



# Pharmacy Recruitment Pack

2024 Edition





## Welcome from our Chief Pharmacist & our CEO

*“Welcome to the Pharmacy Department. You’re joining at the perfect time: here at Bedfordshire Hospitals NHS Foundation Trust, you will have the opportunity to be part of a busy acute hospital that delivers patient-centred care by kind and compassionate staff.”*

Following the merger of Bedford Hospital and the Luton and Dunstable Hospital in 2020, Bedfordshire Hospitals NHS Foundation Trust (BHFT) has become a trusted institution at the heart of our 700,000 strong community. We cover a large catchment area across Bedfordshire, Hertfordshire and Buckinghamshire with a mixed urban and rural population. The Trust is rated ‘Good’ by CQC with compliments given to the responsiveness and effectiveness of our care. We have also been classified as ‘Well Led’ with visible and approachable leaders.

*The Trust’s vision is to attract the very best people, to provide exceptional training and value each member of staff as an individual in order to ensure that the teams they work in deliver outstanding patient care. Our organisation is clinically-led and managerially-enabled meaning that you will be supported to provide the best possible care to our patients by clinical leaders and managers alike.*

As a pharmacist working for BHFT, you will join our clinical workforce providing pharmaceutical care across our a number of Clinical Service Lines, with both hospital sites offering key services such as Emergency and Complex Medicine, Obstetrics-led Maternity, Paediatrics, General Surgery and Oncology/Haematology. We are in the process of an extensive digital transformation of our EPR system, bringing together and enhancing patient care across the two acute sites and there are many exciting projects and initiatives that you will be a part of. You will be supported at every stage of your induction and our Education & Training team will work with you to create a personal development plan to help your transition into your new role. We are a vibrant and friendly department where you can thrive both individually and as a team with a strong culture, track record and vision to support your career development opportunities.



Dr Pritesh Bodalia

Chief Pharmacist and Clinical Director for  
Medicines Optimisation



Mr David Carter

Chief Executive Officer



## Who's Who – Pharmacy Senior Leadership Team

### **Dr Pritesh Bodalia – Chief Pharmacist and Clinical Director for Medicines Optimisation**

Pritesh joined Bedfordshire Hospitals NHS Foundation Trust as Chief Pharmacist in September 2021. Alongside this role he is also Clinical Director for Medicines Optimisation and Controlled Drugs Accountable Officer for the Trust.

Prior to joining BHFT, Pritesh was Acting Chief Pharmacist at University College London Hospitals following 5 years as Deputy Chief Pharmacist (Governance, Operations & Research). A key part of this role involved enhancing governance and medication safety, in particular with launch of the EPIC EPR system as well as expanding and leading the clinical trials department which now supports over 450 CTIMP trials including phase 1 first-in-human studies.



Alongside this role, Pritesh was Programme Director for Integrated Pharmacy & Medicines Optimisation at North London Partners, bringing together healthcare partners across Acute, Community & Primary Care in advance of the Integrated Care Board structure. A pivotal part of this role involved working with Programme Directors across other specialities such as Cancer, MSK and Respiratory to optimise patient pathways and promote efficiencies in medicines access and use. Another key part involved supporting the CEO team in leading the pharmacy aspects of the COVID-19 response in NCL, setting up the large-scale vaccination centres and training of staff and volunteers.

Prior to this, Pritesh was Deputy Chief Pharmacist at the Royal National Orthopaedic Hospital. He remains clinically active in the field of rheumatology at BHFT via clinics as an Independent Prescriber for Bone and Inflammatory Arthritis. Pritesh is currently Chair of the Trust Medication Safety Committee and EPR Operations Solution Board as well as ViceChair of the Drugs & Therapeutics Committee.

Pritesh has been awarded a PhD from University College London in Population Health, an area that remains a key area of his interest outside of his day-to-day job as he supports the Bedfordshire Care Alliance on system transformation and service change to enhance patient care across the local footprint. He is passionate about connecting Pharmacy within BLMK as 'one workforce' through the introduction of a structured training and development plan for our staff and creating links with local universities.



