

JOB DESCRIPTION

POST	Consultant Pharmacist - Antimicrobials
PAY BAND	8C
RESPONSIBLE TO	Chief Pharmacist and Clinical Lead for Medicines Optimisation
ACCOUNTABLE TO	Chief Pharmacist and Clinical Lead for Medicines Optimisation
BASE	Trustwide

ABOUT US

Northern Lincolnshire and Goole NHS Foundation Trust is on an improvement journey, with a strong focus on delivering quality care to our population of around 440,000 people. We provide a comprehensive range of secondary care services from three main centres, Grimsby, Goole and Scunthorpe, as well as community services in North Lincolnshire.

We aim to combine our patient first approach with innovation and creativity against a backdrop of holistic team working, as encapsulated in our vision and values – kindness, courage, and respect.

ABOUT THE POST

The post holder will be the Consultant Pharmacist for Antimicrobials at Northern Lincolnshire and Goole NHS Foundation Trust (NLAG) and will work with other local healthcare economy organisations to influence the strategic management of antimicrobial prescribing across the North Lincolnshire and North East Lincolnshire community.

The post holder will communicate in appropriate ways, highly complex information about antimicrobials to consultant and other clinicians, general practitioners, pharmacists, nurses, patients and carers in order to achieve the optimum use of this group of medicines.

The post holder will be expected to develop and influence strategies and frameworks to ensure that all healthcare staff adhere to Trust policies relating to Infection management and antimicrobial prescribing, through developing practice linked to the clinical governance and performance framework.

The post holder will be a member of the Medicines and Therapeutics Committee to provide leadership across the antimicrobial stewardship agenda.

1. PROFESSIONAL

- Support the Consultant Microbiologists and the Infection Prevention & Control team in developing a Trust-wide culture that reduces healthcare-associated infection and supports excellent antimicrobial prescribing.
- Responsible for managing and implementing Trust strategy for improving antimicrobial prescribing throughout NLAG consistent with the requirements of the Health Act (2006, revised January 2008).
- To enhance links and collaboration between Pharmacy and Microbiology within the Trust.
- Contribute to the wider healthcare community's management of antimicrobials and influence Pharmacy practice.
- Develop a Trust strategy for education and training in relation to antimicrobial prescribing, design curriculum, plan and deliver specialist training on medicines optimisation of antimicrobials to a wide range of healthcare providers.
- Co-ordinate the development of an enhanced antimicrobial prescribing surveillance and feedback system to clinicians.
- Provide expert advice at highly specialist level on pharmaceutical matters relating to antimicrobials and support the development of guidelines in the use of antibiotics.
- Lead, plan and undertake clinical audit and research in relation to improving antimicrobial prescribing and infection prevention and control, including reviewing the appropriateness of clinical directorate audit programmes with respect to antimicrobial prescribing.
- Lead the service for monitoring and interpretation of blood levels of relevant antimicrobial agents.
- Provide leadership on antimicrobial stewardship at a regional and national level for primary and secondary care.
- Provide education and training on antimicrobial stewardship to trust, local higher educational institutes and beyond. This will include pharmacists, doctors and nurses at undergraduate and post-graduate level.
- Provide national leadership for Consultant Pharmacists with liaison with the Chief Pharmaceutical Officer for England.

2. KEY RESPONSIBILITIES

A. Expert Practitioner

- Fulfil the role of Consultant Clinical Pharmacy Practitioner, improving the use of antimicrobials in the Trust. Provide information and advice on therapeutic and cost-effectiveness measures and guide doctors in the composition of appropriate drug treatments for individual patients in accordance with Trust Antimicrobial Policy and guidelines. Able to communicate clearly the rationale for advice where this is challenged.
- Fulfil the role of highly specialist pharmacy practitioner for patients requiring antimicrobials, developing and evaluating pharmaceutical care for patients across the Trust (adults and children).
- Review prescriptions, challenge treatment choices and communicate highly complex drug and therapeutic information to senior clinicians, senior managers and other professionals in order to influence treatment options and ensure compliance with medicines legislation and avoid errors and side effects.
- Participate in joint rounds with the microbiologist and provide highly specialist advice to senior clinicians on drug treatments for individual patients, applying critical analysis skills, professional knowledge and judgement where information is lacking or opinion is divided to influence

medical consultants on the management of pharmaceutically complex cases. Be able to conduct an open discussion when advice is challenged.

