

# Band 6 Rotational Pharmacist

## Job Description & Person Specification –

A summary of the role responsibilities and person specification



University Hospitals  
Bristol and Weston  
NHS Foundation Trust

### Why Our Trust?

#### Terms and conditions

Post :	Rotational Pharmacist
Division :	Diagnostics and Therapies (D&T)
Band :	Band 6
Location :	Main Base – Weston General Hospital
	The post holder will work and rotate across the Trust's Bristol and Weston Hospital sites
Hours of work:	37.5 hours per week including weekend, late and bank holiday rotas and emergency duty commitment
Contract length:	Permanent
Annual leave:	Up to 33 days dependant on NHS Service
Pension :	The NHS Pension Scheme is a defined benefit scheme. Further details and outline of benefits can be found at: <a href="http://www.nhsbsa.nhs.uk/pensions">www.nhsbsa.nhs.uk/pensions</a>

#### Access to further opportunities with the Trust

As an organisation we encourage further development of all employees to progress upward within their chosen field; we support our pharmacists to continue their learning and to access the post graduate clinical pharmacy diploma.

Apprenticeships are a great way to learn and earn on the job. UH Bristol and Weston provides a range of apprenticeships to support a huge number of career opportunities in clinical and non-clinical support services with apprenticeships starting at level 2 through to level 7.

#### About us

**Our mission** is to improve the health of the people we serve by delivering exceptional care, teaching and research every day.

#### What you'll love about working here

**UHBW has been rated by the CQC as 'Good'** - our staff are proud to deliver excellent care. As a forward-thinking multi-award winning Trust, our world-leading research and innovations are having a positive local and global impact. Our hospitals are spread across Bristol and Weston-super-Mare, join us and you can enjoy the very best of both worlds; city living within a stone's throw of the countryside or beside the seaside, both with easy access to all that the South West has to offer.

**A digital exemplar**- Being appointed as a Global Digital Exemplar means we can realise this vision by implementing digital technologies that will help us to transform the way we work and how we relate to our colleagues, patients and partner organizations.

**Sustainable healthcare** - We have joined the international movement to declare a climate emergency, recognising the impact climate change is having on the world. Climate change is labelled as the greatest threat to health in the 21st century, with a range of conditions related to heat, cold, extreme weather and air pollution predicted to rise. To lead the way in healthcare the Trust has set ambitious goals to become carbon neutral by 2030.

**Access to further opportunities with the Trust** - Apprenticeships are a great way to learn and earn on the job. UH Bristol and Weston provides a range of apprenticeships to support a huge number of career opportunities in clinical and non-clinical support services with apprenticeships starting at level 2 through to level 7. As an organisation we encourage further development of all employees to progress upward within their chosen field.

#### Diversity & Inclusion

A core principle of the Trust is to ensure that patients and staff are treated with dignity and respect. Promoting equality, diversity and human rights and challenging any form of inequality, discrimination, harassment or abuse are central to the Trust's Values.

'Committed to inclusion in everything we do' is the ambition set out in the Trust's Workforce Diversity & Inclusion Strategy. The Trust will not tolerate discrimination, harassment or bullying under any circumstances and particularly because of a characteristic protected by the Equality Act 2010.

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### Job Purpose

As a member of the pharmacy team you will be providing a high quality pharmacy service to our wards, departments and all patient supplies by the pharmacy service here at University Hospitals Bristol and Weston NHS Foundation Trust. You will provide leadership and supervision of supporting staff developing your existing professional, technical and clinical skills through your own continuing professional development to provide a service of excellence to both patients and staff alike.

The post holder will be required participate in the departmental late, weekend and bank-holiday rotas and a non-residential on-call service rota.

The post holder will work across the Trust's Hospital sites

### Main Duties and Responsibilities

#### Managerial

- Providing support and guidance to dispensing staff and junior team members

#### Clinical and Technical

- Participate in the band 6 rotational programs - each rotation lasts 4 months, complete any learning objectives set to that rotation.
- Provide a Clinical Pharmacy Service to a designated ward or cohort of patients, on a rotational basis, under the guidance of a senior colleague.
- Clinically verify the need, appropriateness and accuracy of all drug requests from the wards.
- Participate in clinical pharmacy services including, prescription chart review, patient counselling, adverse drug reaction reporting, therapeutic drug monitoring and individualisation of patients' drug therapy.
- Undertake clinical and technical work within the dispensary, acting as Responsible Pharmacist and assisting the Dispensary Leads to run an effective and efficient dispensary service as needed.

