

JOB DESCRIPTION

Job Title:	Senior Pharmacist, Integrated Medicines Optimisation
Band:	8a
Department(s):	Planning
Function:	Medicines Optimisation
Responsible to:	Lead Pharmacist, Integrated Medicines Optimisation, SEL Integrated Care Board
Accountable to:	Chief Pharmacist, SEL Integrated Care Board
Hours:	37.5

The South East London ICB is the NHS management unit of the ICS. It is accountable both to NHS England and to the South East London Integrated Care Partnership (ICP). The ICS exists to deliver four core purposes:

- Improve outcomes in South East London population health and health and care services
- Tackle inequalities in outcomes, experience and access suffered by the residents of South East London
- Enhance productivity and value for money in the use of health and care resources in South East London
- Help the NHS support broader social and economic development in South East London.

The ICS is not an intermediate management tier and fundamental to the operating model of the ICS are three fundamental principles:

- **Partnership:** We are a partnership of sovereign bodies coming together to achieve something greater than the sum of the partners. All partners have a voice and all partners have responsibility.
- **Subsidiarity:** We work on the basis of subsidiarity. This means issues and decisions should be dealt at the most local level consistent with their effective resolution.
- **Accountability:** We value both supporting each other and being held to account by each other and our wider partners.

Equality and Diversity

The ICB is committed to providing services and employment to a community with an increasing variety of backgrounds. To do this effectively it is essential that we promote equality and embrace diversity and treat everyone with dignity and respect.

Disability Confident Employer



Job title: Senior Pharmacist, Integrated Medicines Optimisation Band 8a
Date: October 2023

We are a Disability Confident Employer and support the guaranteed interview scheme and use of the Government's Access to Work Scheme.

Living our values, we are keen to reflect the diversity of society at every level without our organisation.

Our core values are:

- We are collaborative
- We are caring
- We are inclusive
- We are innovative

We welcome applications from all sections of our community including from people with lived experience and/or knowledge of disability or social exclusion.

If you have accessibility requirements and would like further information about the role please contact recruitment-South London (NHS South East London ICB) recruitment-SouthLondonICBs@selondonics.nhs.uk

Please quote the reference for the role you are looking to apply for when contacting us.

JOB PURPOSE

The SEL ICB Medicines Optimisation programme is responsible for £200million in medicines cost in primary care. The programme includes a wide range of quality, safety and clinical effectiveness workstreams ensuring that we have a high value, innovative medicines optimisation programme which supports proactive chronic disease management, promotes self-care and empowers people.

There are two senior pharmacist roles supporting the work of the Integrated Medicines Optimisation Team across South East London (SEL). The two roles will collaboratively work with and be supported by the Integrated Medicines Optimisation team, place based medicines optimisation teams and a wide range of healthcare professionals and directorate teams. The postholders will work across SEL Integrated Care System (ICS) to support and lead aspects of SEL-wide Transforming and Integrating Medicines Optimisation programme. The roles will support the work of:

- the SEL Integrated Medicines Optimisation Committee (IMOC) - a multidisciplinary, clinical decision making forum for medicines related issues and
- the SEL Integrated Pharmacy Stakeholder Group (IPSG) - provides the pharmacy professional leadership for the SEL Integrated Care System, focusing on medicines value, community pharmacy integration and ways of working



Whilst each postholder will have a responsibility for supporting either the IMOC or the IPSG in their portfolio, the post holders will work collaboratively and in a matrix management style. This will include some shared responsibilities and providing cross cover as necessary.

The post holder will lead on selected portfolio areas to support delivery of the medicines optimisation and long term conditions priorities. They will support the Assistant Director and Lead Pharmacists, Integrated Medicines Optimisation, working collaboratively within and contributing to creating a culture of collaboration and learning. They will also support and work with the ICB Chief Pharmacist and Associate Chief Pharmacists in delivering pharmacy leadership and integration objectives, including improving the staff experience. The postholder will support the Assistant Director, Integrated Medicines Optimisation and Lead Pharmacists in:

- The day-to-day operation of the IMOC and IPSG and their sub-groups, engaging, collaborating and building relationships with internal and external stakeholders.
- The management of high cost drugs through SEL IMOC sub-groups as identified and agreed with the Assistant Director, Integrated Medicines Optimisation. This includes medicines delegated from NHS England specialised commissioning.
- Support the work of the SEL Medicines Value Group, including the SEL medicines Quality, Innovation, Productivity and Prevention (QIPP) workplan.
- Support the work of the Workforce network to deliver on pharmacy ways of working and integration objectives.
- Support community pharmacy integration, including the community pharmacy integration group and objectives.