## **Dona Wingfield – Acting Head of Pharmacy (Bedford site) & Medicines Use and Quality Manager**

Dona Lisa Wingfield (MPharm, PGCert, PGDip, MSc, IP) joined the Trust in October 2022. Dona has previously held senior pharmacy leadership roles at Milton Keynes University Hospital as the Cancer and Aseptics Pharmacy Manager (2014-2017), within Bedfordshire Clinical Commissioning Group as Assistant Head of Medicines Optimisation (2017-2021) and Bedfordshire Luton and Milton Keynes Integrated Care Board (BLMK ICB) as Commissioning Lead Pharmacist (2021-2022).



Dona's areas of interest include system collaboration across Integrated Care Systems to improve patient experience and bringing treatment closer to home. Dona chairs the BLMK Medicines Safety Group to ensure Medicines Safety Officers from the partner organisations have a collaborate platform to action national safety alerts and locally-led initiatives at system level with a 'do it once, do it well' approach. Additionally, Dona is passionate about involving the team in transformation and optimisation of the care we provide to patients by creating an environment for collaboration.

## **Peter Seymour – Acting Head of Pharmacy (Luton site) & Clinical Pharmacy Manager**

Pete joined the team in 2012 as Lead Clinical Pharmacist for Acute and Emergency Medicines and has worked within the Trust in a variety of leadership roles since. In 2016 Pete took on the role of Clinical Pharmacy Services Manager at Luton prior to the merger and in 2021 assumed this as a cross-site role for the newly merged Bedfordshire Hospitals NHS Trust. Prior to this Pete worked in primary care as a community pharmacist for 3 years before taking a gap year to travel the world and subsequently pursuing a career in hospital pharmacy. Pete has completed an Independent Prescribing qualification specialising in type 2 diabetes, the PRINCE



2 Project Management qualification, an MSc in Research Methods in Pharmacy and a Clinical Pharmacy Diploma.

Pete is passionate about growing the clinical pharmacy team to support patient centred care through integration of independent prescribers into clinics, ward rounds and the Emergency Department. Pete has supported many clinical pharmacy staff to pursue their professional aspirations. He is focussed on developing a clinical pharmacy workforce that meets the future needs of the NHS and embraces the use of innovative digital solutions to improve the quality of patient care whilst maximising productivity and efficiency.





## Team Testimonials:

*"The investment into my education and career is the reason I continue to choose to work at Bedfordshire Hospitals. I have learnt so much in my various roles here both within and outside of Pharmacy. There are always new and exciting opportunities to develop for pharmacists, technicians and support staff."*

**Jess** (Principal Pharmacy Technician)

*"Working as a receptionist for the Pharmacy department has given me opportunities to serve the diverse communities of Bedfordshire, A place I have lived and worked all my life .... I feel privileged to come to work each day, helping to care and serve children, adults and the elderly in such a caring compassionate, friendly and professional department."* **Shirley** (Senior Receptionist)

*"I came back to Bedfordshire Hospitals for the progression opportunities and for the people. The whole team is like a family, they're supportive, they take an interest, and they genuinely care."*

**Zarina** (Lead Pharmacist – Gastroenterology)

*"It is a privilege to be part of the Pharmacy team at Bedfordshire Hospitals. The integration of pharmacy services into the healthcare team is seamless and highly valued and this inclusive approach has allowed me to contribute meaningfully to patient care plans and services. The support for professional development here is unparalleled."* **Saaim** (Admissions and Clinical Trials Pharmacist)





## About Us:

Bedfordshire Hospitals NHS Foundation Trust provides hospital services to a growing population of around 700,000 people living across Bedfordshire and the surrounding areas across two busy hospital sites in Bedford and Luton. We employ more than 8,000 staff and 500 volunteers who are committed to delivering outstanding care.

Across our hospital sites we have 1,024 acute inpatient beds, 36 critical care beds and 106 maternity beds. Each year we take care of over 150,000 admitted patients, 700,000 A&E and Outpatient attendees and we have welcomed more-than 8,000 babies.

We work closely with our neighbouring provider Trusts within East of England (Milton Keynes University Hospital, East and North Hertfordshire NHS Trust, Cambridgeshire Community Services NHS Trust and East London NHS Foundation Trust) and with partner institutions within our Integrated Care System (BLMK).

Modernising our estate and digital infrastructure are key priorities for the Trust and we are well progressed with our redevelopment strategy. The Trust is currently completing upgrading and expansion to both of our Emergency Departments using £21m of external funding; and the construction of the new Acute Services Block and Ward Block at the L&D utilising £168.6m capital funding from the Department of Health and Social Care. Improvement to our estates and facilities for Bedfordshire will deliver massive improvements in our care delivery for our local communities. It will also enable us to provide outstanding care in world-class facilities, meet the demands of our growing and diverse community and become a hospital that our patients, visitors, staff and volunteers can be proud of.

