





Job Description

1. JOB DETAILS	
Job title:	Specialist Pharmacist (Band 7)
Accountable to:	Advanced Specialist Pharmacist (Band 8a)
Location:	North Cumbria Integrated Care NHS Foundation Trust
2. JOB SUMMARY	
<p>All staff are expected to work to the Trust Values:</p> <div>  <p>Kindness – Kindness and compassion cost nothing, yet accomplish a great deal.</p> </div> <div>  <p>Respect - We are respectful to everyone and are open, honest and fair – respect behaviours.</p> </div> <div>  <p>Ambition – We set goals to achieve the best for our patients, teams, organisations and our partners.</p> </div> <div>  <p>Collaboration – We are stronger and better working together with and for our patients.</p> </div> <p>Undertake a range of clinical and leadership activities in the various aspects of pharmacy practice within the Trust, being responsible for the provision of pharmacy services in the designated areas.</p>	
3. ROLE OF DEPARTMENT	
<p>To provide cost-effective, evidence-based pharmaceutical care to patients of the Integrated Care Trust, liaising and working with other health care professionals in primary, secondary and tertiary care to ensure accurate, efficient and timely dispensing and care thereby optimising the use of those medicines to deliver desired outcomes of patient care</p>	

4. ORGANISATIONAL CHART



5. KEY WORKING RELATIONSHIPS

Technical pharmacy staff.
Pharmacists.
Medical staff.
Nursing staff.
Patients and carers.
Other healthcare professionals (e.g. OT, ICT, CPN, nursing home staff etc.).
GP practices.
Community pharmacists.
Other primary care health professionals.

6. DUTIES AND RESPONSIBILITIES OF THE POST

Professional

- Deliver an agreed standard of pharmaceutical care and medicines management to patients on a designated ward or group of wards which may include Acute or Community Hospitals.
- Provide clinical advice and professional support to the bedside medicines management team ensuring individualised, safe and effective reuse of patients' own medication and continuing medicine requirements.
- Ensure early co-ordination and implementation of a timely and effective discharge planning process, authorising discharge prescriptions and dispensing at ward level and ensuring seamless care at the discharge interface including communication to patients, GPs, community pharmacists and other agencies e.g. nursing homes and community hospitals. This will include e.g. highlighting changes in medication and the organising of ongoing medication compliance aids.
- Professionally supervise, support and delegate tasks to pharmacy staff involved in the delivery of the medicines management service to the designated wards e.g. pharmacy technicians, pre-registration and training grade pharmacists.
- Responsible for pharmaceutical care input into the multidisciplinary team.
- Contribute to consultant ward rounds.
- Monitor and influence the practice of other healthcare providers, including medical staff, to ensure that prescribing and medicines use is safe and effective for patients.

- Ensure the provision of a prescription monitoring service to the wards applying specialist expertise in this area.
- Co-ordinate a professional screen for all inpatient and discharge prescriptions including accurate interpretation of biochemical and haematological results, and other clinical data. Report all appropriate adverse drug reactions via national reporting scheme.
- Work as an independent prescriber (when qualified), developing the role for designated areas of clinical practice.
- Ensure the provision of accurate, evaluated and impartial up to date and helpful information and advice about medicines to ensure safe, clinically effective and cost efficient use of medicines in patients and health care professionals, making an informed decision on the appropriate response required.
- Work as an independent prescriber (when qualified), developing the role for designated areas of clinical practice.
- Deal with sensitive and emotional issues that relate to a patient's diagnosis and drug treatment; communicate and convey information to the recipient in an appropriate manner and with the appropriate terminology.
- Advise nursing and medical staff regarding drug choice and drug administration (including therapeutic drug monitoring resolving local prescribing issues and adhering to local formularies.
- Ensure the accuracy of drug histories for patients within the designated wards.
- Carry out high quality medication counselling on the wards and outpatient areas as requested by patients, nursing and medical staff.
- Advise on pharmaceutical stability, being involved in the calculation, formulation and preparation of small scale extemporaneous medications, injections and infusions for individual patient requirements.
- Provide medicines information including e.g. stability, storage, legislation, compatibility, dosage and adverse drug reaction data in a prompt and definitive manner, particularly for urgent requests to enquiries.
- Carry a bleep to ensure availability for any urgent requests for advice or pharmaceutical services throughout the working day.
- Provide, on a planned basis, clinical advice and professional support to the dispensary.
- Comply with infection prevention and control procedures at all times.
- Comply with responsibility to safeguard children and vulnerable adults, ensuring attendance at appropriate training.
- Participate in the emergency out of hours service, to include:
 - provision of advice to hospital staff, outside agencies and patients and carers concerning all aspects of medicines management;
 - supply of medication to wards/departments within the trust or other trusts;
 - sourcing of supplies of medicines not held within the dept from other Trusts, wholesalers, manufacturers as necessary;
 - dealing with unexpected and unpredictable requests from other hospital staff, including major incident planning.
- Have knowledge of and be involved in the clinical trials on-going within the trust and the legal documentation and legislation requirements of named patient drugs and unlicensed products.