The postholder will support the Assistant Director, Integrated Medicines Optimisation and the Lead Pharmacists, in day-to-day management of functions relating to the Transforming and Integrating Medicines Optimisation programme of work. The postholders will also work with place based teams to support place based elements, such as auditing prescribing data and identifying opportunities for safe and cost-effective prescribing. The postholder will support delivery of, and embedding, inclusive pharmacy professional practice into everyday care for patients and members of the public, to support the prevention of ill-health and address health inequalities within our diverse communities. The role will ensure that people using our services and pathways are at the centre of our work, through co-production with people with lived experience.

The postholder will have a role in building working relationships and collaboration across Place partnerships and the wider South East London System.

The post holder will support the Assistant Director and Lead Pharmacists, Integrated Medicines Optimisation, in all matters relating to medicines optimisation, long-term conditions, clinical effectiveness, clinical safety, and pharmaceutical care pathways and prescribing at Place.



1. Duties and Responsibilities

- Support the coordination of the SEL IMOC and SEL IPSPG and associated leadership team, including but not limited to: meeting agenda planning, liaising with Chair(s) and ICS partners as needed on matters pertinent to these forums and supporting responses to queries arising in relation to them.
- To work in a collaborative manner across the ICS to enable the delivery of high quality, safe, effective, evidence informed medicines optimisation.
- Support collaborative working on pertinent medicines & pharmacy related issues across the ICS through engagement with a wide range of stakeholders to support the implementation of the local Forward Plan for Medicines Optimisation in key identified areas.
- The postholder will take guidance from and will support the Assistant Director and Lead Pharmacists in Integrated Medicines Optimisation to implement corporate or national policies and guidelines.
- To collaborate with peers on a single operating model for medicines and pharmacy across SEL ICB, contributing to the development of policies and procedures relating to medicines optimisation in selected portfolio areas.
- Contribute in their own portfolio areas to developing the SEL medicines optimisation transforming and integrating medicines optimisation plan through active collaboration in across SEL.
- Working within the overall strategic objectives, support the implementation and delivery of medicines optimisation work, including supporting the development of medicines related pathways.
- Provide peer support to the wider Pharmacy and Medicines Optimisation team
- Promote the use of medicines in line with local formulary, guidance and shared care arrangements.
- Contribute to the review of patient pathways as appropriate, in conjunction with clinical leads across South East London
- Support the Lead Pharmacists, Integrated Medicines Optimisation in promoting effective prescribing across the ICS following formulary and National Institute for Health and Care Excellence (NICE) guidance.
- Support the Lead Pharmacists, Integrated Medicines Optimisation and relevant system partners in assessing and evaluating the implementation and impact of NICE guidance across the ICS. This includes horizon scanning and assessing the impact of any changes in prescribing practice on the wider health economy.
- Contribute to the annual horizon scanning process to support the process of proactively identifying new drugs entering clinical practice that will impact on prescribing budgets and service delivery and help to communicate the impact to relevant ICS partners.
- Under the guidance of the lead pharmacist, integrated medicines optimisation, support development of the SEL pharmacy workforce model and delivery of objectives relating to this, working alongside workforce, education and training pharmacy leads and training hubs..
- Under the guidance of the lead pharmacist, integrated medicines optimisation, support development and delivery of SEL ICS community pharmacy integration objectives, working alongside community pharmacy clinical and care professional leads, the SEL community pharmacy alliance, Community Pharmacy South East London, and the collaborative medicines optimisation team.