- Advise the microbiologists and Infection Prevention and Control teams of where their expertise or support is required to achieve the best therapy for patients with infections.
- As an Independent Prescriber provide a service for patients requiring antimicrobials and liaise with microbiology colleagues where appropriate.
- Maintaining appropriate records for independent Prescribing. Taking full responsibility for the prescribing (writing and signing) of prescriptions as necessary.
- As an Independent Prescriber, provide dose adjustment, advice and prescriptions for antimicrobial medication with a narrow therapeutic range requiring blood drug level monitoring. Maintain appropriate databases, dosing histories and blood level profiles, including recording relevant biochemistry results in patients' notes. Recording action plans, and adjusting doses to account for renal or liver dysfunction.
- Provide information and highly specialised advice to patients and their carers to support the use of antimicrobials and other medication as required.
- Provide advice on pharmaceutical and medicines optimisation aspects to the Antimicrobial Stewardship subgroup of the Medicines and Therapeutics Committee.

B. Professional Leadership and Consultancy

- Lead the service for NLAG for the blood level monitoring and pharmacokinetic analysis of antimicrobials with a narrow therapeutic range.
- Prepare, implement and audit policy and procedure for blood level monitoring of relevant antimicrobials and medical, pharmacy and nursing staff in the appropriate management of this service.
- Line-manage Specialist Clinical Pharmacists where assigned.
- Act as a role model for clinical pharmacists, junior medical staff and others in the management of antimicrobial agents, demonstrating advanced skills in drug utilisation review and evaluation.
- Accept referrals by other clinical pharmacists to solve complex problems in the treatment of infection and work with clinical microbiology colleagues where appropriate.
- Work with the Infection Prevention and Control team to develop a culture within the Trust that reduces infection risks.
- Interpret national guidance to advise the Trust on strategies to comply with national targets or statements, eg contributing to the MRSA reduction plan and reducing use of antimicrobials.
- Work with Consultant Microbiologists, the Director of Infection Prevention and Control, and the Head of Infection Prevention and Control, in the ongoing development of strategies for multi-professional support for patients requiring antimicrobials.
- Participate in the Divisional infection control review meetings, along with other members of the control of infection team.
- Act as a clinical pharmacy resource for the Pharmacy Medicines Information service.
- Use advanced skills in drug utilisation review/evaluation analysing drug usage patterns and trends to advise on budgetary issues, inform business-planning processes and to support the Director of Pharmacy in the management of antimicrobial usage and spend in the Trust.
- Provide advice to support and participate in the production of corporate reports on the prevention and control of infection in collaboration with the infection prevention and control team.
- Test the clinical justification of expensive treatments at individual patient and policy level. Horizon scan and support the managed entry of new antimicrobials together with, and as part of the Antimicrobial Stewardship sub group of the Medicines and Therapeutics Committee.
- Research, develop, advise on, and maintain records of, clinical pharmacy policies and guidelines for antimicrobial usage (including prescribing protocols) together with and as part of the

Antimicrobial Stewardship sub group of the Medicines and Therapeutics Committee. This may be in response to business needs, adverse events or the introduction of new drugs in order to facilitate the cost-effective, safe and appropriate use of drugs. Advise on balance of cost and benefits.

- Act as a role model for pharmacists in the practice of high standards relating to infection prevention and control.
- Advise and participate in national (eg. Department of Health, United Kingdom Clinical Pharmacy Association, the Royal Pharmaceutical Society) and regional groups, forum and working parties to develop good practice in the use of antimicrobials.
- Represent antimicrobial pharmacy on the Department of Health's Antimicrobial Resistance & Healthcare Acquired Infections, Antimicrobial Stewardship Group. This has the remit of improving antimicrobial prescribing in England. Assist the development of the annual European Antimicrobial Awareness Day activities for the UK.
- Represent antimicrobial pharmacy on the Health Protection Agency's Primary Care Group. This provides antimicrobial guidance for primary care. Contribute to the Antimicrobial Stewardship in Primary Care (ASPIC) Project group.
- Represent the Antimicrobial Pharmacists for Yorkshire & Humber at the Regional Microbiology Group.
- Be a spokesperson for the Royal Pharmaceutical Society (Professional Body) on Antimicrobials.
- Be an active member of the UK Consultant Pharmacists Group, liaising with the Department of Health for Consultant Pharmacists and for Modernising Pharmacy Careers for Advanced Practice.

