

JOB DESCRIPTION

JOB TITLE:	Lead Pharmacist – Population Health and Health Inequalities
AREA/SPECIALITY:	Pharmacy & Medicines Optimisation Directorate
GRADE:	AfC Band 8b
DEPARTMENT:	Pharmacy & Medicines Optimisation Directorate
RESPONSIBLE TO:	Associate Chief Pharmacist - South East London ICB Associate Chief Pharmacist – Integrated and Specialist Medicine
ACCOUNTABLE TO:	Chief Pharmacist – South East London ICB Chief Pharmacist and Clinical Director Medicines Optimisation - GSTT
LOCATION:	Across all sites within the Trust and the wider South East London (SEL) ICS footprint

South East London Integrated Care Board Information

The South East London ICB is the NHS management unit of the ICS. It is accountable both to NHS England and to the South East London Integrated Care Partnership (ICP). The ICS exists to deliver four core purposes:

- Improve outcomes in South East London population health and health and care services
- Tackle inequalities in outcomes, experience and access suffered by the residents of South East London
- Enhance productivity and value for money in the in the use of health and care resources in South East London
- Help the NHS support broader social and economic development in South East London.

Guy's and St Thomas' NHS Foundation Trust is one of the hospital providers of healthcare services within SEL and comprises five of the UK's best-known hospitals – Guy's, St Thomas', Evelina London Children's Hospital, Royal Brompton and Harefield – as well as community services in Lambeth and Southwark, all with a long history of high-quality care, clinical excellence, research, and innovation. We provide specialist care for patients including heart and lung, cancer, and renal services as well as a full range of local hospital and community services for people in Lambeth and Southwark. We have a long tradition of clinical and scientific achievement and – as part of King's Health Partners – we are one of England's eight academic health sciences centres,

bringing together world-class clinical services, teaching, and research. We have one of the National Institute for Health Research's biomedical research centres, established with King's College London in 2007, as well as dedicated clinical research facilities.

GSTT Organisational Values:

Our **values** help us to define and develop our culture, **what we do** and **how we do it**. It is important that you understand and reflect these values throughout your employment with the Trust.

The post holder will:

- Put patients first
- Take pride in what they do
- Respect others
- Strive to be the best
- Act with integrity

Our [values and behaviours framework](#) describes what it means for every one of us in the Trust to put our values into action.

Role Summary

The post will be based at Guys and St Thomas' NHS Foundation Trust (GSTT) and will work proactively across South East London (SEL) integrating with teams at the SEL ICB, to support the wider system with the development and implementation of medication related public health priorities. The role will focus on health at a population level, looking at ways to make communities and environments healthier, reducing ill-health and tackling health inequalities. As this is a new role, the successful candidate will be crucial in devising the job plan for this role and sharing experience across professional networks so that others may learn from, and embed similar roles within their own organisations.

The post will focus upon the way in which the Pharmacy profession can make a positive impact on the key population health priorities for SEL. These priorities are collectively known as the 'Vital 5' and comprise of:

- High Blood Pressure
- Obesity
- Smoking
- Alcohol
- Mental Health

However, in addition to the Vital 5, the role will also focus on other relevant specialist areas delivered by GSTT, that are also known to disproportionately affect individuals living in SEL. These could include, but are not limited to:

- Infectious Diseases,
- Maternity
- Sexual Health
- Paediatric Health
- Migrant Health

It will also be crucial to align any work undertaken by this post to the key areas identified in NHS England's Core20PLUS5 strategy.

The role will provide a dynamic link between areas of relevant clinical pharmacy practice at GSTT and the services being delivered by partner organisations across SEL.

The role will focus on the development of new models of care, to ensure patients receive the most from their medicines whenever and wherever their care is delivered.

As a leader in their field and the profession, the post holder will have an opportunity to provide expert care to patients, in an area aligned with population health. The post holder will also have a pivotal role in supporting Principal Pharmacists within GSTT to develop their services in a manner that reduces health inequalities and positively impacts the population health agenda. Their influence will be spread across organisational and professional boundaries to support the health of those accessing services in their area of practice as well as the wider population.

