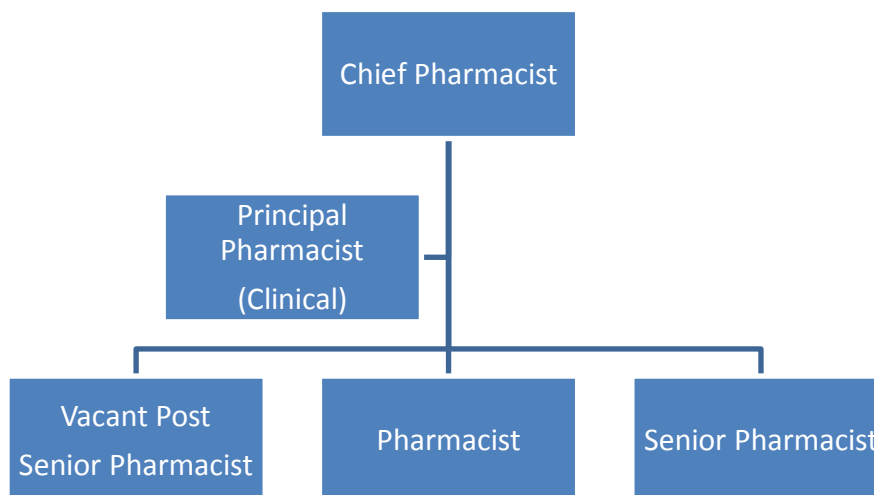


JOB DESCRIPTION

HR Use Only	
Job Ref:	Occ. Code
CHC_MCE13PY	

JOB TITLE:	Senior Pharmacist
PAY BAND:	Band 7 plus on-call allowance
DIRECTORATE:	Medicines and Clinical Effectiveness
TEAM/SERVICE:	Pharmacy
BASE:	Harplands Hospital
RESPONSIBLE TO:	Principal Pharmacist (Clinical)
ACCOUNTABLE TO:	Chief Pharmacist
RESPONSIBLE FOR:	Oversight of dispensary technicians and ATOs

Organisational Chart (*Responsible to/Accountable to/Responsible for*)



Job Summary:

Leads the delivery of the pharmaceutical service to allocated wards / teams which may include adult psychiatry, older age psychiatry, CAMHS, learning disabilities, neuropsychiatry and substance misuse. Participates in the work of the dispensary at Harplands Hospital.

Provides specialist advice to healthcare practitioners including input into audit and education.

The post may involve working in Community and domiciliary settings.

Key Duties/Responsibilities

Core Duties

- To provide specialised clinical pharmacy advice for allocated wards / teams including attending their multidisciplinary team meetings.
- To lead in the delivery of the clinical and patient services to allocated wards / teams, including leading on any medicines-related projects.
- To identify audit topics for allocated wards / teams. To contribute to and encourage pharmacy-based and multidisciplinary clinical audit.
- To support the work of the dispensary; dispensing and checking inpatient and outpatient prescriptions, as required by the Dispensary manager.
- To provide pharmaceutical advice to patients and staff of CHC Trust in the dispensary and by telephone as part of the pharmacy service.
- To liaise with medical and nursing staff in the provision of the Pharmaceutical Service to Combined Healthcare Trust

Clinical Pharmacy Service

- To provide a specialised clinical service to allocated wards / teams including: -
 - Provision of specialist advice to patients, relatives and other healthcare professionals
 - Review of prescription charts according to Trust procedures. This involves making recommendations tailored to the needs of specific patients or situations. This includes: checking medicine doses are appropriate; checking for interactions; addressing co-existing medical diseases and conditions such as hepatic and renal impairment.
 - Endorsing of charts according to Trust procedures
 - Risk Management and compliance with Medicines Legislation.
- To participate in the Care Plan approach.
- To participate in Consultant ward rounds and Multidisciplinary team meetings where appropriate.
- To provide cover for additional wards and units as required.
- To participate in the forward planning and development of the Clinical Pharmacy Service.
- To advise medical and nursing staff on the most cost-effective use of medicines as part of the department's role in managing drug expenditure and compliance with the North Staffordshire Joint Formulary.
- To participate in the systems to measure clinical pharmacy input and provides such information on request.

- To investigate pharmaceutical problems arising from use of medicinal products and to participate in and encourage medical staff in incident reporting and Yellow Card completion.
- To support and advise all prescribers within the pharmacist's areas of competence
- To work closely with and support the work of other pharmacy staff within the pharmacy service to ensure effective team working.

