Trust staff

#### Result Areas

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- With the assistance of nominated pharmacists and medicines management technicians, to lead the provision of a high level, responsive, and developing clinical pharmacy service to designated specialist surgical wards, theatres, clinics and critical care at Warwick Hospital.
- To design and deliver packages of pharmaceutical care to individual patients on the designated wards and assist other pharmacists to undertake such duties.
- To assure the standards of pharmaceutical care provided to patients on the designated wards, ensuring that a satisfactory level of pharmacy service is provided within the staffing resources available.
- To be actively involved in efficient discharge planning on the designated surgical wards by reviewing patient's discharge treatment, facilitating timely supply of discharge medication and, where necessary, liaising and communicating with relevant healthcare practitioners in intermediate or primary care to ensure safe transfer and continuity of care.
- To be a lead pharmacist in advising the Principal Pharmacist - Clinical Services and the Director of Pharmacy on the strategic development of clinical pharmacy services to the designated specialist surgical services, theatres and critical care within the Trust.
- To contribute to the development of pharmacy services and standards, the preparation of business cases and the implementation of agreed developments.
- To maintain an awareness of current developments in pharmacy practice by liaising with relevant bodies, outside agencies, special interest groups and other pharmacists. To inform and advise senior pharmacy staff as appropriate.
- To assist the relevant drug budget holders in managing their drugs budget and advising on potential improvements in the cost-effective use of drugs.
- When required, to advise specialty leads and budget managers on issues relating to the use of drugs in their area including potential improvements in the clinical and cost-effective use of drugs.
- To commission reports from the Pharmacy IT Manager, on drugs usage and costs by Division, specialty, drug, and / or prescriber. To identify trends in prescribing and the use of medicines, and propose ways to address any adverse trend. To attend Divisional meetings, to share information about drug use and costs, and advise of the future implications, and link this where possible to activity and case mix, and to agree action. To identify and propose opportunities to realise a cost improvement in the drugs budget. To recommend increased investment in drugs budgets when this would be cost effective for the overall care of patients.

- To horizon scan and advise on budget implications of new and developing drug therapies in the designated specialty areas.
- To support the specialty to write medication-based treatment guidelines and clinical protocols, patient group directions, standard operating procedures, and other documents.
- To advise on/recommend/adapt clinical treatment guidelines for use in the specialty area that have been produced locally or by national bodies e.g. NICE, NSFs, National Prescribing Centre guidelines etc.
- To supervise, contribute to and undertake research and audit projects in the specialty areas particularly those concerned with the clinical and cost effective use of drugs, compliance with safer prescribing and drug administration policies, procedures and guidelines, and implementation of pharmacy service developments. To provide reports and present the audit findings within the Trust or to outside organisations or regional or national meetings where appropriate.
- To highlight any practice which has an implication for Primary Care, or which requires particular attention at the interface when patients are admitted or discharged.
- To develop and maintain a training programme for clinical pharmacists allocated to the specialty areas and to develop and administer a competency assessment process to ensure the appropriate standards are achieved.
- To undertake the formal duties of a pre-registration tutor/clinical coordinator for the Clinical Diploma in accordance with the requirements of the General Pharmaceutical Council (GPhC) and Universities. To ensure that all appropriate training is provided, reviews are undertaken at the specified times and liaison with the regulatory body and training providers is carried out as necessary.
- To provide clinical pharmacy training for undergraduate pharmacy students, vacation students, pre-registration pharmacists (hospital and community-based) and hospital clinical pharmacists.
- To contribute to the induction and in-service training of nursing, midwifery and medical staff as appropriate.
- To contribute to the recruitment, induction, management and development of staff and where necessary in grievance and disciplinary matters.
- To advise senior nursing staff on appropriate use of patient group directions in order to improve the efficiency of healthcare provision on the designated wards and to assist in the development of PGDs.

- To undertake duties as a clinical pharmacist to other wards in the Trust when necessary, including occasional work at other pharmacies from which a pharmacy service is provided.
- To advise medical, nursing, other professional staff, managers and patients on any aspect of drug therapy or drug control as required or when considered necessary.
- To contribute to the audit work of the pharmacy service and developments in service quality.
- To undertake the reporting of medication incidents when necessary according to the Trust's Incident Reporting Policy, to assist other pharmacists in reporting, to investigate medication incidents as necessary, to provide senior pharmacist input to incident report forms, to recommend improvements and implement agreed improvements.
- To be an authorised signatory for drug purchase orders and for invoice payments.
- To undertake routine duties within the dispensary as required and supervising the work of junior pharmacists, pharmacy technicians and (senior) ATOs.
- To undertake Saturday, Sunday, Bank Holiday and Statutory Day working on rota and to contribute (if required) on rota to the Emergency Duty Commitment of pharmacists providing an out-of-hours emergency Pharmacy service.
- To deputise for senior pharmacy managers as required.
- To demonstrate and maintain through annual revalidation a commitment to continuing professional development and encourage members of the team to do likewise.

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#### **General Items:**

To provide short-term cover for colleagues during periods of leave.

To ensure that all Trust standards are maintained and monitored to improve the quality of care to all whom come into contact with services provided by South Warwickshire NHS Foundation Trust.

Every employee has a duty to take reasonable care of the health and safety of him/herself and of other persons who may be affected by his/her acts or omissions at work, and to co-operate with the South Warwickshire NHS Foundation Trust to ensure that statutory and Trust regulations are complied with.

To participate in appraisals and personal reviews and work to achieve agreed set objectives.

To participate in appropriate training and development activities

To participate in team, professional and personal development activities and promote commitment to continuous development and improvement.

Ensure that all staff consciously review mistakes, complaints and incidents/near misses as well as successes to improve performance and the level of customer care.

All employees will have an organisational and individual responsibility towards safeguarding vulnerable adults, young people and children. Where employees are working with children, young people and families they have a responsibility to cooperate in national safeguarding policy around early intervention activities appropriate to improving health outcomes.

As a major provider of health care, South Warwickshire NHS Foundation Trust operate a Smoke Free Policy by providing a totally smoke free environment to help aid patients' recovery, promote health and wellbeing and minimize the risks of complications attributed to smoking tobacco and second hand smoke.

#### **For Band 6 and above**

Ensure that the Trust Smoke Free Policy is adhered to and that staff, patients and visitors are signposted to smoking cessation services.

Identify any appropriate support or interventions for staff to support their wellbeing.

To abide by Infection Prevention and Control policies relevant to their area of work, and undertake the necessary level of training. This will be appraised through the KSF review process or other relevant professional review process.

To accept responsibility for the provision of effective infection prevention and control within the Trust in liaison with the Trust's Infection Control Team.

To act as a role model in applying good infection control practice and ensures compliance with all Infection Control policies.

To promote and demonstrate implementation of the Trust's Carbon Management strategy and policy, ensuring team members are fully aware of the policy and are contributing to this.

**This job description is subject to review at any time in consultation with the post holder.**

