

Job Title:	Band 7 Clinical Pharmacist
Reports to (job title):	Ward Matron
Line Manager to:	BSW Lead Pharmacist

## Job purpose

As a Clinical Pharmacist, you will work as part of the multidisciplinary team to develop and deliver a high-quality clinical pharmacy service to inpatients on the ward. The post holder will work collaboratively with the ward clinical team, Practice Pharmacy teams, GPs, and Carers to ensure appropriate, safe, effective, and cost-effective use of medicines.

The post holder will:

- Provide medication reviews to inpatients,
- Provide prescribing, therapeutics and medicines-related support and information to professions and non-professional health and social care staff, including as appropriate doctors, nurses, nursing associates, pharmacy technicians, physiotherapists, paramedics, podiatrists, occupational therapists, and care staff.
- Medicines Optimisation – helping patients get the best from their medicines
- Promoting the safe and cost-effective use of medicines
- Identify and address unmet pharmaceutical needs
- Undertake de-prescribing, reducing unnecessary medicines and pharmaceutical waste
- Provide leadership on the ward on matters pertaining to medicines optimisation, to advise on medicines use (risk, clinical governance, research and development, formulary, expenditure).
- Facilitate patient discharge
- Provide excellent patient care through direct patient facing activities
- To provide medicines-related education and training to ward staff.

Providing assurance that HCRG Care Group is compliant with legal and regulatory frameworks including: The Human Medicines Regulations 2012, RPS Professional guidance on the Safe and Secure Handling of Medicines, Controlled Drugs legislation and Care Quality Commission requirements. Providing assurance that Wiltshire Health and Care is compliant with medicines management frameworks including NICE, Patient Safety Alerts and MHRA (including drug recalls).

The below points outline the main responsibilities of the post, in line with HCRG Care Group Values.

## Key responsibilities

### Clinical Governance and risk management

- Work with members of the Patient Safety and Quality team to investigate medicines errors or near-miss events.
- Liaise with relevant organisations and partners on HCRG Care Group interface relating to medicine errors or near-miss events
- Ensure that learning from any medication related incidents is shared within the ward.
- Support the implementation of electronic prescribing (EPMA) on the ward

### Non-medical prescribing

- Support the ward based non-medical prescribers to ensure non-medical prescribing is safe, legal, and cost effective.
- Monitor ward prescribing, including Non-Medical Prescribing in line with local formularies, guidelines, and scopes of practice.
- Undertake prescribing as appropriate if qualified as a Non-Medical Prescriber.

### Patient Safety

- Support the BSW HCRG Care Group Medication Safety Officer as required to ensure patient's safety with regards to medicines is paramount.

### Antimicrobial Stewardship

- Act as a specialist practitioner demonstrating knowledge and skill including the integration of research evidence into practice by critical thinking and decision making
- Support professional and non-professional ward staff with antimicrobial advice and guidance, promoting adherence to relevant local and national formularies and evidence.

### Ward Clinical Pharmacist Service

- Provide specialised pharmacy service, undertaking a review of patient medication, monitor patients' blood results/condition, focusing on potential harm that can come from long-term use of medicines or poor compliance and identifying medicines related problems and recommending appropriate actions
- Ensure that vulnerable patient groups get all essential services: signposting, opportunistic advice, repeat services as required.
- Provide specialised advice and information to patients/parents on the correct and safe use of medication. The information may be complex or sensitive and will need to account for their specialist clinical condition e.g., possible side effects, precautions in certain disease states etc
- Receive and respond to enquiries regarding patient care from all grades of health and social care professionals
- Ensure there is effective communication using the most appropriate methods at a level appropriate. The information will often be complex and sensitive, and conflicting data will need to be explained
- Provide highly complex advice to Health and Social Care staff involved in the care of patients, patients, relatives, and carers on straight forward and complex medicines management issues

e.g., medication dosages, possible side effects and ensures compliance with legislation

- Document any advice given in patient records; this is particularly important where opinion varies, where the advice could be challenged, or the management of the patient questioned
- Support the medicines optimisation pharmacy technician with medicines optimisation related audits on the ward.
- Ensure that there is a system for recording pharmacy input for wards, MDT meetings, and all interventions

## Demonstrating Integrity in all that we do

### Formulary

- Monitor ward prescribing to ensure that Prescribers on Savernake prescribe within the BSW formulary.

### Controlled Drugs

- Support the Controlled Drugs Accountable Officer investigate incidents involving CDs on the ward
- Identify and highlight areas of concern to the CD Accountable Officer
- Complete the CD quarterly audit on the ward.

### Audit

- To support the medicines optimisation pharmacy technician with medicines optimisation related audits on the ward.

