

## **The Newcastle upon Tyne Hospitals NHS Foundation Trust**

### **Job Description**

#### **1 Job Details**

<b>Job Title</b>	Integrated Care Clinical Pharmacist
<b>Pay band</b>	7
<b>Directorate</b>	Pharmacy
<b>Base</b>	Trustwide

#### **Essential Requirements**

- See Person Specification

#### **Desirable requirements**

- See Person Specification

#### **2 Job Purpose**

- Promote the safe, rational and cost effective use of medicines by working closely with multidisciplinary team colleagues.
- Perform the professional role of a registered pharmacist, including advice, supervision and co-operation with colleagues.
- Provide expertise in clinical medicines review and address public health and social needs of their patients.
- Run clinics where medicines are the main interventions e.g. anticoagulant monitoring clinics.
- Run clinics where medicines play a key role in the management of patients with long term conditions.
- Undertake up titration of Heart Failure and Hypertension medicines when clinically identified.
- Undertake minor ailments triage and support walk in centre activity where required: dealing with minor ailments and triaging patients appropriately.
- Reduce inappropriate poly-pharmacy and wasteful prescribing through clinical medication review
- Reconcile medicines following transfer from acute care and work with patients and community pharmacists to ensure patients receive the medicines they need post transfer of care.
- Contribute to reductions in medicine related hospital admissions and readmissions by supporting patients to get the best outcomes from their medicines and identifying and addressing medicines related issues
- Interface with community and hospital pharmacy colleagues and develop referral processes between primary care professionals including the promotion of the repeat dispensing service
- Manage the repeat prescribing reauthorisation process by reviewing requests for repeat prescriptions and medicines reaching review dates

- Manage patients and health care professionals medicine queries
- Implement drug withdrawals and alerts e.g. MHRA aimed at improving medicines safety with support from Trust Pharmacy
- Work with primary care professionals and patients to implement NICE and other evidence based guidelines
- Contribute to multi-morbidity reviews and multidisciplinary reviews
- Provide medicines information and training to other healthcare professionals and admin staff
- Review daily Pathology results for patients on known medicines
- Act as a source of medicines information for all of the multidisciplinary team and patients (e.g. around doses, side effects, adverse events, possible alternatives e.g. around out of stocks)

### **3 Dimensions**

- Promotes rational and cost-effective prescribing strategies in order to ensure the quality of patient care and to optimise the use of medicines.
- Increase quality and safety of prescribing through mechanisms such as audit and PDSA cycles
- Supports designated area formularies to improve the quality, safety and cost effectiveness of prescribing

### **4 Organisational arrangements**

**Accountable to:** Clinical Director of the designated Primary Care Network and Trust Director of Pharmacy

**Professionally accountable to:** See Freedom to Act

**Professional Managed by:** Lead General Practice based Clinical Pharmacist or Senior Lead Clinical Pharmacist for Integrated Care

**Manages:** see Dimensions

### **5 Knowledge Training and Experience**

- See person specification
- Professional requirement for CPD and continuing education as required by the General Pharmaceutical Council (GPhC)
- The post holder is required to go through an extensive CPPE training programme over a period of 18 months. This includes familiarisation with general practice, primary and intermediate care, leadership, medicines optimisation in practice, consultation skills and advanced clinical assessment skills.

## **6 Skills**

### **Communication and Relationships**

- Provides specialist advice and recommendations to patients, other healthcare staff including general practitioners, senior medical and nursing staff on matters related to the use of medicines in writing, in person and by telephone.
- Requires a high level of influencing and negotiating skills to meet the challenges healthcare staff may make concerning any recommendations.
- Provides advice and counselling on the appropriate use of medicines to patients and carers who may be upset, anxious or angry.
- Required to produce clinical and technological documentation in an accurate concise manner e.g. drug prescribing protocols and patient group directions.
- To provide pharmaceutical collaboration with appropriate clinical laboratories to provide timely drug level monitoring, interpretation of test results and advice

### **Analytical and Judgemental**

- Interprets prescriptions for drug problems such as drug dosage, drug interactions and appropriateness of therapy. Considers legality, clarity and risk associated with prescriptions and makes interventions to ensure safety and optimal therapy
- Undertakes medicines reconciliation for specific patients by interpretation of medical notes, GPs letters and verbal information from patient or carer.
- Critically evaluates published data in order to attain specialist knowledge of drug usage, which may be required when providing clinical advice patients and other healthcare professionals.
- Interprets clinical and financial data so that recommendations and decisions can be made on drug usage within their designated specialist area. Often the data may be incomplete or based on research, which may require specialist knowledge.

