

PHARMACY JOB DESCRIPTION

Specialist Pharmacist, Infection

GRADE:	8a
HOURS:	37.5
DEPARTMENT:	Pharmacy Department Kings College Hospital
LOCATION:	Base site – Princess Royal University Hospital All other KCH sites as per requirements of the role
ACCOUNTABLE TO:	Chief Pharmacist
RESPONSIBLE TO:	Principal Pharmacist - Infection
MANAGES:	Senior pharmacists, foundation pharmacists, trainee pharmacists
SUPERVISES:	Rotational pharmacy staff (junior pharmacists, pre-registration pharmacists), students
LIAISES WITH (INTERNAL):	All pharmacy staff including: Chief Pharmacist, Deputy Chief Pharmacists and Associate Chief Pharmacists All Pharmacists and Pharmacy Technicians Medicines Management Pharmacy Assistants, Assistant Technical Officers and A&C staff
LIAISES WITH (EXTERNAL):	Care Group Management Team Clinical Director, Consultants and other medical staff (Trust wide) Matron, ward managers, senior and other nursing staff (Trust wide) Bed managers Other health care professionals and Trust staff Pharmacy and medical staff from other hospitals NHSE and CCG staff Patients, their relatives and GPs The general public Medical Research and Development staff Pharmaceutical industry personnel Academic bodies e.g. School of Pharmacy General Pharmaceutical Council (GPhC) National Bodies

King's College Hospital NHS Foundation Trust is one of the UK's largest and busiest teaching Trusts with a turnover of c£1 billion, 1.5 million patient contacts a year and around 15,000 staff based across 5 main sites in South East London. The Trust provides a full range of local hospital services across its different sites, and specialist services from King's College Hospital (KCH) sites at Denmark Hill in Camberwell and at the Princess Royal University Hospital (PRUH) site in Bromley.

King's is committed to delivering Sustainable Healthcare for all via our Green Plan. In line with national Greener NHS ambitions, we have set net zero carbon targets of 2040 for our NHS Carbon Footprint and 2045 for our NHS Carbon Footprint Plus.

Our values at King's, are that we're a kind, respectful team;

Kind. We show compassion and understanding and bring a positive attitude to our work
Respectful. We promote equality, are inclusive and honest, speaking up when needed

Team. We support each other, communicate openly, and are reassuringly professional

The Trust-wide strategy Strong Roots, Global Reach is our Vision to be BOLD, Brilliant people, Outstanding care, Leaders in Research, Innovation and Education, Diversity, Equality and Inclusion at the heart of everything we do. By being person-centred, digitally-enabled, and focused on sustainability, we can take Team King's to another level.

JOB SUMMARY

The post holder will work as part of a dedicated pharmacy team to lead, provide and develop specialist clinical pharmacy services to infectious diseases and antimicrobial stewardship. The post holder will also support the Principal Pharmacist for Infection in managing the team. The post holder will liaise between wards, departments and pharmacy to ensure that pharmacy services are tailored to meet the Care Groups needs wherever possible.

The main responsibilities of the post holder will be:

- Deputise for the Principal Infection Pharmacist
- Act as a specialist role model and an expert in the medical management within infectious diseases and antimicrobial stewardship.
- Lead and manage clinical pharmacy services in infectious diseases and antimicrobial stewardship in conjunction with the Principal Pharmacist.
- Participate regularly in outpatient clinics to deliver and promote high quality, cost-effective and patient-focused pharmaceutical care.
- Act as a pharmacist independent prescriber to optimise the care of patients within infectious diseases and antimicrobial stewardship.
- Ensure a high level of clinical pharmacy input to the care of patients within infectious diseases and antimicrobial stewardship. Providing interface and discharge liaison and support.
- Actively participate in multidisciplinary ward rounds, delivering and promoting high quality, cost-effective, patient-focused pharmaceutical care.
- Provide patient and carer education and close liaison across the interface.
- Promote safe drug use within the infectious diseases and antimicrobial stewardship specialties.
- Development, implementation and audit of local guidelines.
- Supervise and train pharmacy staff at ward level.
- Provide education and training of healthcare professionals within and outside the Trust.
- Regular financial reporting, drug usage and expenditure forecasting, and drug budget management.
- To participate in practice and clinical research and audit.
- To work with the Principal Pharmacist to extend the boundaries of professional practice within the Care Group.

