
JOB DESCRIPTION

Job Details

Job Title: Medicines Value Lead Pharmacist

Division: Clinical Scientific Services

Base: ORC, WTWA or NMGH

Full Time: 37.5 hours per week

Band: Band 8c

Organisational Arrangements

Accountable to: Group Chief Pharmacist, Manchester Foundation Trust (MFT)

Reporting to: Deputy Chief Pharmacist – Medicines Optimisation and Governance

Responsible for: Pharmacy services across MFT

Key Relationships

Group Chief Pharmacist and Pharmacy Senior Leadership Team,
Group Director of Transformation

ICB Chief Pharmacist

Head of Medicines Optimisation Pharmacy

Divisional Director of Pharmacy

Trust Finance and commissioning Teams

Job Purpose

The postholder will work in partnership with the Group Chief Pharmacist, and Pharmacy Senior Leadership Team to identify, manage and deliver key medicines value projects across the Division for both high-cost drugs and in tariff medicines.

The Post Holder is accountable to the Group Chief Pharmacist and reports directly to the Deputy Chief Pharmacist – Medicines Optimisation and Governance.

The post holder will develop strategic options to deliver best value models for MFT including homecare and outpatients and review existing medicines courier services.

The post holder will identify efficiencies associated with the implementation of the HIVE system and be responsible for managing and implementing new innovative ways of working to deliver savings.

To be professionally and managerially accountable for delivery and performance of the Third-party Pharmacy Services (Homecare and Outpatients)

To provide professional guidance, leadership, co-ordination and operational management of all grades of Pharmacy staff working within agreed medicines value and transformation projects.

To work with the Group Chief Pharmacist and other members of the Pharmacy Senior Leadership Team to establish effective relationships with Trust, regional and national stakeholders.

To work under the direction of the group Chief Pharmacist to ensure the Third-party Pharmacy Services Transformation Programme is aligned to all other relevant MFT Transformation programmes.

To represent MFT Pharmacy services at appropriate Greater Manchester and wider meetings including being the MFT representative on ICB Medicines Value workstreams.

To provide leadership to other pharmacy colleagues

KEY DUTIES AND RESPONSIBILITIES

Management and Leadership

To identify and lead on the management of medicines value projects in conjunction with Divisional and Group colleagues.

With the support of the Group Chief Pharmacist and Divisional Director of Pharmacy leads the HIVE benefits realisation workstream.

To be responsible for finance reporting on medicines usage across MFT and leading the trust medicines value programme. Be the outward facing link to the hospitals in relation to medicine savings and manage this programme of work.

To evaluate pharmacy third party provider services across MFT and identify opportunities for integration and transformation of services.

Is responsible for assuring key aspects of operational performance of third-party providers and compliance with National Standards.

To play a role in identifying and engaging with key stakeholders in the development and implementation of service reconfiguration programmes.

With the support of the Group Chief Pharmacist and pharmacy SLT colleagues lead the review and transformation of homecare and out-patient services to ensure best value model for MFT and our patients.

In conjunction with Divisional and Group colleagues, agree plans relating to agreed medicines value projects and be responsible for implementation of agreed relevant actions.

To undertake any other duties as deemed appropriate by the Group Chief Pharmacist and/or Divisional Director of Pharmacy.

Work closely with the head of medicines optimisation and establish effective relationships with the wider pharmacy team to deliver medicines value strategy.

Performance and resource management

To provide assurance on performance and activity data for third party pharmacy provider services.

To provide assurance on commissioning of high-cost drugs and impact on budgets which includes annual horizon scanning analysis and impact.

Develop operational metrics across all relevant areas to support performance review framework monitoring.

Reports performance and financial information relating to medicines value projects to pharmacy, MFT, GMICB, NHSE and other relevant stakeholders as agreed.

Attend relevant Trust drug expenditure meetings to provide highly complex advice and information on the drugs budget, drug expenditure and cost-control measures.

Develop and implement policies to control drug expenditure and ensure cost-effective prescribing and realisation of HIVE benefits in relation to medicines expenditure.

To contribute to the development of a sustainable organisational structure which achieves cost efficiency targets.

To identify and monitor any potential cost savings from the Third-Party Pharmacy Providers Transformation Work Streams.

To ensure that all activity and service objectives are effectively met within MFT's Standing Orders, Standing Financial Instructions and Scheme of Delegation.

Works with the Director of Pharmacy to support the delivery and reporting of medicines efficiency programmes.

To identify and report on novel and innovative opportunities to utilise the HIVE system to deliver medicines efficiencies.

Transacting and monitoring benefits realisation of HIVE programme.

To support the medicines optimisation strategy including utilising new operating models for high-cost drugs and outpatients to optimise patient experience and deliver best value for money.

Ensure the Divisional teams utilise available information to facilitate the monitoring of medicines expenditure and the opportunities for agreeing plans to improve medicines usage.

Human Resources Management

To line manage delegated staff as appropriate.

To adhere to all Trust Human Resources management policies and procedures, ensuring compliance with employment legislation and regulation at all times.

