

Job Title	Medicines Optimisation Pharmacist
Band	AfC Band 8A
Responsible to	Lead Pharmacist for Hertfordshire
Accountable to	Chief Pharmacist
Base	Harpenden Memorial Hospital

Job Purpose

The post holder will be required to work as an active member of the Medicines Management team to ensure the delivery of a safe, high quality and legal service which reflects national, local policy and priorities. In this role you will be expected to travel and work across CLCH locations in the Herts Valley area and may at times be asked to work at other CLCH locations within London to ensure patients in the Community Bedded Services have access to high quality clinical pharmacy service granular detail.

The post holder will be responsible for:

- To provide professional expertise, advice, support and training on policies and practice to health care professionals across the Trust.
- To contribute to the clinical governance of the Trust through interventions which optimise the management of medicines in all relevant areas of practice.
- To support and deliver a high-quality clinical pharmacy service and medicines optimisation service to patients in Community Hospitals and ensure an integrated approach to the management of medicines and continuity of pharmaceutical care across the interface
- To lead, manage and develop staff within the team

Key Working Relationships

Internal

- Medicines Management team
- Divisional management team
- Service Leads within Divisional teams

External (if applicable)

- HWE ICS Pharmacy team
- Relevant Acute Hospital staff (Pharmacy team, Medical teams etc)

Main Duties and Responsibilities

• TRUST WIDE PRESCRIBING SUPPORT AND POLICY DEVELOPMENT

- To support the Chief Pharmacist in the implementation of the Medicines Management Strategy in line with national and local policy
- To support on the provision of high quality prescribing information, professional advice and support to all relevant committees throughout CLCH.
- To support the Non-Medical Practitioner (NMP) prescribing and patient group directions agenda in conjunction with the Chief Pharmacist and Nursing Directorate and to support safe, rational, cost effective prescribing in this area.
- To devise, undertake and evaluate audit within different care and clinic settings.
- To conduct and present projects and audits to review medicine use and prescribing in key areas within the Trust and to assist with the facilitation of any changes in practice required after audit.
- To maintain and improve evidence based, cost effective prescribing within CLCH

• **MEDICINES MANAGEMENT SERVICE PROVISION**

- To be responsible for the provision of specialist pharmaceutical advice and support to Community Health Services teams including those for immunisation and vaccination, public health and family planning, in a timely manner.
- To be responsible for drafting and reviewing medicines policies/guidelines/protocols in line with policy timetable and facilitate audit of policies/ guidelines/protocols.
- To be responsible for the drafting and review of patient group directions
- To support the introduction of relevant medicines-related NHS guidance including DHSC, NICE, NHS England and Drug Alerts, across CLCH.
- To develop and support training programs which address the needs of CLCH practitioners and staff (internal and external to CLCH) relating to medicines & prescribing.
- To work with the NMP lead on supporting the NMP CPD Study Days, review prescribing patterns using ePACT and produce reports for the NMP Group.
- To provide cover to the medication review service across CLCH for directly managed care homes and rehabilitation units in the absence of a medication review pharmacist
- To support medicines management projects within CLCH

• **COMMUNITY HOSPITAL SERVICE PROVISION**

- To co-ordinate, manage and lead on the provision and development of a high quality comprehensive clinical pharmacy service to patients receiving care in the Community Hospitals
- To be responsible for individualised patient pharmaceutical care ensuring patient safety, supply of medication in a timely efficient manner, making effective clinical decisions and having a clear understanding of prioritisation of patients at ward level.
- To provide a patient focused pharmacy service including Medicines Reconciliation and Structured Medicine Reviews to ensure safe and cost effective use of evidence based and rational use of medicines, in line with local policies and national guidance ensuring medicines are optimised and risks to patients are minimized e.g. NICE, NHSE/I, PHE.
- Facilitate changes to the patients' own use of medicines to improve safety, adherence and empower as much independence to self-administer their medication where possible.
- To support and implement efficient medicines management initiatives to reduce drug waste and drug spend and to support patient flow and facilitate timely discharges.
- To utilise clinical tools to proactively identify patients for medicines optimisation and to ensure the Bedded Services team undertake comprehensive structured medication reviews and provide counselling to patients especially around chronic disease management.
- To support an integrated approach by developing and maintaining excellent working relationships with multidisciplinary teams within CLCH and local organisations (CCGs, PCNs, GPs, Acute Hospitals, Care Homes, Community Pharmacies) to ensure delivery of optimal and seamless patient care by providing clear and effective communication of patient's pharmaceutical needs in a timely manner with other health and social care professionals.
- To co-ordinate and participate in collecting and recording appropriate quantifiable data/activity and intervention data to monitor key performance indicators to identify areas for improvement and development.
- To support devising, facilitating, undertaking and evaluating audits relevant to the Community Hospitals and present to the appropriate Trust committees to ensure governance and assurances are provided.
- To support any Quality Improvement projects.
- To participate in ADR and Datix reporting, advising on incidents and to implement risk reduction initiatives at ward level.
- To assist in service development and change management required for providing an efficient and optimised Clinical Pharmacy Service at ward level including the implementation of Carter 2 recommendations and the NHS 10 year plan.
- To have an active and regular role in the provision of a clinical pharmacy service to the Community Hospitals and to provide cover in the absence of the Community Hospital pharmacists.
- To participate in the Oncall rota and provide clinical advice out of hours to Community Hospitals

