

North Bristol NHS Trust

Job Description

Job Details

Job Title: Specialist Rotational Clinical Pharmacist

Grade: Band 7

Directorate: Core Clinical

Location/Base: Pharmacy, Southmead Hospital

Job Summary

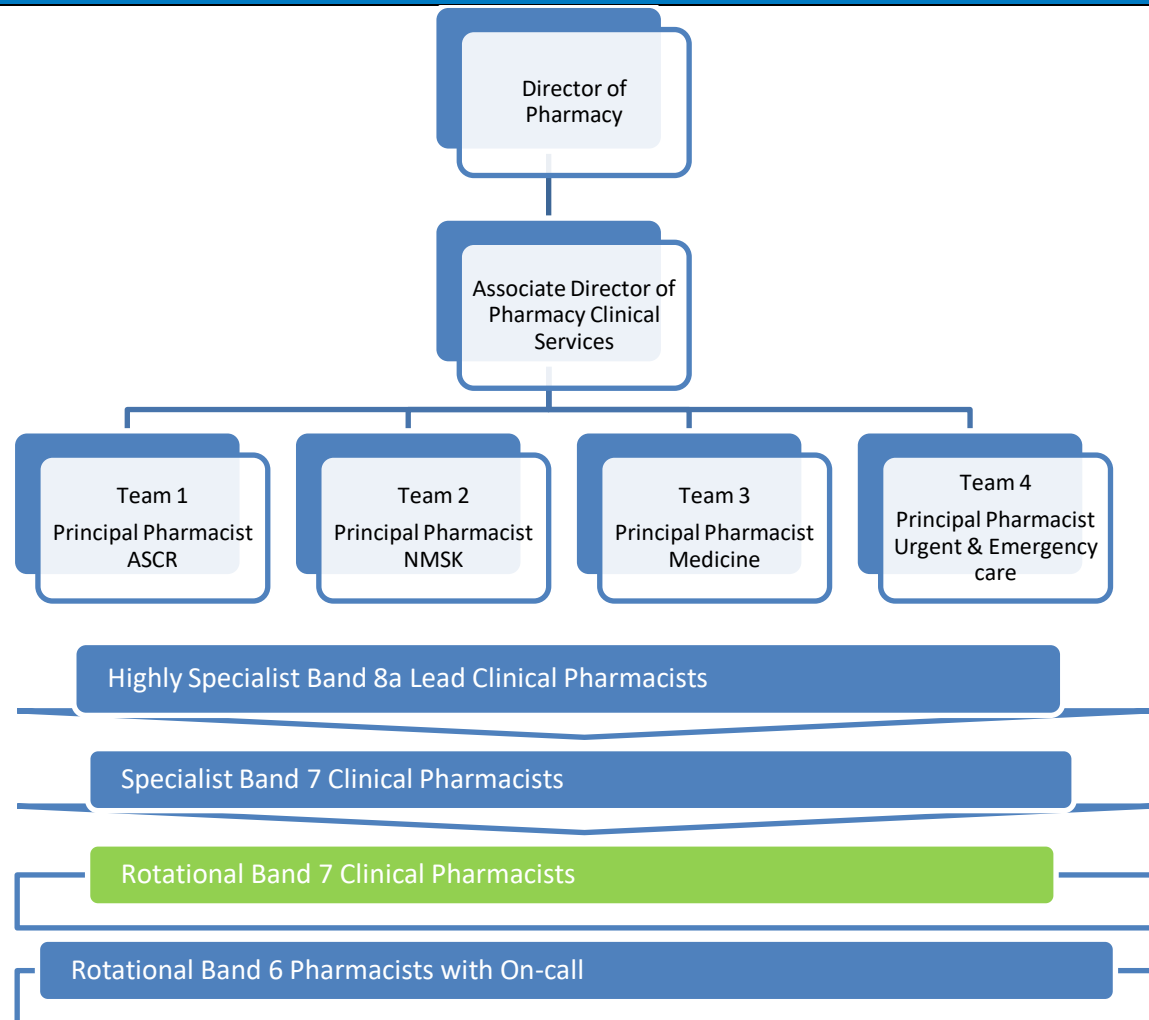
Joining an established team of rotational and specialist Pharmacists at North Bristol NHS Trust you will have opportunities to advance your career through our Band 7 specialist clinical pharmacist rotational program. Each rotation lasts 6 months, enabling you to immerse yourself fully in the specialty area, alongside developing additional skills such as leadership, teaching, mentoring, and service development to enrich your personal portfolio.