### Main Duties and Responsibilities – Clinical and Technical cont'

- Provide advice to medical and nursing staff relating to safe, economic and effective drug use in adherence to the joint formulary and Trust drug policies
- Counsel patients on the safe use of medicines
- To be able to utilise all pharmacy and Trust information technology systems as necessary to complete daily tasks effectively.
- To ensure any information that is recorded regarding patients' care is done securely and in line with trust information governance policies.
- Adhere to the Royal Pharmaceutical Society's *Professional Standards for Hospital Pharmacy Services*.

#### Teaching, training and research

- Participate in the training of pre-registration students, undergraduates, technicians, student technicians and other healthcare professionals.
- Participate in clinical audit, quality improvement or project activities as required by the pharmacy department.

#### Role

- Manage time and resources to ensure that pharmacy services are provided in a timely and appropriate manner at all levels within the hospital.
- Minimise risk to patient, public and other healthcare professionals by giving appropriate advice on drug handling, administration and disposal.
- Prioritise and allocate workload to allow efficient discharge of patients
- Assist in the work of the Medicine Information Service.
- Assist the Technical Services Manager in the work of the Aseptic Unit and Production Unit

#### Other

- Undertake Continuous Professional Development in accordance with the General Pharmaceutical Council requirements
- Participate in regular band 6 pharmacist meetings.
- Provide input into the continuing development of the pharmacy service

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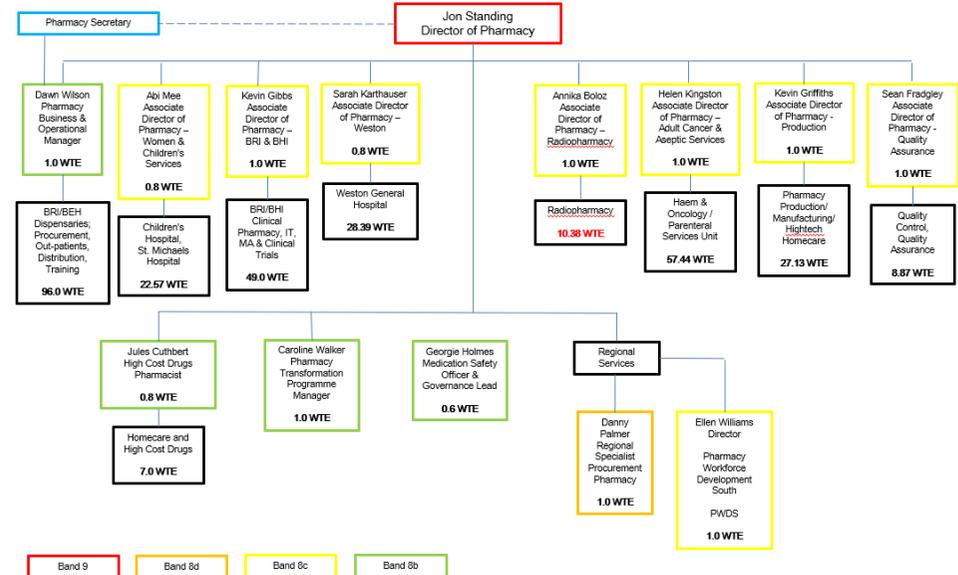
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### Organisational Structure



### Pharmacy Management Organisational Chart

February 2023



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Personal Profile - (E) = Essential (D) = Desirable

### Qualifications and Training

- Q1 – (E) Masters degree (or equivalent) in Pharmacy
- Q2 – (E) Membership of the General Pharmaceutical Council for Pharmacists
- Q3 – (E) Evidence of continuing professional development
- Q4 – (D) Member of the Royal Pharmaceutical Society
- Q5 – (E) Knowledge of post registration foundation pharmacist curriculum

