

JOB DESCRIPTION

1. Job Details	
Job Title:	Senior pharmacist – Medication Safety
Band:	Band 8a
Reports to (Title):	Principal Pharmacist for Medication Safety and Governance
Directorate:	Therapies and Pharmacy Group
Department/Ward:	Pharmacy
JD Number:	1628

Our Vision

An NHS organisation that continually strives to improve the outcomes and experiences for the communities we serve

Our Values

Safe & Effective	Kind & Caring	Exceeding Expectation
We will work collaboratively to prioritise the safety of all within our care environment	We will act in the best interest of others at all times	We will grow a reputation for excellence at our norm

Strategic Objectives

- ❖ To have an effective and well integrated health care system that operates efficiently
- ❖ Proactively seek opportunities to develop our services
- ❖ Create a culture of compassion, safety and quality
- ❖ Attract, retain and develop our staff and improve employee engagement
- ❖ Maintain financial health – appropriate investment to patient services
- ❖ Be in the top 25% for key performance measures

2. Job Summary

- To provide a high-profile lead role in the provision and development of Medicines Safety initiatives to healthcare professionals within the Trust, contracted services and Primary Care, including management of staff working in the service.
- To continuously monitor the Trust Datix Reporting system to identify themes and trends within medication incidents. To analyse datix information, seeking and investigating changing trends and making recommendations for practice changes to improve patient care.
- To be a member of local committees relevant to medicine use and medication safety, in order to provide relevant and evaluated information on medicines to assist in decision making for the use in the local health economy.
- To support the Principal Pharmacist for Medication Safety and Governance in the delivery of the medication safety agenda within the Trust.

Key relationships (not exhaustive)

- Principal Pharmacist for Medication Safety and Governance
- Senior Technician for Medication Safety and Governance
- Clinical Director of Pharmacy
- Deputy and Assistant Directors of Pharmacy (Clinical Services/Operations)
- Healthcare professionals of all grades and denominations
- Clinical Pharmacy Team
- Ward Based Technician Team

3. Main Duties & Responsibilities

Operational Management

- To promote the safe use of medicines across the organisation, and support the Principal Pharmacist for Medicines Safety and Governance with the delivery of the Trusts medicine safety agenda.
- To be actively involved in the provision and dissemination of high quality medicines safety information across the Trust.
- To be an active member of the MMG, MSG and APC, reviewing and developing evidence based treatment protocols, and providing quality medicine safety information as needed.
- To work with the Principal Pharmacist to lead the delivery of a comprehensive specialist medicines safety service.
- To prepare on request, policies, procedures and Patient Group Directions to assist in the smooth delivery of all aspects of medicines management to the designated clinical areas.
- To provide pharmacist support in the dispensary and wards according to the needs of the service.
- To advise medical and nursing staff on drug use and encourage compliance with the Trust formulary at all times in order to foster rational and economic prescribing.

Professional Roles

- To provide support to the Principal Pharmacist for Medicines Safety and Governance with the delivery of medication safety quality improvement projects across the Trust as identified by the MSG and national publications, participating in a multidisciplinary, patient centred approach.
- To develop or update, implement and audit local guidelines and National Patient Safety Alerts.
- To provide a professional lead to pharmacy technical and support staff managing medicines and medication safety issues in the designated clinical areas.
- To integrate into the multidisciplinary team and attend consultant ward rounds (where possible) making proactive interventions in individual patient's therapy by providing evidence-based information and advice on drug related issues and acting as a pharmacy contact.
- To prescribe medication for patients using the Trust's electronic prescribing system, when appropriate and within the limits of personal and professional competence.
- To provide advice to patients and their relatives, nurses, prescribers and other healthcare professionals on the correct use of medication and ensure that directions associated with medications are understood.