### **Planning and Organisational**

- Assists in the establishment, review and development of policies and procedures relevant to medicines optimisation in the designated area.
- Contributes to the organisation and development of pharmaceutical aspects of clinical audit or research carried out within their designated area.

### **Physical Dexterity**

- Able to count, weigh, measure and calculate medicines parameters in relation to defining appropriate, safe use in patients.
- Selects correct medicinal product from a range
- Uses computer systems to source and record patient clinical records and to produce labels for medicinal products when necessary. Also uses e-mail, Internet sources and specialised databases to help keep knowledge up to date in order to answer medicine related questions
- As with all pharmacists is able to manufacture sterile (injections and i/v fluids) and non-sterile medicines

## **7 Key Result Areas**

### **Patient / Client Care**

- Provides the clinical pharmacy service to the designated area.
- Undertakes clinical assessment, medication review and prescribing in order to

optimise medicines use and care of patients.

- Ensures that records of clinical interventions are made in primary care record system.
- Ensures that any adverse drug reactions (ADR) are reported in a timely manner to the appropriate body and records are maintained of all reports made within the patient record.
- Ensures that the prescribing and supply of medicines in the practices is in accordance with the controls and guidance provided by the North east & North Cumbria Formulary and the Area Prescribing Committee.
- Participates in such weekend, late duty and public holiday rotas as may be agreed by the designated area.

### **Policy and Service Development**

- Contributes to the development of clinical pharmacy services by ensuring local implementation and review of policies and procedures.
- Contributes and may take lead on establishing drug protocols within the designated area.
- Develops, with the support of the Clinical Director and Trust's Medicines Management Unit, pharmaceutical and clinical audits within the designated area.
- Contributes to the development of Patient Group Directions within the designated area.
- Supports the development and maintenance of improved methods for monitoring and advising on drug expenditure.

### **Financial and Physical Resources**

- Ensures the provision of financial analysis and forecasts in respect of medicines expenditure for the designated area.
- Provides advice to staff on the security of medicines.

### **Human Resources**

#### *Management*

- Contributes to the development of improvements in the level of pharmaceutical care within the designated area advising the Clinical Director and the Lead General Practice based Clinical Pharmacist on the resources that are required.
- Ensures that clinical pharmacy staff that are accountable to them work within policies and procedures.

#### *Education*

- May act as a mentor to junior pharmacists undertaking clinical pharmacy diplomas.
- May act as a pre-registration pharmacist tutor in primary care.
- Provides training for all grades of staff in all aspects of medicines optimisation.
- Provides training to medical and nursing staff on policies, procedures and statutory controls covering the storage, prescribing and administration of medicines.

#### *Leadership*

- Acts as a role model for junior pharmacists and pre-registration students helping with their clinical development.

### **Information Resources**

- Uses standard reference texts, Internet sources and specialised databases to

answer medicine related questions

- Uses computer as previously described to capture data on medicine usage
- Provides information on drug usage at individual patient level to other healthcare professionals utilising the Pharmacy computer database

### **Research and Development**

- Participates in clinical practice research and audit.

## **8 Freedom to Act**

- The post holder is accountable to the Clinical Director of the designated Primary Care Network in partnership with the Trust Director of Pharmacy.
- They are professionally responsible for their own actions and for the actions of others e.g. technicians and pre-registration pharmacists undertaking clinical duties within the designated area.
- Contributes to the overall planning of clinical pharmacy services of the Trust and formulates policies for integrated care within the overall strategy of the pharmacy.
- Provides advice on issues related to urgent pharmaceutical and/or clinical matters, which fall outside of set policies and procedures. These instances occur on a frequent basis possibly weekly and the post holder will use their own initiative, knowledge and experience in resolution of the problems.