The post holder will actively develop knowledge through research, innovate in their area of expertise, and share these developments to improve population health across SEL.

They will be an expert resource with influence across the healthcare system, contribute to and drive the national strategy both within their area of practice and the pharmacy profession.

The four main pillars of practice are:

- **Expert practice** Ensuring that the highest level of pharmaceutical expertise is available to those patients who need it with the promotion and provision of evidence-based care.
- **Professional leadership.** The post holder will develop and identify best practice by working with practitioners, managers, and other relevant healthcare professionals to achieve successful outcomes. They will be acknowledged as a source of expertise and contribute to the development of service strategies to drive change across health and social care.
- **Education, mentoring and overview of practice.** The post holder will mentor staff, undertake teaching in their clinical specialty, and enhance the links between clinical practice, professional bodies and HEIs.
- **Research, evaluation and service development.** The post holder will play a crucial role in addressing the need to increase research capacity, develop their own research portfolio and develop a workforce that is research aware, as well as contributing to audit and service evaluation.

Core areas of responsibility

1. Person-Centred Care and Collaboration

- Act as an expert practitioner for GSTT and SEL ICB focusing on optimising health related outcomes of our local residents and reducing health inequalities across SEL.
- Contribute to improving population health outcomes for patients using a holistic approach to care, ensuring the safe and effective use of medicine through provision of medicines-related aspects of patient care.
- Promote improvements in quality, safety and cost effectiveness of medicines use and supporting holistic management of clinical conditions, influencing the wider local community
- Identify and lead on the implementation of any Public Health initiatives relevant to Pharmacy (for example, notifiable disease management) collaborating with specialist colleagues both within and external to the Pharmacy department, when necessary.
- When required, support the work of the SEL COVID medicines delivery service, including vaccination and COVID-19 Medicines Delivery Service (CMDU) through close working partnerships with the relevant teams in SEL

ICB, SEL Forum for Antimicrobial Stewardship Chair and with the GSTT Consultant Pharmacist – Infectious Diseases.

- Work with colleagues in Public Health, neighbourhood teams, Clinical Services, Clinical Effectiveness, Clinical and Care Professionals and, Quality Improvement and Research to use data to identify opportunities to develop bespoke interventions for people affected by health inequalities.
- Develop new ways of providing pharmaceutical care to our patients, encompassing the wider healthcare system (hospital and community services, primary care, community pharmacy and social care) to ensure that patients get the most from their medicines.
- Proactively design services around patients, being mindful and responsive to the specific needs of the local SEL population. This includes the local health needs but also the wider determinants of health (i.e. protected characteristics, social inequalities, financial pressures, technological barriers) in addition to addressing specific cultural and community needs.
- Identify ways in which members of our local population can be involved in the co-creation and development of medicines-related services that maximise the input of the lived experience of people using the services being provided.
- Identify any barriers that may introduce variation and inequality into Pharmacy services provided across SEL.
- Work with patients and service users to help them engage with pharmacy related healthcare pathways, to achieve the most out of their medications to reduce health inequalities and support better population health outcomes.
- Ensure any pharmacy related pathways developed to support this area of practice, are done so in collaboration with the public, for the public.
- Work with local partners to identify ways in which pharmacy and medicines-related pathways can be implemented within existing services (for example, within social care services, community initiatives)

2. Professional Practice

- Develop and implement a population health plan, working with colleagues in SEL and throughout the system, to ensure that it brings demonstrable outcomes, in line with Trust values. At all times, this programme of work should be data driven and aligned with existing, and future priorities of the

SEL ICB. At the core of the work plan should be the principles of care outlined in the Vital 5 and CORE20PLUS5 plans.

