

Job description

Position:	Lead Antimicrobial Pharmacist
Division:	Medicine
Responsible to:	Chief Pharmacist
Responsible for:	Trust Antimicrobial Stewardship
Reports to:	Associate Chief Pharmacist (Clinical)
Salary:	Agenda for Change Band 8a plus Fringe
Band:	Agenda for Change Band 8a
Location:	East Surrey Hospital but may need to occasionally go to other sites
Hours of work:	37.5
Disclosure required:	Yes

Job purpose

Leads in delivery of the Trust's antimicrobial stewardship programme, including antimicrobial prescribing and education and training of all staff involved in the use of antimicrobials.

Provides daily clinical input as part of the pharmacy surgery and critical care team and leads in one of the sub-specialities.

Our values

As an employee of Surrey and Sussex Healthcare NHS Trust, you have an individual responsibility to treat everybody with:

Dignity and Respect: we value each person as an individual and will challenge disrespectful and inappropriate behaviour.	One Team: we work together and have a 'can do' approach to all that we do recognising that we all add value with equal worth.
Compassion: we respond with humanity and kindness and search for things we can do, however small; we do not wait to be asked because we care.	Safety and Quality: we take responsibility for our actions, decisions and behaviours in delivering safe, high quality care.

Our objectives

1. **Safe** – Deliver safe, high quality care and improving services which pursue perfection and be in the top 20% of our peers
2. **Effective** – As a teaching hospital deliver effective and improving sustainable clinical services within the local health economy
3. **Caring** – Work with compassion in partnership with patients, staff, families, carers and community partners
4. **Responsive** – To become the secondary care provider of choice for our the people of our community
5. **Well led** – To be a high quality employer of choice and deliver financial and clinical sustainability around a patient centred, clinically led leadership model

Key working relationships

- Close working with consultant microbiologists and the infection control team
- Line-manages band 7 pharmacist in the one-year antimicrobial rotation and rotational band 6 pharmacists
- Educational supervisor for the pharmacy certificate and diploma in clinical pharmacy.
- May be a foundation trainee pharmacist tutor
- Supervises students
- Pharmacists and technical staff within the Pharmacy
- Other health care professionals both inside and outside of the Trust
- Out patient antimicrobial therapy (OPAT) staff

Main duties and key responsibilities

Antimicrobial Stewardship

- Lead pharmacist for antimicrobial prescribing and resistance, ensuring the existing antibiotic policies and guidelines are up to date and in accordance with national guidance.
- Provide expert guidance, direction and strategy in the use of antimicrobial agents across the Trust in collaboration with clinical staff in microbiology and pharmacy.
- Provide a proactive antimicrobial review service in collaboration with the clinical staff in microbiology via a programme of ward rounds. These are supplemented by ad-hoc patient liaison as and when required.
- Develop systems to ensure all pharmacists are proactively involved in managing the use of antimicrobial agents appropriately.
- Develop and implement systems for the measuring, monitoring and feeding back on the appropriateness of antimicrobial use across the Trust.