Administrative

- Advise, implement and produce drug-related policies and procedures within the speciality.
- Ensure good and efficient working relationships between wards and departments and pharmacy supply services.
- Carry out regular ward stock checks, advise on the correct storage of medicines where necessary and carry out statutory controlled drug ward stock checks.
- Assist with the management of errors, complaints and incidents in accordance with the Trust Risk Management and Complaints policy. Pursue an active role in the reporting of medication errors and near misses and the national reporting of adverse drug reactions.
- Participate in all aspects of the pharmacy computer system.
- Report on workload and ward activities.
- Review and advise on drug usage and drug expenditure, including trends and horizon scanning.
- Collate statistical information on workload.
- Represent the pharmacy team as necessary within the multidisciplinary systems of clinical governance within the trust.
- Support the department in the delivery of the pharmacy strategic plan and medicines management strategy.
- Support the implementation of medicine management issues identified from one or more National guidelines.
- Influence local practice to ensure safe medication use and ensure that practice effectively acknowledges good prescribing practice, patient safety and risk minimisation.
- Engage in activities relating to clinical effectiveness including DUE, clinical audit and clinical self-audit and contribute to ongoing measures of service evaluation.

Training and Development

- Contribute to the education and training of pharmacy staff, medical staff, nursing staff and other health professionals, both on a one to one basis and through formal presentations.
- Influence local practice to ensure safe medication use and that practice effectively acknowledges good prescribing practice, patient safety and risk minimisation.
- Participate and develop the research and audit activities of the department to include pharmacist intervention monitoring.
- Act as mentor to less experienced staff as delegated.
- Continually audit own practice and identify areas for CPD.
- Attend relevant courses and study days to maintain CPD and develop the service.

7. WORK SETTING AND REVIEW

Work independently to tasks and objectives as assigned by the Pharmacist Advanced who will review work and undertake appraisal.

<p>8. INDIVIDUAL RESPONSIBILITIES</p> <p>The post holder is expected to</p> <ul style="list-style-type: none"> • adhere to Trust policies and procedures and relevant legislation including the requirements of the any professional bodies • attend mandatory training as identified by the Trust • adhere to Trust infection prevention policies, procedures, audits in line with the Health Act 2006, to actively reduce Health Care Associated Infections
<p>9. CONFIDENTIALITY</p> <p>The post holder must maintain the confidentiality of information about patients' staff and Trust business in accordance with the General Data Protection Regulations (GDPR), Data Protection Act 2018 and Caldicott principles.</p>
<p>10. HEALTH AND SAFETY</p> <p>Employees must be aware of the responsibilities placed upon them under the Health & Safety at work Act (1974), to ensure that the agreed safety procedures are carried out to maintain a safe environment for employees and visitors.</p>
<p>11. RISK MANAGEMENT</p> <p>All staff have a responsibility to report all clinical and non-clinical accidents, incidents or near-misses promptly and when requested to co-operate with any investigations undertaken.</p>
<p>12. EQUALITY AND DIVERSITY</p> <p>All employees of the Trust have responsibility to:</p> <ul style="list-style-type: none"> ▪ Act in ways that support equality and value diversity. ▪ Treat everyone with whom they come into contact with dignity and respect. ▪ Act in ways that are in accordance with Trust's Single Equality Scheme, Equality and Diversity policy, and Dignity in the Workplace policy.
<p>13. SAFEGUARDING</p> <p>All employees have a duty for safeguarding and promoting the welfare of children and adults at risk. Staff must be familiar with the trusts Safeguarding Policy and the process for raising concerns about the welfare of anyone with whom they have contact. Staff must also ensure they receive the appropriate level of safeguarding children and adult training depending on their role in the Trust.</p> <p>Staff are expected to access supervision and support from their line managers and/or the locality based safeguarding team when managing complex cases where applicable to their role.</p>
<p>14. INFORMATION GOVERNANCE</p> <p>The post holder must keep up to date with the requirements of information governance; undertake mandatory training and follow Trust policies and procedures to ensure that trust information is dealt with legally, securely, efficiently and effectively.</p> <p>It is important that the post holder processes personal identifiable information only in accordance with the Trust Data Protection Act notification to the Information Commissioner. The post holder must check with the Data Protection Officer before creating new systems to</p>

process person identifiable information to ensure that this is carried out within the scope of the Data Protection Act 2018 notification.

The post holder must manage the records they create or hold during the course of their employment with the Trust in an appropriate way, making the records available for sharing in a controlled manner subject to statutory requirements and agreed security and confidentiality policies, procedures and guidelines e.g. Data Protection Act 2018, Freedom of Information Act 2000, General Data Protection Regulations, Caldicott Guidelines NHS Confidentiality Code of Conduct 2003, and professional codes of conduct on confidentiality.

The post holder must maintain the confidentiality of information about service user staff and organisational business in accordance with the new Data Protection Act 2018 and Caldicott principles.

It is likely that the post holder will be in contact at some time with a form of information system, and therefore is responsible for implementing and maintaining data quality. The post holder, when making entries into records, must ensure that these are legible and attributable and that the record keeping is contemporaneous. It is essential that information recorded within records either on paper, in an electronic format or both paper and electronic is accurate, complete and relevant.

15. GREEN STATEMENT

Across the North East and North Cumbria we are working together to deliver our ambition to be the greenest region in England by 2030. There is an expectation for all staff to support this by familiarising yourself with the Trust's sustainability initiatives such as waste and recycling, going paperless, videoconferencing, sustainable transport and others.

We encourage you to think about what you can do as an individual and within your team to contribute in to embedding carbon reduction into the everyday running of our organisation.

PERSON SPECIFICATION

North Cumbria Integrated Care NHS Foundation Trust

POST TITLE: **Specialist Pharmacist**

Factor	Essential	Desirable
Qualifications	<p>MPharm or equivalent.</p> <p>Registration with General Pharmaceutical Council</p> <p>Completion or near completion of a postgraduate clinical qualification and/or significant relevant clinical experience to demonstrate a similar level of knowledge.</p>	Independent prescribing qualification or commitment to achieving this.
Experience	Experience/knowledge of Acute/Community hospital pharmacy work.	
Knowledge	<p>Broad clinical and pharmaceutical knowledge.</p> <p>Relevant specialist knowledge.</p> <p>Demonstrable understanding of current issues within pharmacy and the NHS.</p> <p>Continuing professional development evidenced by portfolio.</p> <p>Computer literate.</p>	Spreadsheet and database packages.
Skills and Aptitudes	<p>Highly developed communication and interpersonal skills.</p> <p>Ability to make judgements based on conflicting data using critical appraisal skills.</p> <p>Ability to manage time, people and resources to deliver timely outcomes.</p> <p>Able to organise and prioritise workload.</p> <p>Ability to work independently and as part of a team.</p> <p>Able to work accurately to deadlines.</p> <p>Ability to identify and implement best practice.</p> <p>Ability to identify and manage risk.</p>	Coaching skills.
Personal Circumstances		
Other requirements	<p>Able to travel between sites as required.</p> <p>Ability to participate in Trust wide out</p>	Driving licence.

	of hours on call service. Ability to participate in 7 day working rota.	

Experience may be considered as comparable to qualifications quoted but should be clearly detailed on the application in order to demonstrate equivalence.