

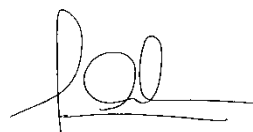
OXLEAS NHS FOUNDATION TRUST JOB DESCRIPTION

JOB TITLE:	Prisons services clinical pharmacist
GRADE:	Band 8a
DIRECTORATE:	Seconded to Oxleas Prison Services Ltd (OPS)
HOURS OF WORK:	37.5 hours (Monday - Friday)
RESPONSIBLE TO:	Chief Pharmacist, H&J
ACCOUNTABLE TO:	Superintendent Pharmacist, OPS
RESPONSIBLE FOR:	To act as the GP Pharmacist for HMP Channings Wood and the Devon Cluster of Prisons HMP Exeter/Dartmoor
LIAISES WITH:	<p>Internally: pharmacy staff, prison primary care staff, prison mental health service staff, IDTS teams, prison security staff, clinical governance committee(s).</p> <p>Externally: National Prison and GP Pharmacy networks, local community pharmacies and GP practices, discharging hospital teams.</p>
BASE:	HMP Channings Wood, Devon

At Oxleas NHS Foundation Trust, we offer a wide range of NHS healthcare services to people living in South-East London and to people in prison across England. Our wide array of services includes community health care, such as district nursing and speech and language therapy, care for people with learning disabilities and mental health such as psychiatry, nursing and therapies.

Oxleas is a great place to work. It has been recognised as one of the Top 10 Best Places to Work 2023 by the Sunday Times amongst very big employers. Our staff survey results show that we are in the Top 5 in England and the highest in London for staff experience amongst similar trusts.

"We are always delighted to welcome new colleagues to the Oxleas family. We care about making Oxleas a great place to work - it's a big priority in our strategy. Come and join us - it's a place where our values, teamwork, equity, and wellbeing matter and where you can really help to improve people's lives."

 Ify Okocha
 Chief Executive

Overview of the Post

To provide medicines optimisations services and support the GPs and dispensary team at HMP Channings Wood and Devon Cluster.

Key Tasks and Responsibilities

1. To support patients with their medicine queries and concerns.
2. To undertake medication review clinics.
3. To stratify risk with high-risk medicines and work to reduce such risk for patients.
4. As part of the health and wellbeing team:
 - a. Identify patients at risk of admission to hospital and work to manage medicine-related risk for these patients.
 - b. Implement improvements to patients medicines for LTCs, including de-prescribing and run LTC clinics where medicines are a large component of care
5. Develop and manage new services that are built around new medicines or NICE guidance.
6. To provide leadership to ensure practice within healthcare is compliant with CQC standards where medicines are involved.
7. Working with the Specialist Prison Services Pharmacist, develop and enforce the formulary
8. Support the audit process in line with Oxleas NHSFT audit programme including and disseminate findings appropriately to improve prescribing practice

Leadership, Management and Training

1. To devise and implement SystmOne computer searches to identify cohorts of patients at high risk of harm from medicines.
2. To devise and implement SystmOne searches to identify cohorts of patients most likely to be at risk of unplanned admission/readmission to hospital from medicines.
3. To provide leadership to the Healthcare Manager and GPs to ensure that practice is compliant with CQC standards where medicines are involved.
4. As part of the Health and Wellbeing model, to contribute to public health campaigns, including flu vaccinations and adult immunisation programmes using specialist knowledge on immunisation. To ensure all relevant PGDs for immunisation are in place and staff authorised to administer using a PGD have received the relevant training.
5. Analyse, interpret and present medicines data to highlight issues and risks to support decision making.
6. Identify and provide leadership on areas of prescribing requiring improvement. Present results of audits and provide leadership on suggested changes.
7. To develop and manage new services that are built around new medicines or NICE guidance, where a new medicine/recommendations allow the development of a new care pathway.

8. Provide education and training to the primary healthcare team on therapeutics and medicines optimisation.
9. Support the Specialist Prison Service Pharmacist in providing education and training to the pharmacy team members as required.
10. Identify from SystmOne patients prescribed medication that should be prescribed or initiated by Specialists/hospital doctors or subject to shared care and liaise directly with hospital colleagues to ensure prescribing and dispensing of such medicines is appropriately undertaken and adheres to the requirements of the secure environment.
11. Develop, implement and maintain the prison formulary, in liaison with other OPS colleagues, and ensure this is updated onto SystmOne locally when changes are made.
12. Manage the process of implementing changes to medicines resulting from MHRA alerts and product withdrawals and provide guidance for practitioners.

