

JOB DESCRIPTION

Job Title	: Specialist Pharmacist, Clinical Services
Department	: Pharmacy
Care Group / Directorate	: Pharmacy
Band / Grade	: 8a
Responsible to	: Principal Pharmacist, Clinical Services
Accountable to	: Chief Pharmacist
Number of direct reports	: 1
Budgetary Responsibility	: Monitors and influences drug expenditure for Care Group with drugs budget of c£2M
Location	: Denmark Hill (and all other sites as per requirements of role)

King's College Hospital NHS Foundation Trust is one of the UK's largest and busiest teaching Trusts with a turnover of c£1 billion, 1.5 million patient contacts a year and around 15,000 staff based across 5 main sites in South East London. The Trust provides a full range of local hospital services across its different sites, and specialist services from King's College Hospital (KCH) sites at Denmark Hill in Camberwell and at the Princess Royal University Hospital (PRUH) site in Bromley.

King's is committed to delivering Sustainable Healthcare for All via our Green Plan. In line with national Greener NHS ambitions, we have set net zero carbon targets of 2040 for our NHS Carbon Footprint and 2045 for our NHS Carbon Footprint Plus.

Our values at King's, are that we're a kind, respectful team;
 Kind. We show compassion and understanding and bring a positive attitude to our work
 Respectful. We promote equality, are inclusive and honest, speaking up when needed
 Team. We support each other, communicate openly, and are reassuringly professional

The trust-wide strategy Strong Roots, Global Reach is our Vision to be BOLD, Brilliant people, Outstanding care, Leaders in Research, Innovation and Education, Diversity, Equality and Inclusion (EDI) at the heart of everything we do. By being person-centred, digitally-enabled, and focused on sustainability, we can take Team King's to another level

King's is dedicated to embracing the broad diversity of our staff, patients and communities and stand firmly against all forms of prejudice and discrimination. This includes, but is not limited to, racism, ableism, homophobia, biphobia, transphobia, sexism, ageism, religious discrimination, and any other prejudiced behaviour that undermines the rights, wellbeing and identity of our staff, and patients.

As part of our commitment to EDI, we have five staff network groups that represent and advocate for staff:



Job Summary

The post holder will work as part of a dedicated pharmacy team to lead, provide and develop specialist clinical pharmacy services to Clinical Services. The post holder will also support the Principal Pharmacist for Clinical Services in managing the team. The post holder will liaise between wards, departments and pharmacy to ensure that pharmacy services are tailored to meet the Care Group's needs wherever possible.

The main responsibilities of the post holder will be:

- Deputise for the Principal Pharmacist, Clinical Services
- Act as a specialist role model and an expert in medicines management within the Care Group.
- Lead and manage clinical pharmacy services in conjunction with the Principal Pharmacist.
- Participate regularly in outpatient clinics to deliver and promote high quality, cost-effective and patient-focused pharmaceutical care.
- Act as a pharmacist independent prescriber to optimise the care of patients within the Care Group.
- Ensure a high level of clinical pharmacy input to the care of patients within the Care Group. Providing interface and discharge liaison and support.
- Actively participate in multidisciplinary ward rounds, delivering and promoting high quality, cost effective, patient-focused pharmaceutical care.
- Provide patient and carer education and close liaison across the interface.
- Promote safe drug use within the Care Group specialties.
- Development, implementation and audit of local guidelines.
- Supervise and train pharmacy staff at ward level.
- Provide education and training of healthcare professionals within and outside the Trust.
- Regular financial reporting, drug usage and expenditure forecasting, and drug budget management.
- To participate in practice and clinical research and audit.
- To work with the Principal Pharmacist to extend the boundaries of professional practice within the Care Group.