- Ensure that the workplan (including any relevant clinical practice) covers key clinical areas that are relevant to the needs of residents of SEL. These should include, but are not limited to:
 - Cardiovascular Disease
 - Obesity & diabetes
 - Smoking & respiratory disease
 - Alcohol & substance misuse
 - Mental Health
 - Infectious Diseases
 - Maternity
 - Sexual Health
 - Paediatric Health
 - Migrant Health
- When appropriate and relevant, lead a clinical pharmacy service in areas aligned with population health and health inequalities (above), acting as a clinical role model and demonstrate the ability to provide safe, clinically effective, and best-value use of medicines within this area.
- Lead on business planning for investment in pharmacy staffing within clinical areas aligned with population health priorities, with engagement of Associate Chief Pharmacists and relevant stakeholders across SEL.
- Act as an expert practitioner in data driven care, utilising local population health data to inform changes to pharmacy service provision and introduction of new care pathways to reduce health inequalities.
- Engage with relevant external groups that align with Population Health and Health Inequalities, including those third sector agencies and relevant leadership organisations (such as the UKHSA).
- Develop key performance indicators to model the impact of pharmacy upon the population health needs of people living in SEL.
- Utilise digital tools (such as dashboards and digital modelling) to help inform service development and healthcare interventions in this area, across SEL.
- Take a long term, sustainable approach to any identified areas of work so that work streams can easily be embedded into business as usual processes.
- Develop a “make every contact count” strategy for services provided by Pharmacy teams, aiming to optimise their involvement in reducing health inequalities and population health interventions.
- Recognise, develop and promote amongst colleagues an understanding of how the beliefs of individuals may affect how they access and engage with

health services and specifically, how they feel about using medications to support their long-term conditions.

- Develop and promote amongst colleagues an understanding of how Equality, Diversity and Inclusion intersects with population health and health inequalities.
- Work with the relevant teams and patient engagement forums across SEL and within GSTT and to ensure that we appropriately enhance our community engagement in ways that are effective, to mitigate the risks associated with relevant protected characteristics and social and economic conditions, ensuring person centred care and effective engagement with those communities experiencing the greatest health inequalities.
- Work in line with the SEL Overprescribing objectives, ensuring that services and projects have medicines sustainability and inappropriate polypharmacy and deprescribing principles embedded.
- Work collaboratively with relevant pharmacy teams within SEL hospitals to extend the reach of pharmacy services to support those hard to reach populations through enhanced and optimised pharmacy service provision.
- When designing and developing services, demonstrate an advanced level of clinical reasoning and judgement.

3. Leadership and Management

- Lead the development of a Population Health and Health Inequalities portfolio of work for SEL (and indirectly for the wider Pharmacy profession) drawing on all existing and potential projects which will reduce healthcare inequalities for the residents of SEL.
- Act as the Lead Pharmacist for any Emergency Preparedness, Resilience and Response projects relating to medicines in SEL, collaborating with Medical, Nursing, AHP and Operational colleagues, when required.
- Identify key population health / inequality projects that can be delivered in a timely and cost-effective manner that optimises current pharmacy pathways to support the population health agenda.
- Lead on the review and update of core pharmacy services to ensure that existing processes do not introduce any inadvertent health inequalities. This may include the design, delivery and physical location of the services we provide.
- Work with consultant pharmacists, clinical leads and ICB commissioning colleagues to provide professional input to pathway redesign for long term conditions, Core20plus5 and Vital 5 services, and multimorbidity using a population and evidence-informed approach.
- Support development of services closer to communities and populations where need is identified, supporting a holistic and proactive approach to

delivery of care to reduce health inequalities, which incorporates prevention and case-finding.

- Ensure that medications used to support public and population health interventions are managed in line with appropriate ICB Governance, Quality and Safety processes.
- Act as a clinical leader and role model for the Pharmacy profession, providing visible leadership and input into relevant forum and working groups, aligned with this portfolio of work (e.g. SEL ICB Immunisation and Vaccine Board, population health board, Integrated Pharmacy Stakeholder Group).
- Provide leadership into any aligned SEL programmes of work already underway, including those projects being delivered in Community Pharmacy, general practice and the Hospital sector (e.g. Vital 5 service in Community Pharmacy, hypertension optimisation in the Black and Multi-Ethnic community).
- Work collaboratively with SEL clinical leadership posts (such as Consultant Pharmacists, public health consultants and Clinical Directors) to provide support to population health projects that realise the benefits of pharmacy involvement to optimise medicines use through long term condition management in general practice, and long-term condition prevention and detection services in community pharmacy.

