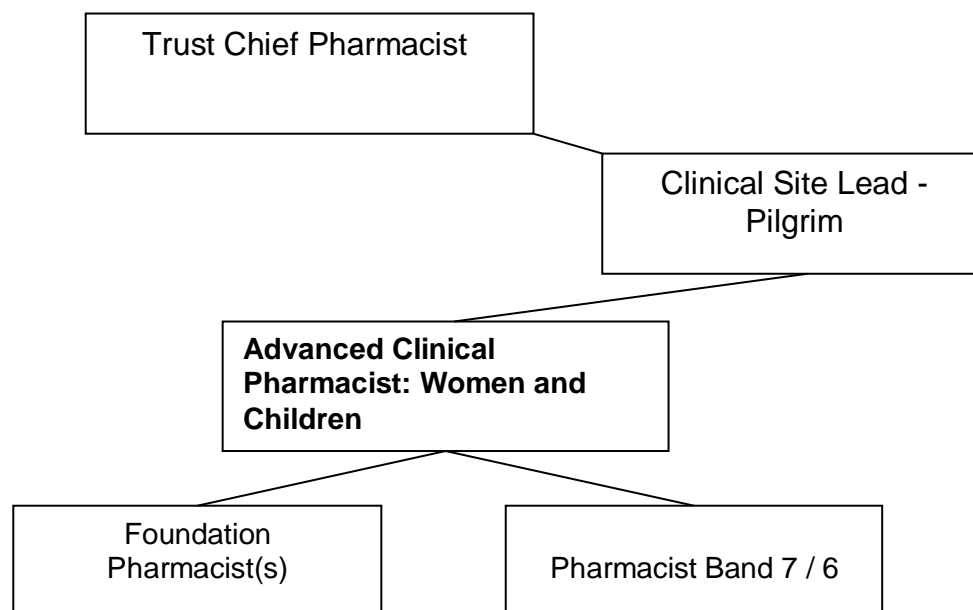


Job Description

1. Job Details	
Job title:	Advanced Clinical Pharmacist – Women and Children
Current Job grade:	8A
Reports to (Title):	Operational Site Lead Pilgrim Pharmacy
CMT:	Clinical Support Services
Department/Ward:	Pharmacy
Location/Site:	Pilgrim Hospital Boston

2. Job Purpose
<p>1. To provide Advanced Clinical Pharmacist services to the Women and Children Directorate in accordance with Pharmacy, Directorate and Trust objectives:</p> <ul style="list-style-type: none"> a) Provide specialist clinical pharmacist support to a designated Speciality and support to other wards and departments as appropriate. b) Provide pharmaceutical advice and financial information to nursing, medical and administrative staff for the Women and Children Directorate. c) Manage and supervise the work of pharmacists, pre-registration pharmacists and technicians working for the Women and Children Directorate d) Work with the Pharmacy Education and Training Team in developing and delivering clinical training programmes on medicines for Women and Children. <p>2. Provide professional support for Medicines Information as required</p> <p>3. Provide professional supervision in the Dispensary as required</p>

3. Organisation Chart



4. Duties

1. To provide Advanced Clinical Pharmacist services to the Women and Children Directorate in accordance with Pharmacy, Directorate and Trust objectives:
 - a) Work within statutory requirements, Controls Assurance framework, DoH guidance, Code of Ethics of the GPHC, Trust Policy and Objectives
 - b) Create, maintain and enhance effective working relationships with all Trust managers, professionals, departments, service users and outside Organisations working with the Women and Children Directorate.
 - c) Manage and supervise the work of pharmacists, pre-registration pharmacists and clinical technicians working for the Women and Children Directorate and ensure they work to competency.
 - d) Carry out Personal Development reviews and plans for line-managed Clinical Pharmacists.
 - e) Work with your line-manager to identify opportunities and risks, and to develop and improve the quality of service for the Women and Children Pharmacy service.
 - f) To inform your line-manager on service issues, staffing and other resource requirements of the Women and Children Pharmacy section.
 - g) Contribute to the Trust Pharmacy Service Strategy in liaison with the site Principal Pharmacists and other pharmacy section heads.
 - h) Provide training to other health professionals (mainly doctors and nurses)
 - i) Provide local Medicines information support to the Women and Children Directorate working with the Pharmacy Education & Training team.
2. Provide Specialist Clinical Pharmacist support to a designated Speciality and support to other wards and departments as appropriate.
 - a) Apply clinical pharmacy skills to improve patient outcomes through clinical validation of prescriptions on wards or in the dispensary, including examination and utilisation

of patient's own drugs (POD) and validation of discharge letters and medication (TTOs)