Key Working Relationships

Internal Interface:

All pharmacy staff including:
 Chief Pharmacist, Deputy Chief Pharmacists and Associate Chief Pharmacists
 All Pharmacists and Pharmacy Technicians
 Medicines Management Pharmacy Assistants, Assistant Technical Officers and A&C staff

External Interface:

Care Group Management Team
Clinical Director, Consultants and other medical staff (Trust wide)
Matron, ward managers, senior and other nursing staff (Trust wide)
Bed managers
Other health care professionals and Trust staff
Pharmacy and medical staff from other hospitals
NHSE and ICS staff
Patients, their relatives and GPs
The general public
Medical Research and Development staff
Pharmaceutical industry personnel
Academic bodies e.g. School of Pharmacy
General Pharmaceutical Council (GPhC) National Bodies

Organisation Structure Chart



Clinical Serv

Main Duties and Responsibilities

Leadership

- To deputise for the Principal Pharmacist for Clinical Services as necessary.
- To lead clinical pharmacy services for patients treated within the Care Group in conjunction with the Principal Pharmacist.
- To propose and implement policies and procedures designed to improve the pharmacy service to patients in the Trust in conjunction with the Principal Pharmacist in line with national and international consensus guidelines.
- To lead and comment on policy and service changes and plans within the clinical pharmacy service and to contribute to, and participate in, pharmacy service developments in line with departmental and Trust policy
- To develop, implement, monitor and evaluate evidence-based prescribing guidelines and protocols for use both Trust wide and within Acute Speciality Medicine.
- To ensure services provided are in line with local and national policies, guidelines and frameworks
- To contribute and adhere to clinical pharmacy service standards.
- To proactively support the development of ward and clinical pharmacy services to Clinical Services in order to advance the safe, clinically effective and cost-effective use of drugs to patients.
- To attend relevant meetings, including inpatient and outpatient MDTs.
- To attend Clinical Services meetings attended by senior management and clinical staff, participating, and representing pharmacy views at such meetings.
- To manage specific service initiatives and changes affecting the clinical pharmacy service in the department and across the Trust

Clinical Responsibilities

- To act as a specialist practitioner within the field and as an expert pharmacist in the Care Group.
- To promote and deliver pharmaceutical care for Care Group patients and more generally for all patients.
- To provide highly specialised and complex evidence-based clinical advice and information using expert knowledge and experience to pharmacy, nursing, medical and other healthcare professionals on the care and treatment of patients, inside and outside of the Trust.
- To participate in and contribute to the clinical/ward pharmacy service.
- To actively participate in consultant ward rounds as appropriate.
- To participate in outpatient clinics, and assist in the further development of the pharmacist's role in this area.
- To undertake patient medication review sessions and patient reviews in outpatient clinics as necessary.
- To actively participate regularly in multidisciplinary ward rounds, antibiotic ward rounds and other multidisciplinary meetings as appropriate, delivering and promoting high quality, cost-effective, patient-focused pharmaceutical care.
- To practice as an independent prescriber, in area of own expertise, as appropriate and provide direct high quality of care to inpatients and outpatients within scope of practice
- To participate in patient education and counselling schemes for all Care Group patients/carers.
- To ensure appropriate and timely supply of medication to patients in conjunction with dispensary staff, including the POD scheme and discharge facilitation for patients.
- To liaise with other Pharmacists, Doctors and GPs to ensure efficient transfer of clinical and medicines management issues.
- To develop shared care guidelines to support GP prescribing as necessary.
- To support the set up and provision of Hackett compliant homecare services as necessary.
- Maintain and further develop specialist information on the use of drugs in clinical conditions relevant to Care Group, ensuring accurate and up to date clinical information is available to all pharmacists performing out of hours duties in a format relevant to those pharmacists needs.
- To participate in Trust adverse incident reporting scheme.

Financial Management

- To support the Principal Pharmacist in monitoring drug expenditure within the Care Group and provide accurate expenditure information, with appropriate analysis, to the Clinical Director and General manager.
- To identify areas of potential cost-savings within the Care Group, and to implement systems to realise savings and contain prescribing costs.
- Using horizon scanning techniques identify future high cost medications.
- To support the development and implementation of policies to control drug expenditure and ensure cost-effective prescribing.
- To educate other healthcare professionals on the costs associated with drug therapy and promote evidence-based, cost-effective prescribing within the Care Group.
- To attend Care Group or Specialty financial meetings when required.
- To work across traditional boundaries e.g. primary and secondary care.
- To monitor all FP10 and homecare prescribing costs and feed those to the Trust, NHSE and ICS when required
- To optimise the use of homecare providers to ensure VAT savings are realised as necessary.

