

Job Description

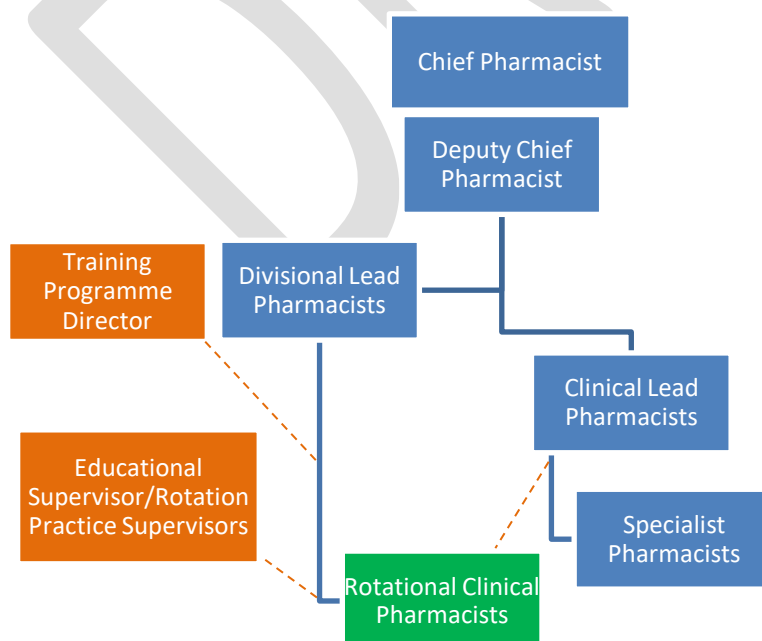
Job Ref:	<i>To be completed by AfC office</i>
Job Title:	Rotational Clinical Pharmacist
AfC Pay Band:	Band 6
Number of hours:	As per job plan
Clinical Unit / Division	CSD
Department:	Pharmacy
Location:	Post is based at an ESHT site and is required to work across all Trust sites (and other locations within East Sussex dependent on rotations)
Accountable to:	Chief Pharmacist
Reports to:	The respective Operational Site Lead Pharmacist and the Training Programme Director (Foundation to Advanced Practice)

Job dimensions & responsibility for resources	
Budgetary & Purchasing, Income generation	(please specify) Budget / Delegated Budget managed : £0 Authorised signatory for: £0 Other financial responsibility: N/A
Staff	Staff (wte): As per job plan. To include educational and practice supervision of trainee pharmacists, pharmacy undergraduates and technicians working within designated clinical areas and other early careers pharmacists once progressed within the role. This will include the role of Designated Prescribing Practitioner once established as a non-medical prescriber.
Information Systems	Careful use of Trust systems both manual and electronic, to ensure accuracy of data. Store and share information in accordance with department protocols, Trust Information Governance Policy and Data Protection Legislation Specialist systems: MSOffice, Microguide, Nervecentre, Blueteq, eSearcher, eMIS, ICE Discharge, PAS, Chemocare, PACS

Job purpose	<p>In accordance with an agreed and specified job plan dependent on rotations:</p> <ul style="list-style-type: none"> ▪ To apply clinical knowledge and skills demonstrating evidence informed decision making to deliver medicines optimisation and person-centred care, collaboratively as part of the clinical pharmacy (or rotational) team in East Sussex. ▪ To be professionally accountable complying with medicines legislation whilst minimising risk to patient safety and expressing appropriate communication and consultation skills. ▪ To demonstrate progressive leadership and management through supervision of less experienced pharmacists (including trainees), pharmacy technicians, pharmacy support staff and students, aligned to their respective education and training activities. ▪ To enable personal progression from post-registration Foundation towards Advanced level pharmacy practice through engagement with the respective pharmacist pathways (e.g., Royal Pharmaceutical Society portfolio completion) and/or an appropriate post graduate pharmacy qualification with opportunities for non-medical prescribing. ▪ To proactively engage in research and evaluation for continuous improvement both for professional development and service innovation. ▪ To be resilient and adaptable to deliver an efficient and effective service including participation, as required, with the on-call pharmacy services.
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Department Structure

Please include or attach a department structure which shows this job and those which are above and (if any) below it, by job title. Indicate this job by highlighting or placing a box around it.



Communications and Working Relationships

List people with whom the postholder interacts on a regular basis.

