

Job Description

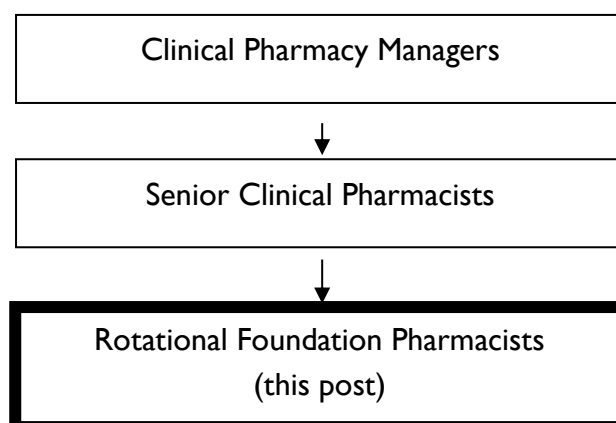
Role Details

Job Title	Rotational Foundation Pharmacist
Band	Band 6
Department/Service	Main Pharmacy/CCS

Organisational Relationships:

Responsible to:	Clinical Pharmacy Managers
Accountable to:	Chief Pharmacist
Professionally Accountable to:	General Pharmaceutical Council

Organisational Chart:



Job Summary/ Role:

To participate in the provision of effective and efficient clinical pharmacy services to the patients of South Tees Hospitals NHS Trust. This includes the James Cook University Hospital, Middlesbrough and The Friarage Hospital, Northallerton.

South Tees Hospitals Pharmacy Department recognise this to be a development role, and will support all foundation pharmacists in their professional and personal development to achieve relevant postgraduate experience and qualifications relevant to their areas of practice.

Key Relationships:

- Clinical Pharmacy Team comprising of Pharmacists, Pharmacy Technicians, ATO's and Assistants.
- Health professionals comprising of Consultants, Doctors, Matrons, Nurses and the wider multi-disciplinary team.
- Patients, carers & relatives
- Other pharmacy department staff
- External staff e.g. GP surgeries, other trusts, community pharmacies etc

Core Functions:

- To provide pharmaceutical services to patients in accordance with legal requirements, accepted professional and ethical standards, and agreed local policies and procedures.
- To support the development of knowledge, ideas and work practice within the service and work area.
- To be actively involved in regular audit, research and development
- To work as an autonomous pharmacist within the appropriate clinical and professional guidelines in a managed environment.
- To work as part of a clinical team providing clinical pharmacy service to a specified area including one stop medication supply, use of patient's own drugs (POD's), self-medication and discharge counselling (to apply the principles of medicines optimisation)
- To undertake ward based clinical review of patient's medical treatment on admission after medicines reconciliation and following changes to their prescription for specified wards.
- To ensure that agreed checking procedures are performed and recorded. To participate in the pharmacist cover for the dispensaries on a sessional basis
- To provide specialist pharmaceutical advice and counselling ensuring that all patients with a range of medical conditions receive appropriate medicines information and advice.
- To liaise with prescribers (medical and non medical) as required, for safe and accurate dispensing of medication, including treatment option advice.
- To record, monitor and evaluate the effectiveness of pharmaceutical interventions
- To produce and provide evidence based medicines information for patients, medical and other health care staff, both by ad hoc requests and planned time working in medicines information.
- To be involved in the production of clinical guidelines, medicines formularies and patient group directions that are evidence based
- To be involved in collaborative approaches to clinical practice
- To actively participate in clinical supervision
- To actively participate in departmental clinical pharmacy meetings
- To be responsible for day to day supervision of technical and support staff whilst working in the dispensaries
- To be responsible for the supply and security of drugs to the clinical areas. Provide, monitor and advise on drug expenditure for the clinical areas
- To report and record adverse drug reactions and medication errors.
- To participate in the provision of pharmaceutical services at weekends on a rota basis and to undertake on call duties
- To undertake related duties necessary to maintain safe and effective pharmaceutical services for patients.
- To ensure own actions support equality, diversity and equal rights
- To meet the General Pharmaceutical Council's (GPhC) mandatory requirements for CPD and provide evidence of compliance
- To plan and prioritise own workload with an appreciation of the impact on other team members and of the unpredictable nature of the job
- Keeps up to date professionally and is actively aware of Trust issues and plans.
- Agrees performance objectives and a personal development plan with their line manager
- To participate in the implementation of national guidelines such as NICE and NSF's and local initiatives

