

Job Description

Job Title:	Rotational Pharmacist
Band:	6, with progression to 7 on meeting criteria* *See below for more information
Responsible to:	Pharmacist Team Manager, The Cavell Centre
Department:	Pharmacy – Cavell Centre Hospital as main base
Directorate:	Corporate

Our Values

	Behaviour	How we will demonstrate this behaviour
Professionalism	We will maintain the highest standards and develop ourselves and others	By demonstrating compassion and showing care, honesty, and flexibility
Respect	We will create positive relationships	By being kind, open and collaborative
Innovation	We are forward thinking, research focused and effective	By using evidence to shape the way we work
Dignity	We will treat you as an individual	By taking the time to hear, listen and understand
Empowerment	We will support you	By enabling you to make effective, informed decisions and to build your resilience and independence

Job Purpose

To contribute to a specialist clinical pharmacy and medicines optimisation services operating from the Trust. The post-holder will work across two disciplines – mental health and community physical health rehabilitation. The post-holder will work alongside pharmacy team members to deliver an excellent service to them.

The post holder will work across three sites with time split between Cavell Centre Hospital Pharmacy Department and community physical health rehabilitation wards: North Cambridgeshire Hospital, and Intermediate Care Unit Community Hospital.

We will support the post holder with post-graduate education to allow them to develop high-level expertise for their career.

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This post is offered at the Band 6 and 7 pay scale to reflect a development plan for a post-holder with limited previous experience in these disciplines. It would be expected that those already holding a post-graduate clinical certificate in pharmacy practice (or similar) would be able to enter at the band 7 pay scale. Those without these accreditations would enter at the band 6 pay scale but have the potential to move to the band 7 pay scale. This is subject to successful completion, sufficient practical experience, and demonstrated competence. Access to a clinical certificate course would be supported by the department. Review of the progression made would be done at annual appraisal.

Role of the Department

To optimise the use of medicines in service users within CPFT services.
To deliver safe and effective medicines provision from CPFT pharmacies.

Main Tasks, Duties and Responsibilities

1. To assist with medicines management service and dispensing service at Cavell Centre Hospital.
2. To assist with medicines management service at Intermediate Care Unit Hospital.
3. To assist with medicines management service at Trafford Ward, North Cambridgeshire Hospital.
4. To optimise patient care in defined wards/teams alongside other pharmacy staff by:
 - a. Participating (in conjunction with pharmacy technicians) in medicines reconciliation and medication interviews with service users.
 - b. Participating in medicines management schemes on the wards, including patient's own drugs, self-administration, medicines reconciliation, and medicines supply.
 - c. Counselling and/or education of service users about their medicines and provide information and advice about medicines to service users, carers, and other health professionals e.g., medical and nursing staff.
 - d. Active involvement in discharge planning for service users to ensure a seamless medicines pathway into primary care.
 - e. Participating in multidisciplinary team meetings or case conferences to identify medication problems and provide advice.
 - f. Reviewing and monitoring prescription charts and monitoring the outcomes of treatment.
 - g. To support prescribing in line with evidence-based practice, following local and national guidelines.
5. To support the education and training of medicines matters for CPFT staff and service users.
6. To support the education and training for student pharmacy technicians and pre-registration pharmacists within the clinical medicines management service role and generally for pharmacy support workers.
7. To support activities within the Cavell Centre Hospital pharmacy dispensary, including clinical checking of prescriptions, dispensing, and final accuracy checking of dispensed items.
8. To participate in the pharmacy aspects of clinical trials and research within mental health and the maintenance of necessary records.
9. To propose and contribute to the development and implementation of policies and procedures for the clinical medicines management services to develop the service for the benefit of pharmacy staff, ward/team staff, service users and carers. Support the implementation of changes in the policies and manage the change appropriately.

10. Participate in clinical audit projects and audit of the clinical medicines management service.
11. To support the running of out-patient clozapine clinics in Peterborough when required to do so.

Equipment & Systems

1. To use and maintain clinical records and systems in a safe and secure manner under direction from training.
2. To use electronic systems effectively to support the timely, safe and accurate provision of medicines to the service user.
3. To develop expertise for the safe and efficient use of near-patient-testing blood analysis machines to deliver high-risk medicine provision safely.

Decisions & Judgements

1. To provide specialist information and advice on all aspects of medicines management to medical, nursing and other staff, and medicines information to all service users, carers, and members of staff.
2. To suggest improvements and developments in pharmacy and medicines management within the Trust and facilitate the effective roll out of change.
3. To identify medicines management issues and potentially act independently or with the assistance of others to get them resolved. The person may need to work independently at times with remote assistance available.

Research & Audit

1. To participate in national and local medicines related audit and research within the Trust.
2. To contribute to the safe and effective medicine supply within clinical trials. GCP-related training will be provided.

Communication & Relationships

1. To work in partnership with pharmacy staff within the areas of work to deliver a safe and effective service.
2. To work with other healthcare professionals to deliver positive outcomes for those teams and the service users that are within their care.
3. To work with service users and their caregivers to give them the best chance of gaining benefit from the treatments available.
4. To communicate effectively with outside agencies on matters relating to medicines safety and optimisation.

Managerial & Financial Requirements

1. To supervise pharmacy technicians (when undertaking ward/team clinical duties) and dispensary staff where required.
2. To supervise trainee pharmacists and pharmacy technicians working within CPFT teams where required.
3. To contribute to cost-efficient use of medicines and support the medicines procurement specialists where required.