Working closely alongside the specialist pharmacists you will provide high level clinical pharmacy services to inpatients and outpatients in line with the Trust Values.

The rotations include; ICU & surgery, technical services, pharmacoeconomics & ICB, neurosciences, Same Day Emergency Care (SDEC), Acute Medical & Frailty Admissions, Infectious Diseases, NHS@Home, General Medicine, HIV, Respiratory and Palliative Care.

- To act in accordance with Medicines legislation, the code of ethics of the General Pharmaceutical Council, United Kingdom Medicines Information (UKMI) standards and Trust policies and procedures.
- To provide support via back-up on call (emergency duty) out of hours service for Pharmacy to junior pharmacists and according to the needs of the service

Organisation Chart/Accountability



Knowledge, Training, Experience And Skills Required

1. Degree in pharmacy (4-year programme leading to MPharm, BPharm or BSc [Pharmacy]) together with equivalent experience
2. One year trainee pharmacist (pre-registration) experience – registration examination passed and tutor assessment satisfactory
3. Current registration with the General Pharmaceutical Society
4. Experience as a band 6 qualified hospital pharmacist
5. Undertaking or completed a Postgraduate Clinical Pharmacy Diploma or equivalent. If undertaking, you must have completed and passed the first year (Clinical Pharmacy Certificate or equivalent) Applicants maybe be considered who are due to complete the certificate during their notice period at their current place of employment.
6. Postgraduate training/experience relevant to the role
7. Familiar with all relevant Trust policies and departmental Standard Operating Procedures
8. Evidence of Continuing Professional Development

9. Ability to manage time and prioritise effectively
10. Ability to proactively use, maintain and develop professional knowledge in rotational specialties to enhance patient care through the safe and effective use of medicines
11. Excellent interpersonal skills to communicate effectively with patients and carers, medical and nursing staff, other members of the multidisciplinary team, colleagues within the pharmacy and staff working in other sectors.
12. Ability to deal with queries from all these groups and high-level queries from senior clinical and non-clinical staff within the Directorate/rotational specialty.
13. Ability to problem solve at a level appropriate to the role.
14. Ability to review and process complex information with minimum supervision
15. Ability to assimilate and present information in a clear and concise manner in a variety of formats (particularly verbal and written)
16. Ability to use own initiative and work as part of a team using an adaptable and flexible approach
17. IT skills – pharmacy computer system, standard PC office software to ECDL level and data base searches
18. Ability to advise on pharmacy legislation relevant to specialist area
19. Demonstrate leadership skills

Main Duties & Responsibilities Of The Post

1. In conjunction with the senior clinical pharmacists provide and develop a specialist pharmaceutical service within North Bristol NHS Trust.
2. Deliver specific improvements in the management of patient's medication to facilitate the discharge process by ward-based discharges, via communication with healthcare colleagues in Primary care with the aim to reduce length of patient stays.
3. Work closely with the clinical site and Trust operational teams to ensure clear communications about daily patient flow issues.
4. Clinically screen prescriptions to ensure the safe, efficient, evidence-based, and rational use of medicines in line with the Trust Formulary and departmental policies so that risks to patients are minimised
5. Challenge inappropriate prescribing and escalate as appropriate.
6. Support and promote antimicrobial stewardship
7. Advise on strategies to ensure cost-effective use of resources and be involved with achieving CIP targets. In addition, feedback to prescribers.
8. Support attainment of medicines related CQUIN and other targets as appropriate
9. Ensure that an accurate medication history is obtained for each patient using the appropriate sources (GP, community pharmacist, patient/carer, clinic notes, nursing home)
10. Provide advice and information to patients/carers to ensure compliance with treatment
11. Work closely with the GPs/community pharmacists where necessary to ensure timely and seamless discharge of patients.
12. Provide professional supervision to Patients Services on a sessional basis and be the responsible pharmacist when needed
13. Record clinical Pharmacy activity in line with departmental procedures.
14. Record interventions in line with departmental procedures.
15. Record and investigate incidents in line with Trust procedures.
16. Audit and risk manage selected areas of practice to promote continuous quality improvement as required by the directorate, Pharmacy department or the Trust.