### Knowledge and Experience

- E1 (E) Experience of medicines supply within the NHS
- E2 (E/D) Experience of post qualification hospital pharmacy practice
- E3 (E) Experience of building strong relationships across the multidisciplinary team to support patient care
- E4 (E) Experience of recognising opportunities for change, innovation and quality improvement
- E5 (E) Experience of using of digital technologies to support improved patient safety and outcomes

### Skills and Abilities

- S1 (E) Communicate effectively
- S2 (E) Recognise the importance of patient centric care
- S3 (E) Good time manager
- S4 (E) Ability to work alone and in a team
- S5 (E) Ability to manage uncertainty and risk appropriately
- S6 (E) Demonstrate adaptive flexible approach in challenging situations

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### Transforming Care

Delivering sustainable healthcare services to our patients, which are effective, efficient and driven by excellence, is at the heart of our organisation. Transforming Care is the Trust's overarching programme of transformational change. It enables staff to use a structured approach to continuously improve and innovates their services, strengthen our capability, and deliver our Trust's mission to improve the health of the people we serve by delivering exceptional care, teaching and research, every day.

Our Quality Improvement Academy is open to all staff and leaders across the Trust, and provides training to lead or take part in improvement and transformation activities in their departments and across the Trust. We will support staff to develop the skills and tools to improve services to deliver the best care to our patients and public.

### Information Governance

It is the responsibility of all staff to respect the confidentiality of patients and staff, as specified in the Caldicott Principles, Data Protection Act 2018 and the Human Rights Act. It is the duty of every employee to:

- Only access person identifiable information as required in the execution of their duties.
- Disclose information appropriately, in line with the Data Protection Act 2018.
- To ensure good quality data by recording, promptly and accurately, clinical and non-clinical information within agreed timescales to PAS, the health record or the appropriate clinical or non-clinical information system
- Always trace patient notes on the Patient Administration System

Maintain the confidentiality of their passwords / usernames and if in possession of a 'Smartcard' abiding by the terms and conditions of its use.

### Workplace health and wellbeing

The Trust Workplace Health and Wellbeing Framework applies to all employees, students and volunteers who are encouraged to take responsibility for their individual health and wellbeing and to promote the wellbeing of colleagues. Line managers must recognise the importance of health and wellbeing and take it into account when planning tasks and designing jobs.

### Safeguarding Children and Vulnerable Adults

The Trust is committed to safeguarding and promoting the welfare of all children, young people and vulnerable adults, and as such expects all staff and volunteers to share this commitment.

### Quality and Clinical Governance

Quality in the NHS has three core dimensions: Patient Safety, Patient Experience and Clinical Effectiveness. Clinical Governance is about the systems, processes and behaviours to ensure that high quality services are provided to patients. Every member of staff has a role to play in striving for excellence: it is important that everyone is aware of and follows policies and procedures that govern their work; and if something goes wrong, everyone has an obligation to report it so lessons can be learned from mistakes, incidents and complaints. If any member of staff has concerns on any clinical governance matters, they should raise them with their line manager, professional adviser, or a more senior member of management. Reference should be made to the Trust's guidance on Raising Concerns about provision of patient care.

### Health and Safety

Under the provisions contained in the Health and Safety at Work Act 1974, it is the duty of every employee to:

- Take reasonable care of themselves and for others at work
- To co-operate with the Trust as far as is necessary to enable them to carry out their legal duty
- Not to intentionally or recklessly interfere with anything provided including personal protective equipment for Health and Safety or welfare at work.

Everyone has a responsibility for contributing to the reduction of infections.

Senior Management is responsible for the implementation throughout the Trust of suitable arrangements to ensure the health, safety and welfare of all employees at work and the health and safety of other persons who may be affected by their activities. Where health and safety matters cannot be resolved at Senior Management level the appropriate Executive Director must be notified.

Line Managers are responsible for the health and safety management of all activities, areas and staff under their control. This includes responsibility for ensuring risk assessments are completed and implementation of suitable and sufficient control measures put in place. Health and safety issues are dealt with at the lowest level of management practicable. Where health and safety matters cannot be resolved at a particular management level the appropriate Senior Manager must be notified.

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