

RECRUITMENT INFORMATION PACK

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Highly Specialist Pharmacist – Biosimilar
and High-Cost Medicines



Job particulars

Job Title	Highly Specialist Pharmacist – Biosimilar and High-Cost Medicines
Pay Band	8a
Location	Royal London Hospital
Reports to	Lead Clinical Pharmacist – Specialist Medicine
Responsible to	Group Chief Pharmacist

Job purpose

- To support Royal London Pharmacy department and clinical teams in delivering biosimilar switches and medicines efficiencies within the specialist medicine division.
- To assist with the identification and facilitate the implementation of high-cost medicine efficiencies and to help share across the trust to ensure consistency.
- To contribute to the work to deliver transformation projects, and to be the project lead for selected projects.
- To manage the biosimilar switch team and oversee the project progression.
- To lead on the delivery of biosimilar switches, tracking and report on progress.
- To manage and review financial aspects of the projects to assess outcomes and to assist in the development and interpretation of key metrics.

The biosimilar switch project is anticipated to run over the next few years, after completion of the projects, the biosimilar team will be moved into a role within The Royal London/ Mile End Hospital pharmacy team based on the operational and clinical needs. This will be undertaken following consultation with the post holder.

Key working relationships

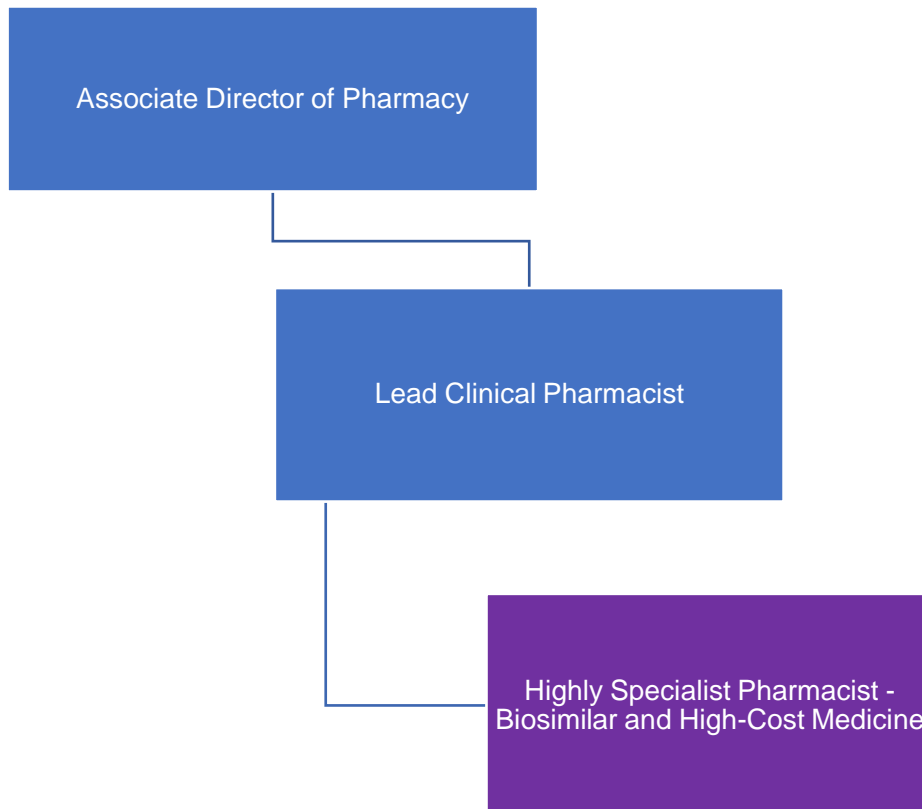
Professional relationships with key partners, employees and boards.

Internal	External
Associate Director of Pharmacy and Deputy Head of Pharmacy	Patients and carers
Group Chief Pharmacist	Operational Site Management Teams
	Multidisciplinary team members
	Pharmaceutical Companies
Clinical Commissioning Pharmacist	Medicines efficiencies work-stream sponsors and Project Leads
Procurement Lead Pharmacist	Contracts team and Informatics team
Clinical Pharmacy Team	Other acute providers



Homecare Team	Regulatory and commissioning bodies – MHRA, CQC, NHS England, ICBs, NHSI
Pharmacy Governance team colleagues	
Gastroenterology, Rheumatology and Dermatology Teams	

Structure chart



Main duties, responsibilities, and results areas

Clinical Practice and Delivery

Royal London & Mile End Hospitals has a yearly programme to develop efficiencies in relation to medicines. Each division has a target to save in order to manage the overall efficiency plan. Each division is responsible for identifying medicines efficiencies and cost savings. The adoption of biosimilars has been endorsed by NHS England as a way to be identified as a maximise the value for patients and enable cost savings. The rate of entry for biosimilars is expecting to increase over the coming years and will provide significant savings to both the Trust and the NHS.