	<ul style="list-style-type: none"> • To be involved in health promotion initiatives • To adhere to local standard operating procedures for pharmaceutical practice • To collect relevant data and information • To promote and maintain health and safety in the workplace and attend all mandatory training and to ensure safe practice for self and others • To take appropriate action in relation to risks • To work within the legislation, policies and procedures relevant to your own area of work • To support the implementation of policy and strategy in your area of work • To participate in the training, supervision and development of pharmacy staff and other health care staff • To develop and improve competence in clinical and pharmaceutical areas and to acquire new skills and apply to practice
Clinical Responsibilities	<ul style="list-style-type: none"> • To provide clinical pharmacy services to patients including medication reviews to ensure medicines optimisation, medication reconciliation where appropriate, supply services, self-medication support, pharmacy led discharges, use of patient's own drugs. • To provide safe and legal professional checking and accuracy checking procedures to discharge prescriptions and inpatient requests • Support the planning of patient discharge with respect to medication, including facilitation of timely dispensing. • Demonstrate professional accountability to patients • Advise on Trust drug policy e.g. use of prescription charts, drug administration and storage. • To participate in the provision of pharmaceutical services at weekends, late night and on bank holidays on a rota basis • To participate in the organization and delivery of emergency out of hours services to provide medicines information and the supply of clinically urgent medicines outside normal working hours on call on a rota basis • To ensure that agreed checking procedures are performed and recorded. • To provide pharmaceutical services to patients in accordance with legal requirements, accepted professional and ethical standards and agreed local policies and procedures. • To work within the appropriate clinical and professional guidelines in a managed environment ensuring that medicine use is safe and effective • To assess the pharmaceutical care needs of patients whose medicine needs may be complex e.g. patients with swallowing difficulties, need for compliance aids • To liaise with prescribers (medical and non-medical) as required for safe and accurate dispensing of medication, including treatment options. • Provide advice to clinicians on unlicensed medicines use and areas of practice where the evidence base is lacking under the direction/supervision of the Lead Pharmacist. • Work as part of a fully integrated multidisciplinary team. • To adhere to local standard operating procedures for pharmaceutical practice
Management and Leadership Responsibilities	<ul style="list-style-type: none"> • To contribute to the development and planning of the pharmacy services • To contribute to the delivery of directorate and divisional objectives • To work with allied healthcare professionals and demonstrate leadership in relation to medication use • Provide leadership and support to other pharmacy staff in achieving their objectives. E.g. pharmacy technicians, pre-registration students and university students.
Policy and Service Development	<ul style="list-style-type: none"> • To actively participate in departmental clinical pharmacy meetings

	<ul style="list-style-type: none"> • Actively use initiatives to ideas to improve pharmacy services – including review or development of SOPs, guidelines or policies
Research and Audit Responsibilities	<ul style="list-style-type: none"> • To take relevant involvement in regular audit, research and development. • To report and adverse drug reactions, prescribing errors and risks. • To record the effectiveness of pharmaceutical interventions. To participate in the departmental group in monitoring and analysis of interventions and regular report back interventions to the specialist area.
Education and Training	<ul style="list-style-type: none"> • To meet the General Pharmaceutical council's (GPhC) mandatory requirements for revalidation and provides evidence of compliance • Keeps up to date professionally and is actively aware of Trust issues and plans • Agrees performance objectives and a personal development plan with their line manager • To develop and improve competence in clinical and pharmaceutical areas and to acquire new skills and apply to practice • To participate in the training, supervision and development of pharmacy staff and other health care staff e.g. pharmacy students.
<i>The job description and duties may be subject to future review as the needs of the service change.</i>	

QUALIFICATIONS & TRAINING		
Essential	Desirable	Assessment Method
Masters Degree in Pharmacy or equivalent Registered Pharmacist with the General Pharmaceutical Council Evidence of CPD and ongoing education	Membership with Royal Pharmaceutical Society (RPS)	Application & Interview
EXPERIENCE		
Essential	Desirable	Assessment Method
Experience in pharmacy practice	Experience in clinical pharmacy within a hospital setting	Application & Interview
PERSONAL ATTRIBUTES		
Essential	Desirable	Assessment Method
Effective team work Strong communication Analytical, judgmental and problem solving Computer literate with ability to use Microsoft Office programs	Role model and leadership (including supervision of staff)	Application & Interview
KNOWLEDGE & SKILLS		
Essential	Desirable	Assessment Method
Ability to apply theoretical knowledge to clinical practice Knowledge of medicines information resources		Application & Interview

General Requirements:

Communications and Working Relations

The post-holder must treat colleagues in a manner that conveys respect for the abilities of each other and a willingness to work as a team.

