

Medway NHS Foundation Trust



Job Description

Role: Specialist Pharmacist Clinical Services and Medical Education

Banding: 8a

Division: Unplanned & Integrated Care

Responsible to: Lead Pharmacist Clinical Services

Accountable to: Chief Pharmacist

Job Purpose:

Working closely with the Lead Pharmacist –Clinical services , the post holder will provide direct patient care and has responsibilities for supporting, managing and developing specific aspects of the Trust-wide Clinical Pharmacy Service including,

- Operationally managing ward rostering and ward cover,
- Being the clinical lead for drug shortages,
- Leading clinical training and clinical induction.

The post holder will also provide and develop clinical pharmacy services to certain specialties.

Additionally the post holder will work closely with Lead pharmacist – Education & Quality Development and be key in developing and implementing a clinically focused medical education training programme in line with Kent & Medway Medical School (KMMS) Curriculum and Kings College Hospital (KCH) Curriculum.

Key Responsibilities:

Clinical Responsibilities:

- To support the Lead Pharmacist Clinical Services in planning and ensuring the smooth running of clinical pharmacy services to the wards on a day to day basis. This includes organising and coordinating rotas and ward cover, as needed
- To deputise for the Lead Pharmacist Clinical Services, as necessary
- To propose and implement policies and procedures designed to improve the pharmacy service to patients in the Trust in conjunction with the Lead Pharmacist Clinical Services and in line with national and international consensus guidelines.
- To manage specific service initiatives and changes affecting the clinical pharmacy service in the department and across the Trust.
- To lead and comment on policy, service changes and plans within the clinical pharmacy service and to contribute to and participate in pharmacy service developments in line with departmental and Trust policy
- To develop, implement and audit evidence-based prescribing guidelines and protocols
- To ensure services provided are in line with local and national policies, guidelines and frameworks
- To develop and adhere to clinical pharmacy service standards
- To proactively support the development of ward and clinical pharmacy services across the Trust in order to advance the safe, clinically effective and cost effective use of drugs to patients
- To attend Divisional meetings attended by senior management and clinical staff, participating fully, and representing Pharmacy views at such meetings
- To lead clinical pharmacy services within specified specialties where required



- To promote and deliver pharmaceutical care generally for all patients
- To provide highly specialised and complex evidence-based clinical advice and information using expert knowledge and experience to pharmacy, nursing, medical and other healthcare professionals on the care and treatment of patients, in and outside of the Trust
- To participate in and contribute to the daily clinical/ward pharmacy service
- To actively participate in consultant ward rounds as appropriate
- To actively participate in multidisciplinary ward rounds, and other multidisciplinary meetings as appropriate
- To participate in outpatient clinics as appropriate, and assist in the further development of the pharmacist's role in this area
- To ensure appropriate and timely supply of medication to patients
- To participate in patient education and counselling schemes
- To liaise with other Pharmacists, Doctors and GPs to ensure efficient transfer of clinical and medicines management issues
- To maintain and further develop specialist information on the use of drugs in clinical conditions relevant to the specialties
- To practice as an independent prescriber, if qualified, in area of own expertise as appropriate and provide direct high quality of care to inpatients and outpatients within scope of practice
- To participate in departmental & Trust adverse incident reporting scheme

Education Responsibilities

- To be actively involved in building strong relationships with the Trust's Medical Education Team, more specifically Medical Undergraduate Leads and Undergraduate Medical Education Manager.
- To develop a new medical education training programme aligned to the education needs of undergraduate medical students at KMMS.
- To lead on annual review of the medical undergraduate training programmes delivered at MFT.
- Review training materials and support the delivery of teaching Medical Undergraduate students at KCH.
- Work effectively with the pharmacy clinical leadership team to support implementation of medical education.
- To act as a Education Supervisor and a Practice Supervisor for Early Career's Pharmacists on Postgraduate Diploma's or undertaking training on MFT Internal Training Programme, as appropriate.
- To act as a Designated Supervisor for Trainee Pharmacist completing their Foundation Training Programme, as appropriate.
- To act as a Designated Prescribing Practitioner (DPP) in specialist area of practice, if appropriate.
- Responsible for accompanied ward visits and undertaking Supervised Learning Events, as appropriate.
- To participate in education team meetings, delivery of our Education Vision and key strategic objectives in line with the Education Strategy.
- To participate in the development and delivery of clinical education sessions for the department, as appropriate.