The biosimilar switch team will work collaboratively with the clinical, multidisciplinary and pharmacy teams to help facilitate and deliver these switches so that the savings can be made at the earliest opportunity for the division to help the overall efficiency plan. The Highly Specialist Pharmacist, Biosimilar and High-Cost Medicine will deliver value for money and work with the division and patients to achieve better outcomes from the use of high-cost drugs including biologics.

General

- Participate in, and encourage, an open communication climate, providing feedback to staff on performance and developmental issues.
- Value, seek and acknowledge the contributions of colleagues.
- Continually improve quality.
- Actively promote cost-effective purchasing, distribution, storage / stock control and appropriate use of medicines in the best interests of patients.
- Assist in planning, formulation and implementation of policies and quality standards. Create opportunities for and participate actively in continuing professional development (CPD) activities.
- Develop links with other hospital staff, as appropriate for service needs.
- Participate in staff appraisal system (minimum of once a year).
- To work with the stores, distribution & procurement team to maintain an effective supply chain.
- To lead projects and work alongside key stakeholders.
- To support the department in setting standards through review and updating procedures and auditing against those standards in line with the department's audit programme.
- To undertake projects in conjunction with others to improve quality and efficiency of service provision.

Biosimilar Role and Responsibilities

- To ensure biosimilar and generic opportunities are maximised.
- To support the Lead Pharmacists and divisions to identify, agree and implement new cost saving projects that will benefit the trust.
- To understand funding mechanisms and how medicines are reimbursed.
- To support the commissioning team to manage the entry of new biosimilars and medicines in line with the local trust policy.
- To work with the division to help understanding prescribing spend and trends and where to deliver best value change.
- To negotiate and influence key stakeholders to ensure successful implementation of biosimilar switches across the division and monitoring of agreed projects.
- Lead on the delivery of the Biosimilar switches and efficiency projects, working closely with the biosimilar switch team, Lead Pharmacists and other key stakeholders.
- To liaise with the commissioning and procurement teams to minimise off contract purchasing and ensure the best value medicines are being utilised.
- To understand and support the use of Blueteq within the Trust.



- Assist multidisciplinary teams across Gastroenterology, Rheumatology and Dermatology to deliver the introduction of changes in medicines and other cost-effective changes.
- Design, interpret and report on published metrics relating to overall service level and plan progress e.g. model hospital metrics.
- Co-ordinate completion of relevant benchmarking audits.
- Working with the commissioning and procurement teams to identify potential biosimilar and high-cost medicine projects.
- Creating implementation plans and being the lead on various projects.
- Managing the biosimilar switch team to ensure targets are met and action plans are put in place for underperformance.
- Reporting and presenting information to the Medicines Expenditure Committee and other relevant groups
- Contribute to and support the monitoring of clinical audit activity undertaken by Barts Health in relation to NICE recommendations
- Provide clinical information and expert advice on complex prescribing related issues where requested.
- To understand the pharmacy homecare service and provide pharmacist support and oversight where required.
- To work with the homecare and clinical teams to ensure prescriptions are completed, screened and processed within the timeframes specified in the implementation plan.
- To provide patient focused biosimilar switch pharmacy service including patient counselling, training and clinical screening to ensure safe, evidence based and rational use of medicines in line with Trust formulary, national guidance and local policies to minimise patient risk and improve patient access.

Clinical Pharmacy

- To provide a comprehensive clinical pharmacy service to inpatients and out patients as a member of the clinical pharmacy team working closely with the multidisciplinary team, the dispensary and distribution teams to ensure a responsive service.
- To support the Lead Pharmacists in promoting high-quality cost-effective prescribing for patients in all patient treatment settings. This includes:
- Optimisation of medicines for individual patients
- Drug history taking and medicines reconciliation in out-patient settings and at in-patient admission and discharge
- Discharge planning inclusive of patient counselling and education
- Drug therapy audit and drug usage review
- Plan, monitor and review treatment programs
- Promote adherence to Trust and national prescribing guidelines/standards
- Work with the ward and clinic nursing staff, and liaise with the dispensary and pharmacy ward teams to improve patient treatment and experience.
- Follow procedures to reduce medicine waste and to ensure secure medicines governance.