- Interpret highly complex prescribing, financial and other relevant health data and information to support decision making and provision of specialised clinical and medicines optimisation advice to senior clinicians and managers, including in situations where evidence is lacking.
- Provide highly specialist pharmaceutical advice and make recommendations for effective strategies, providing expertise and clear leadership to partners to deliver safe, effective and evidence-based medicine.
- Provide advice to partners (including at Place) in relation to pathway development, transformation, contracting and effective use of resources.
- Support reporting progress against relevant medicines optimisation workplans in their own portfolio areas through preparation of written reports for relevant meetings, boards, public health and at medicines optimisation committees and/or groups.
- Support the development of processes that support maintenance of IMOC/IPSG outputs.
- Support the SEL Senior Pharmacy Technician with the management of relevant webpages, engaging with the Communications team as part of this.
- Provide and receive highly complex, sensitive and contentious information, presenting information, to a wide range of stakeholders in a formal setting
- To contribute to the development and implementation of medicines optimisation and long-term condition initiatives and services to support clinical pathways and service redesign.
- Supports clinical leads and system partners to implement innovative approaches to service redesign to address health inequalities, reduce unwarranted variation and improve outcomes for long term conditions covering prevention, diagnostics, treatment, optimisation and complex needs including multimorbidity and frailty.
- To work collaboratively with community pharmacists, practice and PCN Pharmacists, effectively communicating ICB medicines schemes and policies.
- To input to the development of the Pharmacy workforce, including pharmacy networks, PCN Lead Pharmacist roles and Community Pharmacy Neighbourhood Lead Roles.
- To support implementation of digital and remote solutions for medicines and long-term conditions, for example remote monitoring, medicines pathways in remote consultations, point of care prescribing software and medicines safety software (PINCER or equivalent), medicines optimisation and LTC population health dashboards, working in partnership with business intelligence colleagues.
- Provide advice and audit to the ICB on all matters relating to pharmacy and medicines (professional, clinical and programme) in accordance with national and regional policy.

2. Communications & Relationships

- Nurture key relationships to help maintain networks internally and externally, including local, South East London and London networks.
- Supported by the Lead pharmacists, Integrated Medicines Optimisation, to work collaboratively within SEL ICB and external partners to implement transforming and integrating medicines optimisation plans at place.
- To support implementation of agreed approaches to ensure the effective involvement of patients, the public and staff in local service transformation work. Design and use co-production approaches to ensure the voice and experience of people, including service users, patients, and carers.



- Building and maintaining an active network of contacts, communicating and consulting with all stakeholders in projects and transformation work.
- Advise, influence, recommend and negotiate with a wide range of stakeholders.
- Work effectively with own team and colleagues across SEL and Place based.
- Support review of formulary requests, confirm receipt of submissions and evidence evaluations and to ensure queries arising from reviews of formulary requests have been addressed.
- Ensures the communication, promotion and encouragement of best practice in relation to medicines optimisation across SEL.
- Build relationships with relevant groups (e.g. local acute trusts, local mental health trusts, local pharmaceutical committee) and support medicines optimisation / LTCs elements at agreed meetings.
- Provide expert advice to GPs, other clinicians and managers to ensure that national guidance and best practice underpin LTC management and medicines usage and ensure compliance with the legal frameworks governing medicines use to ensure patient safety
- Deliver and/or facilitate planned training on therapeutics, medicines use and LTCs and support the improved use and awareness of medicines and patient pathways. To support and contribute to sharing best practice and enabling other parts of the system to adopt and embed best practice in own work area.
- To deal with difficult issues / situations using diplomacy and sensitivity.
- To respond to relevant Freedom of Information requests, patient complaints or MP/council enquiries regarding medicines and LTCs services.
- To liaise with internal and external stakeholders to ensure local pathway redesign and models of care are appropriate and effectively implemented and monitored.
- Communicate often complex, sensitive or contentious written and verbal information to a wide range of audiences.
- To be able to support GP practices, patients, the wider NHS and social organisations in situations of either antagonistic, emotional and language barriers.

3. Financial and Physical Resources

- To support the SEL horizon scanning processes for new and repurposed medicines, which includes financial planning for NICE guidance.
- To be numerate and be able to understand complex financial issues combined with deep analytical skills.
- To support the Lead Pharmacists with the management of selected budgets for individual projects, services and payments.
- To monitor financial and performance targets, including SEL ICB trends in prescribing costs.
- Advise on innovative opportunities in relation to medicines optimisation and support selected departments as relevant to their lead areas in their strategies and programmes to maximise service benefits.
- Support tracking of progress against plans and transition milestones, ensuring appropriate processes are in place to flag issues, risks and concerns with the relevant stakeholders.
- Contribute to identifying strategies to deliver value for money and cost-effective use of medicines to inform the prescribing budget financial planning process.



- To work with the Business Intelligence Team and Lead Pharmacists, Integrated Medicines Optimisation to further develop approaches for reporting on the use of specialist high cost medicines used within local pathways.
- To support and develop approaches to the monitoring of high cost drugs, moving away from traditional transactional processes.