Finance responsibilities

- To support the Lead Pharmacist – clinical services in monitoring drug expenditure within the specialties and providing accurate expenditure information, with appropriate analysis.
- To identify areas of potential cost-savings, and to implement systems to realise savings and contain prescribing costs
- Using horizon scanning techniques to identify future high cost medications
- To support the development and implementation of policies to control drug expenditure and ensure cost-effective prescribing
- To educate other healthcare professionals on the costs associated with drug therapy and promote the use of evidence-based, cost-effective prescribing within the division
- To attend Divisional financial meetings when required

Research and Development

- To regularly initiate, lead, participate in and co-ordinate relevant research or audit projects within Pharmacy
- To participate in audit and practice research to investigate and where appropriate improve the quality of service to patients
- To publish and present the results and outcomes of own research and audits locally, nationally or internationally as appropriate
- To supervise junior pharmacists, technicians and trainee pharmacists undertaking audit projects
- To maintain and further develop specialist information on the use of drugs in clinical conditions relevant to the specialties.

General

- To participate in all relevant departmental meetings and contribute to effective communication within the department
- To manage the allocated clinical pharmacy staff including setting objectives and undertaking regular reviews and appraisals in accordance with department guidelines.
- To be responsible for the recruitment of allocated pharmacists and pharmacy technicians within the pharmacy department.
- To ensure that Pharmacists and Pharmacy Technicians comply with Trust Human Resources policies with respect to delegated responsibility, disciplinary procedures, recruitment and retention of allocated staff within the pharmacy department.
- To coordinate clinical pharmacists' activity across divisions when required.
- To be aware of and comply with all departmental and Divisional procedures.
- To participate in the late night duties, weekend and bank holiday rotas and provide emergency duty commitment as determined by the needs of the pharmacy department.
- To participate in ward pharmacy rotas and attend ward pharmacy meetings as appropriate.
- To undertake any other duties commensurate with the grade as requested by the Chief Pharmacist.
- To, at all times, practice in accordance with the Pharmacy Professional Standards of the General Pharmaceutical Council and undertake annual revalidation.
- To maintain at all times the rules relating to patient confidentiality.



Management and Leadership

- Providing strong leadership and management ensuring that responsibilities and decision making are delegated appropriately, and that all staff are aware of their roles and responsibilities and deliver effectively.
- Line-managing direct reports to include performance management, appraisals, regular one to one, objective/target setting, and personal development plans.
- Undertaking coaching of staff to improve performance
- Undertaking and manage formal trust HR policies e.g. disciplinary, sickness, grievance etc.
- Undertaking a robust recruitment processes of staff that adhere to trust policies including review of roles/responsibilities, preparing/agreeing adverts, short listing, chairing interview panels and selecting staff,.
- Ensuring staff managed are fully compliant with statutory and mandatory training
- Appropriately managing difficult and ambiguous problems
- Providing professional leadership and support for other pharmacy services as needed.

Key Working Relationships:

Internal	External
Chief Pharmacist Deputy Chief Pharmacist Lead Pharmacist Clinical Services Divisional Management Teams Trust Corporate Teams Lead Pharmacist Education & Quality Development Specialist Pharmacist Education & Training Medical Education Pharmacy Team	NHS England Other NHS Trusts Kent and Medway Medical School King's College London Medway School of Pharmacy

Main Conditions of Service

Registered Health Professional

All staff who are members of a professional body must comply with standards of professional practice/conduct. It is the post holder's responsibility to ensure they are both familiar with and adhere to these requirements. All registered professionals must maintain registered in line with the Trust Professional Registration with Regulatory Bodies Policy.



Our Vision and Values

All staff must commit to our Vision and Values and exhibit behaviours in line with our new Values.

Bold
Every Person Counts
Sharing and Open
Together

We are *inspiring* and *ambitious*
We are *respectful* and *supportive*
We are *open* and *speak up*
We are *inclusive* and *responsible*

Our Trust is a great choice for people who want to develop their career in an ambitious environment. Our employees are able to choose the coverage and supplemental benefits that best fit their needs and those of their families.

We are committed to endorsing diversity, multiculturalism, and inclusion; our policies / procedures ensure that all applicants are treated fairly at every stage of the recruitment process.

eRostering

Roles with budgetary responsibilities for e-rostering have had these responsibilities included in job descriptions

Mandatory Training

All staff must complete on-going mandatory and role-specific training pertinent to their post, and this should be confirmed with their line manager.
Quality Assurance

The Medway NHS Foundation Trust has adopted comprehensive quality assurance, and all members of staff employed by the trust are expected to play their part. The aim is to provide a good quality service, which the customer accepts is appropriate and which is provided in the best possible way.

Health & Safety

Staff are required to observe local Health & Safety arrangements and take reasonable care of themselves and persons who may be affected by their work.

Equal Opportunities

Staff are required to comply with the Medway NHS Foundation Trust's approach to equal opportunities and treat everyone the same, regardless of their gender, race, disability, marital status, religion or belief, sexual orientation, gender reassignment or age.

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.

Infection Prevention and Control

All post holders have a personal obligation to act to reduce healthcare associated infections (HCAIs). They must attend mandatory training in Infection Control and be compliant with all measures required by the Trust to reduce HCAIs. 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 Hygiene Policy and Trust procedures for use of personal protective Equipment, safe procedures for using aseptic techniques and safe disposal of sharps.