C. Education and Training and Development

- Responsible for the provision of specialist teaching and the delivery of core training to nurses, pharmacists, doctors and other healthcare staff. In particular, ensure that junior medical staff understand and can apply the anti-biotic guidelines and know where to obtain further advice in relation to their prescribing.
- Lead the teaching about blood level monitoring of antimicrobials.
- Strategically plan and organise specialist training in antimicrobials medicines management for pharmacists at postgraduate diploma and specialist practitioner programmes in collaboration with local universities. This includes advising on postgraduate curricula, preparing specialist modules and examination questions.
- Working with higher education institutes or specialist training association to further strategically develop scholarly activities at both undergraduate and postgraduate level to ensure clinical pharmacy practitioners are both competent and confident.
- Identify pharmaceutical training needs of other healthcare practitioners and contribute to the training of healthcare professionals across the Trust.
- Teaching on pharmacy undergraduate and postgraduate courses. Mentoring students and providing specialist-training sessions.
- Contribute to the training and induction of junior doctors, nurses and other healthcare professionals across the Trust.
- Support the development of consultant pharmacists in other clinical areas and, where applicable, advanced pharmacists posts.

D. Practice and Service Development, Research and Evaluation

- Advise the Director of Infection Prevention & Control where problems in terms of guideline use or prescribing are emerging. Support a team approach to resolve problems or improve practice.
- Contribute to the development of corporate infection reduction programmes and plans in collaboration with the infection prevention and control team.

- Design, plan and organise practice research relating to medicines management of antimicrobials in collaboration with the Consultant Microbiologists.
- Submit grant applications to obtain funding for research projects in collaboration with Higher Education Institutes
- Supervise postgraduate research and audit projects.
- Provide advice and support to other professionals undertaking pharmacy practice research within the Trust and in the national arena.
- Promote pharmacy practice research – support the development of clinical pharmacy practice and clinical pharmacy practitioners within the Trust and the national arena.
- Support the development, validation, dissemination and lead the implementation of guidelines on antimicrobial medicines.
- Design, conduct and lead regular research projects on pharmacy interventions, administration errors related to antimicrobials, the use of antimicrobial guidelines. Prepare reports using relevant software (using Excel and Access) for internal benchmarking. Making relevant entries into regional database. Maintaining local database records for pharmacists to feed into risk management.
- Design, plan and organise clinical audits to evaluate prescribing in accordance with local and national guidelines and influence clinicians to secure changes in prescribing practice to ensure evidence-based medicine is used where appropriate.
- Publish results of research and audit in professional journals and present findings and implications at national, European and international conferences.
- Provide strategic advice to the Assistant Chief Pharmacist, Clinical Services and Governance regarding the planning of future clinical pharmacy workforce requirements.
- Develop clinical pharmacy practice and act as a role model for all pharmacists both locally and nationally. Provide expert advice to senior pharmacists working in other directorates across the Trust and acting as a clinical pharmacy resource for the Pharmacy Medicines Information service.
- Initiate changes in consultation with relevant colleagues, within broad policies relating to this specialist area, by interpreting professional guidance and National Strategy Statements for adaptation and use within the Trust.

E. Other duties

- Provide cover for colleagues' absence, at departmental and/or ward level, as appropriate to the needs of the service and as directed by the relevant local manager.
- Dispensing and supplying urgent and specialist medicines to patients requiring antimicrobials.
- Participate in early, late, weekend and Bank Holiday working in accordance with planned rotas. This includes general dispensary duties such as dispensing and checking prescriptions.
- Perform other pharmaceutical duties as required by the chief Pharmacist.

3. CORE KNOWLEDGE AND UNDERSTANDING

Consultant Pharmacists are expected to have a minimum of Expert Professional Practice, Collaborative Working Relationships and Leadership at Mastery, with Management, Education, Training and Development, and Research and Evaluation at Advanced Stage II under the Advanced Pharmacy Framework developed by the Royal Pharmaceutical Society.

Antimicrobials

- Advanced specialist knowledge of all aspects of the use of antimicrobials including prescribing, administration, monitoring and dose adjustment.



Kindness • Courage • Respect



- Knowledge that exceeds doctorate level of all aspects of infection prevention and control.
- Capable of implementing knowledge and skills and providing individual, patient specific care

Legal

- Full knowledge and understanding of all legal and statutory matters in relation to medicines.
- Full knowledge and understanding of all legal and statutory matters in relation to infections and infection control.
- Qualified and practising or working towards (to be achieved by 12 months in post), independent pharmacy prescriber of medicines.

Communication

- Full understanding of the functioning of the NHS and how this is interpreted at NLAG and within the wider health economy.
- Full understanding of the arrangements for leadership, management and clinical practice at NLAG.