4. Education

- Deliver and develop the population health pharmacy career path in line with local, regional, and national standards and directives.
- Utilise expert knowledge in this field to support the understanding of population health and health inequalities by other pharmacy professionals within GSTT and the wider SEL ICB.
- Provide education and training opportunities for the wider multi-disciplinary team to support their understanding of how medicines optimisation is a key factor in reducing health inequalities and improving population health.

5. Research

- Undertake research to demonstrate the impact the Pharmacy profession can have upon the population health agenda and how the profession more broadly is ideally placed to reduce health inequality.
- Lead, undertake, supervise, and publish research generated in this area with wider partners so that others may learn from this initiative.

6. Other

- To undertake clinical duties as required including over the weekend and Bank Holidays, as part of the Trust and Directorate commitment to seven-day working.
- To act as a line manager or professional tutor, if required.
- To participate in education and training programmes to develop skills as part of a commitment to continuing education and the concept of lifelong learning.
- To provide other duties as specified by the line manager.
- To be aware of, and apply, relevant legislation such as the H&S AWA, COSHH, Medicines Act, GMP etc.
- To always practice in accordance with the Code of Ethics of the Royal Pharmaceutical Society and the General Pharmaceutical Council's Standards for Pharmacy Professionals.

Key relationships

- ICB Chief Pharmacist, Associate Chief Pharmacists and wider Medicines Optimisation teams
- Acute, community and mental health trust Chief Pharmacists, Associate Chief Pharmacists and pharmacy teams
- Consultant Pharmacist colleagues
- Consultant physicians and wider medical, nursing and allied health professions (AHP) colleagues
- General practitioners, PCN Clinical Directors, Clinical and Care Professional Leads
- Pharmacy colleagues e.g. community pharmacy, Learning Disability and Autism team, general practice and Primary Care Networks
- Key partners from Public Health and Population Health
- Patients and patient representatives
- Voluntary community, faith and social enterprise (VCFSE) stakeholder groups
- The local Academic Health Sciences Network
- National specialist colleagues
- Academic colleagues
- Leads of National Interest groups
- Commissioners of care

The post holder is required to follow Trust policies and procedures which are regularly updated including:

Confidentiality / Data Protection / Freedom of Information

Post holders must maintain the confidentiality of information about patients, staff and other health service business in accordance with the Data Protection Act of 1998. Post holders must not, without prior permission, disclose any information regarding patients or staff. If any member of staff has communicated any such information to an unauthorised person those staff will be liable to dismissal. Moreover, the Data Protection Act 1998 also renders an individual liable for prosecution in the event of unauthorised disclosure of information.

Following the Freedom of Information Act (FOI) 2005, post holders must apply the Trust's FOI procedure if they receive a written request for information.

Equal Opportunities

Post holders must at all times fulfil their responsibilities with regard to the Trust's Equal Opportunities Policy and equality laws.

Health and Safety

All post holders have a responsibility, under the Health and Safety at Work Act (1974) and subsequently published regulations, to ensure that the Trust's health and safety policies and procedures are complied with to maintain a safe working environment for patients, visitors and employees.

Infection Control

All post holders have a personal obligation to act to reduce healthcare-associated infections (HCAs). They must attend mandatory training in Infection Control and be compliant with all measures required by the Trust to reduce HCAs. **All post holders must comply with Trust infection screening and immunisation policies** as well as be familiar with the Trust's Infection Control Policies, including those that apply to their duties, such as Hand Decontamination Policy, Personal Protective Equipment Policy, safe procedures for using aseptic techniques and safe disposal of sharps.

Risk Management

All post holders have a responsibility to report risks such as clinical and non-clinical accidents or incidents promptly. They are expected to be familiar with the Trust's use of risk assessments to predict and control risk, as well as the incident reporting system for learning from mistakes and near misses in order to improve services. Post holders must also attend training identified by their manager, or stated by the Trust to be mandatory.