### *Clinical Governance*

- Ensures Area Prescribing Group and Medicines Management Committee decisions are followed within the designated area.
- Reviews existing Patient Group Directions used within the designated area and provides pharmaceutical input in those that are newly developed.
- Contributes to incident report systems with an emphasis on medicines safety, ensuring that lesson learnt are disseminated within the designated area.

## **9 Effort & Environment**

### **Physical**

- Travelling between designated practice settings.

### **Mental**

- Concentrates for long periods of time during clinics particularly when reviewing patients and prescribing.
- Short periods of concentration required when assessing written work such as clinical pharmacist audits, pre-registration projects, student pharmacy technicians assignments, or other written work involving training and development.
- Assessment of clinical and technical information
- As with all registered pharmacist a high level of concentration and mental effort is required when undertaking patient care duties.

### **Emotional**

- Undertakes consultations with patients, some of whom may be upset, some of whom may be aggressive due to the nature of their illness or the length of time they have waited in clinic.

### **Working conditions**

- The post holder uses a VDU every day.
- As with all registered pharmacists may when carrying out duties which requires the handling of hazardous materials e.g. cytotoxic drugs, which are carcinogenic and potentially teratogenic.

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*Agreed post holder* ..... *Agreed manager* .....  
*Date* ..... *Date* .....





## The Newcastle upon Tyne Hospitals NHS Foundation Trust

## Person Specification

JOB TITLE: Integrated Care Clinical Pharmacist

DIRECTORATE: Pharmacy

SITE: Trustwide

<b><u>REQUIREMENT</u></b>	<b><u>ESSENTIAL</u></b> Requirements necessary for safe and effective performance of the job	<b><u>DESIRABLE</u></b> Where available, elements that contribute to improved/immediate performance in the job	<b><u>ASSESSMENT</u></b>
<b>Qualifications &amp; Education</b>	<ul style="list-style-type: none"> <li>• M Pharm (or equivalent) degree course and pre-registration experience</li> <li>• Registered Pharmacist (GPhC)</li> <li>• RPS Membership</li> </ul>	<ul style="list-style-type: none"> <li>• Clinical Diploma/Masters</li> <li>• Independent Prescriber</li> <li>• Faculty membership</li> </ul>	
<b>Knowledge &amp; Experience</b>	<ul style="list-style-type: none"> <li>• Significant post registration experience in Hospital Pharmacy, Community Pharmacy or Primary Care Pharmacy.</li> <li>• Demonstrate a developing clinical role</li> <li>• Demonstrate they have been involved in the area of clinical audit</li> <li>• Evidence of continuing professional development (CPD)</li> <li>• Well-developed clinical pharmacy knowledge across all aspects of drug use.</li> <li>• Knowledge of clinical audit and its role in pharmacy and medicine.</li> </ul>	<ul style="list-style-type: none"> <li>• Specialist knowledge of the clinical area(s) or directorates involved.</li> <li>• Awareness of the role and responsibilities of the pre-registration pharmacist tutor.</li> </ul>	
<b>Skills &amp; Abilities</b>	<ul style="list-style-type: none"> <li>• Demonstrate ability to communicate, oral and written, specialist clinical information.</li> <li>• One to One Communication</li> <li>• Influencing and negotiating skills</li> <li>• Basic computer skills</li> </ul>	<ul style="list-style-type: none"> <li>• Teaching skills</li> <li>• Microsoft office</li> <li>• Consultation skills</li> </ul>	
<b>Values / Behavioural / Attitudes</b>	<ul style="list-style-type: none"> <li>• Clarity of expression</li> <li>• Enthusiastic</li> <li>• Dedication</li> <li>• Flexibility</li> <li>• Achiever</li> <li>• Innovative</li> <li>• Caring</li> </ul>		
<b>Core Behaviours</b>	<ul style="list-style-type: none"> <li>• Alignment to Trust Values and Core Behaviours</li> </ul>		

CANDIDATE:

REFERENCE NO:

SIGNED BY:

DATE:

DESIGNATION: