

Job description

POST

Advanced Pharmacist – Urology, Vascular and Orthopaedics

SALARY

£50,952 - £57,349 per annum
(pro rata where applicable)

CARE GROUP

Clinical Support Services

BASE

Trust wide but based at K&C with travel required to other sites weekly

CONTACT

Clinical Pharmacist Lead Rebecca Morgan rebecca.morgan15@nhs.net

Welcome to East Kent Hospitals

As a Pharmacy department, we work across all of the Trusts sites to support Medicines Safety. As a diverse team which includes (Pharmacists, Pharmacy technicians, Pharmacy assistants and a Nurse etc), we are evolving year by year with new opportunities to make an impact on patient care.

This post is based at Kent and Canterbury hospital but will provide leadership across the Trust working with the Senior Surgical Team to support the Surgical Care Groups.

We offer a full package of benefits, including a car lease scheme; on-site childcare; generous annual leave in line with NHS terms and conditions; high street and public transport discounts; a 24/7 staff support service - and the little things that make life easier, like on-site Amazon lockers and fresh fruit and veg stalls.

About us

We are one of the largest hospital trusts in England, with three acute hospitals and community sites serving a local population of around 700,000. We also provide specialist services for Kent and Medway.

We care about our patients and our people. We are focused on providing outstanding, safe patient care, and a positive working culture that benefits staff and patients alike. With our emphasis on staff training and development, a staff support scheme that's second to none, and a healthy package of benefits, it's easy to put down roots in East Kent Hospitals.



Advanced Pharmacist – Urology, Vascular and Orthopaedics

Role specific duties

- To operate as an Advanced Clinical Pharmacist in Surgery across the Trust
- To be the speciality pharmacist for Urology, Vascular and Trauma & Orthopaedics supporting safe and effective use of medicines within these specialities to improve medicines safety.
- To operationally oversee on a day to day basis the performance of the surgical team working within these specialities.
- To effectively manage and supervise pharmacists working within the surgical team and oversee the supervision of other pharmacy staff working on the surgical wards.
- To deputise for the Lead Pharmacist for Surgery at Pharmacy and Care Group level when required

Key Result Areas

The main responsibilities of the post will include the following:

Clinical

- To proactively promote safe and evidence-based prescribing with all grades of doctors, prescribers and nursing staff in Surgery by communicating and providing highly complex information on medicines and challenging poor practice.
- To implement high quality specialist prescribing and effective use of medicines in patients presenting to Surgery, either as a defined cohort of patients or as part of the flow of management of patients with clinicians.
- To prescribe safely in the interests of the patients and in line with the formulary, policy, procedures or guidance.
- To provide general and specialist pharmaceutical advice and support to Surgical staff, to enhance the quality of patient care which will include all patient aged groups and of many morbidities.
- To actively prescribe for surgical pre-assessment patients (0.2 WTE)



- To liaise closely with medical, pharmacy and nursing staff to develop and implement complex therapeutic guidelines e.g., standard operating procedures and medicines-related policies in Surgery, so as to provide advice where information is lacking or medical opinions may differ.
- To manage and participate in the delivery and development of the Clinical Pharmacy Service e.g., proactive participation in ward rounds, input into medicines management review, acting as a clinical pharmacy role model, being accountable for your own professional actions.
- To develop standards of clinical pharmacy practice which align with national frameworks and performance management measures with Lead Surgical Services Pharmacist.
- Maintain an up-to-date clinical expert knowledge in clinical pharmacy and pharmacy practice to ensure a broad base of pharmaceutical knowledge and an advanced level of clinical reasoning and judgement.
- To optimise medicines by reconciling drug histories, performing medication reviews and using patients' own medicines.
- To promote and develop strategies for effective, safe and timely discharges from Surgical settings with close liaison with community health professionals, to ensure complex medication is reconciled in Primary Care and patients have access to medicines e.g., linking with Drug and Misuse Services.
- To detect, record and report adverse drug reactions during admissions to the Medicines and Healthcare Products Regulatory Agency (MHRA) and via Datix as per Trust Policy.
- To record, monitor and evaluate the effectiveness of pharmaceutical interventions and contributions to ward rounds and Speciality.
- To fulfil the requirements of the Code of Ethics and Standards of Good Professional Practice.
- To implement the Duty of Candour.

Governance

- To actively contribute to the Urology, Vascular and T&O governance meetings to ensure medicines are managed safely providing reports and collating themes as required.
- To actively provide induction and teaching to nursing and medical staff working with these specialities on reducing medicines risk
- To participate in preparing business cases for the Urology / Vascular / T&O when they involve medicines e.g., high cost excluded medicines or Pharmacy Services.



- To demonstrate awareness and commitment to the Trust's Clinical Governance agenda.
- To participate in the analysis, identification and management of medication risks.
- To manage the introduction of new medicines by undertaking formulary submissions, evaluating the clinical and financial impact in Secondary and Primary Care and identifying risks associated with new medicines.
- To ensure the provision of specialist information on the use of medicines for the On-call Pharmacists out-of-hours.
- To ensure that clinical and non-clinical incidents are reported, recorded, investigated, analysed and appropriate action taken and/or proposed.

Financial

- To provide regular financial reports to the Urology, Vascular and T&O specialities to support effective management of expenditure on medicines, including tariff medicines, excluded medicines, prior approvals, individual funding requests etc.
- To monitor the use of FP10(HNCs) to ensure the best use of resources in the Specialities.
- To closely work with the Pharmacy Medicines Value Team to contribute to the Trust Medicines Value agenda.
- To horizon scan for new medicines likely to be excluded from the tariff and to advise on clinical and budgetary impact.
- To produce appropriate reports documenting the use and expenditure of medicines to evaluate trends and variations in prescribing in order to develop and implement policies aimed at containing expenditure and realising savings.
- To identify and manage medicine/pharmacy Quality / Innovation / Productivity / Prevention (QIPP) Schemes, including Cost Improvement Programme (CIP) Schemes within the specialities to ensure this is coordinated within the Pharmacy and Trust.
- To provide expert professional advice on high cost and excluded medicines to clinicians, managers, finance and commissioners that may affect the specialities.

Management

- To line manage and undertake appraisals for Rotational Clinical Pharmacists and fixed specialist surgical pharmacists working within Urology, Vascular and T&O.



- Line manage direct reports to include performance management, appraisals SMART objective / target setting, personal development plans and attendance monitoring.
- Design and provide effective personalised induction programmes in line with departmental handbooks and SOPs for all new starters.
- Undertake and manage formal Trust HR policies e.g. disciplinary, sickness, grievance Education, Training and Supervision.
- To act as a role model, supervisor and mentor for the Rotational Clinical Pharmacists, Rotational Foundation Pharmacists, Pre-registration Pharmacists, Clinical Pharmacy Technicians and other members of Pharmacy staff.
- To be an Educational Supervisor for the Diploma in Clinical Pharmacy Practice.
- To be a GPhC Tutor for Pre-registration Pharmacists.
- To identify training needs and undertake training of the other members of the Pharmacy Team.
- To provide education and training for medical, pharmacy, nurses and other healthcare professionals, including GP's where appropriate.
- To provide information to patients, parents and carers on admission and discharge regarding their treatment and medication to optimise patient concordance, particularly if there is a need to overcome language barriers.
- To take responsibility for own personal CPD by participating in education and training programmes to improve competence and acquire new skills to benefit development of the service and develop membership for the Royal Pharmaceutical Society Faculty.

Values and Behaviours

The post holder is required to uphold and model the Trust values in everything they do.



Your commitments

We are focused on providing outstanding, safe patient care, and a positive working culture that benefits staff and patients alike. This is why we ask you to:

- maintain the confidentiality of information about patients, staff and other health service business and adhere to data protection law
- comply with the Trust's policies and procedures, including infection prevention and control, risk management, health and safety, safeguarding children and adults, financial management and use of resources
- act at all times in accordance with the professional Codes of Conduct and Accountability relevant to your role
- participate in annual mandatory training.

We are a smoke-free Trust, and offer staff support to stop smoking.

Values

We care about our values of caring, safe, respect and making a difference. We'll ask you to

demonstrate these values during the recruitment process and throughout your appointment – and you can expect us to do the same.

Our NHS People Promise

We are committed to the NHS People Promise. We want our culture to be positive, compassionate, and inclusive – and we all have our part to play.

Living and working in East Kent

Our large district general hospitals, specialist units and community sites provide a vibrant and diverse working environment with the extensive opportunities and teaching facilities you would expect of a large trust.

East Kent offers stunning countryside, beautiful beaches and charming places of historic interest, with easy access to London. With excellent schools, a wealth of leisure facilities and easy family days out on your doorstep, alongside beautiful and affordable housing stock, the perfect work-life balance couldn't be easier to achieve.

How to apply

For more information or to arrange to visit us, please contact Rebecca Morgan via rebecca.morgan15@nhs.net



Person specification

Requirements	Essential	Desirable	Method of assessment
Qualifications and training	<p>Master's degree in Pharmacy from a UK School of Pharmacy or equivalent as recognised by The General Pharmaceutical Council of Great Britain</p> <p>One year's Pre-registration training</p> <p>Registered Pharmacist with The General Pharmaceutical Council of Great Britain</p> <p>Postgraduate Diploma in clinical pharmacy or equivalent</p> <p>Registered with GPhC as an Independent Prescriber or within 12 months of appointment.</p>	<p>Train the trainer's accreditation or HE KSS /LaSE Deanery Practice Supervisors accreditation or equivalent.</p> <p>Management qualification.</p>	<p>Application form</p> <p>Interview</p> <p>Questioning</p>
Clinical skills and experience	<p>The post holder will have a significant hospital clinical pharmacy experience including relevant experience in surgery.</p> <p>Teaching, mentoring and tutoring experience.</p> <p>Communication (both verbal and written) and interpersonal skills</p> <p>Tact and negotiation skills to ensure adherence to drug treatment protocols / policies.</p> <p>Computer skills i.e. Microsoft packages</p> <p>Patient assessment and diagnostic skills within independent prescribing scope of practice. Critically appraise medical literature and patient information for application to highly complex patient care situations.</p>	<p>Staff and service management experience.</p> <p>Advanced IT skills (database, spreadsheets etc.)</p> <p>Patient assessment and diagnostic skills within independent prescribing scope of practice.</p> <p>Specialist knowledge of Surgery</p>	<p>Application form</p> <p>Interview</p>
Personal/professional attributes	<p>Excellent clinical problem-solving skills.</p> <p>Excellent time management skills, teaching and leadership skills.</p> <p>Organisational and prioritisation skills.</p>		<p>Application form</p> <p>Interview</p>