With Whom:	Frequency	Purpose
Operational Site Lead Pharmacist/Line Manager	Daily / as required	Management, supervision, work planning, advice, and support.
Training Programme Director/Educational Supervisor	Daily / as required	Mentorship, supervision, work planning, advice, and support.
Lead Clinical Services Pharmacists/Clinical Speciality leads	Daily/ as required	Clinical supervision, mentorship, work planning, advice, and support.
Pharmacy Team	Daily / as required	To support pharmacy staff on quality/cost-saving workstreams and collaborate to provide a clinical pharmacy service. To act as a mentor for other pharmacy staff
Patients	Daily / as required	To provide specialist care to patients.
Multidisciplinary Ward Team (including Medical and nursing teams)	Daily / as required	To effectively deliver the principles of medicines optimisation into patient care as a valued member of the multi-disciplinary team
Pharmacy undergraduates	As required	To support their achievement of learning outcomes and provision of feedback on progress.
Rotational Practice Supervisor(s)	In advance of the rotation and daily during rotation or as required	To plan learning objectives, discuss progression and agree ongoing developmental needs.

Key duties and responsibilities**1. Clinical Practice**

- 1.1. Ensure safe and effective medicine use through application of pharmaceutical knowledge, and the principles of medicines optimisation, into patient care and within Multi-Disciplinary Teams (MDT).
- 1.2. Effectively utilise guidelines, policies, and procedures with an awareness of current evidence, research, and practice.
- 1.3. Utilise the systems in place to ensure continuity of patient management including transfers of care and follow-up around medicines optimisation issues.
- 1.4. Using valid resources, evaluate risk versus benefit to inform decision making, interventions and enquiry answering.

- 1.5. Undertake the role of a clinical pharmacist to support the maintenance of services and demonstrate enhancing clinical competence.
- 1.6. Develop prescribing skills and maintain competence as per the Royal Pharmaceutical Society's Prescribers Competency Framework (PCF).
- 1.7. On independent prescriber annotation in the GPhC register, and within the agreed scope of clinical practice through the trust NMP register, as an independent prescriber:
 - Clinically manage patients in the designated clinic / clinical area
 - Monitor patients, order tests, and monitor blood results and respond by modifying treatment or liaising with designated medical staff if medical review is required.
 - Make clear, contemporaneous records in the patient's case notes and communicate with the patient's GP as necessary.
 - Involve patients in therapeutic decisions and provide them written information on procedures that may be needed, their condition and the therapeutic options.
 - Provide other information or education for the patient as required or on request.
- 1.8. Work towards and become a Designated Prescribing Practitioner (DPP) to support training of other non-medical prescribers.
- 1.9. Deliver patient centred care, support shared decision making, and reduce health inequalities by respecting diversity and cultural differences. Ensure accessible information is provided.
- 1.10. Following formal training, be willing to make every contact count by engaging with patients about lifestyle and risky health choices.

2. Leadership and management

- 2.1. Uphold GPhC standards.
- 2.2. Uphold Trust values.
- 2.3. Be an ambassador for pharmacy and medicines optimisation.
- 2.4. Be aware of Royal Pharmaceutical Society (RPS) professional standards and support their application into practice.
- 2.5. Support pharmacy and clinical service leads to plan, prioritise, and deliver the service.
- 2.6. Support clinicians in developing procedures and guidelines.
- 2.7. Support appraisal, performance management, absence management and health and well-being

3. Research and Evaluation

- 3.1. Engage with audit programmes and quality improvement processes to review service provision and medicines optimisation as and when required.
- 3.2. Contribute to action plans and strategies to deliver improvements in pharmacy services as and when required.
- 3.3. Interpret best available evidence and research (such as clinical trials, NICE guidance and guidelines, etc.), to advise the speciality on priorities, opportunities, challenges and risks.

- 3.4. Analyse, interpret and disseminate data to support decision making as and when required.
- 3.5. Support with developing audit to demonstrate compliance with medicines policies, procedures, and guidelines.
- 3.6. Actively participate in practice and clinical research to increase the pool of evidence to support and influence national strategies and programmes.
- 3.7. Continue to develop skills for completion of the Foundation Pharmacy Framework (FPF) progressing to the Advanced Pharmacy Framework (APF) for pharmacy practice.

4. Collaborative working, education and self-development

- 4.1. Participate fully in communication within the Trust and with any other stakeholders and rotational partners such as the ICS or Adult Social Care.
- 4.2. Ensure that all tasks and procedures are fully documented (and accessible by others) and that cross-cover arrangements are maintained so that all tasks can be completed in the absence of the post holder, whether planned or unplanned.
- 4.3. Plan and prioritise own workload liaising with others as necessary to ensure high quality of service at all times, making effective use of capacity and capability of the team, balancing patient related and professional demands, ensuring that these remain in accordance with service needs.
- 4.4. Encourage sharing of good practice and innovation in the spirit of a collaborative approach.
- 4.5. Fully participate in the appraisal process, taking personal responsibility for own appraisal timetable and documentation, setting personal objectives with the Line Manager, based upon the needs of the service.
- 4.6. Be responsible for identifying, maintaining and developing your own professional development, clinical knowledge and skills relevant to the area of work including maintaining CPD as required by the GPhC to make the optimum contribution to the pharmacy service.
- 4.7. Produce, and keep current, an annual personal training and development plan (PDP), which meets professional CPD and service requirements. This is to be achieved by maintaining clinical skills regularly updated through self-directed learning and attendance at courses that contribute to personal and service development and through ensuring that personal PDP requirements are met.

