

The Newcastle upon Tyne Hospitals NHS Foundation Trust

Job Description

1 Job Details

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| Job Title | Lead Clinical Pharmacist (Integrated Care) |
| Pay band | 8a |
| Directorate | Pharmacy |
| Base | Citywide (secondary care, primary care, intermediate care or domiciliary setting) |
| Site | Trustwide |

Essential Requirements

- M Pharm (or equivalent) degree course and pre-registration experience
- Registered Pharmacist (GPhC)
- Clinical Diploma or equivalent experience
- Independent Prescriber
- Evidence of continuing professional development (CPD)
- Well-developed clinical pharmacy knowledge across all aspects of drug use and the therapeutics of long term conditions
- Knowledge of clinical audit and its role in pharmacy and medicine.
- Extensive post registration experience in hospital pharmacy, community pharmacy or primary care pharmacy, some at a senior level.
- Demonstrate a developing clinical role
- Demonstrate they have been involved in the area of clinical audit.
- Demonstrate ability to communicate, oral and written, specialist clinical information.
- Influencing and negotiating skills
- Basic computer skills

Desirable Requirements

- Clinical Masters
- RPS Membership
- RPS Faculty Membership
- RPS Credentialing
- Specialist knowledge of the designated patient population or directorates
- Awareness of the role and responsibilities of the pre-registration pharmacist tutor.
- Demonstrate they have undertaken a managerial role
- Post registration primary care experience
- Lecturing skills
- Medicines information skills
- NHSBSA ePACT2
- Primary care record systems e.g Emis, SystemOne
- Advanced consultation skills including Health Coaching and Shared Decision Making
- Leadership Skills

2 Job Purpose

- To organise and develop clinical pharmacy services within designated patient populations.
- The designated population will be a primary care network, Directorate service or other population/cohort across Newcastle geography of a similar size (e.g. care home residents or the frail population). Responsibilities include building and developing relationships between local community pharmacies and other NHS services.
- To promote the safe, rational and cost effective use of medicines by working closely with colleagues from all disciplines within the designated patient population to share good practice and change prescribing behaviours where necessary.
- To perform the professional role of a registered pharmacist, including advice, supervision and co-operation with colleagues.
- Perform the professional role of a registered Independent Prescriber (Non-Medical Prescriber) including prescribing and de-prescribing within the individual's scope of competence.
- Provide expertise in structured clinical medicines review and address public health and social needs of patients, regardless of setting. This could be in secondary care, primary care, intermediate care or domiciliary settings as befits the needs of the patients.
- Run clinics where medicines play a key role in the management of patients with long term conditions; for example, up titration of heart failure and hypertension medicines when clinically appropriate, reduction of cardiovascular risk, anticoagulation, management of chronic lung diseases.
- Help patients to meet their health goals, reduce inappropriate poly-pharmacy and unnecessary medicines waste through structured clinical medication review.
- Reconcile medicines following transfer between care settings and work with patients and their usual care providers 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 and collaborate with community pharmacy, medicines optimisation and hospital pharmacy colleagues and develop referral processes between primary care professionals including the promotion of Stock Shortage Protocols and the Repeat Dispensing and New Medicines services.
- Support the development of safe, efficient systems for prescribing and managing medicines within the designated patient population. This can include but is not limited to advising on prescribing workflow and procedures, sharing good practice in and between care settings and promoting the use of facilitative technologies.
- Manage patients and health care professional's medicine queries.
- Collaborate with colleagues in all settings to implement drug withdrawals, shortages and alerts e.g. from the Clinical Commissioning Group or Medicines Health Regulatory Authority aimed at improving medicines safety.
- Work with other healthcare professionals and patients to implement NICE, Shared Care and other evidence based guidelines.
- Contribute to multi-morbidity reviews, multidisciplinary reviews and learning from serious incidents and near-misses.
- Provide medicines information, clinical supervision and training to healthcare professionals and administrative staff working with the designated patient population.

- Review and interpret pathology results for patients in their care.
- Act as a source of medicines information for healthcare professionals patients and carers (e.g. around doses, side effects, adverse events, possible alternatives e.g. around out of stock medicines).