The small print

Band	Band 8a
Salary Scale	<p>£50,952 - £57,349 per annum (pro rata, if applicable)</p> <p>Progression through the pay scale will be determined on an annual basis. It will be subject to the post holder demonstrating the required standards of performance, conduct and completion of statutory and role specific training.</p>
Hours of work	37.5 hours per week
Annual Leave Entitlement	<p>Annual leave entitlements are based upon the following lengths of NHS service (pro rata if applicable):</p> <p>On Appointment = 27 days After five years = 29 days After ten years = 33 days</p>
Pension Scheme	<p>As an NHS employee you will be entitled to join the NHS Pension scheme and will be enrolled from your first day of service, if you meet the eligibility criteria. Employees who are not eligible to join the NHS Pension Scheme may instead be enrolled in the Trust's Alternative qualifying scheme, NEST.</p> <p>Your remuneration will be subject to the deduction of superannuation contributions in accordance with the relevant scheme.</p>
Contractual Notice	<p>Bands 1-4 = 1 Month notice Bands 5-6 = 2 Months notice Band 7-9 = 3 Months notice</p>
Probationary Period	<p>New staff appointed to East Kent Hospitals University NHS Foundation Trust in this post will be subject to a 6 month probationary period. During this time you will be required to demonstrate to the Trust your suitability for the position in which you are employed. This period may be extended at the Trust's discretion and is without prejudice to the Trust's right to terminate your employment before the expiry of the probationary period. In the event that a decision is taken to terminate your contract of employment during or at the end of your probationary period, you will be entitled to a notice period in line with the statutory timescales, which for employees with less than one year's service is one week.</p>

Dimensions

Financial and Physical	Manages	N/A
	Impacts	Medicines budget including high cost medicines
Workforce	Manages (Bands and WTE)	Line manager for Band 6 or 7 rotational Clinical Pharmacists Pre-Registration Pharmacists
	Located	Trust Wide
	Impacts	N/A
Other		N/A

Communications and working relationships

Internal	Trust wide and local Pharmacy staff at all grades. Medication Safety Nurse Hospital Consultants and other medical staff. Ward managers, Matrons, Specialist Nurses and other nursing staff. Other Health Professionals. Patients/Carers Care Group and Speciality General Managers
External to NHS	Pharmaceutical Companies
Other	General Practitioners. Community Pharmacists and other Healthcare Professionals. Clinical Commissioning Groups. HEE

Environment

Category	Description/Definition	Frequency/Measures
Working Conditions	May be subjected to verbal abuse and aggressive behaviour from patients and carers.	Rarely
	Occasional exposure to dust during the dispensing and checking process, generated from transport / handling of loose (not blister-packed) pharmaceutical products e.g. oral chemotherapy, antibiotics.	Frequent
	May be required to work in temperatures above 30 degrees centigrade in summer due to	Occasional

	inadequate ventilation and absence of air conditioning in parts of the hospital.	
Physical Effort	<p>The job requires a high level of accuracy, prolonged concentration and attention to detail when reviewing prescriptions, checking dispensed items and writing/reviewing policies. The post holder will have to deal with potentially urgent, interruptions and constantly prioritise an unpredictable workload whilst maintaining a balance between managerial and clinical responsibilities.</p> <p>Long periods spent standing at dispensary benches whilst undertaking prescription checking.</p> <p>Several short periods walking between wards and pharmacy, climbing up and down stairs in response to a bleep / phone.</p> <p>Required to transfer light loads up to 3kg.</p>	<p>Frequent</p> <p>Occasional</p> <p>Frequent</p> <p>Frequent</p>
Mental Effort	Have to cope with highly charged / distressing situations at ward level and when dealing with complaints.	Frequent
Emotional Effort	Will have to deal with people exhibiting extremely challenging behaviour, mainly in the form of verbally aggressive in-patients presenting at the dispensary to collect prescriptions	Rarely

Most challenging part of the job

To co-ordinate the development of an innovative, patient-focused clinical pharmacy service, whilst maintaining a clear definition of the clinical role of all grades of pharmacy staff. Maintaining quality and consistency of service within restraints.

Daily concentration on provision of medicines optimisation services at highly complex level with constant interruption and time constraints.

We confirm that the details of the above post as presented are correct. This is a description of the duties of the post as it is at present. This is not intended to be exhaustive. The job will be reviewed on a regular basis in order to ensure that the duties meet the requirements of the service and to make any necessary changes.