- To identify drug related admissions and where appropriate follow through with a yellow card report to the Medicines & Healthcare products Regulatory Agency (MHRA).
- To advise nursing and medical staff on the reconstitution, administration and side-effects of intravenous drugs, including complex drug calculations and consideration of compatibilities.
- To resolve medicines related problems associated with individual patients between primary and secondary care.
- To maintain an up to date knowledge of developments in medical and pharmaceutical practice, as part of their own continuing professional development.
- To participate in the updating and multidisciplinary audit of treatment guidelines

Supervision, Teaching and Research

- To develop IT skills in line with Trust and departmental requirements – specifically with respect to medicines management, risk management, incident reporting and the maintenance of the Trust incident reporting system.
- To develop/provide lectures, tutorials and other teaching sessions on medicines related issues for medical, nursing and pharmaceutical staff. This includes PGDs.
- Participate in local training initiatives to meet CPD requirements in accord with the departmental strategy.
- To participate in the training programme schedules for trainee pharmacists, vocational undergraduates, and new staff and student technicians.
- To participate in national service audits where required.

General Obligations

- The post holder will participate in extended hours of service, including late evening working, Saturdays, Sundays and bank holidays according to formal rota arrangements.
- The post holder will join the group of senior pharmacists to support the back up on-call rota in line with the departmental arrangements.
- To report any suspected or observed defects in drugs, medicinal products and equipment to an Assistant Director of Pharmacy.
- To be familiar with, and maintain, safe standards of work and adequate records of all processes.
- To have due regard for, and to conform at all times with, those aspects of the General Pharmaceutical Council Code of Professional Ethics.
- The post holder will have due regard for, and conform at all times with relevant professional and occupational guidelines including, but not exclusively, the Royal Pharmaceutical Society of Great Britain Code of Professional Ethics, the General Pharmaceutical Council standards, the Medicines Act, the Duthie Report, relevant Controls Assurance requirements, Health and Safety at Work, Manual Handling, the Control of Substances Hazardous to Health (COSHH) and associated Trust policies and procedures.
- To maintain at all times the rules relating to patient confidentiality.

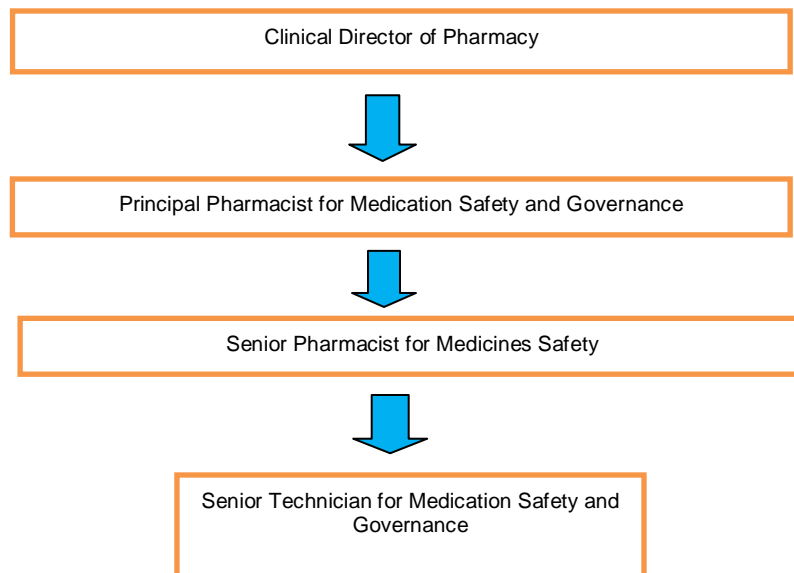
- To have due regard for Trust policies on discrimination.

Good Distribution Practice (GDP)

All staff working for RWT are required to have an understanding and demonstrate compliance with GDP for the distribution of medicinal products for use in patients. The staff employed at RWT are required to be aware of:

- National regulations with regard to qualifications and experience of personnel should be followed.
- Personnel should receive initial and continued training relevant to their tasks.
- Personnel dealing with hazardous pharmaceutical products (such as highly active and radioactive materials, narcotics, and other hazardous, sensitive and/or dangerous pharmaceutical products, as well as products presenting special risks of abuse, fire or explosion) should be given specific training.
- Records of all training should be kept.
- Procedures relating to personal hygiene relevant to the activities to be carried out should be established and observed.
- First-aid procedures and equipment for dealing with emergencies involving personnel should be available.
- Procedures and conditions of employment for employees, including contract and temporary labour, and other personnel having access to pharmaceutical products must be designed and administered to assist in minimising the possibility of such products coming into unauthorised possession.
- Codes of practice and disciplinary procedures should be in place to prevent and address situations where persons involved in the distribution of pharmaceutical products are suspected of, or found to be implicated in, the misappropriation and/or theft thereof.