Clinical

1. Work with the dispensary and Primary Care teams to identify patients at risk from high-risk medicines to minimise such risks through medicines optimisation. Provide scheduled clinics for offenders across HMP Channings Wood, Devon Cluster and to give advice and support on their prescribed medicines, OTC medicines and other medical issues they may raise.
2. To put in place changes to reduce the prescribing of medicines likely to cause readmission to high-risk patient groups.
3. Promote healthy lifestyles for offenders in line with local and national guidelines or promotions.
4. To be an active member of HMP Channings Wood, Devon Cluster clinical governance/medicines management committee(s).
5. To provide face to face clinics to help patients with questions, queries and concerns about their medicines.
6. To hold clinics for patients requiring face-to-face Clinical Medication Reviews (CMRs) i.e. a review of the ongoing need for each medicine, a review of monitoring needs and an opportunity to support patients with their concordance with prescribed medication.
7. To undertake clinical medication reviews with patients with multi-morbidity and polypharmacy and implement own prescribing changes (as an independent prescriber) and order relevant monitoring tests.
8. To see patients in multi-morbidity clinics and in partnership with the Health and Wellbeing coordinator(s), implement improvements to the patient's medicines, including deprescribing.
9. Run own long term conditions clinics where responsible for prescribing as an independent prescriber for conditions where medicines have a large component (e.g. stable angina, warfarin monitoring and dose adjustment).
10. To demonstrate on-going continual professional development (CPD) and be responsible for self-development and learning within the field of pharmacy or other specialty where appropriate.

11. Make recommendations for and manage changes to medicines (switches) designed to save on medicines costs where a medicine or product with a lower acquisition cost is now available.
12. Answer all medicine-related enquiries from GPs, other healthcare staff and patients with queries about medicines. Suggesting and recommending solutions. Providing follow up for patients to monitor the effect of any changes.
13. Implement changes to medicines that result from MHRA alerts, product withdrawal and other local and national guidance, including national prison formularies.

Dispensary

1. To act as responsible pharmacist in the dispensary
2. Co-ordinate and manage the workload in HMP Channings Wood, Devon Cluster Pharmacy Dispensary/Healthcare
3. To undertake clinical screening and final accuracy checks when working in the dispensary.

Communication

1. To make clinical judgments within your clinical ability where information is highly complex or lacking or ambiguity exists. Where such judgments are outside of your clinical ability to refer the situation to a more senior pharmacist or GP for assistance.
2. To provide newsletters on important prescribing messages to improve prescribers' knowledge and work with the GP and Primary Care team to develop and implement other techniques known to influence implementation of evidence – such as audit and feedback.
3. To communicate with external healthcare providers to ensure prisoners are treated with medication suitable for continuation on return to the secure environment.

Research

1. To ensure systems are in place that support the implementation of evidence-based guidelines into practice within HMP Channings Wood, Devon Cluster
2. To undertake own audit of prescribing practices), analyse complex data, feedback results and make suggestions for change.
3. Audit compliance against NICE technology assessment guidance involving medication at HMP Channings Wood, Devon Cluster. Feeding back findings, analysis and solutions to the GPs and Medicines Management Committee.

Other

1. Post holders will be subjected to an advanced DBS check and a prison security check (level 2).
2. To appreciate the secure environment you are working in and to adhere to all prison procedures as necessary.

The following statements are mandatory for all job descriptions:

Terms and Conditions

The post holder is subject to the terms and conditions of OXLEAS NHS FOUNDATION TRUST. This Job description gives an outline of the post and is subject to review in consultation with the post holder.

Confidentiality

The Post holder must maintain the confidentiality of information about patients, staff, and other health service business in accordance with Trust Policy.

Risk Management

The Post holder will ensure compliance with the Trust's risk management policies and procedures. These describe the Trust's commitment to risk management, the recognition that our aim is to protect patients, staff and visitors from harm and stress and that all staff have a responsibility to minimise risk.

Infection Control

All staff are required to be familiar with the Trusts infection control policies, and national guidance in relation to infection control. All staff whose normal duties are directly or indirectly concerned with patient care must ensure that they complete mandatory infection control training and are compliant with all measures known to be effective in reducing Healthcare Associated Infections.

Equality, Diversity and Human Rights

Oxleas is an organisation which values difference and promotes equality, diversity, and inclusion. Our Equality and Human Rights Policy and Strategy are designed to ensure that all our staff (including agency, bank, students, volunteers, and contractors) as well our service users, carers and members of the public are treated with dignity and respect. The Trust policies, procedures and practices are reviewed regularly to ensure that everyone who falls under the list of Equality Act 2010 protected characteristics does not suffer discrimination, either directly or indirectly. The current list of protected characteristics includes Age; Disability; Gender Re-Assignment; Marriage and Civil Partnership; Pregnancy & Maternity; Race; Religion and Belief; Sex and Sexual Orientation.

Health & Safety

All staff must be aware of the responsibility 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 condition for employees, patients, and visitors.