4. Staff Management and leadership

The two 8a roles will work synergistically in a matrix management style, role modelling best practice, encouraging others and transferring knowledge and skills to engender this type of working. The role will support the Lead Pharmacists and Assistant Director, Integrated Medicines Optimisation as required.

The post holders will hold some responsibility for supporting junior pharmacy team members, students, trainees etc and will support the Lead pharmacists, Integrated Medicines Optimisation, to develop workplans for clinical leadership roles supporting the Medicines Optimisation team and agenda.

- Provide support to junior pharmacy team members working or students/trainees on placement across primary care.
- Input to the management and workplans of Clinical and Care Professional leads for both medicines optimisation, and for long term conditions as relevant to their own portfolio areas.
- Provide day to day operational support for the team
- Contribute to developing a workforce with the appropriate skill mix which takes account of emerging roles and organisations.
- Contributing to future workforce planning and development
- Promoting new ways of working, such as non-medical prescribing and non-medical consultant posts.
- Supporting clinical and professional leadership.
- Provide oversight to the planning and delivery of training and development sessions provided by the medicines optimisation team.
- To support provision of training and induction of new staff.

The post holder will provide subject matter expert education, training and specialised advice and guidance to others including own and other disciplines, clinicians and patients.

Support development of workplans for clinical leads. Support collaborative working with Pharmacists in commissioned clinical community or integrated services (for example integrated respiratory team, diabetes community team) to ensure a population health approach, aligned with system priorities.

Work collaboratively as part of the wider medicines optimisation team, providing cross cover for team members as required.

5. Policy and Service Development



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- Contribute to the implementation and delivery of the SEL ICB transforming and integrating medicines optimisation and pharmacy programme.
- To provide expert medicines optimisation leadership and advice to SEL programmes of work.
- To support drafting of formal IMOC/IPSG outputs such as formulary recommendations, workplans and Terms of Reference and support presentation of these to the relevant forum for approval
- Support and contribute to reports for high level Medicines Optimisation reporting to the relevant local forums and committees.
- Contribute to the development of strategic intentions, including informing QIPP plans based on robust data sources and stakeholder engagement to establish clear priorities for service transformation in LTCs – primarily CVD, Diabetes, Respiratory and multi-LTC commissioning
- To support the local implementation of agreed national and regional policy/guidance e.g. NICE guidance, NHS England best value medicines (including biologics), NHS Long Term Plan.
- Support the Lead pharmacists, Integrated Medicines Optimisation and relevant Clinical and Care Professional Leads in delivering the work of the IMOC/IPSG to ensure delivery of objectives and work plans, bringing a clinical and operational perspective to decisions affecting services within local health economy and communicating decisions and issues between the forum and peers/colleagues.
- Contribute to developing high quality and cost-effective prescribing, and support the process of change management in respect of performance, education, training and clinical practice of prescribers and associated support staff
- Support the assessment, development of and implementation of, clinical/ pharmaceutical guidelines/protocols through liaison with clinical colleagues and patient participation where appropriate.
- To contribute to the development, implementation, and review of the ICB medicines optimisation policies in line with national and local policy.
- To support implementation of shared care, including seamless transfer of prescribing between providers and across health and social care at the time of hospital admission and discharge.
- To contribute to the development, implementation and review of local policies across primary / secondary care (e.g. treatment guidelines/pathway, joint medicines formulary)

6. Analytical and Judgement Skills

The post holder will be expected to undertake analysis of highly complex prescribing activity relating to performance targets or local services and will support the development of strategies, business plans and provide expert advice.

- The postholder will be expected to have excellent analytical skills
- The postholder will be expected to be able to collect, gather, visualise and analyse data.
- The postholder will have the ability to interpret the problem or issue and use these skills to inform decision making.



- To use necessary skills to find, critically appraise and utilise high quality evidence to contribute to decision making in medicines related forums, including the SEL IMOC.
- The postholder will be expected to interrogate information and data to inform cases for change and business cases.
- Provide and receive highly complex, sensitive and contentious information, presenting information, to a wide range of stakeholders in a formal setting.
- To support the further development of approaches in SEL in the use of outcomes monitoring frameworks, which assess the value and impact from specialist treatment pathways
- To produce reports on medicines spend and usage (e.g. for formulary approvals) from analysis of highly complex, sensitive and often contentious prescribing data (using the ePACT 2 and EMIS systems). To use reports to support negotiation with stakeholders on actions to deliver high quality, safe, evidence based and cost effective prescribing.
- Support the Lead Pharmacists, Integrated Medicines optimisation in working with internal and external stakeholders to contribute to evaluation of the impact of, medicines workstreams to demonstrate value and benefits to the system.
- To ensure effective use of the national electronic prescribing database (ePACT), Eclipse Live, EZ Analytics, PrescQIPP, Open prescribing to obtain, analyse and interpret prescribing data. To ensure reporting to prescribers, other services or committees using this data.
- Report on the performance management of prescribing and provide regular complex analysis of prescribing data and trends.
- The post holder will apply sound professional judgement to legal and ethical issues and to determine when to use escalation and adheres to organisational structures to do so.