To work with colleagues to develop workforce plans for the Division, ensuring that both professional and non-professional workforce requirements are planned to ensure that the Division has the right people in the right place at the right time.

To fully encourage and participate in organisational and management development activities designed to enhance Group, Divisional, team and individual capacity and capability.

To generate a culture which promotes empowerment and ensures that decision-making is allocated to appropriate levels, allowing staff to feel they make a valuable contribution.

Supports the Division to ensure Pharmacy Staff are appropriately managed regarding appraisals, attendance and competency issues in line with Trust policy. This will include recruitment and selection, personal and career development, allocation of workload, disciplinary, grievance and sickness management procedures, trust induction, appraisals and mandatory training.

Acts as an appointment panel member for the recruitment of Pharmacy staff to own areas of responsibility and other specialist areas as needed.

Demonstrate a working knowledge and application of the Trust's Policies, Procedures and Guidelines including dealing with highly complex and contentious issues.

Policy

Be responsible for ensuring adherence and upholding of all Trust and Departmental policies within the pharmacy team

To ensure the Pharmacy Transformation Plans are aligned with National, Regional and Local Policy, Professional Recommendations and legislation.

To develop standard operating procedures, validation policies and procedures and other quality systems for the pharmacy transformation projects.

To review and implement proposed changes to policies and current practices.

To understand, promote and monitor use of relevant local and national policies and procedures relating to pharmacy transformation projects.

To promote the use of medication related policies and procedures by pharmacy staff and other Healthcare professions to ensure the safe and effective economical and timely use of medicines.

Audit and Research

Commission and participate in pharmacy audit projects and effectively contribute to multidisciplinary audit across the Trust e.g. medication errors, Medicine Policy audits.

Undertake own pharmacy practice research; present at conferences and publish where appropriate.

Effectively contribute to research programmes being implemented within the Trust especially with respect to the medication component.

Assures maximal benefits of HIVE are realised through effective audit and data review.

Guide and support others to deliver the corporate research agenda.

Effectively communicate the results of research / audit work and negotiate the implementation of any necessary change with all appropriate staff across the Trust.

To prepare regular reports on the progress of the MFT Pharmacy Transformation Programme for the Chief Pharmacist and Directors of Finance.

Education

To attend and participate in pharmacy educational meetings

To participate in mandatory training in line with trust and departmental requirements

Professional Development

To maintain high standards of work at all times, in line with the General Pharmaceutical Council standards and being conscious of the professional image of the department.

Provide professional and legal clinical supervision in the dispensary as allocated.

Participate in Revalidation, as per department policy and national requirements from the General Pharmaceutical Council.

Comply with the legal and other requirements related to the purchase, supply, use, safe custody and destruction of drugs within pharmacy and in all other areas of the hospital.

Act as a role model at all times and lead by example.

To participate in late night / bank holiday and weekend rotas as required for the pharmacy department.

Clinical

To participate in the provision of a clinical pharmacy service in accordance with professional, departmental and Trust policies.

To ensure the highest standards and quality of pharmaceutical care by providing leadership with relevance to National and Local target.

Provide highly specialised pharmaceutical information to staff and patients.

INFECTION CONTROL

It is a requirement for all staff to comply with all infection control policies and procedures as set out in the Trust's Infection Control manual. The postholder is also responsible for ensuring all their staff attends mandatory training, including infection control and to provide support to the Director of Infection Control.

HEALTH AND SAFETY

The Trust has a statutory responsibility to provide and maintain a healthy and safe environment for its staff to work in. You equally have a responsibility to ensure that you do nothing to jeopardize the health and safety to either yourself or of anybody else. The

Trust's Health and Safety Policies outline your responsibilities regarding Health & Safety at Work.

The post holder must not willingly endanger him/herself or others whilst at work. Safe working practices and safety precautions must be adhered to. Protective clothing and equipment must be used where appropriate.

All accidents/incidents must be reported to your Senior Manager and documented as per Trust Policy, including the reporting of potential hazards.

SAFEGUARDING

Ensure that the policy and legislation relating to child protection and Safeguarding of children, young people and vulnerable adults are adhered to. It is the responsibility of all staff to report any concerns to the identified person within your department/division or area of responsibility.

SECURITY

The post holder has a responsibility to ensure the preservation of NHS property and resources.

CONFIDENTIALITY

The post holder is required to maintain confidentiality at all times in all aspects of their work.

TEAM BRIEFING

The Trust operates a system of Team Briefing, which is based on the principles that people will be more committed to their work if they fully understand the reason behind what is happening in their organisation and how it is performing.

NO SMOKING POLICY

The Trust operates a no smoking control policy, which applies to all staff, patients and visitors and extends to the hospital grounds as well as internal areas.

THE TRUST IS AN EQUAL OPPORTUNITIES EMPLOYER

This job description indicates the main functions of the post holder and may be subject to regular review and amendment in the light of service development. Any review will be undertaken in conjunction with the post holder and in line with Trust policy.

ORGANISATIONAL CHART

Updated February
2024