### Policies and Procedures

- To ensure practice is within medicines related policies and standard operating procedures
- Support other HCRG Care Group staff to work within medicines related policies and standard operating procedures
- Identify and highlight areas of concern or non-compliance to the Lead Pharmacist
- Support the local implementation of national policy related to medicines, e.g., NICE guidance, NHS England, and NHS Improvement guidance.

### Reports

Provide reports to the Lead Pharmacist if requested.

## Building and Strengthening Partnerships

### Professional leadership and guidance

Work with doctors, nurses, other registered health care professionals and non-registered staff to deliver consistently high quality, safe and cost-effective prescribing and medicines use. Support health professionals with medicine-related enquiries and evidence-based practice.

## Communication

Communicating with other health professionals and non-qualified staff, in particular doctors, nurses and community and hospital pharmacists, and liaising with members of the public to address their queries or concerns.

## Adapting in a Changing Community

To develop and maintain clinical credibility through participation in regular supervision and development sessions.

To maintain competencies and attend mandatory training.

To maintain and update professional skills as required by mandatory continuing professional development, including revalidation, to maintain professional registration with the General Pharmaceutical Council.

## Additional responsibilities

- Attend appropriate training courses to keep abreast of changes in practice and therapeutics to maintain levels of knowledge and expertise.
- Participate in personal continuing professional development.

## Flexibility

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, in discussion with the post holder. This role profile is intended to provide a broad outline of the main responsibilities only. The post holder will need to be flexible in developing the role with initial and on-going discussions with the designated manager.

## Supplementary Information

This job description should be read alongside the Supplementary Information provided on NHS Jobs for applicants and alongside the Employee Handbook for current staff members.

## Safeguarding Children & Vulnerable Adults

Wilshire Health and Care are fully committed to safeguarding the welfare of all children and young people, and vulnerable adults by taking all reasonable steps to protect them from harm. This includes the recognition of vulnerabilities inherent in all situations where care takes place and the impact this may have beyond the child / adult receiving care and treatment. All staff will receive appropriate training, induction, and supervision so that they understand their roles and responsibilities and are confident about carrying them out.

## Our values

Our values are our moral compass and core to our DNA. They underpin the way we deliver our services and treat those who use our services.

To many organisations values are just words which don't translate into reality of the day to day but our values flow through everything that we do, they define who we are, what we stand for and set the expectations of our colleagues, communities, customers and partners. They have been defined by our colleagues and have been integral to our journey so far and will be integral to our future as well.

We have three values which help us stand out from the crowd, not just because there's only three, but because they are unique to who we are. We care, we think, and we do.

Care	Think	Do
<ul style="list-style-type: none"><li>• Inspire</li><li>• Understand</li><li>• Communicate</li></ul>	<ul style="list-style-type: none"><li>• Challenge</li><li>• Improve</li><li>• Learn</li></ul>	<ul style="list-style-type: none"><li>• Accountability</li><li>• Involve</li><li>• Resilience</li></ul>

## Confidentiality and Information Security

As our employee you will be required to uphold the confidentiality of all records held by the company, whether patients/service records or corporate information. This duty lasts indefinitely and will continue after you leave the company's employment.

All information which identifies living individuals in whatever form (paper/pictures, electronic data/images or voice) is covered by the 2018 Data Protection Act and should be managed in accordance with this legislation. This and all other information must be held in line with NHS national standards including the [Records Management: NHS Code of Practice](#), [NHS Constitution](#) and [HSCIC Code of Practice on Confidential Information](#) and should only be accessed or disclosed lawfully. Monitoring of compliance will be undertaken by the Company. Failure to adhere to Information Governance policies and procedures may result in disciplinary action and, where applicable, criminal prosecution.

## Information governance responsibilities

You are responsible for the following key aspects of Information Governance (not an exhaustive list):

- Completion of annual information governance training
- Reading applicable policies and procedures
- Understanding key responsibilities outlined in the Information Governance acceptable usage policies and procedures including NHS mandated encryption requirements
- Ensuring the security and confidentiality of all records and personal information assets

- Maintaining timely and accurate record keeping and where appropriate, in accordance with professional guidelines
- Only using email accounts authorised by us. These should be used in accordance with the Sending and Transferring Information Securely Procedures and Acceptable Use Policies.
- Reporting information governance incidents and near misses on CIRIS or to the appropriate person e.g. line manager, Head of Information Governance, Information Security Lead
- Adherence to the clear desk/screen policy
- Only using approved equipment for conducting business

## Governance

Clinical governance is a framework through which organisations delivering health and care services are accountable to continuously improving the quality of their services and safeguarding high standards of care by creating an environment in which clinical and other forms of care flourishes. Employees must be aware that clinical governance places a duty on all staff to ensure that the level of care services they deliver to patients is safe and high quality, and that they follow/comply with our policies and procedures.