People Management and Performance

- To lead, coach and manage the performance of the junior staff in line with good people management practices, ensuring excellence is recognised and underperformance is addressed.
- To participate in regular performance appraisal meetings and ensure line reports have a clear set of objectives and development plans.
- Ensure the team is compliant with all statutory, mandatory training together with any professional training requirements.
- Manage team absences including sickness in line with Trust policy ensuring the appropriate return to work meetings occur, e-roster is updated and productivity is at keep to the highest possible level.
- Identify and fill any vacancies that arise within the team in line with the Trust's recruitment policy and process.
- Identify talent and support the internal talent management process in order attract and retain and succession plan for your people.
- Review skills mix at regular intervals in order to identify any potential opportunities to maximise resource utilisation / allocation, ensuring job descriptions are kept up to date.
- Ensure overall wellbeing of the team is maintained. Continuously support in improving the morale of the team and implementing a culture of zero-tolerance for bullying and harassment.
- To participate in teaching and supervising students at undergraduate and postgraduate levels.
- To act as postgraduate tutor for Diploma students.
- To act as a tutor for trainee pharmacists.
- To act as a Designated Prescribing Practitioner as appropriate.
- To participate in teaching nurses, medical staff, and AHPs.
- To participate in the recruitment and selection of pharmacy students, trainee pharmacists, and junior pharmacists as needed.
- To regularly train, supervise and assess at ward level junior pharmacy staff providing a ward/clinical pharmacy service to wards within Clinical Services.
- To plan activities for, supervise, train and assess at ward level, pharmacists, pharmacy technicians, trainee pharmacists and students.
- To participate in the in-service clinical pharmacy training of all pharmacy staff.
- To undertake CPD to ensure that knowledge is continually updated.
- To participate regularly in the induction, training and development of medical, nursing and other healthcare staff.
- To delegate tasks to junior staff as and when required.
- To manage, organise and/or support the induction of new pharmacy staff.

Research and Service Development

- To regularly lead, participate in and co-ordinate relevant research or audit projects.
- To participate in audit and practice research to investigate and where appropriate improve the quality of service.
- To publish and present the results and outcomes of own research and audits locally, nationally or internationally as appropriate.
- To supervise junior pharmacists, pharmacy technicians and trainee pharmacists undertaking audit projects.

General

The post holder has a general duty of care for their own health, safety and wellbeing and that of work colleagues, visitors and patients within the hospital, in addition to any specific risk management or clinical governance accountabilities associated with this post.

- To observe the rules, policies, procedures and standards of King's College Hospital NHS Foundation Trust together with all relevant statutory and professional obligations.
- We want to be an organisation where everyone shares a commitment to delivering the very best care and feels like their contribution is valuable and valued.
- At King's we are a kind, respectful team:
Kind. We show compassion and understanding and bring a positive attitude to our work
Respectful. We promote equality, are inclusive and honest, speaking up when needed
Team. We support each other, communicate openly, and are reassuringly professional
- To observe and maintain strict confidentiality of personal information relating to patients and staff.
- To be responsible, with management support, for their own personal development and to actively contribute to the development of colleagues.
- This job description is intended as a guide to the general scope of duties and is not intended to be definitive or restrictive. It is expected that some of the duties will change over time and this description will be subject to review in consultation with the post holder. It will automatically be reviewed in the event that the post becomes vacant. The Deputy Chief Pharmacist, Clinical Services will review the job description.
- All employees must hold an 'nhs.net' email account which will be the Trust's formal route for email communication.
- Everyone is responsible for promoting inclusion no matter their role or team. At King's, we want to create an environment where everyone feels valued, respected and welcomed.
- To undertake any other relevant duties, as may be required by the Chief Pharmacist.
- Nothing omitted or written here shall absolve the pharmacist from at all times ensuring that correct, professional techniques, ethics, attitudes and procedures are maintained by the staff for whom he/she is responsible.