17. Maintain medicines management systems in conjunction with patients/carers, ward staff and pharmacy staff. Supervise medicines management technicians and/or other dedicated pharmacy staff
18. Contribute to the training of pharmacy undergraduates, medical students, trainee pharmacists, pharmacists, pharmacy technicians and medical and nursing staff as appropriate. Train clinical pharmacy diploma students on aspects of rotational specialities
19. Supervise medicines management technicians and/or other dedicated pharmacy staff as required.
20. Ensure that all procedures are adhered to, reviewed regularly and that all necessary records are completed.
21. Update / prepare medication-related policies, protocols and pathways used within rotational specialities.
22. Support the Formulary team with new drug requests and shared care protocols where required.
23. Support the Pharmacoeconomics team with horizon scanning, monitoring to ensure adherence to NICE guidance, and ensuring appropriate funding is in place for high-cost medication.
24. Keep up to date with developments in Pharmacy in order to maintain a high level of professional knowledge and competence. Attend study days and courses as necessary for the development of the service and the individual. Maintain a record of Continuing Professional Development.
25. Provide accurate medicines information to nurses, doctors and patients.
26. Attend multidisciplinary meetings and specialty-specific meetings as required.
27. Participate in the back-up on call (emergency duty) out of hours service for Pharmacy, as required.

Working Conditions / Effort

Participate in rotational schemes to cover weekend, Bank Holiday services and late rota duties. Undertake provision of emergency pharmacy services out of hours on a rotational basis – is a lone worker when providing these services.

1. Physical Effort – unpredictable workload; light/moderate physical effort required
2. Working conditions – possible exposure to verbal aggression; handles contained drugs and cytotoxics
3. Mental Effort – constant concentration required: works to deadlines; some stressful demands.
4. Emotional effort – occasional exposure to distressing circumstances

NBTCARES



NBT Cares. It's a very simple statement; one which epitomises how everybody across our organisation goes the extra mile to ensure our patients get the best possible care.

NBT Cares is also an acronym, standing for caring, ambitious, respectful and supportive – our organisational values.

And our NBT Cares values are underpinned by our positive behaviours framework – a framework that provides clear guidance on how colleagues can work with one another in a constructive and supportive way.

Improving the patient experience through your work

Patients are the most important people in the health service and are at the centre of what we do. Patients and carers are the 'experts' in how they feel and what it is like to live with or care for someone with a particular illness or condition. The patients' experience of our services should guide the way we deliver services and influence how we engage with patients every day in our work.

All staff should communicate effectively in their day to day practice with patients and should support and enable patients/carers to make choices, changes and influence the way their treatment or care is provided. All staff, managers and Board members should work to promote effective patient, carer and public involvement in all elements of their work

We have a duty to involve, engage and consult with patients, carers and families about plans for health facilities and the provision of our services. North Bristol NHS Trust wholeheartedly embraces the principles of patient partnership and has made clear its commitment to involve patients in key aspects of its work.

Infection control

Compliance with all infection control policies and procedures will form an integral part of the practice of all staff working in a clinical environment. Each staff member will be responsible for familiarising themselves with the Infection Control Manual in the clinical areas and on LINK the Trust's Intranet site. Staff must keep up to date with new policies and subsequent implementation in practice.

Staff must seek support and advice from Infection Control in all instances where cross infection is likely to have occurred or when managing situations involving patients with infections where guidance provided in the Policies is not applicable.