- b) Partake and contribute clinical pharmacy support to multidisciplinary ward rounds, giving advice and guidance on prescribing practice, (dosage, route, appropriateness, alternatives, drug interactions, pharmacokinetics etc)
- c) Work closely with the Women and Children Speciality Matron and Consultants to develop and enhance the services of the unit and support change management of the service.
- d) Advise patients, Carers and support staff to improve patients' concordance with medication regimes (suggesting compliance aids etc.)
- e) Build good working relationships with service users
- f) Diagnose and manage both acute and chronic conditions
- g) Prescribe and review medication for their effectiveness, appropriate to patient needs and in accordance with evidence based practice and national practice protocols

3. Provide pharmaceutical advice and financial information to nursing, medical and administrative staff for the Women and Children Directorate.

- a) Maintain and contribute to systems for medicines management systems, adherence to Medicines Formulary, Drug Usage Reviews and clinical Audit which optimise the clinically effective use of medicines within the Directorate.
- b) Ensure that such systems secure the support of Medical, Nursing, Pharmacy and other Healthcare staff within the Directorate.
- c) Give advice to the Directorate on drug usage and expenditure with the aims of containing costs and optimising patient care.
- d) Work with the Directorate to develop Patient Group Directions, clinical and therapeutic policies, and undertake new product evaluations for submission to the Drugs & Therapeutics Committee.
- e) Ensure that the Women and Children Directorate is informed of MCA alerts for all defective medicines.

4. Work with the Trust Pharmacy Education and Training Team in developing and delivering clinical training programmes on medicines in the Directorate.

- a) Contribute to the local Training and Education programmes for Pharmacy, Nursing and Medicine and other health service staff as appropriate.

5. Provide professional supervision in the Dispensary as necessary

- a) Ensuring legal compliance, clinical accuracy, appropriateness, and compliance with policies and that work is prioritised appropriately.
- b) Handle any complaints from wards, departments or patients in an efficient and sympathetic manner.
- c) Provide dispensing and/or final checking of medicines

Counsel patients and/or carers on their treatments and related health matters.

6. Provide professional cover to the site Medicines Information Service as necessary

- a) Ensuring legal compliance, clinical accuracy, appropriateness, and compliance with policies and that work is prioritised appropriately.
- b) Receive and Answer Medicines Information queries from staff, patients and carers, and primary care as appropriate
- c) Record the requests and answers on the Trust wide Medicines Information database.
- d) Assist in the preparation of Medicines Information bulletins, newsletters and training when necessary.

7. Provide cover within level of competence, when required, to cover for other Clinical Pharmacists in their absence.
8. Participate in Late Working Cover, Saturday/Sunday Working rota and as part of the Pharmacist Out-Of-Hours On-call rota as required.
9. To undertake any other duties, within level of competence, as required by the Pharmacy Operational Site Lead.

5. Physical and Mental Skills

Knowledge and experience

Understanding of Statutory, GPhC and Trust requirements
 Understanding of Medicines Management issues
 Good knowledge and experience of clinical therapeutics
 Experience in supervisory staff management
 Experience of working in multidisciplinary teams
 Experience of organising and delivering training
 Working knowledge of computer systems, plus knowledge of Ascribe Reporting System
 Understanding of Health & Safety issues
 Some understanding of business planning and budget setting

Skills

Logical thought and planning
 Some Management skills – assertive, objective, communication, delegation
 Ability to work calmly under pressure
 Ability to work with a high degree of accuracy
 Ability to work alone out-of-hours
 Ability to understand, evaluate, convey and act on complex information
 Excellent numeracy and IT skills

6. Responsibilities of the Post Holder

Managerial responsibility for junior pharmacists working for the site Medical Directorate and, with the Senior Technician [Wards], for clinical technicians working on the Medical wards.

Financial responsibility - Indirect influence on drugs expenditure for the Medical Directorate.

Personal responsibilities

To enact Trust and Departmental Policies and Procedures

To work in a careful and responsible manner to safeguard the Health and Safety of self, colleagues and patients

To recognise and work within own competence

To maintain patient confidentiality

To safeguard the security of medicines and cash

To participate in the Staff Appraisal process

To maintain competence by continual learning and training and a record of Continual Professional Development (CPD) as required by the GPhC.

United Lincolnshire Hospitals Trust is committed to safeguarding and promoting the welfare of children, young people and adults, both as service users and visitors to Trust premises. All staff have a responsibility to safeguard and promote the welfare of children and adults. The post holder, in conjunction with their line manager, will be responsible for ensuring they undertake the appropriate level of training relevant to their individual role and responsibilities and that they are aware of and work within the safeguarding policies of the Trust.