- Ensure efficient supply systems (e.g. one stop dispensing), reducing the risks of critical missed and delayed doses by working with the pharmacy technicians, ATOs and dispensaries and the buying office.
- Participate in ADR and intervention monitoring and clinical risk management.
- Assist in drawing up prescribing guidelines and protocols (e.g. IV monographs, Formulary guidelines)
- Draw up of shared care guidelines and patient information leaflets for selected medicines where required
- Participation in ward rounds where required
- Provide medicines information to staff and patients regarding medicine use within the speciality
- Responding to requests for new prescriptions from other members of the clinical specialty team
- Participate in providing pharmaceutical input to the dispensary where clinical expertise is required.

Management & Leadership

- Lead biosimilar switch and high-cost medicine efficiency projects.
- Manage the input from other teams to support the plan.
- Lead the biosimilar switch team and track progress of drug savings, working closely with the Lead Pharmacist.
- Provide management, mentorship, support and assistance to other staff in connection with the medicine's optimisation strategy.
- Undertakes individual appraisal and agrees objectives of direct line reports.
- Participates and takes responsibility for the regular training of colleagues including medical, nursing and other health professionals within the trust.
- Involvement in recruitment of biosimilar switch team staff as needed.
- Present reports on medicines efficiency projects to senior teams and the division as required.
- Manage sickness, absence and performance in line with Trust policies and guidance from HR Advisors so that issues are dealt with fairly, appropriately and consistently.

Quality, Risk, Governance and Performance Management

- Assist in identifying risks from medicine use and handling in the service and support the design, implementation and audit of strategies to minimise them.
- Work with the Trust Medicines Safety Team to support the implementation of local and national initiatives to reduce medicine risks within the service.



- To provide information to requests for Medical Information where the query relates to the service.
- Manage drug related incidents and complaints, both written and verbal, effectively and according to Trust policies.
- To work closely with the Lead Specialist Medicine Pharmacist and Trust Medicine Safety Team to ensure standardisation of medicine policies and procedures where appropriate and compliance with medicines legislation.

Financial Responsibility

- Forecasting new biosimilar developments and scoping potential medicine cost pressures.
- Supporting with drawing up business cases and implementation plans to support applications for new medicines and prescribing guidelines.
- Identifying, implementing and auditing initiatives to save money on medicines spend, waste or costs associated with high-cost and biosimilar medicines administration.
- Work with the Divisional reps, Lead Pharmacist, and Lead Procurement Pharmacist to identify, describe and track biosimilar switches.
- Maintain a monthly report to track progress on the biosimilar switch savings.

Other Duties

The post holder might be required to work across the Trust at any time throughout the duration of their contract, which may entail travel and working at different hospital.

Take part in the Saturday, Sunday, Bank Holiday rotas. Participation on the on-call rota.

This 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.

The post holder might be required to work across the Trust at any time throughout the duration of their contract, which may entail travel and working at a different hospital.

Working conditions

Criteria	Description
Physical	The post holder will require a good working knowledge of Microsoft office including word, excel and power point. There is VDU work required and a requirement for a high degree of accuracy as errors with medication can have potentially harmful effects for patients.



Emotional	<p>The post holder will be exposed, more than once a month, to circumstances that are distressing or emotional.</p> <p>The post holder must be able to work successfully under pressure of time and resources.</p> <p>They may have to deal with staff who are angry/upset/tearful.</p> <p>Exposure due to staff management etc.</p> <p>Deals with e.g., long term sickness, redeployment & redundancy, grievance & discipline and difficult change management issues.</p> <p>Work with patients and deal with patients who are angry/upset/tearful.</p>
Working Conditions	<p>The post holder works across sites in acceptable working conditions.</p> <p>Frequent VDU use.</p>
Mental	<p>Frequent requirement for concentration when undertaking for example data review, report writing, root cause analysis.</p> <p>The post holder always requires high level of concentration, as they deal with heavy demands from a variety of sources.</p> <p>The work is often unpredictable, and the post holder may have to adapt to change in short time frame and be able to deliver outcomes.</p> <p>The post holder may/will require stamina.</p> <p>Concentration required for analysing data, writing reports, attending hearings etc.</p> <p>Will be frequently interrupted due to the operational nature of the role</p> <p>Work with patients and clinicians that may be opposed to the biosimilar switches</p>



Code of Conduct for NHS Managers

As an NHS Manager, you are expected to follow the Code of Conduct for NHS Managers (October 2002). www.nhsemployers.org/. This supports us to develop a sustainable workforce and bring the very best out in people.