Alongside capital redevelopments, the Trust is driving various important digital projects including electronic prescribing and medicines administration (EPMA), virtual wards and digital integration between our two sites. The Trust has also introduced a new shared Electronic Patient Record (EPR) to deliver our digital infrastructure.





## Key Points:

- We have a pharmacy team of over 200 staff across the two sites, looking to grow and enable people to develop new skills to improve patient outcomes and work effectively with colleagues across the trust. We value team wellbeing, innovation and working together to deliver excellent care for all our patients.
- Our team delivers medicines optimisation across our Clinical Service Lines (Medicine, Surgery, Women's Health, Paediatrics, Cancer Services, Acute and Emergency Medicine)
- Electronic Prescribing and Medicines Administration (EPMA) was first implemented in 2015 and the Trust is actively moving towards a single Electronic Patient Record (EPR) solution with NerveCentre
- In 2023 the Pharmacy Department was awarded 'excellence to patient care' from the CEO in recognition for the teamwork in supporting the Trust through the Junior Doctor Industrial Actions and the switchover in ePMA systems
- In 2024 the Pharmacy Department was awarded 'valuable services to the community' from the High Sheriff of Bedfordshire in recognition for the dedication delivered by the team to support the Trust and local system
- Our team delivers a wide range of services including clinical pharmacy services, aseptics, homecare, digital, medicines safety, infectious diseases, and medicines information
- We champion innovation and many team members have completed Quality Service Improvement and Redesign (QSIR) training and are implementing improvement projects in the department





## Trust Values:

Here at Bedfordshire Hospitals, we are guided by our THRIVE values which enable us to collaborate in providing outstanding care to our patients. We recruit *for* values, appraise *with* values and adopt values-based leadership.



### **Teamwork**

We work mindfully and collaboratively to create a well-organised, professional, and supportive atmosphere that achieves the best possible outcomes for all.

### **Honesty & openness**

We are open, authentic and have integrity and in all we do, reflecting on our actions to improve the quality of care and experience we deliver.

### **Respect**

We respect colleagues, patients and carers by actively listening, responding, and providing everyone with a voice to create a positive reciprocal work atmosphere.

### **Inclusivity**

We are fair and inclusive, giving access for all to our service and workforce by considering and valuing difference, and appreciating the diversity within our community and workforce.

### **Valuing people**

We value patients, colleagues and carers as individuals by showing care and empathy, working to create a culture where we look after each other's wellbeing.

### **Excellence**

We share knowledge, information and support each other to develop, safety and experience of our patients and the sustainability of our hospitals. Innovate and learn. Always looking at ways we can improve the care,





## Why choose a career with us?

Both the Bedford and Luton sites have a true family feel with many of our staff being 2<sup>nd</sup> or 3<sup>rd</sup> generation employees at the Trust. We love to feel part of our communities and we want you to feel involved in improving the health of our population in an environment where you have the opportunity to develop and achieve your ambitions.

Our Trust has a dedicated Staff Engagement and Wellbeing lead, and Staff Wellbeing Clinical Psychologists to ensure that you have all the tools and support you need to live a healthy and well balanced life both at home and at work. Working with us not only allows you to make a positive difference to the local community and to work as part of a committed and forward-thinking team, but you also get to benefit from the following:

### Workplace Health and Wellbeing

We are committed to supporting the emotional health and wellbeing of our staff and patients. We know that everyone experiences life challenges that can make us vulnerable and at times, anyone may need additional emotional support.

We take the view that positive mental health and wellbeing is everybody's business and that we all have a role to play. At here we have the following wellbeing support:

- Our Staff Wellbeing Involvement Group (SWIG) for staff to be involved in improving our wellbeing offering.
- Over 40s Health Checks for staff
- Wellbeing-based staff engagement events where staff can have a health-MOT, receive nutritional advice and physiotherapy support.
- Dedicated staff support service for emotional health lead by our Principle Clinical Psychologist and supported by Peer Listener mental health first aiders
- Employee Assistance Programme supporting staff with emotional and financial health and support
- We have clear guidance and resources for staff experiencing menopause, and for managers in supporting staff with menopause-based symptoms
- Freedom to Speak Up Services and whistleblowing line





## **Continuing Professional Development (CPD)**

We're committed to investing in the skills and development of the team. All colleagues complete a values-based appraisal and create personal development plans, where they have the opportunity to gain experience, new skills, take on new responsibilities, or supported to progress into new specialities if desired.