- Collect, present, analyse and take steps to improve key performance indicators in relation to antimicrobial prescribing within the Trust (e.g. GAP audit) and ensure timely submission of audit data to the Trust's information team
- Lead on the national Antimicrobial Resistance (AMR) Commissioning for Quality and Innovation (CQUIN) and ensure timely submission of required audit data to Public Health England (PHE). Assist the Trust's CQUIN lead, medical director and Director for Infection Control (DIPC) in achieving annual AMR CQUIN targets in delivering the CQUIN action plan.
- Lead on the antifungal stewardship programme.
- Develop the Trust strategy for antimicrobials in conjunction with the consultant microbiologists.
- Be responsible for the Trust Prudent Antimicrobial Prescribing Policy and other antimicrobial policies, and to promote appropriate dissemination and undertake regular revisions.
- Develop systems for reducing the inappropriate use of antimicrobial agents e.g. IV / oral switching, time limited prescriptions etc.
- Assist in the provision of information and advice to divisions on antimicrobial prescribing trends and drug expenditure at Antimicrobial Stewardship Group/directorate meetings.
- Develop and oversee an educational programme around the rational use and administration of antimicrobial agents and promote prudent and safe use of antibiotics through education and discussion with medical, nursing, pharmacy and theatre staff.
- Develop and organise clinical audit in all areas of antibiotic use. To use the results from audit to develop and revise antibiotic guidelines.
- Demonstrate improvements in antibiotic use through audit results and financial data and to present this information to relevant meetings.
- Ensure that protocols and procedures in relation to antimicrobial prescribing are in place and in date e.g. SOP for IV OPAT screening and dispensing.
- Monitor and analyse drug expenditure of antimicrobials and make recommendations for change.
- Represent pharmacy on the Infection Prevention and Control Committee, the regional antimicrobial Stewardship network group, and other groups as needed.
- Assist the Drugs and Therapeutics Committee/Area Prescribing Committee in horizon scanning and evaluating data on new antimicrobial agents / drug requests.
- Provide a link between the Trust and primary care on the appropriate use of antimicrobial agents within the community.
- Assist in developing new and novel ways of managing patients across the primary / secondary care interface e.g. the development of "IV Out Patient Antimicrobial Therapy (OPAT)" services to facilitate early discharge/admission avoidance initiatives in ambulatory care settings. Liaise with the microbiologists and other relevant consultants to assess and prescribe antimicrobial therapy for given patients including management of IV OPAT patients.
- Introduce processes to reduce antimicrobials medication errors.

- Investigate all adverse incidents related to antimicrobials and recommend and oversee relevant changes to practices or policy.
- Assist in the management of clinical risk associated with the use of antimicrobial agents (and other medicines):
 - Identify and manage risks relating to antimicrobial use, submitting for the Trust risk register if needed and leading on the actions to reduce these risks.
 - Monitor prescribing/drug errors and identify medicines/clinical settings of high clinical risk
 - Providing risk assessments relating to prescribing/drug usage, especially high-risk injectable drugs.
 - Production of prescribing information
 - Participate in root cause analysis (RCA) meetings including CDI, MRSA BSI and contribute to antibiotic histories and appropriateness of antimicrobial prescribing.
- Work with the Trust Electronic Prescribing and Medicines Administration (EPMA) team to ensure that prescribing electronically is safe, effective and reflect the Trust Antimicrobial Guidelines and Policy.
- Undertake training as is deemed appropriate e.g. independent prescriber to ensure the safe and efficient provision of the above defines duties and responsibilities.
- Attend Consultant Microbiologist antimicrobial stewardship ward rounds and clinical and multi-disciplinary meetings relevant to infection, prevention, control and antimicrobials stewardship.
- Undertake non-medical prescribing of antimicrobial agents.
- Lead, participate, promote and advise on antimicrobial research, including supervision of undergraduate and post-graduate projects.
- Submit work for publication and present at meetings and conferences
- Lead on the management of supply shortages of antimicrobial agents
- Assist in the processing of high-cost drugs and homecare medicines in relation to antimicrobials speciality
- Responsible for unlicensed of off-label antimicrobial agents, ensuring compliance with the Trust Policy for Unlicensed and Off-Label Medicines
- Maintain and further develop website and applications for the use of antimicrobials.
- Responsible for the Band 7 Antimicrobial Training and Objectives Booklet, ensuring that it reflects current practice

Surgery and Critical Care

- Work alongside the lead pharmacists for surgery and critical care in order to provide a safe and effective service that meets legal requirements and national guidance.
- Lead in a sub-speciality within surgery and critical care with its associated requirements.

- Undertake clinical work within the speciality, non-medical prescribing, clinical screening, patient counselling and other medicines optimisation duties.
- Support junior pharmacists working within the speciality.
- Participate in routine controlled drugs and security checks.

