

**Happy,
Healthy
& Heard**



Candidate Information Pack

**Principal Pharmacist Stroke,
Neurology and Frailty**

DG1250



“ Thank you for your
interest in this role with us ”

Dear Colleague,

Thank you for your interest in joining our Trust.

Dartford and Gravesham NHS Trust (DGT) is a dynamic and transforming Trust, committed to delivering the highest quality service to the communities it serves. DGT is an organisation that is genuinely committed to making you feel valued and important by supporting your physical and mental wellbeing, your career development and your general enjoyment of work.



We provide services across Darent Valley Hospital in Dartford, Queen Mary's Hospital, Sidcup, Erith and District Hospital, Bexley and Gravesham Community Hospital in Gravesend as well as a number of community locations across our population.

At DGT, we put quality at the heart of everything we do and whether directly or indirectly, everyone in this organisation contributes to providing safe, effective and compassionate care.

We are delighted that you are considering to come here and I very much look forward to meeting you personally.

Warm wishes.

Jonathan Wade, Chief Executive

Our Trust Vision and Strategy

Providing outstanding care which is skilled, trusted and kind every time



Journey
to
Outstanding

We will ensure patients receive outstanding clinical care, are safe, kept free from harm and are treated with thoughtfulness skill and respect



Working
Together

We will collaborate with our partners and communities to make sure the way care is delivered feels joined up and meets the needs of our citizens



Working Smartly
Within Our Means

We will make sure that we do the best for our patients by achieving all of our targets and making the best use of the funding we receive



Continuous Quality
Improvement

We will develop a learning and improving culture, using continuous improvement to discover, create and innovate



Joy at Work

We will support our staff to be happy, healthy and heard with a sense of belonging and fulfillment



Digital First

We will drive safe, connected and efficient digital innovation to improve care for patients

Our values



Care with
compassion



Striving
to excel



Respect
& dignity



Professional
standards



Working
together

Job Description

Principal Pharmacist Stroke, Neurology & Frailty

Job Details

Grade/Band:	Band 8a
Location:	Dartford & Gravesham NHS Trust
Speciality/Department	Pharmacy
Reports to:	Lead Clinical Pharmacist
Managerially Accountable to:	Lead Clinical Pharmacist
Professionally Accountable to:	Chief Pharmacist/ Director of Pharmaceutical Services
Accountable for:	Clinical pharmacy services to Stroke, Neurology and Frailty services

Job Summary

The postholder has responsibility for leadership and development of clinical pharmacy services to stroke and neurology services including the Hyperacute Stroke Unit (HASU) and all Trust neurology services.

They will lead and develop clinical pharmacy services to Frailty and Ageing and Health including providing expert opinion on medication related issues with regards to falls prevention and transfer of care on discharge.

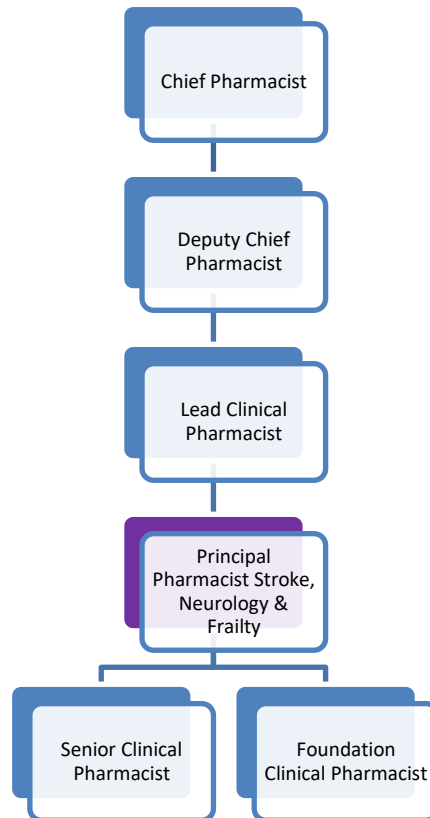
They will provide support to the Lead Clinical Pharmacist on the strategic development of clinical ward pharmacy standards to stroke and neurology services in line with the RPS Hospital Standards and also support the development and implementation of medicine management strategies, providing pharmacy input to aid in the stroke and neurology services' key performance indicators.