Management Role

- To prepare and present regular evaluated medicines usage and expenditure reports (minimum quarterly) to specified wards / teams in liaison with the Principal Pharmacist (Clinical)
- To identify areas of potential cost savings in medicines expenditure and to advise and make recommendations to the team in managing their medicines budget in liaison with the Principal Pharmacist (Clinical)
- To attend and participate in pharmacy team meetings.
- To risk assess the Pharmaceutical Service for which s/he is responsible through the maintenance and development of safe systems of work
- To give advice on pharmaceutical matters to all members of the Healthcare professions, patients and carers to facilitate safe and economic use of medicines within services for Mental Health, including counselling on the use of aids to concordance, and to promote patient choice.

Training

- To participate in the mental health clinical training program.
- To assist in the "in-service" training of pharmaceutical and other hospital staff.
- To educate all prescribers, particularly junior medical staff, on cost-effective prescribing, safe use of medicines and clinical guidelines relating to the use of medicines.

Research and Audit

- To identify, participate and collaborate in practice research and audit projects relating to Clinical Pharmacy and Clinical Support Services
- Participate in dispensing and checking for clinical trials.
- Ensure original work is disseminated through poster presentation at pharmaceutical conferences

Corporate Duties:

- To provide professional and legal supervision in the dispensary. This includes the dispensing and checking of dispensed medicines (including controlled drugs and clinical trial medication) for in-patient and out-patient use and clinical screening of prescription charts from wards.
- To comply with the legal and other requirements related to the purchase, supply, use, safe custody and destruction of drugs within the pharmacy and in all other areas of the hospital.

- To collaborate in maintaining, and participate in, appropriate rotas, which may be necessary for the efficient running of the service including on-call, weekend / Bank Holiday working. This may include working at other sites.
- To ensure the Health and Safety provisions are observed in the department and that safe systems of work are practised throughout the Pharmaceutical Service.
- To participate in the Trust's initiative "Improving Working Lives" and actively seek to identify his/her training needs and opportunities to address them.
- To undertake any related duties which may also be required.

Professional Development

- To take every reasonable opportunity to maintain and improve your professional knowledge and competence.
- To participate in personal objective setting and review, including the creation of a personal development plan.
- To comply with the Code of Ethics and Standards of the General Pharmaceutical Council.
- To comply with the Continuing Professional Development requirements as required by the General Pharmaceutical Council.

Specialist/technical requirements

- M.Pharm or equivalent pharmacy degree
- Registration as practising member of General Pharmaceutical Council
- Evidence of formal Continuing Professional Development at a post-graduate level e.g. completion or working towards a diploma or certificate
- Knowledge of Standard operating procedures for dispensaries and clinical pharmacy
- Computer literate: working knowledge of MS Word, Excel and PowerPoint
- Good practical knowledge of hospital pharmacy

GENERIC CLAUSES

- To maintain a broad understanding of the work of North Staffordshire Combined Healthcare NHS Trust as a whole, and actively contribute your ideas for the improvement of service provision.
- To ensure own actions contribute to the maintenance of a quality service provision.
- To be responsible for the self-development of skills and competencies through participation in training and development activities and to maintain up to date technical and professional knowledge relevant to the post.
- To participate in the Performance and Development Review and to undertake any identified training and development related to the post.
- To undertake statutory and mandatory training as deemed appropriate by the Trust.
- To develop and maintain effective working relationships with colleagues.
- To adhere to all Trust policies and procedures.

Trust Values:

As an employee and representative of the Trust, you are required to demonstrate and uphold the Trust's Values. These are:

Proud to CARE:

Compassionate

- Caring with compassion, it's about how we listen, what we say, what we do.

Approachable

- Friendly, welcoming, sharing ideas and being open

Responsible

- Taking personal and collective responsibility, being accountable for our actions

Excellent

- Striving for the best, for high-quality safe care and continually improving

Health & Safety:

All staff have a duty to ensure the health and safety of themselves and others whilst at work. Safe working practices and health and safety precautions are a legal requirement. ALL incidents/ accidents must be reported to your manager and in line with the general philosophy of the Trust; you must participate in accident prevention by reporting hazards and following relevant policies and procedures including Moving and Handling guidelines and mandatory health and safety training.

Infection Control:

Infection Prevention and Control (IPC) is everybody's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trusts' Infection Prevention and Control Policies and Procedures and make every effort to maintain high standards of infection prevention and control at all times. This includes good antimicrobial stewardship, hand decontamination, cleanliness and adhering to the Dress and Appearance policy. This will reduce the risk of Healthcare Associated Infections including MRSA and Clostridium Difficile in accordance with the Code of Practice on the prevention and control of infections and related guidance (2015).

Risk Management:

You are required to contribute to the control of risk and use the incident reporting system to alert the Trust of incidents or near misses that may compromise the quality of services.

Data Security:

To ensure that the Trust Policies and Procedures regarding data security are adhered to, and that staff are aware of their obligations under these policies.

Confidentiality:

Working within the trust you may gain knowledge of confidential matters which may include manual/electronic personal and medical information about patients and staff. Such information must be considered strictly confidential and must not be discussed or disclosed. Failure to observe this confidentiality could lead to disciplinary action being taken against you.