Physical, mental, emotional & environmental demands of the job

1. The post holder will be expected to be able to work between the three sites:
 - a. Cavell Centre Hospital
 - b. Intermediate Care Unit Hospital
 - c. North Cambridgeshire HospitalThe post holder would have a mutually agreed timetable to manage these visits. Related travel expenses will be reimbursed.
2. After a period of induction and training the post holder would be expected to be able to carry out basic medicines management tasks. On occasion this may be done independently – with remote assistance only.
3. Ability to work flexibly in different working environments.
4. Approach that is suitable to working in the disciplines of mental health/learning disabilities/substance misuse/palliative care.
5. Determination to overcome obstacles.
6. Pro-active and able to display initiative.
7. The role can be demanding and can be stressful. The person should be aware that the nature of the services and the work undertaken will mean that they will see emotionally challenging situations.

Training & Development

- To participate in regular supervision (clinical or management) in accordance with good practice guidelines and Trust policy.
- To participate in the Trust's annual Appraisal process.
- To attend all relevant mandatory training as and when required to do so.
- To undertake self-directed Continuing Professional Development, in line with General Pharmaceutical Council requirements.
- Maintain GPhC registration.
- The post-holder will be supported to develop expertise through the appraisal system. Opportunities such as a post-graduate clinical diploma, RPS faculty portfolio development or independent prescribing may be considered via the appraisal system.

Quality & Patient Safety

- Protection of Children & Vulnerable Adults – To promote and safeguard the welfare of children, young people, and vulnerable adults.
- Implementation of NICE guidance and other statutory / best practice guidelines.
- Infection Control - To be responsible for the prevention and control of infection.
- Incident reporting - To report any incidents of harm or near miss in line with the Trust's incident reporting policy ensuring appropriate actions are taken to reduce the risk of reoccurrence.
- To contribute to the identification, management, and reduction of risk in area of responsibility.
- To ensure day to day practice reflects the highest standards of governance, clinical effectiveness, safety, and patient experience.
- To ensure monitoring of quality and compliance with standards is demonstrable within the service on an ongoing basis.
- To be aware of the responsibility of all employees to maintain a safe and healthy environment for patients/ clients, visitors, and staff.

General

- To maintain up to date knowledge of legislation, national and local policies, and issues in relation to both the specific client group and mental health.
- To comply with the Professional Codes of Conduct and to be aware of changes in these. To maintain up to date knowledge of all relevant legislation and local policies and procedures implementing this.
- To ensure that all duties are carried out to the highest standard and in accordance with currently quality initiatives within the work area.
- To comply with all relevant Trust policies, procedures, and guidelines, including those relating to Equal Opportunities, Health and Safety and Confidentiality of Information and to be aware of any changes in these.
- To always comply with the Trust's Information Governance related policies. Staffs are required to respect the confidentiality of information about staff, patients, and Trust business and in particular the confidentiality and security of personal identifiable information in line with the Data Protection Act. All staff are responsible for ensuring that any data created by them is timely, comprehensive, accurate, and fit for the purposes for which it is intended.

Equality & Diversity

The Trust is committed to equality and diversity and works hard to make sure all staff and service users have access to an environment that is open and a free from discrimination. As a Trust we value the diversity of our staff and service users, and therefore recognise and appreciate that everyone associated with the Trust is different and so should be treated in ways that are consistent with their needs and preferences.

Therefore, all staff are required to be aware of the Trust's Equality and Diversity Policy and the commitments and responsibilities the Trust must:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

We firmly believe that it makes good business sense to have a workforce representative of the communities we serve and so encourage applications from all sections of the community.

To be noted:

- This is not an exhaustive list of duties and responsibilities, and the post holder may be required to undertake other duties, which fall within the grade of the job, in discussion with the manager.
- This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the post holder.
- This post is subject to the Rehabilitation of Offenders Act 1974 (Exemption Order 1975) and as such it will be necessary for a submission for disclosure to be made to the Criminal Records Bureau to check for previous criminal convictions. The Trust is committed to the fair treatment of its staff, potential staff or users in line with its Equal Opportunities Policy and policy statement on the recruitment of ex-offenders.

Person Specification

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Department:	Pharmacy – Cavell Centre

Criteria	Essential	Desirable
Education / Qualifications	<ul style="list-style-type: none"> GPhC pharmacist registration. 	<ul style="list-style-type: none"> Post-graduate Certificate – pharmacy related. <p>AND/OR</p> <ul style="list-style-type: none"> Post-graduate Diploma – pharmacy related. <p>AND/OR</p> <ul style="list-style-type: none"> Independent prescriber. <p>Examples of pharmacy-related qualifications: Clinical Pharmacy Practice, Clinical Pharmacy, Mental Health Therapeutics, Psychiatric Pharmacy.</p>
Experience	<ul style="list-style-type: none"> Previous experience working in a hospital environment. Working in a healthcare team to deliver positive patient outcomes, 	<ul style="list-style-type: none"> Previous experience working in a hospital pharmacy environment. Previous experience working in a pharmacy supporting mental health services.
Knowledge & Skills	<ul style="list-style-type: none"> Medicines management skills (e.g. patient interview, medicines reconciliation, discharge counselling) 	<ul style="list-style-type: none"> Appreciation of key aspects of medicine use in palliative and mental health scenarios.
Personal Qualities	<ul style="list-style-type: none"> Mature and non-judgemental attitude. Flexible and adaptable 	<ul style="list-style-type: none"> Desire to continually improve own practice.

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	<ul style="list-style-type: none"> • Self-motivated • Excellent communication skills • Understand the need for patient confidentiality 	<ul style="list-style-type: none"> • Desire to support the development of others.
Other	<ul style="list-style-type: none"> • Digital literacy skills for professional business practice • Experience with use of clinical systems that support pharmacy practice (e.g., patient record systems, pharmacy labelling systems, electronic prescribing systems). 	

The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The Trust believes in treating everyone with dignity and respect and encourages applications from all sectors of the community. We guarantee an interview to candidates with disabilities who meet the minimum essential criteria.