4. Organisational Chart



This job description is not intended to be an exhaustive list of duties and it may be reviewed and altered in the light of changed service needs and developments after discussion with the post holder.

Infection Prevention

Maintain a current knowledge of infection prevention and control practices and policies through annual mandatory updates and role specific training.

Demonstrate a current knowledge of infection prevention and control practices through the delivery of clinical care and maintenance of a safe environment in accordance with infection prevention and control practices and policies. Take part in infection prevention initiatives in the local area. Challenge infection prevention practices, reporting breaches using relevant Trust policies as appropriate (e.g. incident reporting policy).

Equal Opportunities Policy

It is the aim of the Trust to ensure that no job application or employee receives less favourable treatment on grounds of sex, disability, age sexual orientation, race, colour, nationality or ethnic or national origins or is not placed at disadvantage by conditions or requirements which cannot be shown to be justifiable. To this end, the Trust has an Equal Opportunity Policy and it is for each employee to comply with and contribute to its success.

Health and Safety

Employees must be aware of the responsibilities placed on them under the Health and Safety at Work Act (1974), and associated legislation, to maintain a safe working environment for both staff and visitors, to observe obligations under organisational and departmental Health and Safety Policies, maintaining awareness of safe practices and assessment of risk.

Data Protection

If required to do so, to obtain, process and/or use information held on computerised or manual records in a fair and lawful way in line with the Data Protection Act 2000. To hold data only for specific purpose and not use or disclose it in any way incompatible with such purpose. To disclose data only to authorised persons or organisations, as instructed.

Customer Care

It is the aim of the hospital to provide patients and other service users with the best possible care and services. In order to meet this aim, all our staff are required at all times to put the patient and other service users first and do their utmost to meet their requests and needs courteously and efficiently. In order that staff understand the principles of customer care and the effects on their particular post and service, full training will be given.

Safeguarding

All employees have a responsibility to support the safety and well-being of children, young people and adults at risk of harm and to practice in accordance with legislation. Knowledge, skills and competency are to be maintained according to role and responsibilities in order to fulfil Safeguarding Children and Adults at Risk responsibilities. All employees are expected to comply with existing local Safeguarding policies and procedures, and Trust and Wolverhampton Safeguarding Children Board and Safeguarding Adults at Risk requirements.

Smoking Policy

The Trust provides a smoke-free work environment.

Confidentiality

The Trust is fully committed to encouraging its staff to freely contribute views on all aspects of health service activities, especially those on delivery of care and services to patients. However, you shall not, either during or after the end of your employment (however it is terminated), divulge to any unauthorised person confidential information relating to the Trust. This includes, but is not limited to, information covering patients, individual staff records, industrial relations, financial affairs, contract terms and prices or business forecasts.

Your obligations of confidentiality under this clause shall not prevent you from raising genuine concerns about healthcare, or a belief that criminal conduct, breach of a legal obligation, health and safety breaches or damage to the environment has been, is being, or is likely to be committed, or any information tending to show any of the above has been, is being, or is likely to be, deliberately concealed, provided that such disclosure is made in good faith and in accordance with the provisions of the Public Interest Disclosure Act 1998 and the Trust's Policy on Raising Concerns at Work-Whistle Blowing Policy, a copy of which is available from the Human Resources Department.

Development

The Trust is committed to supporting the development of all staff. All employees have a responsibility to participate in regular appraisal with their manager and identify performance standards for the post. As part of the appraisal process employees have a joint responsibility with their line manager to identify any learning and development needs in order to meet the agreed performance standards required of the post holder.

Criminal Records

This post is subject to the Rehabilitation of Offenders Act (Exceptions Order) 1975 and as such it will be necessary for a submission for Disclosure to be made to the Disclosure and Barring Service (DBS) to check for any previous criminal convictions.