Professional and NHS Codes of Conduct

You are required to act at all times in accordance with the relevant professional Codes of Conduct and Accountability (including, where applicable, those for Board Members). In addition, all management staff must comply with the 'Code of Conduct for NHS Managers' and 'Standards of Business Conduct for NHS Staff'.

Safeguarding

It is the responsibility of all staff to safeguard and protect children and adults at risk at all times and staff must report any concerns as per Safeguarding Children and Safeguarding Adults policies, which are available on the Trust's intranet. Every member of staff must undertake regular mandatory safeguarding training at a level relevant to the role.

Financial Management and Control of Resources

All staff are responsible for the security and the property of the Trust, avoiding loss or damage and being economical and efficient in the use of resources. Staff are required to act in accordance with the rules and regulations as described in the Trust's Policy relating to the Financial Management and Control of Resources'.

Customer Care

It is the aim of the Trust to provide patients and clients with the best possible care. All staff are required to put the patient/client first and do their utmost to meet requests and needs courteously and efficiently.

Personal/Professional Development Planning/Mandatory Training

All staff should have a personal development plan and in conjunction with their manager, should actively determine and pursue agreed training and development needs and opportunities. All staff are required to attend mandatory training as designated by the Trust.

Sustainability

Demonstrate social and environmental responsibility and help establish Oxleas NHS Foundation Trust as a sustainability leader. Collaborate to contribute to or lead change management towards Oxleas NHS Foundation Trust goal of reaching Net Zero by 2040 as stated in the Green Plan.

No Smoking

Oxleas NHS Foundation Trust has a no smoking policy. Staff are not permitted to smoke within or on Trust premises.

We have distinctive values at Oxleas - We're Kind, We're Fair, We Listen, We Care.

Our values are very important to us. They help Oxleas to be a great place to work. We want everyone who works at Oxleas to live our values and we will expect this of all our new joiners.

Our Values and Behaviours framework describes what it means for every one of us in the Trust to put our values into action. The framework can be found on our Trust Website: [Our values - Oxleas NHS Foundation Trust](#)



Signed by Line Manager

Signed by post holder

Date

Date

Print Name

Print Name

**Oxleas NHS Foundation Trust
Person Specification**

JOB TITLE: Prison Services Pharmacist

GRADE: AfC band 8a

DEPARTMENT: Devon Pharmacy Prison Services

Criteria	Essential	Desirable
Education/Qualifications		
Masters Degree of Pharmacy or equivalent	✓	
Registered with the General Pharmaceutical Council of GB (GPhC)	✓	
Diploma in General Pharmacy Practice/Clinical Pharmacy/Mental Health or equivalent (or working towards)	✓	
Evidence of CPD	✓	
A member of or working towards Faculty Membership of the Royal Pharmaceutical Society		✓
Registered Independent Pharmacist Prescriber	✓	
Experience		
Previous prison/hospital/community pharmacy experience in the UK	✓	
At least 4 years experience of providing clinical pharmacy services	✓	
At least 2 years experience of providing clinical services within prisons or GP practices	✓	
Experience of providing clinical services to mental health or substance misuse patients		✓
Experience of risk management		✓
Experience of working in multidisciplinary groups and providing prescribing advice.	✓	
Experience of writing guidelines, policies and standard operating procedures.	✓	
Experience of undertaking patient medication histories and medication reviews.	✓	
Evidence of activity in research and audit.	✓	
Skills/Abilities/Knowledge		
Recent clinical pharmacy practice in a GP practice or prison setting	✓	
Sound clinical skills at diploma level	✓	
Demonstrates and appropriate level of clinical reasoning and judgment.	✓	

Computer literate: Word Processing and Spreadsheet skills		✓
Good communication skills, both written and oral, of complex clinical and drug information	✓	
Ability to use own initiative. Prioritise and plan own work effectively and be able to motivate and direct activities of others	✓	
Ability to analyse and use clinical evidence and apply it appropriately in different contexts		✓
Good interpersonal and influencing skills, particularly with senior pharmacy and medical staff	✓	
Ability to work well under pressure and to meet deadlines	✓	
Able to work to written procedures	✓	
Familiarity with SystmOne computer programs		✓
Critical appraisal skills		✓
Ability to sustain concentration over long periods	✓	
Work effectively independently and as a team member	✓	
Demonstrates accountability for delivering professional expertise and direct service provision	✓	
Ability to resolve conflict	✓	
Effort/Environment		
Regular use of computer to data input, and review patient records	✓	
Frequent requirement for concentration when regular disruptions can occur	✓	
Working within a secure environment	✓	
Other Requirements		
Self motivated and task focused	✓	
Good time management	✓	
Attention to detail	✓	
Committed to self and service development	✓	
Flexible and adaptable	✓	
Trustworthy	✓	