3 Dimensions

- Promotes rational and cost-effective prescribing strategies in the designated patient population in order to ensure the quality of patient care and optimise the use of medicines.
- Targets individuals within their designated patient population who would benefit from a structured medication review.
- Performs structured medication reviews for individual patients and monitors the impact of those reviews on patient and population health outcomes.
- Prescribes and de-prescribes medicines for patients in their care in line with the North of Tyne Area Prescribing Committee Formulary, NICE and other national guidance.
- Uses Quality Improvement methodologies and a Whole Systems Approach to reducing health inequalities and improving health outcomes in the designated patient population.
- Supervises trainees from all disciplines who are on placements with the designated population in primary, secondary or intermediate care, including pre-registration pharmacists and student pharmacy technicians.

4 Organisational Arrangements

Accountable to:



Designated Practice Lead GPs/Senior Partners and Trust Director of Pharmacy

Professionally accountable to:

See Freedom to Act

Managed by:

Trust Senior Lead Clinical Pharmacist for Integrated Care
Consultant Pharmacist for Integrated Care

Manages:

See Dimensions

5 Knowledge Training and Experience

- See essential requirements
- 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 HEE training programme over a period of 18 months if they cannot demonstrate equivalent knowledge and skills by portfolio or credentialing. This includes familiarisation with the primary care, leadership, medicines optimisation in practice, therapeutics, advanced consultation skills such as Shared Decision Making and/or Health Coaching, Independent Prescribing and advanced clinical assessment skills.

6 Skills

Communication and Relationships

- Provides highly specialist advice and recommendations to patients and other healthcare staff including senior medical staff, general practitioners and nursing staff on matters related to the use of medicines in person and by telephone.
- Requires a high level of influencing motivating and negotiating skills to meet the challenges healthcare staff and patients may make concerning any recommendations.
- Provides advice and counselling on the appropriate use of medicines to patients and carers who may have barriers to understanding or be upset, anxious or angry.
- Required to produce highly complex 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
- Develops drug histories 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 to patients and to healthcare staff.
- Interprets clinical and financial data so that recommendations and decisions can be made on drug usage within their designated patient population. . Often the data may be incomplete or based on research, which may require specialist knowledge.
- Uses professional judgement and specialist knowledge to conduct structured medication review and make recommendations in line with patients' health goals.
- Designs and conducts evaluations of own effectiveness in role; this will include but is not limited to population level outcome data, individual patient outcome measures, qualitative and quantitative prescribing data and patient experience.

Planning and Organisational

- Manages the day-to-day clinical pharmacy service.
- Organises and develops any pharmaceutical aspects of clinical audit or research carried out within designated patient population.
- Plans and manages own time, within the broader agenda agreed by the Designated Practice Lead GPs/Senior Partners and Trust Director of Pharmacy.
- Formulates and adjusts medium term and long term work plans to support that broader agenda and relevant national policy/local Enhanced Service agreements.

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 of similarly packaged products
- Uses pharmacy computer system 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

- Develops and manages the clinical pharmacy service.
- Provides specialist advice in relation to medicines for the multidisciplinary team working with the patient.
- Undertakes clinical assessment, structured medication review and prescribing at patient level in order to optimise medicines use and care of patients.
- 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 Trust.
- Ensures that the prescribing and supply of medicines in the practices is in accordance with the controls and guidance provided by the North of Tyne Area Prescribing Committee and Newcastle Gateshead CCG.
- Participates in such weekend, late duty and public holiday rotas as may be agreed by the Practice Lead GPs/Senior Partners and Trust Director of Pharmacy.

Policy and Service Development

- Contributes and may take lead on establishing prescribing and medication review protocols within the designated population.
- Leads in the establishment, review and development of policies and procedures relevant to structured medication review and medicines optimisation
- Contributes to the development of Patient Group Directions
- Leads 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 population.
- Provides advice to health care professionals and administrative on the security of medicines and prescriptions. .
- Provides advice to healthcare professionals and administrative staff on workflow relating to medicines-related tasks and prescribing.
- May participate in deciding and implementing strategies to contain or reduce drug expenditure where the quality of care will be maintained or improved as a result.

Human Resources

Management

- Develops improvements in the level of pharmaceutical care within the designated population advising the Designated Practice Lead GPs/Senior Partners and Trust Director of Pharmacy on the resources that are required.
- Manages and monitors the performance of the clinical pharmacy team who work within the designated patient population.
- Ensures that clinical pharmacy staff that are accountable to them work within policies and procedures.

Education

- Acts as clinical supervisor to a clinical pharmacist peer.

- May act as a pre-registration pharmacist tutor in primary care.
- Provides training for carers and all grades clinical and administrative personnel in relevant aspects of medicines optimisation for the designated population.
- Provides training to health and social care staff on policies, procedures and statutory controls covering the storage, prescribing and administration of medicines.
- Regularly responsible for professional supervision of more junior pharmacists, pharmacy students and medical students on placement with the designated population.