The post holder is expected to treat patients, service users and carers with courtesy, care and compassion at all times, treating each person as an individual by offering a personalised service. Trust staff will adopt behaviours and attitudes, which promote, support and respect privacy and dignity in accordance with the Trust Dignity policies and dignity in care pledges. Staff are expected to challenge poor practice in relation to dignity and treat each other with respect.

United Lincolnshire Hospitals Trust is committed to providing consistently excellent and safe patient-centred care for the people of Lincolnshire, through highly skilled, committed and compassionate staff working together. We do this by putting our patients at the centre of all that we do and providing the best quality care with passion and pride. We have a set of values that inform every action we take and every decision we make. They are the foundation of what United Lincolnshire Hospitals NHS Trust stands for, and encompass a desire in all of us to provide the highest quality of care to patients and each other.

All staff are required to advocate, champion and demonstrate the below values and behaviours

Patient centred	I am fully committed to providing the very highest standards of care to our patients
Safety	I do everything I can to keep my patients and my colleagues safe
	I keep my environment clean and tidy
	I recognise when something is going wrong and I have the courage to do something about it
Compassion	I show a genuine concern for my patients and my colleagues
	I communicate well with others, listening and showing an interest in what they have to say
	I am positive, approachable and friendly
Respect	I treat my patients and my colleagues with dignity and respect

Excellence	I work openly and honestly as part of an effective team
	I keep my promises and do what I say I will, when I said I will, or I will provide an explanation if I can't
	I will always go the extra mile and improve things for my patients and my colleagues
	I am competent to carry out my role and committed to my personal and professional development
	I will share good ideas and best practice and encourage my team members to do so too

7. Freedom to Act

Works in accordance with objectives set by the Site Lead, following those set by the Chief Pharmacist, the Senior Pharmacy Management team, Pilgrim Hospital Management Team.

Works to Statutory and Professional requirements and Trust Policies and Procedures

Accountable for own professional actions

The role requires an ability to use own initiative, within these boundaries

Expected to challenge practices and procedures to drive service development

8. Physical, Mental and Emotional Effort Required

Mixture of sitting, standing, walking and driving around in and between the pharmacy, wards, site and other sites

Variable length of working day to accommodate service provision, and alone for emergency duty

Requires prolonged and intense concentration when checking drug regimens, answering queries, providing advice

Continual need to prioritise, to interrupt tasks to deal with urgent issues

Occasional exposure to verbal harassment when dealing with patients or staff

Act as role model to junior staff.

9. Outline of Working Conditions

Always works indoors in a general temperature range of 15 – 30 degrees C

Handling of cytotoxic and other toxic agents

Exposure to patients with physical symptoms (vomiting, diarrhoea, malodorous wounds, and infections) and mental symptoms (anxiety, depression, psychotic) and critically ill and terminal patients during wards rounds.

Use VDU equipment on a regular basis.

Person Specification

Post of Advanced Clinical Pharmacist – Medical Clinical Management Team (Directorate)

Job Related Criteria	Essential	How Identified	Desirable	How Identified
Qualifications (Academic, Professional & Vocational)	Pharmacy degree (Master/Bachelor) Registration as a Pharmacist with General Pharmaceutical Council Postgraduate Clinical Diploma and/or equivalent experience Some Supervisory experience Prescriber qualification or willingness to undertake training to achieve prescribing qualification	Certificate/ Application Form	Some management training	
Previous Experience (Nature & Level)	Significant specialist medical knowledge acquired through training and experience. Medicines Management experience gained in a Hospital environment across a range of specialities.	Application Form Application Form/ Interview	Mentoring and/or teaching experience Medicines Information experience	Application Form/ CPD Records
Evidence of Particular: - Knowledge - Skills - Aptitudes	Awareness and Knowledge of the dignity in care agenda. Ability to evidence/demonstrate key values and behaviours in line with the Trust framework: ➤ Patient Centred ➤ Safety	Interview Application Form and Interview	Ability to be flexible with length of working day to meet needs of service	Application Form

	<ul style="list-style-type: none"> ➤ Compassion ➤ Respect and ➤ Excellence <p>Evidence of CPD Excellent clinical pharmaceutical knowledge of Medical specialities. Computer literacy in word processing and spreadsheets Good written, including reporting, and verbal communication skills Ability to plan and co-ordinate own work and that of others (time management) Good interpersonal skills including persuasion to influence prescribing Genuine care and concern for staff and patient welfare Flexibility</p>	Application Form and Interview		
Specific Requirements	Ability to travel between sites and for On-call duties	Application Form and Interview		

Job Description Agreement

I declare that I have read the Job
Description and Person Specification and
confirm that this is an accurate and fair
description of the role