7. Planning and Organisational skills

- To support the Lead Pharmacists, Integrated Medicines Optimisation with the planning and organisation of IMOC/IPSG meetings (and sub-groups where relevant). This includes developing the agenda, action follow up and liaising with Chairs, contributors and presenters.
- To support, as identified, the development, review and implementation of clinical pathways/shared care guidelines/the joint medicines formulary in collaboration with stakeholders.
- To support development of and monitoring progress with the annual work plans, such as the IMOC workplan.
- To plan and organise medicines optimisation and long-term condition initiatives and specific projects relating to their own portfolio areas.
- To build professional and personal credibility to win support.
- To prioritise work, work under pressure and meet deadlines and to change plans at the last minute to manage any emergencies.
- To be able to work alone to tight deadlines and concentrate for long periods of time on complex work

8. Autonomy/Freedom to act



- The post holder will be responsible for managing own workload and work autonomously while following legal, ethical, professional and organisational policies/procedures and complying with code of conduct under General Pharmaceutical Council.

9. Information management/resources including any databases used / IM&T responsibilities

- The post holder is expected to have good knowledge of different IT systems, including those in GP practices and to utilise effectively medicines optimisation resources and prescribing data e.g. ePACT2 to obtain, analyse, interpret and monitor prescribing data.
- To use databases such as ePACT2, EMIS, PrescQIPP data analytics and Open Prescribing and other such metrics to support data driven care, quality improvement and support the SEL Medicines Value programme.
- To support and contribute to the development and maintenance of the webpages relating to the IMOC/IPSG.
- The post holder is expected to update and maintain information databases containing complex therapeutic and financial information ensuring confidentiality.

10. Project management

- Supported by the Lead Pharmacists in Integrated Medicines Optimisation, to undertake management and mobilisation of projects, defining clear objectives, goals, timelines and escalation processes relating to service or clinical effectiveness improvements in LTCs and medicines optimisation.
- To use a co-production approach to developing new services and service improvements, supporting the development of outcome frameworks to identify outcomes which matter to people.

11. Risk & governance

- Contribute to minimising the risks associated with medicines use and LTC services, by reviewing prescribing and other processes, identifying trends and areas of risk and offer support to practices, other prescribers, services and other stakeholders when needed
- Work with other teams and stakeholders to develop locally determined outcome and performance measures, reflecting measures of value and outcomes which matter to people.
- Supports the investigation of medicines related incidents and complaints and facilitates systems to implement best practice.
- To support root cause analysis with providers following pharmaceutical related incidents when necessary.

12. Responsibilities for patient/client care

The post holder is responsible to implement medicines optimisation and health improvement schemes with the objectives to improve patient care:



- To provide advice and expertise in the development of disease management, and care pathways.
- To support the Patient Experience team with queries from patients.
- To engage with patients and provide accountability to the public and patients around medicines and LTCs e.g. receive and respond to simple and complex enquiries from the general public relating to medicines and liaise with other health care professionals as appropriate. To deal with any distressed callers and potential adverse drug effects or drug errors promptly and with sensitivity.