Safe Guarding

The Trust takes the issues of Safeguarding Children, Adults and addressing Domestic Abuse very seriously. All employees have a responsibility to support the organisation in our duties by;

- attending mandatory training on safeguarding children and adults
- familiarising themselves with the Trust's processes for reporting concerns
- reporting any safeguarding child or adult concerns appropriately

Infection Control Statement

The post holder has an important responsibility for and contribution to infection control and must be familiar with the infection control and hygiene procedures and requirements when in clinical areas.

The post holder has an important responsibility for and contribution to make to infection control and must be familiar with the infection control and hygiene requirements of this role.

These requirements are set out in the National Code of Practice on Infection Control and in local policies and procedures which will be made clear during your induction and subsequent refresher training. These standards must be strictly complied with at all times.

April 2024

PERSON SPECIFICATION

Specialist Pharmacist, Clinical Services Band 8a

	Essential	Desirable
Education and Qualifications		
MPharm (Masters Degree)	X	
Registered Pharmacist (1 year competency assessed and examined professional registration with the General Pharmaceutical Council)	X	
Mandatory CPD to maintain fitness to practice	X	
Postgraduate Diploma in Pharmacy Practice or equivalent qualification / experience	X	
Registered Independent Prescriber or willingness to complete	X	
Member of the RPS faculty		X
Knowledge and Experience		
Specialist clinical knowledge and skills relevant to area of practice	X	
Maintains a broad level of pharmacy practice	X	
Demonstrates awareness of and commitment to the clinical governance agenda	X	
Understands national and local priorities	X	
Knowledge of regulations and legislation relevant to area of practice	X	
Appropriate post registration experience in hospital Pharmacy or equivalent area of practice with assessed competencies	X	
Previous relevant specialist clinical experience	X	
Experience of working with senior healthcare professionals outside of Pharmacy	X	
Experience of supervising others	X	
Experience in directorate pharmacy	X	
Experience of practice research or audit	X	
Experience of protocol/guideline development	X	
Experience of delivering training and education at postgraduate level	X	
Experience of multi-disciplinary team working	X	
Demonstration of advanced practice using evidence mapped to the RPS Advanced Practice Framework		X
Skills and Competencies		
Communication skills		
Be able to provide highly complex Information on medicines use, clinical pharmacy and financial issues to all levels of healthcare professionals (up to and including senior consultants/professor level)	X	
Be able to impart knowledge on medicines use to other healthcare professionals	X	
Be able to communicate effectively in both written and verbal formats with staff and patients	X	
Be able to influence junior medical staff, the multidisciplinary team	X	
Able to motivate self and others	X	
Be able to implement and manage change	X	
Be able to use presentational aids	X	

Track record of successful team working	X	
Able to demonstrate an appreciation of customer care	X	
Analytical and Judgement Skills		
Be able to analyse and interpret complex clinical information where there are a range of facts requiring analysis and where a range of options need to be compared	X	
Be able to use available evidence to make sound judgments in relation to patient-or drug-specific issues	X	
Basic knowledge of critical appraisal skills to analyse trial quality and its application to highly specialised patient group	X	
Planning and Organisational Skills		
Ability to plan the day to day activities of self and others	X	
Problem solving skills	X	
Physical Skills		
To have basic keyboard and computer skills (word processing, spreadsheet, report generation and presentations)	X	
To have accurate dispensing skills	X	
Be flexible in responding to demands of the service	X	
Be able to concentrate on highly complex matters (drug use evaluations, drug query answering, clinical prescription review, checking of dispensed prescriptions) despite frequent interruptions	X	
Be methodical in approach	X	
Ability to work well under pressure by prioritizing and managing time effectively	X	
Be able to work in busy office conditions and on busy/noisy wards	X	
Be able to cope with unpleasant conditions on wards	X	
Be able to work in a busy demand-led service with occasional exposure to verbal aggression from patients	X	
Able to participate in Pharmacy seven day service including the Late Duty, Weekend and Bank Holiday Service	X	
Able to participate in out-of-hours service	X	
Be able to work at any King's College Hospital NHS Foundation site as required	X	