Information Governance

Staff is required to keep all patient and staff information confidential unless disclosure is expressly authorised by your employer. Misuse of or a failure to properly safeguard any data considered to be confidential may be regarded as misconduct/gross misconduct and a disciplinary offence.

Patient Experience

Staff should ensure that they help to create a positive patient experience at all stages of a patient's interaction with the hospital and help to improve the patient experience within the hospital environment.

Safeguarding Children and Vulnerable Adults

The Trust is committed to the protection of children, young people, their families and vulnerable adults accessing its services. Promoting the message that "safeguarding is everyone's business" is vital to ensure our patients are protected and safe from abuse. To this end you must comply with Trust's and the Kent and Medway Safeguarding Board's policies on safeguarding children, young people and vulnerable adults.

All staff no matter where they work or which age group of patients they work with must be aware of their responsibility to act when they feel a child, young person or vulnerable adult has been or is at risk of abuse.

Disclosure and Barring Service

The position you have applied for may have been identified as being an 'eligible position' under the *Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975* [the Exceptions Order] and, in certain circumstances, the *Police Act 1997*. As such, it may meet the eligibility criteria for a standard or an enhanced disclosure to be requested through the Disclosure and Barring Service (DBS).

Uniform

All staff must adhere to the Trust Nurses/Midwives Uniform Policy



Job Description

The job description is not intended to be exhaustive and it is likely that duties may be altered from time to time in the light of changing circumstances and after consultation with the post holder.

Smoke Free Medway

Medway NHS Foundation Trust is a smoke free site. This means that smoking is completely prohibited in all Trust buildings, grounds and car parks. This will ensure that the hospital is a better place to work and for our patients to be treated.

If you are currently a smoker and would like to receive free stop smoking advice, please contact the Medway Stop Smoking Service on 07535 710329 or 0800 234 6805.



Staff Networks

LGBT+ Staff Network

Staff (Dis)Ability Network

Armed Forces Network (for staff who are Reservists and Veterans)

Black, Asian and Minority Ethnic (BAME) Staff Network



Staff Benefits Information

The Trust has worked hard to offer the **Best** of the benefits to our staff, the **Best** of people. By following the link before you will find our staff benefits handbook which provides you with a large selection of benefits available.

<https://view.pagetiger.com/Benefits-Wellbeing/currentstaff>

Our Commitment

We are jointly committed to creating and maintaining a fair and supportive working environment



and culture, where contributions are fully recognised and valued by all and staff feel empowered to carry out their duties to the best of their abilities.

As employers we are committed to promoting and protecting the physical and mental health and well-being of all our staff.

Talent Management and Skills Coaching

All staff at Medway NHS Foundation Trust will have the opportunity to undertake talent and coach sessions held with our Organisational Development Team. This will be supported through the talent management process.

Flexible Working Opportunities

At the NHS, we are reminded every day of how important life is. As a flexible working friendly organisation, we want to be sure that you can work in a way that is best for us and for our patients, and for you. Speak to us about how we might be able to accommodate a flexible working arrangement whether that's job share.

Applications are welcomed from applicants who wish to apply for a position on the basis of a smarter or flexible working arrangement. Where candidates are successful at interview, such requests will be taken under consideration and accommodated where the needs of the service allow.



Person Specification

The person specification sets out the essential qualifications, experience, skills, knowledge, personal attributes and other requirements which the post holder requires to perform the job to a satisfactory level. Without these qualities applicant cannot be appointed to the post.

Role: Specialist Pharmacist Clinical Services and Medical Education

Qualifications	Master's Degree in Pharmacy Registration with the General Pharmaceutical Council (GPhC) Post Graduate Qualification in General Pharmacy Practice or equivalent
Knowledge	Demonstrate expert knowledge covering a range of pharmacy services and able to provide highly specialist advice
Values	<i>Exhibits behaviours in line with Trust Values:</i> B old <i>We are inspiring and ambitious</i> E very Person Counts <i>We are respectful and supportive</i> S haring and Open <i>We are open and speak up</i> T ogether <i>We are inclusive and responsible</i>
Experience	At least 3 years experience Post-Registration Proven experience of delivering responsibilities and objectives to time in previous posts Demonstrate experience and ability to project manage and supervise a range of projects Experience of managing and motivating staff, appraising and giving feedback
Skills	Ability to deliver lectures, workshops and formal presentations Effective leadership skills Able to manage and support others Able to solve difficult and ambiguous problems by advanced reasoning and sound technical judgment



Other Attributes	<p>Ability to act as a role model and coach</p> <p>Ability to manage change</p> <p>Flexible and adaptable to change to meet the needs of the service.</p> <p>The vision and focus to continually strive to improve the service for our patients is a key attribute for this, and any role at the Medway NHS Foundation Trust</p>
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Medway
NHS Foundation Trust



Best of care
Best of people



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