2. Policies and Procedures

All duties and responsibilities must be undertaken in compliance with the Trust's Policies and Procedures. The post-holder must familiarise the ways in which to raise a concern to the Trust e.g. Freedom to Speak Up – Raising Concerns (Whistleblowing) Policy in order that these can be brought to the Trust's attention immediately.

3. Health and Safety

The post-holder must be aware of the responsibilities placed upon themselves under the Health & Safety at Work Act (1974), subsequent legislation and Trust Policies; to maintain safe working practice and safe working environments for themselves, colleagues and service users.

4. No Smoking

All Health Service premises are considered as non-smoking zones; the post-holder must familiarise themselves with the Trust's Smokefree Policy (G35)

5. Confidentiality

All personnel working for, on behalf of or within the NHS are bound by a legal duty of confidentiality (Common Law Duty of Confidentiality). The post-holder must not disclose either during or after the termination of their contract, any information of a confidential nature relating to the Trust, its staff, its patients or third party, which may have been obtained in the course of their employment.

6. Equal Opportunities

The Trust believes that all staff have a responsibility to make every contact count. This is to ensure that we are able to reduce health inequalities to the people we deliver services to and to our employees in our goal to deliver seamless, high quality, safe healthcare for all, which is appropriate and responsive to meeting the diverse needs of individuals. In working towards achieving our goals, it is important that staff and users of our service are treated equitably, with dignity and respect, and are involved and considered in every aspect of practice and changes affecting their employment or health care within the Trust.

7. Infection Control

The post-holder will ensure that (s)he follows the Trust's hospital infection prevention and control (HIC) policies and procedures to protect patients, staff and visitors from healthcare-associated infections. He or she will ensure that (s)he performs the correct hand hygiene procedures (as described in HIC 14), when carrying out clinical duties. He or she will use aseptic technique and personal protective equipment in accordance with Trust policies. All staff must challenge non-

compliance with infection, prevention and control policies immediately and feedback through the appropriate line managers if required.

8. Safeguarding Children and Adults

The Trust takes its statutory responsibilities to safeguard and promote the welfare of children and adults very seriously. The Board of Directors expects all staff will identify with their manager during the SDR process their own responsibilities appropriate to their role in line with statute and guidance. This will include accessing safeguarding training and may include seeking advice, support and supervision from the trust safeguarding children or safeguarding adult teams. Where individuals and managers are unclear of those responsibilities they are expected to seek advice from the safeguarding teams.

HR Use Only

Job Reference No:



South Tees Hospitals
NHS Foundation Trust

APPENDIX 2

PROFILE SUPPLEMENT

This Role Involves:	Yes	No	Rare	Occasional	Frequent	Examples
Lifting weights/objects between 6-15 kilos						
Lifting weights/objectives above 15 kilos						
Using equipment to lift, push or pull patients/objects						
Lifting heavy containers or equipment						
Running in an emergency						
Driving alone/with passengers/with goods						
Invasive surgical procedures						
Working at height or in a confined space						
Concentration to assess patients/analyse information						
Response to emergency situations						
To change plans and appointments/meetings						

depending on the needs of this role						
Clinical interventions						
Informing patients/family/carers of unwelcome news						
Caring for terminally ill patients						
Dealing with difficult family situations						
Caring for/working with patients with severely challenging behaviour						
Typing up of formal minutes/case conferences						
Clinical/hands on patient/client care						
Contacts with uncontained blood/bodily fluids						
Exposure to verbal aggression						
Exposure to physical aggression						
Exposure to unpleasant working conditions dust/dirt/fleas						
Exposure to harmful chemicals/radiation						
Attending the scene of an emergency						
Food preparation and handling						
Working on a computer for majority of work						
Use of road transport						