GENERAL DUTIES AND RESPONSIBILITIES

Mobility	The post-holder is contracted to work at any appropriate South East London ICB office as necessary for the delivery of the functions of this role.
Just Culture	<p>The ICB is committed to ensuring that people related matters are resolved as early and as informally as possible and that recourse to formal action under any of the HR policies and procedures is only where necessary. This supports the principles of a just culture, where people are encouraged to come forward when things go wrong and supports those who make honest mistakes.</p> <p>The fair treatment of staff supports a culture of fairness, openness and learning in the NHS by enabling staff to feel confident to speak up when things go wrong, rather than fearing blame</p>
Equality & Diversity	<p>Staff have the right to be treated fairly in recruitment and career progression. Staff can expect to work in an environment where diversity is valued and equality of opportunity is promoted.</p> <p>Staff will not be discriminated against on any grounds including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.</p> <p>Staff have a responsibility to ensure that they treat their colleagues and others they may interact with dignity and respect.</p>
Sustainability	SEL ICB is committed to contributing to a net zero NHS, in line with national Greener NHS ambitions. Our contribution will be made by delivery of the ICS Green Plan (https://www.selondonics.org/wp-content/uploads/2022/06/ICS-Green-Plan-2022-2025.pdf). Everyone's contribution is required in order to meet the goals set out in our Green Plan and we encourage all staff to work responsibly; embedding sustainability into their core work and minimising their contributions to carbon emissions, waste and pollution wherever possible.
Raising Concerns	Staff may on occasion have genuine concerns about healthcare matters and consequently the ICB endorses the principle that these must be raised in a responsible and appropriate manner, and if necessary, using the ICB's 'Raising Concerns (Whistleblowing)' policy.
Data Protection	The ICB is registered as a data controller under the Data Protection Act 2018/General Data Protection Regulations. All the personal information we hold, obtain, record, use and share as an organisation is governed by this Act and Regulation.



	<p>As an employee of the ICB you have a legal responsibility for all personal information you handle and must not at any time use the personal data in a way incompatible with the guidelines stipulated in this act.</p> <p>If you are in any doubt regarding what you should or should not do in connection with the Data Protection Act and the General Data Protection Regulations, then you must contact your Line Manager.</p>
Records Management	<p>As an employee of the ICB, you have a legal responsibility for all records you work with e.g. patient records, financial records, personal, administrative, etc that you gather or use as part of your work within the ICB.</p> <p>The records may be held in a variety of formats such as paper, electronic, microfiche, audio, and video tapes, etc. You must consult your manager if you have any doubt as to the correct management of the records with which you work.</p>
Confidentiality	<p>In the course of your employment, you will have access to confidential information relating to the ICB's business, patients, the STP and its staff.</p> <p>You are required to exercise due consideration in the way you use such information and should not act in any way, which might be prejudicial to the organisation's interests. Information which may be included in the category which requires extra consideration covers both access to the general business of the ICBs and information regarding individuals. If you are in any doubt regarding the use of information in the pursuit of your duties, you should seek advice from your Line Manager before communicating such information to any third party.</p> <p>Confidential information should always be treated according to the ICB's rules on confidentiality. Any inappropriate disclosure may be subject to the ICB's disciplinary procedures.</p>
Information Governance	<p>ICB staff must keep up-to-date with the requirements of Information Governance and must follow ICB policies and procedures to ensure that ICB information is dealt with legally, securely, efficiently and effectively.</p> <p>Staff must appropriately manage all the Information they handle during their employment with the ICB, making the information available for sharing in a controlled manner, subject to statutory requirements and the ICB Information Governance Policy, and formal Information Sharing arrangements.</p>



	<p>All SEL ICB staff must ensure that they keep appropriate records of their work and are therefore designated Information Asset Administrators (IAA) responsibilities.</p> <p>Senior members of staff with Director, Assistant/Associate Director positions are designated Information Asset Owners (IAOs) who are responsible for the information assets within their directorate/team.</p>
Health & Safety	<p>Employees must be aware of the responsibility placed on them under the Health and Safety at Work Act (1974) to maintain a healthy and safe working environment for both staff and visitors.</p> <p>Employees also have a duty to observe obligations under the ICB's Health and Safety policies and to maintain awareness of safe practices and assessment of risk in accordance with the Risk Management Strategy.</p>
Infection Control	<p>ICB staff are responsible for protecting themselves and others against infection risks. All staff regardless of whether clinical or not are expected to comply with current infection control policies and procedures and to report any problems regarding this to their managers.</p> <p>All staff undertaking patient care activities must attend infection control training and updates as required by the ICB.</p>
Financial Regulations	<p>All staff are responsible for the security of the property of the ICB, avoiding loss or damage of property, and being economical and efficient in the use of resources.</p> <p>Staff should conform to the requirements of the Standing Orders, Standing Financial Instructions or other financial procedures including the Code of Conduct and Accountability and the Fraud and Anti Bribery Policies.</p>
Safeguarding Children & Vulnerable Adults	<p>All employees are required to act in such a way that always safeguards the health and wellbeing of children and vulnerable adults.</p> <p>Compliance with mandatory and statutory training requirements is an essential requirement of all employees.</p>
Risk Management	<p>Managers are responsible for implementing and monitoring any identified and appropriate risk management control measures within their designated area(s) and scope of responsibility.</p> <p>Responsibilities of staff regarding risk management are outlined more fully in the Risk Management Strategy. Staff are responsible for ensuring that they are aware of those responsibilities</p>