MAIN DUTIES & RESPONSIBILITIES

Policy/Service Development

- To deputise for the Principal Infection Pharmacist as necessary.
- To lead clinical pharmacy services for patients treated within the Care Group in conjunction with the Principal Pharmacist.

- To propose and implement policies and procedures designed to improve the pharmacy service to patients in the Trust in conjunction with the Principal Pharmacist in line with national and international consensus guidelines.
- To lead and comment on policy and service changes and plans within the clinical pharmacy service and to contribute to, and participate in, pharmacy service developments in line with departmental and Trust policy
- To develop, implement, monitor and evaluate evidence-based prescribing guidelines and protocols for use both Trust wide and within infectious diseases and antimicrobial stewardship.
- To ensure services provided are in line with local and national policies, guidelines and frameworks
- To contribute and adhere to clinical pharmacy service standards
- To proactively support the development of ward and clinical pharmacy services to infectious diseases and antimicrobial stewardship in order to advance the safe, clinically effective and cost effective use of drugs to patients
- To attend relevant meetings, including inpatient and outpatient MDTs.
- To attend Care Group meetings attended by senior management and clinical staff, participating, and representing pharmacy views at such meetings
- To manage specific service initiatives and changes affecting the clinical pharmacy service in the department and across the Trust

Patient/Client Care

- To act as a specialist practitioner within the field and as an expert pharmacist in infectious diseases and antimicrobial stewardship.
- To promote and deliver pharmaceutical care for infectious diseases patients and more generally for all patients.
- To provide highly specialised and complex evidence-based clinical advice and information using expert knowledge and experience to pharmacy, nursing, medical and other healthcare professionals on the care and treatment of patients, inside and outside of the Trust. □ To participate in and contribute to the clinical/ward pharmacy service. □ To actively participate in consultant ward rounds as appropriate.
- To participate in outpatient clinics, and assist in the further development of the pharmacist's role in this area.
- To undertake patient medication review sessions and patient reviews in outpatient clinics as necessary.
- To actively participate regularly in multidisciplinary ward rounds, antibiotic ward rounds and other multidisciplinary meetings as appropriate, delivering and promoting high quality, cost-effective, patient-focused pharmaceutical care.
- To practice as an independent prescriber, in area of own expertise, as appropriate and provide direct high quality of care to inpatients and outpatients within scope of practice
- To participate in patient education and counselling schemes for all infectious diseases/ antimicrobial stewardship patients/carers.
- To ensure appropriate and timely supply of medication to patients in conjunction with dispensary staff, including the POD scheme and discharge facilitation for patients.
- To liaise with other Pharmacists, Doctors and GPs to ensure efficient transfer of clinical and medicines management issues.
- To develop shared care guidelines to support GP prescribing as necessary.
- To support the set up and provision of Hackett compliant homecare services as necessary.
- Maintain and further develop specialist information on the use of drugs in clinical conditions relevant to infectious diseases and antimicrobial stewardship, ensuring accurate and up to date clinical information is available to all pharmacists performing out of hours duties in a format relevant to those pharmacists needs.
- To participate in Trust adverse incident reporting scheme.

Financial/Resource Management

- To support the Principal Pharmacist in monitoring drug expenditure within the Care Group and provide accurate expenditure information, with appropriate analysis, to the Clinical Director and General manager.
- To identify areas of potential cost-savings within infectious diseases and antimicrobial stewardship, and to implement systems to realise savings and contain prescribing costs.
- Using horizon scanning techniques identify future high cost medications.
- To support the development and implementation of policies to control drug expenditure and ensure cost-effective prescribing.
- To educate other healthcare professionals on the costs associated with drug therapy and promote the use of evidence-based, cost-effective prescribing within the care group.
- To attend Care Group or Specialty financial meetings when required.
- To work across traditional boundaries e.g. primary and secondary care.
- To monitor all FP10 and homecare prescribing costs and feed those to the Trust, NHSE and CCGs when required
- To optimise the use of homecare providers to ensure VAT savings are realised as necessary.