All staff must contact the Occupational Health Dept if they are suffering from any form of infection which may put patients and other staff at risk.

Commitment to health and safety, no smoking, equal opportunities and harassment and bullying

Health and Safety/Security

It is the duty of every employee to work in such a way that accidents to themselves and to others are avoided, and to co-operate in maintaining their place of work in a tidy and safe condition, thereby minimising risk. Employees will, therefore, refer any matters of concern through their respective line managers. Similarly, it is each person's responsibility to ensure a secure environment and bring any breaches of security to the attention of their managers.

Commitment to health and safety, no smoking, equal opportunities and harassment and bullying (cont.)

No-Smoking Policy

As an NHS employer, the Trust has a duty to its staff and patients to protect them from the health hazard that smoking represents. Consequently, in line with the public health white paper, *Choosing Health*, the current policy will be that smoking will not be permitted anywhere on Trust property including all buildings, grounds and within leased/owned vehicles of the Trust. This applies to all staff, patients and visitors of the Trust. Failure by staff to comply with this requirement may result in recourse to the disciplinary procedure. Employees also have a responsibility to remind members of the public, visitors and other staff to refrain from smoking on Trust premises and to inform the appropriate manager if they witness repeat non-compliance.

Equal Opportunities

North Bristol NHS Trust has given its full commitment to the adoption and promotion of the key principles of equal opportunities contained within current legislation and the Trust's Equal Opportunities Policy.

All staff hold personal responsibility for the application of this policy on a day-to-day basis and should not undertake any acts of discriminatory practice during the course of their employment. Similarly, all staff have a responsibility to highlight any potentially discriminatory practice to their line manager, human resources department or trade union/professional associations.

Copies of the Equal Opportunities Policy are available in the Personnel Policies and Procedures file in every department and on the intranet.

Harassment and Bullying

We believe that all people, whether staff, patients or visitors, are entitled to an environment in which the dignity of the individual is respected.

We are also firmly committed to promoting an organisational culture which values diversity and equality of opportunity and to preventing discrimination in all aspects of its employment practices and services. We regard harassment and bullying as totally unacceptable forms of behaviour that will not be tolerated or condoned.

Confidentiality and freedom of information

Information relating to patients' records, diagnosis and/or treatment of patients, staff records, or information concerning contracts, tenders and other commercially sensitive matters etc. are considered to be **confidential** and must not be divulged without prior authority other than in accordance with the provisions of the Trust's Policy on raising concerns about Health Care Services as may be amended from time to time. Breaches of confidentiality will result in disciplinary action and may result in dismissal. Managers are also required as a condition of this Contract to represent the views of the Trust in any dealing they may have with Trust employees, their representatives, the media, general public or other organisations in which he/she may come into contact.

However, as a public body, the Trust has a requirement to publish particular information. Therefore, in addition to the above confidentiality requirements you must also comply with all aspects of the law concerned with information handling. For this purpose, the relevant legislation is the Freedom of

Information Act 2000. This Act places a legal duty on all staff to comply with the rights of the public to access information. Any altering, destroying or concealing of information held by the Trust with the intention of preventing the legitimate disclosure of all or part of that information will result in disciplinary action, and may result in dismissal.

Safeguarding

North Bristol Trust are committed to safeguarding and promoting the welfare of children, young people and adults and to protecting them from all risks of harm. The organisation expects all staff to work to national and local children and adult safeguarding policies and procedures. The trust expects all staff and volunteers to be dementia aware and to support the care of people with dementia. All staff are expected to share this commitment and meet the competencies relevant to their role.

Job Description Agreement

Completed by Rachael Pilkington April 2024.

Authorised by Associate Director of Pharmacy Clinical Services

This job description is a guide to the duties you will be expected to perform immediately on your appointment. It is not an exhaustive list, and such duties may well be altered from time to time to meet changes in the Trust's requirements. Any such changes will be commensurate with the grade of the post and will be discussed with the postholder prior to the changes being made