Values and Behaviours

- The Trust is committed to providing high quality services and in 2014 we engaged over 300 staff to help us develop values that underpin how we approach our responsibilities.
- Our Values are critical to our success and we expect all staff to adhere to them:
 - Delivery high quality **CARE WITH COMPASSION** to every patient.
 - Demonstrating **RESPECT AND DIGNITY** for patients, their carers' and our colleagues.
 - **STRIVING TO EXCEL** in everything we do.
 - **WORKING TOGETHER** to achieve the best outcomes for our patients.
 - Sustaining the highest **PROFESSIONAL STANDARDS**, showing honesty, openness and integrity in all our actions.

Our Values are supported by Our Behaviours which we expect every member of staff to exhibit.

Structure Chart



Relationships

To communicate effectively with:

Internal Relationships

Colleagues and Co-Workers
Senior Managers
Other Trust departments
All grades of medical staff
Nurses and AHPs

External Relationships

Medway School of Pharmacy, other Higher Education Institutes
Patients & Clients
Carers
Families
Visitors
Communities and Community Representatives
Workers from other agencies

The post holder must be able to deal with routine enquiries and information as well as complex and highly complex information, which may be sensitive in nature. They must be able to communicate on a 1:1 basis but also to deliver effective communication to groups.

Specific Responsibilities

1. Clinical responsibilities:

- 1.1 Develop and co-ordinate pharmacy services to stroke and neurology services, including the HASU and outpatient clinics.
- 1.2 Responsible for the pharmaceutical patient care and assessment of pharmaceutical need for patients on designated wards and under named consultants.
- 1.3 Monitor prescriptions and provision of pharmaceutical care plans ensuring active involvement of patients and carers
- 1.4 Ensure the continuity of pharmaceutical care by co-ordinating drug history, prescription monitoring, clinical monitoring of drugs and discharge planning
- 1.5 Co-ordinate the clinical input of Foundation Pharmacists into stroke neurology and frailty services prescribing controls.
- 1.6 Represent pharmacy at the stroke, neurology and frailty services governance meetings and relevant MDMs including the Falls Steering Group.
- 1.7 Support the Antimicrobial Lead Pharmacist by ensuring the safe and appropriate use of antimicrobials within stroke, neurology and frailty services
- 1.8 Promote safe and evidence based prescribing with all grades of staff
- 1.9 Provide local advice to medical and nursing staff on safe and cost effective use of medicines
- 1.10 Identify and manage areas of clinical risk in relation to medication use within stroke, neurology and frailty services
- 1.11 Review monthly drug usage and costing data from the consultants within the stroke, neurology and frailty services.
- 1.12 Responsible for the development, implementation and monitoring of medicines management guidelines and standards within stroke, neurology and frailty services.
- 1.13 Participate in the regular continuous recording of clinical interventions
- 1.14 Provide lectures, presentations and tutoring input to stroke, neurology and frailty services when required
- 1.15 Responsible for co-ordinating and reporting on medication safety incident themes and trends within stroke, neurology and frailty services
- 1.16 Act as a subject matter expert in relation to medication safety within stroke, neurology and frailty services.
- 1.17 Implement Trust formulary, local Trust guidelines and National guidelines where appropriate
- 1.18 Once clinical competence proven, provides advanced pharmaceutical care through independent pharmacist prescribing (undertaking the pharmacist independent prescribing course if qualification not already obtained).

