

Job Title:	Clinical Pharmacist
Reports to (job title):	
Line Manager to:	

Job purpose

An exciting opportunity has arisen for an enthusiastic and dynamic **Clinical Pharmacist** to join our progressive healthcare service within **HMP Chelmsford**. We are seeking a dedicated individual to play a key role in providing safe, high-quality medicines management, with a particular focus on supporting **patients with mental health needs** and ensuring **robust monitoring of antipsychotic medications**.

This role combines both **dispensary-based duties** and **clinical patient-facing services**, offering variety and professional development in a complex and rewarding environment.

Base

HMP Chelmsford

Key responsibilities

Dispensary & Medicines Management:

- Ensure the safe, timely, and secure supply of medications to prison wings.
- Oversee the safe transport and handling of medicines, adhering to Controlled Drug regulations.
- Provide clinical supervision to pharmacy technicians and support staff.
- Maintain the day-to-day operation of the prison dispensary.

Clinical Duties:

- Conduct medication reviews and develop pharmaceutical care plans.
- Conduct comprehensive yearly audits focusing on compliance and best practices for Controlled Drugs, antibiotic usage, and the application of Patient Group Directions (PGDs).
- Provide structured medication reviews (SMRs) for eligible patients.
- Participate in clinics, offering advice on prescribed and over-the-counter medications.
- Manage minor ailments and common conditions within your clinical competency.
- Support patients in making the best use of their medicines through optimisation initiatives.

- Administer medications on the wing, depending on the business needs

Prescribing & Monitoring:

- Clinically screen prescriptions to ensure accuracy, legality, safety, and effectiveness.
- Review medication histories of new admissions, recommending adjustments as needed.
- Monitor antimicrobial prescribing in line with AMR guidelines.
- Evaluate prescribing trends and advise prescribers in line with formulary standards.

Governance & Leadership:

- Lead and support a team of pharmacy technicians in a collaborative work environment.
- Promote cost-effective prescribing practices in line with the prison formulary.
- Attend complex case meetings, clinical governance and medicines management meetings.
- Liaise closely with doctors, nurses, and primary care teams to ensure safe medication use and compliance.

Additional Responsibilities:

- Contribute to the implementation and training of Patient Group Directions (PGDs).
- Promote healthy lifestyle initiatives in line with national and local health promotion strategies.
- Engage in ongoing CPD and demonstrate continuous professional development.

Please note: Healthcare staff are not expected to be involved in prisoner restraint procedures.

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

- Inspire

Think

- Challenge

Do

- Accountability

- Understand
- Communicate

- Improve
- Learn

- Involve
- Resilience

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.

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

Essential

- Registration with the General Pharmaceutical Council (GPhC) as a Pharmacist
- Master's degree in Pharmacy or equivalent
- Previous experience in UK-based prison, hospital, or community pharmacy settings

Desirable

- Postgraduate Certificate in Clinical Pharmacy
- Experience delivering services to patients with mental health conditions or substance misuse issues
- Ideally an Independent Prescriber

Employee signature

Manager signature