Flexible Working

As an organisation we want to support you to work in a way that is best for our patients, our staff and for you. Speak to us about how we might be able to accommodate a flexible working arrangement, if it works for the service, we'll make it work for you.

Safeguarding children and vulnerable adults

Post holders have a general responsibility for safeguarding children and vulnerable adults in the course of their daily duties and for ensuring that they are aware of the specific duties relating to their role.

Smoking Policy

It is the Trust's policy to promote health. Smoking, therefore, is actively discouraged and is illegal on Trust grounds

Review of this Job Description

This job description is intended as an outline of the general areas of activity and will be amended in the light of the changing needs of the organisation. To be reviewed in conjunction with the post holder.

PERSON SPECIFICATION

Title: Consultant Pharmacist – Population Health and Health Inequalities

Grade: Band 8b

Requirements

	ESSENTIAL	Assessment Stage	DESIRABLE	Assessment Stage
Qualifications / Education	<p>MPharm degree</p> <p>Higher degree (MSc) in Clinical Pharmacy/Pharmacy Practice</p> <p>Registration with the GPhC</p>	Application	<p>MPhil or PhD or equivalent post-graduate level research</p> <p>Management qualification or equivalent experience</p> <p>Master level qualification and/or equivalent expert experience in public health or health inequalities</p> <p>Registered with the GPhC as a non-medical prescriber</p>	Application