## Registered Health Professional

All staff who are a member 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.

## Risk Management/Health & Safety

The post holder has a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures laid down by the company. Staff are required to observe the Hygiene Code and demonstrate good infection control and hand hygiene.

Employees must be aware of the responsibilities placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe environment for other employees, patients and visitors. It is essential to observe strict fire and security precautions at all times.

All staff must report accidents, incidents and near misses so that the company can learn from them and improve safety.

## Safeguarding Children and Vulnerable Adults Responsibility

We are committed to safeguarding and promoting the welfare of children and adults at risk of harm and expects all employees to share this commitment.

## Medicines Management Responsibility

### **Nursing or registered healthcare professionals**

Undertake all aspects of medicines management related activities in accordance within the company's medicines policies to ensure the safe, legal and appropriate use of medicines.

### **Skilled non-registered staff**

Undertake all aspects of medicines management related activities in accordance with the company's medicines policy where appropriate training has been given and competencies have been achieved.

## Policies and Procedures

All colleagues must comply with the Company Policies and Procedures which can be found on the company intranet.

## General

We are committed to serving our community. We aim to make our services exemplary in both clinical and operational aspects. We will show leadership in identifying healthcare needs to which we can respond and in determining the most cost-effective way of doing so.

We recruit competent staff that we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will recognise the commitment from our staff to meeting the needs of our patients.

The company recognises a "non-smoking" policy. Employees are not able to smoke anywhere within the premises or when outside on official business.

## Equal Opportunities

It is the company's intention to be an employer of choice and ensure that no job applicants or employees are unfairly disadvantaged on the grounds of gender, disability, race, ethnic origin, colour, age, sexual orientation, religion or belief, trade union membership or any other factors that are not relevant to their capability or potential. To this end, the company has an Equality and Diversity policy and it is the responsibility of each employee to contribute to its success.

# Job Description

## Flexibility Statement

This job description is not exhaustive and may change as the post develops or changes to align with service needs. Any such changes will be discussed directly between the post holder and their line manager.

## Personal Specification

The following criteria will be assessed from information provided on your completed application form, during the shortlisting and assessment process, and by your referees.

Criteria	Essential	Desirable
<b>Education, Qualifications and Training</b>	Degree in Pharmacy (BPharm/MPharm). Registered with GPhC as a pharmacist Clinical Pharmacy Diploma (2 years) or equivalent experience Evidence of continuing professional development.	MSc in clinical pharmacy Member of the Royal Pharmaceutical Society (RPS). Independent prescribing qualification
<b>Experience &amp; Knowledge</b>	Good knowledge and understanding of disease states and their treatments obtained through the completion of a degree course and the clinical diploma (or equivalent experience). Experience of working in a clinical role Good knowledge of all the medicines legislation and national standards. Experience of working in a multidisciplinary team	Experience in at least one of the following - community health and social care, primary or secondary care setting. A good understanding of drug budgets & how to interpret drug expenditure reports. Experience of training and mentoring pharmacists and pharmacy technicians and/or other healthcare professionals.

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<p>Effective written and verbal communication skills in English.</p> <p>To be able to communicate information about medicines effectively to healthcare professionals and prescribers.</p> <p>Must be able to plan own work and demonstrate good organisational and time management skills.</p> <p>Have good manual dexterity and sufficient IT literacy skills to be able to use computers in all aspects of the job including a working knowledge of Microsoft Word, PowerPoint, Excel, Teams, and other commonly used applications.</p> <p>Clinical audit skills.</p> <p>Able to critically appraise and evaluate evidence.</p> <p>Ability to work alone.</p> <p>Able to work without supervision to achieve the objectives of the post.</p> <p>To be able to deal with complaints from patients and other healthcare staff.</p> <p>To be able to deal with conflict when challenging prescribing by doctors or non-medical prescribers.</p> <p>To be able to cope with interruptions from various sources.</p>	<p>Teaching and mentoring skills.</p> <p>Experience with Electronic Patient Records (E.g., SystemOne), Electronic Prescribing Systems and electronic Safety systems (E.g., DATIX)</p>
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<p><b>Other Job-Related Requirements</b></p>	<p>Willing to work in other areas of HCRG Care Group as and when required to do so.</p> <p>Must hold a valid driving licence.</p> <p>Frequent requirement for sitting or standing.</p>	
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	<p>Frequent requirement for light physical effort for several short periods e.g., working on wards.</p> <p>Frequent requirement for intense concentration where work pattern is unpredictable.</p> <p>Frequent exposure to distressing or emotional circumstances.</p> <p>Frequent use of VDU.</p> <p>The post holder must demonstrate a positive commitment to uphold diversity and equality policies approved by the organisation.</p>	
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Employee signature

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Manager signature

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