People Management and Performance

- To lead, coach and manage the performance of junior staff in line with good people management practices, ensuring excellence is recognised and underperformance is addressed.
- To participate in regular performance appraisal meetings and ensure line reports have a clear set of objectives and development plans.
- To ensure line reports are compliant with all statutory, mandatory training together with any professional training requirements, ensuring they are up to date and fully compliant.
- To manage absences including sickness in line with Trust policy ensuring the appropriate return to work meetings occur, e-roster is updated and productivity is at the highest possible level.
- To ensure overall wellbeing of the team is maintained. Continuously support in improving the morale of the team and implementing a culture of zero-tolerance for bullying and harassment.
- To participate in teaching and supervising students at undergraduate and postgraduate levels.
- To act as postgraduate tutor for Diploma students.
- To act as a tutor for trainee pharmacists.
- To participate in teaching nurses, medical staff, and AHPs.
- To participate in the recruitment and selection of pharmacy students, trainee pharmacists, and junior pharmacists as needed.
- To regularly train, supervise and assess at ward level junior pharmacy staff providing a ward/clinical pharmacy service to wards within the Care Group.
- To plan activities for, supervise, train and assess at ward level, pharmacists, pharmacy technicians, trainee pharmacists and students.
- To participate in the in-service clinical pharmacy training of all pharmacy staff.
- To undertake CPD to ensure that knowledge is continually updated.
- To participate regularly in the induction, training and development of medical, nursing and other healthcare staff.
- To delegate tasks to junior staff as and when required.
- To manage, organise and/or support the induction of new pharmacy staff.

Research & Development

- To regularly lead, participate in and co-ordinate relevant research or audit projects.
- To participate in audit and practice research to investigate and where appropriate improve the quality of service.
- To publish and present the results and outcomes of own research and audits locally, nationally or internationally as appropriate.
- To supervise junior pharmacists, pharmacy technicians and trainee pharmacists undertaking audit projects.

- To liaise with clinical trial nurses and pharmacy staff with regards to monitoring and continuing supply of trial medicines to patients.
- To assess and provide highly specialised advice on clinical trial protocols for infectious diseases patients.

GENERAL RESPONSIBILITIES

Strict confidentiality should be maintained regarding all matters pertaining to patients.

All work will be carried out according to the laid down procedures and standards of professional practice in the Department; however, staff are expected to develop their own safe systems of work to ensure a high professional standard of work conducive to patient safety.

- The post holder has a general duty of care for their own health, safety and wellbeing and that of work colleagues, visitors and patients within the hospital, in addition to any specific risk management or clinical governance accountabilities associated with this post.
- To observe the rules, policies, procedures and standards of King's College Hospital NHS Trust together with all relevant statutory and professional obligations.
- At King's we are a Kind, Respectful Team. All staff are expected to live and role model the King's Values of :
 - **Kind.** We show compassion and understanding and bring a positive attitude to our work
 - **Respectful.** We promote equality, are inclusive and honest, speaking up when needed
 - **Team.** We support each other, communicate openly, and are reassuringly professional
- To observe and maintain strict confidentiality of personal information relating to patients and staff.
- To be responsible, with management support, for their own personal development and to actively contribute to the development of colleagues.
- This job description is intended as a guide to the general scope of duties and is not intended to be definitive or restrictive. It is expected that some of the duties will change over time and this description will be subject to review in consultation with the post holder.
- All employees must hold an 'nhs.net' email account which will be the Trust's formal route for email communication.
- To undertake any other relevant duties, as may be required by the Chief Pharmacist.
- Nothing omitted or written here shall absolve the pharmacist from at all times ensuring that correct, professional techniques, ethics, attitudes and procedures are maintained by the staff for whom he/she is responsible.

Safe Guarding

The Trust takes the issues of Safeguarding Children, Adults and addressing Domestic Abuse very seriously. All employees have a responsibility to support the organisation in our duties by;

- attending mandatory training on safeguarding children and adults
- familiarising themselves with the Trust's processes for reporting concerns □ reporting any safeguarding child or adult concerns appropriately

Infection Control Statement

The post holder has an important responsibility for and contribution to infection control and must be familiar with the infection control and hygiene procedures and requirements when in clinical areas.

The post holder has an important responsibility for and contribution to make to infection control and must be familiar with the infection control and hygiene requirements of this role.

These requirements are set out in the National Code of Practice on Infection Control and in local policies and procedures which will be made clear during your induction and subsequent refresher training. These standards must be strictly complied with at all times.