We're open to discussing any training that furthers personal or team development and improves patient care. We have invested in expanding a strong education and training team to support and empower staff with the right tools for their development regardless of stage of career. We strive to support all our team with opportunities for development in their posts and a clear path for progression.

We are an exemplar in providing NQP-IP training allied with the University of East Anglia

We are a pioneer of creating pharmacy progression roles to develop our staff from one pay banding to the next with tailored objectives and 1-2-1 manager support

We provide weekly CPD training at a department level on areas of clinical and operational practice

For senior pharmacist, we have a clear pathway for RPS post-foundation, advanced pharmacist and consultant pharmacist accreditation.

## **Flexible Working**

We value the need for you to establish a healthy balance between your paid work and life outside of work, and are supportive of flexible working patterns, where operational demands allow. We believe that by working flexibly with our team, they will work flexibly with us and feel supported to give their all to our patients.





## Financial Benefits

We believe financial wellbeing is fundamentally important to all of our staff. We offer staff benefits that help incomes go further, sign-posting to relevant financial advice and guidance, and have created a safe space to talk about money worries as part of our Cost of Living support package. At BHFT we have the following financial support in place:

- Excellent pension scheme. The NHS Pension Scheme has a reputation as one of the world's best!
- Generous annual leave entitlement
- Financial wellbeing safe spaces
- Staff benevolent fund
- Public transport allowance support
- NHS Blue Light Card

## Equality, Diversity and Inclusion

As a Trust we wholeheartedly support the NHS People Plan to ensure inclusion and belonging for all. We have a comprehensive Equality, Diversity, and Inclusion Strategy aimed at valuing and celebrating our diversity and taking action to ensure equity for everyone.

We're committed to playing our part in co-designing a health service and workplace where equality and diversity are embraced by all of our senior leaders. We believe that our staff are our biggest asset, and when they experience support and happiness at work, this positivity flows to our patients and their families. We currently have four Staff Networks:

- BAME (Black, Asian and Minority Ethnic)
- LGBTQ+ (Lesbian, Gay, Bisexual, Transgender, Queer)
- Disability and Allies

Our Staff Networks provide a space for people to connect, share experiences, and promote learning and development. Networks also have board representation to influence and improve staff and patient experience on issues unique to each network and intersectionality, helping to shape organisational strategy and policy.





## Living and Working in Bedfordshire

Bedfordshire may be one of England's Smallest Counties, but you get the best of both worlds with culturally diverse towns with a strong sense of community and history, mixed alongside beautiful countryside, framed by the Chiltern Hills and the Greensand Ridge. Between the busy towns of Bedford to the North and Luton to the south of the county, Bedfordshire has plenty of places to explore in-between from quaint villages, vast country parks, rivers and canals.

Boasting excellent transports links, you can reach London within an hour via road and rail, or venture north through the East Midlands towards Leicester, Nottingham and Sheffield. Plus with the completion of the East West Rail link, there will soon be easy railway connections between Bedford over to Oxford and Cambridge. On top of that there is easy access to Luton Airport, if you plan on going further afield with regular flights all over Europe and North Africa.

If History and Culture interests you, then look no further than some of the great museums on offer. From Stockwood Park with its discovery centre, offering captivating gardens, engaging interactive exhibitions, and Europe's largest carriage collection. The Shuttleworth Collection is home to a great assortment of working historical aircraft from 1909 up to the 1950's, with regular displays. Or the Higgins Museum, with its collection of fine and decorative arts. Plus you could take in the stately homes of Woburn Abbey, Wrest Park House and Gardens or the Luton Hoo.

If sports is more your thing, Bedfordshire has a thriving local sports scene from Football, Rugby, Cricket and Hockey from right down at the amateur level, all the way up to the professional set ups of Bedford Blues Rugby Club and Luton Town Football Club. Then for the family, there is always a great choice of shopping centres, retail parks, cinemas, indoor play centres, swimming pools and restaurants. Or you could go for a day out at Whipsnade Zoo or Woburn Safari Park.