Safeguarding adults and children

Employees must be aware of their responsibility to maintain the wellbeing and protection of vulnerable children and adults. If employees have reason for concern that a patient is 'at risk' they should escalate this to an appropriate person i.e. line manager, safeguarding children's lead, matron, ward sister/change nurse, site manager or consultant (October 2002). www.nmc-uk.org/



Person specification

Domain	Essential Criteria	Desirable Criteria
Qualifications	<p>MPharm or equivalent</p> <p>Registered as a pharmacist with the GPhC</p> <p>Diploma in Clinical Pharmacy / Pharmacy Practice or equivalent</p> <p>Independent prescribing qualification, or willing to work towards</p>	<p>Management qualification or equivalent experience</p>
Experience	<ul style="list-style-type: none"> • Significant post qualification experience in hospital pharmacy, working with MDTs. • Experience in supervising and organising staff and work. • Evidence of basic teaching and tutoring in a hospital setting through training others e.g. trainee pharmacists and foundation training pharmacists. • Experience of training other healthcare professionals both individually and in groups. 	<ul style="list-style-type: none"> • Experience of carrying out audit and project management work. • Experience of working with clinical directorates. • Experience of managing and developing staff. • Experience of providing a hospital-based service to gastroenterology, rheumatology and dermatology patients. • Experience working with high-cost medicines and biologics. • Understanding of the pharmacy homecare process
Knowledge	<ul style="list-style-type: none"> • Understanding of GPhC Revalidation requirements • Understanding of high-cost and biologic medicines. • Knowledge of medicines management systems at ward level • Up to date knowledge of legislation relevant to pharmacy practice, e.g. controlled drugs, Health and Safety at Work • Understanding of stock control systems 	



	<ul style="list-style-type: none"> • Understanding of the pharmaceutical care needs of gastroenterology, rheumatology and dermatology patients • An awareness of current national standards, guidelines and service delivery issues relevant to all patients, and how they relate to pharmacy and medicines management in particular those relating to NICE • Knowledge of Safe and Secure Handling of Medicines requirements • Understanding of the importance of adherence to SOPs and legislation • Demonstrates a good understanding of patient safety initiatives • Awareness of and commitment to clinical governance • Understands Government policy and vision for the development of health and social care 	
Skills	<ul style="list-style-type: none"> • Excellent interpersonal skills • Demonstrates ability to deliver staff training, with excellent teaching and mentoring skills. • Accountable for own professional actions and responsibilities • Demonstrates expert ability to critically evaluate information and apply to problem solving. • Demonstrates vision and innovation with the ability to implement change through effective strategy and planning. • Demonstrates ability to think logically and reason. • Demonstrates ability to work effectively with others. • Ability of be flexible and manage change in a complex and changing healthcare environment. 	<ul style="list-style-type: none"> • Can identify and manage risks and evaluate quality of own work / service.



	<ul style="list-style-type: none"> • Ability to negotiate with and influence others. • Ability to establish and maintain effective working relationships with a wide range of healthcare professional. • Able to deliver key messages succinctly and professionally both verbally and in writing. • Able to complete documentation accurately with attention to detail. • Able to accurately follow written procedures under pressure. • Demonstrates numeracy skills and ability to perform accurate, complex calculations. • Ability to plan, prioritise and organise self, and others. • Able to work unsupervised and under pressure. • IT literate; able to use Microsoft office with intermediate IT skills including, accurate data entry and use of specialist computer programmes. • Demonstrates effective customer service skills. • Able to communicate complex information effectively to all health and care professionals, colleagues, patients and their loved ones. 	
Other	<p>DBS – Enhanced check with a check of the barred lists required as patient facing may interact with adults / children</p> <p>Reliable with a good attendance record</p>	Member of the Royal Pharmaceutical Society (RPS)
Updated	<p>Written by: Sunita Alexandrou, CIPs Pharmacist</p> <p>SLT Review:</p>	December 2023



We're also proud to be part of UCLPartners, Europe's largest and strongest academic health science partnership. The objective of UCLPartners is to translate cutting edge research and innovation into measurable health gain for patients and populations through partnership across settings and sectors, and through excellence in education.