2. Managerial responsibilities:

- 2.1 Participate in daily organisation of services to stroke, neurology and frailty services, managing the activities of Foundation pharmacists and ward-based pharmacy technicians.
- 2.2 Participate in supervision, mentorship and induction of Trainee pharmacists and Foundation pharmacists within stroke, neurology and frailty services.
- 2.3 Act as Pharmacy lead for the stroke, neurology and frailty services MDT, contributing to the effective functioning of the group, and working closely with the Multidisciplinary Team.
- 2.4 Work closely with the Deputy Chief Pharmacist to develop and embed excellent clinical governance processes in the Pharmacy Department.
- 2.5 Support the Medication Safety Pharmacist to carry out risk assessments in relation to pharmacy/ medicines use within stroke, neurology and frailty services.
- 2.6 Work with the Pharmacy Medicines Value Team and stroke, neurology and frailty service MDTs to ensure the correct use and funding medications in these specialist areas.
- 2.7 Responsible for regular communications within the Pharmacy Department about stroke, neurology and frailty services updates and developments.
- 2.8 Working as part of the wider MDT support the sustainability agenda looking at the environmental impact of stroke, neurology and frailty medications.
- 2.9 Participate in data collection and monitoring for clinical audit within specialist area
- 2.10 Responsible for overseeing safe and cost-effective medicines management in stroke, neurology and frailty services
- 2.11 Lead and co-ordinate discharge process for patients within stroke, neurology and frailty services and co-ordinates team effectively. Liaises with internal and external colleagues to review any discharge issues including for patients being discharged to rehabilitation beds.
- 2.12 Participate in the delivery of Trust/department objectives and business plans
- 2.13 Review monthly drug expenditure and identifies areas for cost effective prescribing within specialist area
- 2.14 Undertake the Trust appraisal process with Foundation Pharmacists as agreed by line manager

3. Professional responsibilities:

- 3.1 Provide a pharmaceutical service to the Trust ensuring compliance with the GPhC Standards for Pharmacy Professionals and national/local policies.
- 3.2 Participate in the department's continuing education programme and to actively undertake CPD and other activities required for annual revalidation, and maintain a personal development portfolio
- 3.3 Participate in pharmacy practice research, quality and clinical audit projects undertaken by the pharmacy department.

- 3.4 Participate in initiatives e.g. NHS Improvement, GIRFT stroke services, NICE reviews, polypharmacy reviews etc. to develop medicines usage analysis within the Trust and linking with primary care.
- 3.5 Lead and co-ordinate the pharmacy input to medication related frailty issues i.e. falls prevention and transfer of care on discharge, providing expert opinion and linking with primary care pharmacy colleagues as needed.
- 3.6 Participate in pharmacy contributions and intervention recording on a regular and consistent basis, reporting serious interventions on the Trust DATIX reporting system.
- 3.7 Contribute to the development of procedures and policies relating to medicines and to support their implementation.
- 3.8 Advise on and monitor the security of medications at ward level in line with departmental and Trust procedures, reporting any incidents via the Trust DATIX system.
- 3.9 Ensure that all mandatory training is attended and kept up to date in line with Trust policy.

4. Education and development responsibilities:

- 4.1 Responsible as a practice supervisor for training technicians, Trainee pharmacists, Foundation pharmacists within stroke, neurology and frailty services and takes part in induction programme for nursing and junior medical staff.
- 4.2 Responsible for participation in mandatory CPD and maintaining a CPD portfolio
- 4.3 Attend and ensure attendance at department training sessions as required for professional and personal service development
- 4.4 Contribute to the education and training of nursing and medical staff in relation to medication use on designated wards.
- 4.5 Deliver training and update sessions to multi-professional groups on high risk medications and learning from medication incidents across the Trust.
- 4.6 Undertake pharmacy and Trust clinical audits to improve service provision.
- 4.7 Undertake the pharmacist independent prescribers course if qualification not already achieved.

General Duties

General responsibilities:

Patient Experience

- Staff should ensure that they always put the patient at the heart of everything they do. All staff will strive to create a positive patient experience at each stage of the patient's/service users care journey

Trust Policies and Procedures

- To adhere to the Trusts agreed policies and procedures.

Equal Opportunities

- To promote and develop the equality of opportunity in accordance with the Trust's Equal Opportunities Policy

Confidentiality

- To protect the confidentiality of information relating to the Trust, Patient and Staff or other agencies

Quality

- To provide a quality service to internal and external agencies and participate/ develop clinical governance within sphere of responsibility.