This job description is intended as a guide to the general scope of duties and is not intended to be definitive or restrictive. It is expected that some of the duties will change over time and this description will be subject to review in consultation with the post holder. It will automatically be reviewed in the event that the post becomes vacant. The Deputy Chief Pharmacist, Clinical Services will review the job description.

Date: January 2023

PERSON SPECIFICATION

Qualifications:	
<ul style="list-style-type: none"> ▪ MPharm (Masters Degree) ▪ Registered Pharmacist (1 year competency assessed and examined professional registration with the General Pharmaceutical Council) ▪ Mandatory CPD to maintain fitness to practice ▪ Postgraduate Diploma in Pharmacy Practice or equivalent qualification / experience ▪ Registered Independent Prescriber or willingness to complete ▪ Member of the RPS faculty 	<p>Essential Essential</p> <p>Essential Essential</p> <p>Essential Desirable</p>
Knowledge:	
<ul style="list-style-type: none"> • Specialist clinical knowledge and skills relevant to area of practice • Maintains a broad level of pharmacy practice • Demonstrates awareness of and commitment to the clinical governance agenda • Understands national and local priorities • Knowledge of regulations and legislation relevant to area of practice • Expert clinical knowledge and skills relevant to area of practice 	<p>Essential Essential Essential Essential Essential Essential</p>
Experience:	
<ul style="list-style-type: none"> ▪ Previous relevant specialist clinical experience ▪ Experience of working with senior healthcare professionals outside of Pharmacy ▪ Experience of supervising others ▪ Experience in directorate pharmacy ▪ Experience of practice research or audit ▪ Experience of protocol/guideline development ▪ Experience of delivering training and education at postgraduate level ▪ Experience of multi-disciplinary team working ▪ Demonstration of advanced practice using evidence mapped to the RPS Advanced Practice Framework 	<p>Essential Essential Essential Essential Essential Essential Essential Essential Desirable</p>
Communication Skills:	
<ul style="list-style-type: none"> ▪ Be able to provide highly complex information on medicines use, clinical pharmacy and financial issues to all levels of healthcare professionals (up to and including senior consultants/professor level) ▪ Be able to provide highly specialised information on medicines use to other healthcare professionals (up to and including senior consultant level) ▪ Be able to communicate effectively in both written and verbal formats with staff and patients ▪ Be able to influence senior medical staff, the multidisciplinary team and management ▪ Able to motivate self and others ▪ Be able to implement and manage change ▪ Be able to use presentational aids ▪ Track record of successful team working ▪ Able to demonstrate an appreciation of customer care 	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential Essential Essential Essential Essential</p>
Analytical & Judgment Skills:	
<ul style="list-style-type: none"> ▪ Be able to analyse and interpret highly complex clinical information where there are a range of facts requiring analysis and where a range of options need to be compared ▪ Be able to use available evidence to make sound judgments in relation to patient or drug-specific issues ▪ Be able to demonstrate advanced level of clinical reasoning and judgment ▪ Basic knowledge of critical appraisal skills to analyse trial quality and its application to highly specialised patient group 	<p>Essential</p> <p>Essential</p> <p>Essential Essential</p>

Planning & Organising Skills:	
<ul style="list-style-type: none"> Ability to plan the day to day activities of self and others Problem solving skills 	Essential Essential
Physical Skills:	
<ul style="list-style-type: none"> To have basic keyboard and computer skills (word processing, spreadsheet, report generation and presentations) To have accurate dispensing skills 	Essential Essential
Physical/Mental/Emotional Effort:	
<ul style="list-style-type: none"> Be flexible in responding to demands of the service Be able to concentrate on highly complex matters (drug use evaluations, drug query answering, clinical prescription review, checking of dispensed prescriptions) despite frequent interruptions Be methodical in approach Ability to work well under pressure by prioritizing and managing time effectively 	Essential Essential Essential Essential
Working Conditions:	
<ul style="list-style-type: none"> Be able to work in busy office conditions and on busy/noisy wards Be able to cope with unpleasant conditions on wards Be able to work in a busy demand-led service with occasional exposure to verbal aggression from patients 	Essential Essential Essential
Other:	
<ul style="list-style-type: none"> Able to participate in Pharmacy seven day service including the Late Duty, Weekend and Bank Holiday Service Able to participate in out-of-hours service Be able to work at any King's College Hospital NHS Foundation site as required 	Essential Essential Essential