

## HERTFORDSHIRE PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST

### PERSON SPECIFICATION

Job Title: Principal Clinical Pharmacist for Mental Health and Learning Disabilities – Service Line Lead

Department: Pharmacy and Medicines Optimisation

Date last reviewed: August 2023

CRITERIA	ESSENTIAL	DESIRABLE
<b>QUALIFICATIONS/EDUCATION/TRAINING</b>	<b>A/I/T</b>	<b>A/I/T</b>
BPharm / MPharm / BSc Pharmacy	A	
Registration with the General Pharmaceutical Council (GPhC)	A	
Registration with the Royal Pharmaceutical Society (RPS)		A
Postgraduate clinical pharmacy certificate/ diploma or equivalent experience.	A	
Postgraduate Certificate/diploma in Psychiatric Therapeutics or equivalent experience		A
Postgraduate diploma in Advanced Clinical Practice		A
Demonstrates own CPD record/ or documented CPD	A/I	
Leadership or Management Qualification		A
Non-medical prescriber (or working towards)		A
Member of the RPS Education and Standards Committee		A
<b>EXPERIENCE</b>	<b>A/I/T</b>	<b>A/I/T</b>

Experience of working in a secondary care setting, (demonstrable post qualification hospital pharmacy practice)	A/I	
Experience of working in a multidisciplinary team	A/I	
Experience of working as a member of a multidisciplinary team in mental health and learning disabilities		A/I
Evidence of involvement in clinical pharmacy provision and in operational management	A/I	
Evidence of education, training, performance management and development of staff		A/I
Good management skills - including recruitment, supervision, and appraisals.		A/I
Experience showing leadership skills or equivalent		A/I
Writing and reviewing of policies, guidelines, and procedures	A/I	
Documented evidence of completed audit work and research practice	A/I	
Good, broad clinical knowledge and ability to apply to a ward, community and dispensary setting	A/I	
Managing quality and cost effectiveness initiatives		A/I
Experience in incident analysis and investigation		A/I
Awareness of current issues facing the NHS		A/I
Experience in managing workload	A/I	
Experience of project management		A/I
Experience of carrying out clinical supervision		A/I
Experience of chairing committees		A/I
<b>SKILLS/KNOWLEDGE/ABILITY</b> <b>(Includes Communication, Analytical and Physical skills)</b>		

1. SKILLS / COMMUNICATION	A/I/T	A/I/T
Advanced IT skills and comprehensive use of Microsoft office including power point and excel	A/I	
An ability to organise and prioritise own workload and that of others	A/I	
An ability to lead, inspire and motivate a team	A/I	
Engaging, compassionate and caring communication skills when dealing with patients/family/carers on complex/sensitive issues	A/I	
Experience of delivering training to staff	A/I	
Ability to analyse highly complex information, both clinical, financial, and managerial		A/I
Highly developed physical skills in dispensing, preparing, and checking of medicines involving a high level of accuracy.	A/I	
English language competency sufficient to communicate effectively with all staff and deliver education sessions in an appropriate form	A/I	
Advanced computer, keyboard and mouse skills	A/I	
Good interpersonal skills	A/I	
Confident, able to influence and assertive when dealing with other professionals.	A/I	
Excellent communication skills, both written and oral	A/I	
Team player with leadership skills	A/I	
Able to prioritise and meet deadlines	A/I	
Demonstrates empathy towards client groups	A/I	
Shows initiative and has well-developed problem-solving skills	A/I	
Demonstrates attention to detail, accuracy, and numeracy skills	A/I	

<b>2. KNOWLEDGE</b>	<b>A/I/T</b>	<b>A/I/T</b>
Advanced theoretical and technical, clinical and pharmaceutical knowledge relating to the promotion of high quality, effective and cost-efficient use of medicines, including a wide range of work procedures and practices	A/I	
An awareness of NHS Plan, and clinical governance priorities	A/I	
Good knowledge of all medicines legislation relating to the supply and storage of medicines	A/I	
<b>3. ABILITY</b>	<b>A/I/T</b>	<b>A/I/T</b>
Able to deal with conflicting demands on workload and frequent interruptions	A/I	
Ability to work under pressure.	A/I	
Able to influence other professionals	A/I	
Able to communicate with service users	A/I	
Able to impart complex information in a manner understandable to junior staff and students.	A/I	
<b>4. ANALYTICAL SKILLS</b>	<b>A/I/T</b>	<b>A/I/T</b>
Able to make judgements involving complex facts or situations which require analysis, interpretation, and comparison of a range of options	A/I	
Able to critically appraise clinical trial data and research papers.	A/I	
<b>5. PHYSICAL SKILLS</b>	<b>A/I/T</b>	<b>A/I/T</b>
Able to use IT equipment	A/I	
Able to travel using own vehicle to various Trust and other locations across Hertfordshire.  <i>*Car driver (unless you have a disability as defined by the Equality Act 2010 which prevents you from driving)</i>	A/I	

PHYSICAL EFFORT	A/I/T	A/I/T
Moving and handling laptop and projector and handouts for mandatory training in medicines management	A/I	
Driving across Hertfordshire to different bases/units <i>Applicants who have a disability should still be shortlisted regardless of any “physical” strength if there is a ‘reasonable’ adaptation that can be made to the post.</i>	A/I	
MENTAL EFFORT	A/I/T	A/I/T
The job will require frequent use of VDU equipment every day and intense concentration in a sometimes-noisy open plan office environment.	A/I	
The post holder may encounter challenging/hostile service users when visiting the mental health units	A/I	
Communication of complex information about medicines regarding individual service users within own organisation and across other organisations for example commissioning organisations, acute trusts, or community pharmacy. This may be multi-professional and there may be barriers to overcome in effective communication.	A/I	
Ability to manage dispensary workflow as the sole pharmacist with minimal support.	A/I	
Significant ability to concentrate in multidisciplinary ward rounds	A/I	
EMOTIONAL EFFORT	A/I/T	A/I/T
Regular requirement to deal with distressing or emotionally charged situations.	A/I	
ADDITIONAL INFORMATION	A/I/T	A/I/T

<b>Values/Motivational/Personal Qualities/Diversity</b> <ul style="list-style-type: none"> <li>• Welcoming</li> <li>• Kind</li> <li>• Positive</li> <li>• Respectful</li> <li>• Professional</li> </ul>	A/I	
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A- Application Form

I – Interview

T – Test



Template: July 2023