5. Miscellaneous

- 5.1. Support the dispensary services operationally when requested and required
- 5.2. Provide additional pharmacist support to other areas as directed and agreed by (or on behalf of) the Chief Pharmacist
- 5.3. Participate in weekend working, late duty, bank holiday and out of hours services, as necessary
- 5.4. Have responsibility for the health, safety and welfare of self and others and to always comply with the requirement of the Health and Safety Regulations.
- 5.5. Always ensure confidentiality, only releasing confidential information obtained during employment to those acting in an official capacity in accordance with the provisions of the Data Protection Act and its amendments.

- 5.6. Work in accordance with the Trust's Equal Opportunities policy to eliminate unlawful discrimination in relation to employment and service delivery.
- 5.7. Always promote equal opportunities for staff and patients in accordance with East Sussex Healthcare NHS Trust policies to ensure that no person receives less favourable treatment than another on the grounds of age; disability; marriage and civil partnership; pregnancy and maternity; race (ethnicity); religion or belief; sex (gender); gender reassignment or sexual orientation.
- 5.8. All registrants are responsible for maintaining professional registration with the GPhC and successfully completing all the requirements of revalidation. Failure to be registered, to maintain registration, or loss of registration will be treated as a breach of the terms and conditions of employment.
- 5.9. Ensure skills are up-to-date and relevant to the role, to follow relevant Trust policies and professional codes.
- 5.10. To provide professional support, guidance and assessment to University of Brighton (or other HEI) pharmacy undergraduates during their clinical placement at ESHT in accordance with the University's specification as appropriate.
- 5.11. To work towards and complete recognised NHSE accreditation in Practice and Educational supervision .
- 5.12. When eligible undertake the role of Trainee Pharmacist Designated Supervisor and undertake the role of Educational Supervisor for a registered pharmacist undertaking an appropriate post graduate pharmacy qualification or completing the Newly Qualified Pharmacist Pathway
- 5.13. To support the TPD/EPD in developing / delivering educational strategy, training programmes and sessions for: CPD, diploma pharmacists, trainee pharmacists, undergraduate pharmacists and multi-disciplinary teams with a divisional or specialist focus
- 5.14. Disseminate lessons learnt regarding medicines incidents .
- 5.15. Provide support to the incident investigation and root cause analysis processes if necessary.

General Duties & Responsibilities applicable to all job descriptions

- To be familiar with and adhere to the policies and procedures of the Trust.
- Behave and act at all times in accordance with the Trust Values, of Working Together, Respect and Compassion, Engagement and Involvement and Improvement and Development
- To achieve and demonstrate agreed standards of personal and professional development within agreed timescales.
- To participate fully in the performance and development review (appraisal) process and undertake Continuing Professional Development as required.
- To participate in surveys and audits as necessary in order to enable the Trust to meet its statutory requirements.
- To be aware of the Trust's emergency planning processes and follow such processes as necessary, in the event of an unexpected incident.
- This job description is not exhaustive. Staff may be required to undertake any other duties at the request of the line manager, which are commensurate with the band, including project work, internal job rotation and absence cover.

Working Environment:

*Please tick key requirements of job as appropriate. Only elements which are a **frequent or regular** part of the role should be ticked.
(Further details for job evaluation should be provided in the supplementary information)*

Driving	x	Lifting		Verbal aggression	x
Use of PC/VDU	x	Physical support of patients		Physical aggression	
Bending/kneeling		Outdoor working		Breaking unwelcome news to others	x
Pushing/pulling		Lone working	x	Providing professional emotional support	x
Climbing/heights		Chemicals/fumes		Dealing with traumatic situations	
Repetitive movement		Contact with bodily fluids		Involvement with abuse cases	
Prolonged walking/running		Infectious materials		Care of the terminally ill	x
Controlled restraint		Noise/smells		Care of mentally ill & challenging patients	x
Manual labour		Waste/dirt		Long periods of concentration i.e., hours	x
Food handling		Night working	x	Working in confined spaces (e.g., roof spaces)	