Equality & Diversity:

The Trust is committed to ensure that no job applicant or employee receives less favourable treatment on the grounds of age, disability, gender, race, religion or belief, sexual orientation, marital status, gender reassignment or pregnancy/maternity. We fully support the right of all staff to equal opportunities and are committed to the development of a diverse workforce.

Safeguarding:

The Trust is committed to safeguarding and promoting the welfare of children and vulnerable adults and is signed up to Stoke-on-Trent Safeguarding Children Board Procedures, Staffordshire Safeguarding Children Board Procedures and the Staffordshire and Stoke-on-Trent Safeguarding Adults Partnership Procedures. All Trust staff must be familiar with, and adhere to, these procedures. It is the post-holder's responsibility to attend the Trust's mandatory Safeguarding Training, and to follow the relevant Trust's Policies and Practice Guidance.

Codes of Conduct and Accountability:

You are required to comply with Trust codes of conduct and accountability and codes of conduct which are relevant to this post.

Raising Concerns

If you have any concerns about a risk, malpractice or wrongdoing at work you are expected, as a Healthcare professional, to raise these concerns at the earliest opportunity, either with your line manager or lead clinician. This may be done verbally or in writing. As a result of raising a genuine concern under the Raising Concerns procedure, you will not be at risk of losing your job or suffering any detriment (such as a reprisal or victimisation) provided you are acting in good faith and the matter is not raised maliciously. Please refer to the Raising Concerns (formerly Whistleblowing) procedure for further information.

Registration:

Registration with a professional body imposes a duty on health care professionals to maintain the safety of the public through working within professional standards, to provide good quality care to patients and to promote professional education and conduct. It is the policy of the Trust that all health care professionals register or re-register and act in accordance with the requirements of their professional body.

Disclosure & Barring Service (DBS)

This post may be exempt from the Rehabilitation of Offenders Act 1974. If so, should you be offered the post it will be subject to a criminal check from the DBS before the appointment is confirmed. This will include details of cautions, reprimands, final warnings, as well as convictions. North Staffordshire Combined Healthcare NHS Trust may require a Disclosure through the DBS for this post to ensure suitability for employment. Should an employee be subject to a caution, reprimand, final warning or convictions during the course of their employment then they must share this with their manager at the first possible opportunity, to assess their continued suitability for employment in the post.

THE TRUST OPERATES A NO SMOKING POLICY

EMPLOYEE
SIGNATURE:

DATE:

Person Specification

	Essential	Desirable	Method of assessment
Qualifications	<p>M.Pharm or equivalent pharmacy degree</p> <p>Registration as practising member of General Pharmaceutical Council</p> <p>Evidence of formal Continuing Professional Development at a post-graduate level e.g. completion or working towards a diploma or certificate</p>	<p>College of Mental Health pharmacy member</p> <p>Royal Pharmaceutical Society GB member</p> <p>Management qualification at Certificate level or above</p> <p>PG Diploma / certificate in Mental health Pharmacy</p> <p>Diploma in Clinical Pharmacy</p>	<p>Application form / interview / assessment</p>
Experience	<p>Suitable post registration experience</p> <p>Good understanding of the pharmaceutical needs of Mental health and learning disabilities service users including clinical pharmacy relevant to the client group</p> <p>Understanding of Risk management</p> <p>Able to make judgements based on evidence based practice</p>	<p>Working with mental health team / service</p> <p>Research background with evidence of publications</p> <p>Evidence of writing procedures, guidelines or protocols</p> <p>Experience of project and audit management</p> <p>Understanding of performance management including appraisals, objective setting and Personal Development Plans</p> <p>Working with Primary Care Organisations</p>	<p>Application form / interview / assessment</p>
Knowledge and skills	<p>Ability to demonstrate appropriate clinical knowledge and its application including critical appraisal</p> <p>Awareness of the future direction of the profession</p> <p>Knowledge of Standard operating procedures for dispensaries and clinical pharmacy</p> <p>Computer literate: working knowledge of MS Word, Excel and Powerpoint</p> <p>Ability to work on own initiative, including planning and organising own work</p> <p>Confident in approach</p> <p>Ability to work as a part of a team</p> <p>Makes sound decisions with limited</p>	<p>Good practical knowledge of hospital pharmacy</p>	<p>Application form / interview / assessment</p>

	<p>information and can defend them</p> <p>Articulate with excellent verbal and written communication skills at all levels including presentations</p> <p>Comfortable working with senior medical, nursing and general management staff</p> <p>Ability to motivate and influence staff</p> <p>Has vision and imagination, initiative, creativity and ability to see beyond the barriers</p> <p>Ability to be seen as a role model: reliable fair and balanced</p> <p>Flexible</p>		
--	--	--	--