<p>Expert Clinical Practice</p>	<p>Significant and current experience of providing a clinical pharmacy service to an area of medicine that features within the focus areas of public and population health.</p> <p>Providing a clinical pharmacist service to outpatients e.g. as a clinic practitioner where relevant</p> <p>Demonstrable ability to ensure safe, clinically effective and cost efficient use of drugs in areas aligned with population and public health medicine</p> <p>Applies a whole system approach to problem solving</p> <p>Make considered recommendations and facilitate consensus-based decision making including when the evidence is conflicting or lacking</p> <p>Ensure delivery of the clinical governance agenda in relation to medicine use</p> <p>Demonstrate innovation and produces demonstrable improvement in service delivery</p> <p>Motivate and inspire others</p> <p>Proactively develop clinical pharmacy services in line with local and national objectives</p> <p>Ensure that issues related to pharmaceutical care are appropriately represented at directorate or equivalent level</p> <p>Communicate highly complex or contentious medicines</p>	<p>Application / Interview</p>	<p>Active participation in creating and interpreting national health policy</p> <p>Member of relevant Professional Groups</p> <p>Have previously worked in a public health, population health or health inequalities environment</p>	<p>Application / Interview</p>
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	<p>related information to staff, using a variety of methods.</p> <p>Effectively challenge current practice of healthcare professionals working in areas of medicine and pharmacy practice, linked to population and public health, using negotiating and influencing skills.</p> <p>Communicate in a hostile, antagonistic or highly emotive atmosphere.</p> <p>Work effectively and co-operatively, facilitating across disciplines and organisations, with people of different backgrounds and viewpoints.</p>			
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<p>Management of Service and Staff</p>	<p>Able to identify and prioritise clinical pharmacy services</p> <p>Manage a specialist clinical pharmacy team e.g. as a clinical team leader.</p> <p>Reconcile national priorities with local realities</p> <p>Establish processes for the setting of standards of care</p> <p>Identify and manage the risks involved with delivering a complex and high level service</p> <p>Provide evaluated pharmaceutical and financial information, including medicine expenditure reports for a clinical directorate / speciality</p> <p>Identify changes in prescribing practices that may impact on the drugs budget</p> <p>Demonstrate professional accountability to service users, stakeholders and the profession</p> <p>Demonstrate experience of providing input at directorate management board (or equivalent) level.</p> <p>Proven experience of working at a strategic level with senior clinicians and managers and experience of working in an integrated directorate team</p> <p>Provision of drug usage and expenditure reports and use of financial reports to influence business cases and clinical practice</p> <p>Proven experience of managing and developing a service within limited resources</p> <p>Proven medicines related policy development and implementation</p> <p>Proven experience of working at a strategic level across the wider health community</p>	<p>Application / Interview</p>	<p>To have managed an area of clinical pharmacy services and staff</p> <p>To have contributed to the appropriate growth of the pharmacy team in response to patient and service need</p> <p>Understanding of pharmacy procurement e.g. through experience in contract negotiation.</p> <p>Experience of implementing a cost reduction programme within a directorate or more widely</p> <p>Demonstrable experience of change management at an organisation or system level</p>	<p>Application / Interview</p>
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	<p>Demonstrable experience of change management at a pharmacy level</p> <p>Recognition as an expert nationally and internationally through publications / presentations or officer in a national or international group</p> <p>Able to shape the direction of professional group (current or previous Committee Member or Member of Expert Practice development group)</p>			
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<p>Research and Development</p>	<p>To demonstrate a critical approach to the development and evaluation of clinical pharmacy services</p> <p>This should include evidence of being able to:</p> <ul style="list-style-type: none"> - Demonstrate a critical approach towards pharmacy practice - Integrate research evidence into practice. - Identify gaps in the evidence base - Develop, implement, monitor and evaluate protocols and guidelines - Actively seek to improve clinical services provided - Undertake own research - Experience of multidisciplinary health services research 	<p style="text-align: center;">Application / Interview</p>	<p>Publication in peer reviewed journals as research team member</p> <p>Experience of guiding and supporting others to undertake research</p>	<p style="text-align: center;">Application / Interview</p>
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<p>Education and Training</p>	<p>Demonstrated ability to deliver education and training, and competency assessment of pharmacy staff and other health care professionals, and develop strategies to meet their requirements.</p> <p>Plan, design, co-ordinate and evaluate pharmacy educational courses</p> <p>Formally supports an HEI postgraduate training programme, including direction and/or delivery of course content.</p> <p>Experience of delivering presentations at conferences, and complex cases at Grand Rounds</p> <p>Identify own training needs & maintain a practice portfolio</p>	<p>Application / Interview</p>	<p>Application for funding to develop postgraduate courses.</p> <p>Experience as a clinical tutor for Higher Education Institution diploma or MSc courses</p>	<p>Application / Interview</p>
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<p>Other Experience, Knowledge and Skills</p>	<p>Good organisational/time management including the ability to cope with frequent interruptions where the jobholder must change from one activity to another at the response of a third party.</p> <p>Able to make prompt decisions when faced with variable, often highly complex drug information and situations to support patient care</p> <p>Ability to make judgements involving highly complex facts or situations, which require the analysis, interpretation and comparison of a range of options where expert opinion differs, or some information is unavailable.</p> <p>The ability to initiate and implement change.</p> <p>The ability to identify and prioritise clinical work.</p> <p>Problem identification, prioritisation and solving</p> <p>Excellent communication skills (written and verbal) including public speaking and formal presentations</p> <p>High level negotiating and influencing skills</p> <p>Excellent interpersonal skills</p> <p>Visionary and ability to motivate others</p> <p>Proven leadership ability.</p> <p>Excellent presentation skills.</p> <p>Excellent IT skills.</p> <p>Familiar with research and data analysis programs</p> <p>Analysis and interpretation of data</p> <p>Able to work across traditional boundaries.</p>	<p>Application / Interview</p>	<p>Experience of managing a range of complex targets and priorities as part of a significant workload</p>	<p>Application / Interview</p>
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<p>Personal Qualities</p>	<p>Progressive and continuing professional development</p> <p>Able to deal with stressful situations and deliver positive outcomes</p> <p>Able to work with distressed patients/relatives due to drug adverse effect or errors</p> <p>Able to work independently and set own priorities and deadlines</p> <p>Meets set targets.</p> <p>Professional and personal integrity Enthusiasm and self-motivation</p> <p>Recognised equitable approach</p> <p>Approachable.</p> <p>Adaptable.</p> <p>Confident and assertive.</p> <p>Team player.</p> <p>In depth understanding of the importance of EDI for staff and service users and how their role is pivotal in supporting this area of practice.</p>	<p>Application / Interview</p>		
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