- **INTERFACE**

- To support in conjunction with Acute Trusts, non-NHS partners, Community Rehabilitation teams and Community Services, an integrated approach to medicines management and technical services, with a view to ensuring continuity of pharmaceutical care for patients in different healthcare settings
- To liaise with the home ICBS to ensure consistency across local prescribing strategies.
- To support the Integrated Care System (ICS) and Integrating Pharmacy & Medicines Optimisation (IPMO) agendas

- **FINANCE**

- To support the Chief Pharmacist with providing financial information on medicines usage expenditure to budget holders, clinicians and colleagues and advise on evidence-based and cost-effective use of pharmaceuticals e.g. analysis of ePACT data for NMP, medicines use expenditure in community clinics stocking drugs

- **CLINICAL AND CORPORATE GOVERNANCE**

- To provide an independent source of specialist advice to CLCH and healthcare professionals on clinical effectiveness of medicines and cost-effective medicines management.
- To support the Chief Pharmacist to manage strategies for clinical and financial risk management, clinical governance and controls assurance for medicines management in collaboration with other Directorates.
- To support the Chief Pharmacist on advising on incidents, investigations and complaints relating to Medicines Management, working with relevant clinical governance groups and appropriate external agencies.
- To provide pharmacy advice, support and co-ordination in the event of a major incident or outbreak

- **MANAGEMENT/LEADERSHIP**

- To support the evaluation of the effectiveness of the Medicines Management team.
- To manage junior pharmacists, technicians and support staff within the Medicines Management team, including responsibility for appraisal, objective setting and personal development and work with them to implement effective and sustained change.
- To take on an active role and to be an effective and reliable member of the Medicines Management team working towards implementing effective and sustainable change to keep our patients safe.
- To support the implementation of digital health technologies within CLCH.
- To attend and contribute to regular Medicines Management team meetings and local team meetings.
- To share the vision and contribute to the Medicines Management strategy
- To deputise in the absence of your line manager as appropriate
- To support the successful achievement of all CLCH targets and objectives.
- To support the Chief Pharmacist to manage service level agreements for community pharmacy services for the Trust.

- **EDUCATIONAL RESPONSIBILITIES**

- To contribute to training sessions for CLCH staff and patients, including preregistration pharmacists e.g. CLCH Induction Training, Immunisation, PGD
- To contribute to medicines management training sessions for care home and rehabilitation unit staff
- To share best practice across CLCH

- **RESEARCH AND AUDIT**

- To devise, undertake and evaluate audit within different care and clinic settings.
- To undertake mandatory continuing professional development.

- **PROFESSIONAL**

- To support the delivery of a high quality medicines management service across CLCH.
- To engage in professional / personal development and actively participate in the appraisal process
- To keep up to date with developments in national and local policies and initiatives in order to maintain a high level of professional knowledge and competence.
- To at all times maintain the complete confidentiality of the material and information handled.
- To work within the professional standards established by the General Pharmaceutical Council (GPhC)
- To provide an independent source of advice to CLCH healthcare professionals on clinical and cost-effective medicines management.
- To attend and contribute to regular team meetings

The above indicates the main duties of the post which may be reviewed in the light of experience and development within the service. Any review will be undertaken in conjunction with the post holder.

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	<ul style="list-style-type: none"> Ability to adapt to different working environments 	AF/IV
Desirable	<ul style="list-style-type: none"> Knowledge of interface issues Understanding of the NHS and political environment 	AF/IV
Key Attributes		
Essential	<ul style="list-style-type: none"> Self-motivator and commitment to supporting high quality medicines management Flexibility in approach to meet service needs and ability to support complex changes Innovative thinker and 'can do' approach 	AF/IV AF AF/IV
Assessment will take place with reference to the following AF – Application Form, IV – Interview, P – Presentation, T-Test, C Certificate		