Code of Conduct	<p>The Department of Health's Code of Conduct for NHS Managers has been adopted by the ICB for all Director-level and senior management posts. This requires the post-holder to comply with the Code and for their actions to demonstrate a commitment to the Code. In particular, the post-holder must:</p> <p>make the care and safety of patients their first concern and act quickly to protect patients from risk; respect the public, patients, relatives, carers, NHS staff and partners in other agencies; be honest and act with integrity; accept accountability for their own work, the performance of those they manage and of their own organisation;</p> <p>Demonstrate their commitment to team working by co-operating with all their colleagues in the NHS and in the wider community.</p>
Acceptance of Gifts and Hospitality	<p>The conduct of staff in the public service should be scrupulously impartial and honest and in this context any offers of gifts or hospitality should be discussed with your manager, prior to acceptance.</p>
Use of new Technology	<p>The ICB is making increased use of computer technology. Most employees (both clinical and non-clinical) are expected to use automated information systems in their work to improve quality and co-ordination of services, to enable faster and more certain communication.</p> <p>Necessary training will be provided. Compliance with the Data Protection Act 1988, Information Governance and the relevant Computer Usage Policy is expected.</p>
Civil Contingencies Act 2004	<p>All staff will note the Organisation's responsibilities under the Civil Contingencies Act 2004, and NHS Major Incident Plans Guidance (DoH 1998 and 2004).</p>
Smoking or Vaping	<p>Smoking/Vaping by staff, patients, and visitors, is not permitted anywhere on ICB premises.</p>
General	<p>The post holder:</p> <ul style="list-style-type: none"> • may be required to work at any of the ICB's sites in line with the service needs. • has a duty to create, maintain and enhance effective working relationships, both internally and externally <p>This job description provides an outline of the tasks, responsibilities and outcomes required of the role.</p>



	<p>The job holder will undertake any other duties that may be required which are consistent with the grade and responsibility of the post.</p> <p>This job description describes responsibilities, as they are currently required. It is anticipated duties will change over time and the job description reviewed regularly during employment.</p> <p>All staff have a responsibility to participate in the ICB's Appraisal Scheme and to contribute to their own development and the development of any staff that they are responsible for appraising.</p>
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GENERAL INFORMATION ON NHS SOUTH EAST LONDON ICB

Local Context

The South East London Integrated Care System (ICS) brings together the health and care partners that serve our vibrant and highly diverse populations resident in the London boroughs of Bexley, Bromley, Greenwich, Lambeth, Lewisham and Southwark - our Places.

Our partnership brings together six local authorities, over 200 general practices (operating within 35 Primary Care Networks), Guy's and St Thomas' Hospital NHS FT, King's College Hospital NHS FT, Lewisham and Greenwich NHS Trust, South London and the Maudsley Mental Health FT and Oxleas FT. Importantly, the ICS seeks to be connected to the communities we serve (circa 1.92m residents) and work with the widest possible range of community, voluntary and third sector groups and organisations in each borough. The reach of our NHS provider portfolios extends beyond the borders of the ICS, across London, the south of England and nationally for some services.

Our vision for the ICS is a highly performing, sustainable system that looks after its staff, responds to its communities and takes action to reduce the inequalities they experience. As a new organisation we have developed a system development plan <https://www.ourhealthiersel.nhs.uk/SDP-8-November-2021.pdf> that outlines the way in which we seek to operate and the steps we will take to realise the full potential of our partnership.

Our ICS is a 'System of systems' and the Integrated Care Board (ICB) that supports it will work with partners that come together as Collaboratives for acute physical and mental health care; and as Local Care Partnerships (LCPs) that provide multi-agency leadership to the development and delivery of borough focused care. The ICB will relate to and work with residents and the bodies that serve them at neighbourhood, borough and south east London wide levels.



Person Specification

Senior Pharmacist (Integrated Medicines Optimisation) – Band 8A

Supporting Evidence

In the supporting evidence of your application form, you must demonstrate your experiences by giving specific examples for the criteria within the person specification.