Education and Training

- Act as educational supervisor to junior pharmacists undertaking the certificate and diploma in clinical pharmacy or similar.
- Design and participate in training programmes for pharmacy, medical and nursing staff, where necessary.
- Provide clinical supervision and mentoring of other members of ward-based staff, including pharmacists, technicians and undergraduate students.
- Provide competency-based assessment of junior pharmacists, foundation trainee pharmacists and pharmacy technicians, using work-based assessment tools.
- Train foundation trainee pharmacists in clinical pharmacy practice in order to meet the General Pharmaceutical Council's competency requirements, acting as an accredited pre-registration tutor if required.
- Participate in university teaching as needed

Leadership and Management

- Be and active member of the Pharmacy Clinical Leadership Team, contributing to the development of the service.
- Line-manage Band 6 and /or Band 7 pharmacists, ensuring support, regular one-to-one meetings, annual achievement review, approval of annual leave and conducting capability, disciplinary and sickness management as necessary.

GENERAL RESPONSIBILITIES

- Promote the safe, effective, economical use of medicines in patients being cared by the Trust.
- Contribute to the provision of dispensary services under the direction of the Senior Technician and act as the Responsible Pharmacist when working in the dispensary.
- Provide regular reports on and plans to develop the services provided as part of the business planning and clinical governance process.
- Participate in weekend and bank holiday rotas.
- Implement and contribute to Trust-wide administrative, personnel and professional policies, where appropriate.

- Assist other professions in maintaining current awareness in the clinical use of medicines in particular to antimicrobials.
- Take responsibility for own learning and development by recognising and taking advantage of all opportunities to learn, including full participation in the achievement review process, and by maintaining a professional/personal portfolio of learning.
- Ensure that all actions taken so that continues to be a pharmacist registered with the General Pharmaceutical Council.
- Participate in the Trust Achievement Review system.
- Comply with the requirements of relevant legislation and guidelines on professional good conduct.

Key attitudes and behaviours

- Patient-focussed
- Positive outlook with a 'can-do' attitude
- Supportive
- Adaptable
- Responsible
- Always willing to go the extra mile

This is an outline job description designed to give an overview of the responsibilities of the post. The post holder will be expected to be flexible to respond to change and organisational need. The post holder will also be expected to contribute to the wider corporate and organisational needs of the Trust as appropriate.

General

Information Governance

Whilst employed by the Trust you may have access to patient or staff information, this information must be kept confidential and must not be disclosed to anybody other than when acting in an official capacity. The unauthorised use or disclosure of patient or other personal information is a dismissible offence and in the case of disclosure of computerised information, could result in prosecution for an offence or action for civil damages under the Data Protection Act 1998.

If this post involves the collection, entry, change or deletion of any data items either electronic or manual (e.g. the Trust Patient Administration System) it is your responsibility to ensure that as far as is reasonably possible, you have ensured that those details are accurate and up-to-date.

If this post manages members of staff, it is your responsibility to ensure that these staff are made aware of Trust policies and procedures relating to their

area of work and to ensure that these are followed at all times. This post must also ensure that staff receive adequate and relevant training required by them to enable them to carry out their duties.

All employees must familiarise themselves with and adhere to all Trust policies and procedures including the following:

- Risk Management Policy and Strategy
- No Smoking at Work
- Equal Opportunities in Employment, including the Disability Discrimination Act
- The Caldicott Principles

Safeguarding Vulnerable adults, children and young people

All Trust employees have a responsibility to safeguard and promote the welfare of vulnerable adults, children and young people. As such, you have a duty to familiarize yourself with the Trust adult and Child Protection Procedures and Guidelines which are accessible on the intranet.

No Smoking Policy

Surrey and Sussex Healthcare NHS Trust is a smoke free Trust covering trust premises, grounds and any trust owned vehicle. Staff should not smoke during their working hours and will be protected from passive smoking both in the Trust and whilst making home visits.