4. COMMUNICATION & WORKING RELATIONSHIPS

External

- Department of Pharmacy, University of Lincoln
- North Lincolnshire Clinical Commissioning Group; North East Lincolnshire Clinical Commissioning Group - Control of Infection; Heads of Medicines Management
- Antimicrobial pharmacists in Yorkshire and the Humber
- Medical microbiologists & Infectious Diseases experts across Yorkshire & the Humber
- Department of Health: Antimicrobial Resistance & Healthcare Acquired Infections
- Royal Pharmaceutical Society
- Public Health England
- Chief Pharmaceutical Officer for England

Internal

- Consultant microbiologists
- Head of Microbiology
- Director of Infection Prevention and Control
- Head of Infection Prevention and Control
- Divisional Clinical Directors and Heads of Clinical Services
- All members of the Infection Prevention & Control Team
- All members of the Pharmacy service

5. Special Working Conditions

- Able to travel to other hospitals in Yorkshire and the Humber and nationally
- Able to contribute to out of hours working

6. Resources and Finance

- Critically examine working practices within the department to identify cost improvements.
- The post holder will ensure the proper use of the Trust's resources such as stationery, telephone usage, photocopying and other consumables in the course of business, ensuring minimal waste and minimal cost.

7. Area of Work

- The post holder will be required to undertake training events at any site across the Trust.

- The post holder may be required to work on other sites within the Trust at short notice to cover unplanned sickness or to cover planned sickness or annual leave.

8. Staff Development, Training and Education

- The post holder will be required to undertake mandatory training and is responsible for keeping this training up to date.
- The post holder will have an appraisal of performance each year and will be responsible for agreeing a development plan in agreement with their manager or immediate supervisor. The development plan will be reviewed each year.
- The Trust will provide assistance and agreed development to enable the post holder to achieve their objectives and standards in line with the development plan.
- If the post holder feels he/she is not achieving their objective as agreed in the development plan they will bring it to the attention of their supervisor or manager at the earliest opportunity.

OUR VALUES



Our values have been created in partnership with our most valuable asset – our employees. Our values set out a clear statement of our purpose and ambition which is to provide the very best in patient care, all of the time. We recognise that without the shared values driven responsibility that each and every person in our teams have, we could not provide excellent services to the patients that we care for. Crucially we recognise that looking towards the future, we must continue to create a culture that enables and drives our collective values and behaviours as an absolute fundamental foundation for both our staff and the patients that we serve.

ADDITIONAL INFORMATION PERTINENT TO ALL STAFF

Health and safety - Healthcare associated infection

Healthcare workers have an overriding duty of care to patients and are expected to comply fully with best practice standards. You have a responsibility to comply with Trust policies for personal and patient safety and for prevention of healthcare-associated infection (HCAI); this includes a requirement for rigorous and consistent compliance with Trust policies for hand hygiene, including the 'bare below the elbows' approach, use of personal protective equipment and safe disposal of sharps. Knowledge, skills and behaviour in the workplace should reflect this; at annual appraisal you will be asked about the application of practical measures known to be effective in reducing HCAI. The Trust has the responsibility of ensuring adequate resources are available for you to discharge your responsibilities.

Safeguarding

The Trust has in place both a Safeguarding Children Policy and a Safeguarding Adults Policy in line with national legislation.

The Safeguarding Policies place a duty upon every employee who has contact with children, families and adults in their everyday work to safeguard and promote their welfare. In the event that you have concerns about possible harm to any child or adult you should seek advice and support from the Trust Safeguarding team or in their absence contact your line manager. Out of hours contact should be made with the on-call manager through switchboard.

The Trust has nominated Safeguarding Leads who act as contact points for support and advice if concerns are raised about a child or adults welfare. These individuals can be reached through switchboard during office hours, by asking for the Named Professionals for Safeguarding Children or Adults respectively.

The policies and procedures described below are located on the intranet and internet site and you should ensure you are aware of, understand and comply with these. In addition the Trust will publicise and raise awareness of its arrangements and provide appropriate resources and training.

Confidentiality

All information, both written and computer based, relating to patients' diagnosis and treatment, and the personal details of staff and patients, is strictly confidential. The Northern Lincolnshire and Goole NHS Foundation Trust and its employees have a binding legal obligation not to disclose such information to any unauthorised person(s). This duty of confidence is given legal effect by reference to General Data Protection Regulation (GDPR). It applies to any information which is processed by the Trust (i.e. stored, retained, maintained as a record, amended or utilised for the Trust's purposes as an NHS Hospital), from which a living person is capable of being identified. Individuals must observe a 'need to know' principle. No member of staff may seek out any information that they do not need to undertake their duties. This applies to clinical or other personal information of any third party.

Equality impact assessment

The Foundation Trust aims to design and implement services, policies and measures that meet the



Kindness • Courage • Respect



diverse needs of our service, population and workforce, ensuring that none are placed at a disadvantage over others. We therefore aim to ensure that in both employment and the delivery of services no individual is discriminated against by reason of their gender, gender reassignment, race, disability, age, sexual orientation, religion or religious/philosophical belief, marital status or civil partnership.