Factors	Essential	Desirable	Assessment Method
Education / Qualifications			
Educated to masters level with additional in depth professional knowledge in own discipline	√		C
Current registration with General Pharmaceutical Council	√		C
Member of the Royal Pharmaceutical Society		√	C
Postgraduate qualification in clinical/community pharmacy or equivalent additional experience	√		C
Mandatory Continuing Professional Development to maintain fitness to practice and revalidation	√		A/I
Experience			
Experience of developing medicines optimisation services in challenging environment	√		A/I
Knowledge of developing long term conditions prevention or management services and an understanding of personalised care	√		
Extensive experience of negotiating and implementing change in practice	√		
Experience of managing the delivery and improvement of services within a complex and diverse organisation.	√		
Experience of managing budgets and business planning processes	√		
Knowledge of various sources of prescribing data, e.g. ePACT2	√		
Working knowledge of GP computer systems	√		
Experience of successfully setting up and managing internal processes and procedures	√		



Experience of inter-agency working and the development of joint projects.	√		
Knowledge/understanding of national and local policies and strategic issues relevant to medicines and pharmacy	√		
Experience of multidisciplinary working	√		
Extensive, community and /or hospital pharmacy experience or experience of providing prescribing support to primary care organisations or practices.	√		
Experience of supporting GP practices including implementing prescribing change	√		
Experience of successfully setting up and managing internal processes and procedures	√		
Experience of policy or proposal development		√	
Experience of working within a complex environment, managing relationships with multiple stakeholders	√		
Experience of working with Medicines Committees or Groups	√		
Skills and Abilities			A/I
The ability to work in partnership with lead clinicians and health care professionals within and outside the ICB and a partnership approach to working across organisations.	√		
Ability to analyse highly complex issues where material is conflicting and drawn from multiple sources	√		
Effectiveness in conflict resolution and management	√		
Ability to prepare and produce concise yet insightful communications for dissemination to senior stakeholders and a broad range of stakeholders as required	√		
Ability to create and give presentations to a varied group of internal and external stakeholders	√		
Capability to act upon incomplete information, using experience to make inferences and decision making.	√		
Knowledge of financial systems e.g. monitoring budget management, processing invoices and procurement	√		



Ability to work without supervision, providing specialist advice to the organisation, working to tight and often changing timescales	√		
Capable of original thought and developing ideas into practice	√		
Ability to assimilate, analyse, interpret and present complex financial and clinical data	√		
Ability to plan, set objectives, priorities and review performance against objectives	√		
Ability to re-prioritise ongoing planned work and projects adjusting to changing requirements and organisational needs	√		
Highly developed organisational skills - demonstrates sound judgement in the absence of clear guidelines or precedent, seeking advice as necessary from more senior management when appropriate	√		
Ability to critically appraise literature in order to analyse, interpret and evaluate clinical papers, clinical evidence, data and information from various sources to make judgements, decisions and provide recommendations	√		
Ability to use Microsoft word, internet, excel, email and PowerPoint to a competent standard	√		
Other			A/I
Stamina, energy and enthusiasm and the ability to work effectively under pressure	√		
Professional calm and efficient manner	√		
Effective organiser, influencer and networker	√		
Willing to engage with and learn from peers, other professionals and colleagues in the desire to provide or support the most appropriate interventions	√		
Demonstrable knowledge and understanding of equality of opportunity and diversity and reflects the Inclusive Pharmacy Practice principles. Being aware of how individual actions contribute to, and make a difference to, the equality agenda	√		
Respects, values and cares for others	√		
Supports learning and development of self and others	√		



Physical effort: Travelling to external meetings/visits/events; Occasional lifting and carrying of training materials e.g. boxes of handouts, laptop computer and projector; Looking at the computer screen (VDU) for long periods of time; Sitting in one position at the computer	√		
Mental effort: Long periods of computer work and daily concentration on preparing reports, policies, analysing data and training materials; delivering training sessions; carrying out audits; attending meetings. Frequent interruptions to answer queries from health care professionals and the public: These may be received at any time and may take precedence over other work depending on their urgency	√		
Emotional effort: Persuading and influencing skills to engage stakeholders to adapt clinical practice in line with medicines optimisation local and national initiatives	√		
Working conditions: Occasional contact with members of the public/patients via queries received by the Patient Experience Team	√		

Assessment Method

A = Application	I = Interview	C = Certificate	T = Test
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Job title: Senior Pharmacist, Integrated Medicines Optimisation Band 8a
Date: October 2023