Infection Control

- All Trust employees are required to be familiar with, and comply with, Trust policies and guidelines for infection control and hand hygiene in order to prevent the spread of healthcare-associated infections.
- For clinical staff with direct patient contact, this will include the uniform and dress code policy, the use of personal protective equipment guidance, the guidance on aseptic techniques and the safe handling and disposal of sharps.
- All staff are required to attend mandatory training in Infection Control and be compliant with all measures known to be effective in reducing healthcare-associated infections.

Health and Safety

- To share responsibility for abiding by health and safety policies and regulations, infection prevention and control policies and act in accordance with the Risk Management Policy.

Sustainability

- It is the responsibility of all staff to minimise the Trust's environmental impact by recycling wherever possible, switching off lights, computers, monitors and equipment when not in use, minimising water usage and reporting faults promptly.

Our Behaviours

- All staff are expected to behave in accordance with 'Our Behaviours'. The six areas of focus are the responsibility of each individual and should be the basis for all work undertaken within the Trust.

Safeguarding

- The Trust expects all employees to adhere to the principle that safeguarding children and adults is everybody's responsibility, including the escalation of any concerns.

Environment

Category	Description/Definition	Frequency/ Measures
Working Conditions	Occasional unpleasant working conditions e.g. cytotoxic drugs. Ward, office and dispensary based with occasional travel to events or meetings.	Occasional
Physical Effort	Combination of sitting, standing, walking/ occasional moderate physical effort Walking between locations; occasional restricted position / lifts: moves pharmacy boxes, fluids, enteral nutrition, supplies.	Occasional

Person Specification

POST: - Principal Pharmacist Stroke, Neurology and Frailty

Criteria Group	Essential	Desirable
Education and Training	<ul style="list-style-type: none"> • GPhC registration as a pharmacist • Post graduate Diploma in Clinical Pharmacy or equivalent • Independent prescriber (or working towards) • Evidence of CPD 	<ul style="list-style-type: none"> • Member of Royal Pharmaceutical Society • Management and leadership qualification • MSc or equivalent postgraduate qualification in Clinical Pharmacy or other appropriate discipline • Practice/Educational Supervisor Accreditation or equivalent teaching accreditation
Knowledge and Skills	<ul style="list-style-type: none"> • Broad pharmaceutical knowledge relating to general medicine and core medical specialities • Knowledge of national and local guidelines relating to specialism that need to be adhered to • Advanced computer literacy including Word, Excel and PowerPoint • Budgetary control skills • Awareness of current practice and policy affecting pharmacy practice in the NHS and understanding the NHS structure • Good communication skills. • Good interpersonal, including influencing skills. • Effective team player • Good organisational skills • Ability to plan and prioritise work effectively to meet deadlines • Able to make decisions • Effective Customer service skills • Ability to work well on own initiative • Ability to problem solve 	<ul style="list-style-type: none"> • JAC computer skills • Incident investigation/ root cause analysis • Risk management • Experience and knowledge of medication use in stroke, neurology and frailty

Experience	<ul style="list-style-type: none"> • Experience working as a band 7 Pharmacist • Experience of writing protocols and standards • Experience of working in a multi-disciplinary clinical pharmacy setting • Previous teaching/tutoring experience • 	<ul style="list-style-type: none"> • Hospital Pharmacy Experience. • Clinical Pharmacy teaching skills. • Demonstrable use of audit/research to improve practice
Personal Attributes	<ul style="list-style-type: none"> • Able to cope with emotive patient issues. • Self-motivated and ability to motivate others • Can concentrate for frequent intense periods 	<ul style="list-style-type: none"> • Ability to cope with the pressures of a busy hospital pharmacy service.

Terms and Conditions of Service

Band	Band 8a
Salary Scale	As per Agenda for Change.
Hours of work	37.5 hours per week (Participate in the late night, weekend, Bank Holiday service and + / - Out of Hours rotas)
Annual Leave Entitlement	<p>Annual leave entitlements are based upon the following lengths of NHS service (pro rata if applicable):</p> <p>On Appointment = 27 days After five years = 29 days After ten years = 33 days</p>
Contractual Notice	As per Agenda for Change.
Registration	GPhC registration as a Pharmacist
Medical	Occupational health clearance required prior to appointment
DBS Check	Required