Statement

1. This job description will be agreed between the jobholder and the manager to whom he/she is accountable. It may be reviewed in light of experience, changes and developments.
2. The information being handled by employees of East Sussex Healthcare NHS Trust is strictly confidential. Failure to respect the confidential nature of this information will be regarded as a serious breach of regulations, which will result in action under the Disciplinary Procedure, including possible dismissal. This includes holding discussions with colleagues concerning patients in situations where the conversation may be overheard. It is the employee's personal responsibility to comply with the Data Protection Act.
3. It is the employee's responsibility to ensure all records (computerised or manual) are accurate and up to date, and that errors are corrected or notified as appropriate.
4. It is the manager's role to monitor and assure the quality of any data collected or recorded by or in his/her area of responsibility.
5. Employees must take reasonable care, and be aware of the responsibilities placed on them under the Health & Safety at Work etc. Act (1974) and to ensure that agreed safety

procedures are carried out to maintain a safe environment for employees, patients and visitors.

6. All staff have a responsibility to ensure that infection control policies, procedures and guidelines are adhered to, in addition to supporting the trusts commitment to preventing and controlling healthcare associated infections (HAI).
7. All members of staff must be aware of their responsibilities under the Freedom of Information Act 2000.
8. In addition to any specific responsibility for risk management outlined in the main body of this job description, all employees must ensure they are aware of the key responsibilities applicable in relation to risk management as identified in the Trust's Risk Management Strategy.
9. All staff will note the Trust's responsibilities under the Civil Contingencies Act 2004, and NHS Major Incident Plans Guidance (DoH 1998 and 2004)
10. All employees are responsible for ensuring they attend the relevant mandatory training as identified in the Trust's Education Strategy and as agreed with their manager/supervisor.
11. It is the employee's responsibility to ensure they follow the latest version of all policies and procedures which apply to them.
12. For posts which involve contact with patients, it is required that the postholder receives satisfactory clearance from the Disclosure and Barring Service.

Person Specification

Job Title: Rotational Clinical Pharmacist
with multisector opportunities

Grade: Band 6

Department: Pharmacy

Date: November 2023

*Assessed by: A= Application I= Interview R= References T= Testing C
= Certificate

Minimum Criteria	*	Desirable Criteria	*
Qualifications BSc (Pharmacy) / BPharm / MPharm / OSPAP/ DPharm GPhC Registration (Vocational Masters degree in Pharmacy (4yrs) and 1 years pre- registration training and experience)	A A	Registration with the Royal Pharmaceutical Society and/or UKCPA CPD portfolio that demonstrates an ongoing commitment to personal development and progression through post-registration Foundation (one of key objectives for progression) Certificate in Clinical Pharmacy or pharmacy practice or other equivalent post-graduate qualification/pathway completion (one of key objectives for progression) Recognised qualification as Practice and/or Educational Supervisor or equivalent role or equivalent experience (one of key objectives for progression) Independent Prescriber	A A/I A/I A/I A/I
Experience Experience of patient facing practice or evidence of the application of skills/practice that are suitable for foundation to advanced practice.	AI	Experience of working autonomously with clinicians as a clinical pharmacist (one of key objectives for progression) Experience of carrying out medicines reviews and medicines reconciliation for patients on discharge from hospital (one of key objectives for progression) Previous experience in mentoring and training pharmacy staff	A/I A/I A/I A/I

		Experience in utilising information technology within the workplace including inputting, retrieving information and producing reports	A/I
Skills / Knowledge / Abilities Is dynamic, self-motivated and enthusiastic about the contribution of pharmacists and pharmacy staff to patient care Demonstrates an understanding of the role and the responsibility as identified within the job description Demonstrates knowledge of current practice and policy relating to pharmacy and medicines optimisation Demonstrates an ability to plan, prioritise and organise own workload, to work under pressure and act with autonomy whilst retaining a sense of own capabilities and escalate when necessary Demonstrates good communication skills, verbal and written and ability to influence medical prescribers Demonstrates knowledge and understanding of safe pharmacy practice including Medicines legislation and professional standards Demonstrates an understanding of the needs of patients with relation to the provision of information on safe effective medicines use	A/I A/I A/I A/I A/I A/I A/I	Demonstrates an understanding of risk and a commitment to audit, quality improvement and change management Demonstrates an understanding of the national drivers that influence pharmacy practice Demonstrate integrity and leadership as a professional role model Support the development of others through multidisciplinary teaching or as a named Designated Prescribing Practitioner, Designated Supervisor or Practice Supervisor	A/I A/I A/I A/I
Other Reliable work record DBS clearance Evidence that personal behaviour reflects Trust Values	AI T AIR		

 Managers Signature

 Date

 Postholder's signature

 Date