Research

The Trust manages all research in accordance with the Research Governance Framework, a copy of which is available in the Medical Director's Office. As an employee of the Trust, you are required to comply with all reporting requirements, systems and duties of action put in place by the Trust to deliver research governance standards

Intellectual Property

From time to time during the normal course of your employment you may generate Intellectual Property (IP) which may have value in the delivery of better patient care. Where such Intellectual Property (IP) is created in the course of your employment or normal duties then under UK law it will generally belong to the Trust, unless agreed otherwise in writing between you and the Trust.

The Trust management procedures for Intellectual Property (IP) have been approved by the Trust

Board and can be found on the Trust Intranet Site. Trust Procedures are consistent with the Management Framework for Intellectual Property (IP) of the Department of Health. You are required to comply with these procedures.

SASH+

As part of our commitment to ensure our culture and ways of working reflect and embed the practices and methodologies of SaSH+, you will be expected, where identified, to attend and complete relevant training and development opportunities to support this. This may include Lean for Leaders, Advanced Lean Training, and the Human Factors Programme, amongst others. Full attendance and completion of identified courses will be considered mandatory for this post.

Person Specification

Essential	Desirable	Evidenced by
Qualifications		
Masters Degree in Pharmacy (4 years) or equivalent, plus one year pre-registration / foundation trainee and registered with the General Pharmaceutical Council as a pharmacist.	<ul style="list-style-type: none"> • Post-graduate antimicrobial course • MSc in general Pharmacy Practice or equivalent • Non-medical prescriber • Practice Supervisor Qualification • Further clinical, research or management qualification 	Application
Postgraduate Diploma in Pharmacy or Pharmacy practice or equivalent evidenced experience.		Certificate and Portfolio to be presented at Interview
Experience		

<ul style="list-style-type: none"> • Significant post-graduate experience in UK NHS hospital pharmacy • Worked in a wide variety of clinical specialites including in surgery and medicine. • Staff supervision and training • Education and training • MDT working/ward round • People/service management • Writing policies, procedures and guidelines 	<ul style="list-style-type: none"> • Line management • Application of HR policies such as sickness, capability and disciplinary. • Specialist clinical pharmacy experience in antimicrobials and / or in Critical Care. • Project management • Website design and maintenance • Editing and publishing Microguide Antimicrobial App 	Application
Knowledge, Skills and Competencies		
<ul style="list-style-type: none"> • Advanced clinical pharmacy knowledge, particularly in the field of antimicrobials • Advanced clinical reasoning and judgement. • Able to manage difficult and ambiguous problems. • Excellent written and oral communication skills • Able to negotiate effectively with senior clinicians and other senior healthcare professionals at meetings. • Able to present complex information to patients and their relatives with written/verbal communication. Reassure patients regarding their treatment plan. • Able to prioritise own/others' workload and work under pressure. • Able to utilise PCs and work with common application software. • Audit skills • Lecture and presentation skills • Able to supervise and guide the work of less experienced members of staff • Good time management • Able to work within a ward and office environment 	<ul style="list-style-type: none"> • Critical appraisal skills • Influencing / negotiating skills • Management of change • Demonstrate whole system patient-focused approach • Advanced IT / spreadsheet / database proficiency 	Application and interview

<ul style="list-style-type: none"> • Able to stand for prolonged period of time in dispensary or ward environment. • Able to concentrate for prolonged periods of time on the review of complex prescription regimes, dose calculations, statistics, reports and policy documents. • Able to cope with situations involving exposure to distressed patient and/or relatives, terminally ill patients and/or acutely ill or traumatized patients • Able to cope with situations involving dealing with staff following incidence reports concerning drug incidents. 		
Behaviours and Values		
<ul style="list-style-type: none"> • Demonstrate initiative • Empathy • Self-motivated, resourceful, methodical and analytical • Quality-orientated, strives for continuous improvement • Conscientious and reliable. • Flexible approach. • High standards in terms of conduct, manner and appearance. • Able to work alone and in a multidisciplinary environment. • Commitment to continuing professional development in order to meet the needs of the service and for the post holder's personal development. • Display SASH values: <ol style="list-style-type: none"> 1. Dignity and Respect 2. One Team 3. Compassion 4. Safety and Quality 		Application and Interview