Leadership

- Acts as a role model for students, pre-registration trainees and other Clinical Pharmacists.
- Provides support and leadership on the pharmaceutical care agenda to healthcare professionals and carers across the designated population, regardless of employing organisation.

Information Resources

- Uses standard reference texts, Internet sources and specialised databases to answer medicine related questions
- Uses computer to record care, capture, manipulate and report on outcome data from multiple IT systems.
- Provides information on drug usage and patient outcomes at individual patient level and population level to other healthcare professionals utilising the primary care record systems, prescribing data and Hospital Episode statistics.

Research and Development

- Participates in clinical practice research and audit, regularly undertakes Service Development activity.



8 Freedom to Act

- Working within broad occupational policies, the post holder is accountable to Designated Practice Lead GPs/Senior Partners and 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 populations
- Contributes to the overall planning of clinical pharmacy services of the Trust and formulates policies for primary care within the overall strategy of pharmacy services.
- 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 Committee and Medicines Management Committee decisions are followed within the designated practices.
- Reviews existing Patient Group Directions used within the designated practices and provides pharmaceutical input in those that are newly developed.
- Contributes to Trust and practice-based incident report systems with an emphasis on medicines safety, ensuring that lesson learnt are disseminated across designated practices.

Effort & Environment

Physical

- Travelling between GP practices, care homes and patients' domiciles in the designated population.
- Occasional moderate physical effort when carrying drugs and other materials may move boxes of fluids.
- Frequent requirement for long periods sitting working with VDU and computer.

Mental

- Concentrates for long periods of time during clinics particularly when reviewing patients and prescribing.
- Short periods of intense 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 pharmacists a high level of concentration and mental effort is required when undertaking patient care duties.

Emotional

- Infrequent emotional stress is likely to be met due to the post's position as a patient-facing clinician, sometimes as a lone worker, clinical supervisor and trainer. This can involve dealing with personal issues or health crises for staff, patients or carers or disciplinary matters concerning the practice team or involvement in staff feedback.

Working Conditions

- The post holder uses a VDU more or less continuously every day.
- As with all registered pharmacists may when carrying out duties in the pharmacies handle hazardous materials e.g. cytotoxic drugs, which are carcinogenic and potentially teratogenic.
- Undertakes consultations with patients, some of whom may be upset, occasionally some of whom may be aggressive due to the nature of their illness or the length of time they have waited in clinic.

Signed:
(Post holder)

Date:

Signed:
(Directorate Manager or equivalent)

Date:

The Newcastle upon Tyne Hospitals NHS Foundation Trust

Person Specification

JOB TITLE: Lead General Practice based Clinical Pharmacist

BAND: 8a

DIRECTORATE: Pharmacy

| <u>REQUIREMENT</u> | <u>ESSENTIAL</u> Requirements necessary for safe and effective performance of the job | <u>DESIRABLE</u> Where available, elements that contribute to improved/immediate performance in the job | <u>ASSESSMENT</u> |
|---|--|--|--------------------------|
| Qualifications & Education | <ul style="list-style-type: none"> • M Pharm (or equivalent) degree course and pre-registration experience • Registered Pharmacist (GPhC) • Clinical Diploma or equivalent experience • Independent Prescriber | <ul style="list-style-type: none"> • Clinical Masters • RPS Membership • RPS Faculty Membership • RPS Credentialing | |
| Knowledge & Experience | <ul style="list-style-type: none"> • Evidence of continuing professional development (CPD) • Well-developed clinical pharmacy knowledge across all aspects of drug use and the therapeutics of long term conditions • Knowledge of clinical audit and its role in pharmacy and medicine. • Extensive post registration experience in hospital pharmacy, community pharmacy or primary care pharmacy, some at a senior level. • Demonstrate a developing clinical role • Demonstrate they have been involved in the area of clinical audit. | <ul style="list-style-type: none"> • Specialist knowledge of the designated patient population or directorates • Awareness of the role and responsibilities of the pre-registration pharmacist tutor. • Demonstrate they have undertaken a managerial role • Post registration primary care experience | |
| Skills & Abilities | <ul style="list-style-type: none"> • Demonstrate ability to communicate, oral and written, specialist clinical information. • Influencing and negotiating skills • Basic computer skills | <ul style="list-style-type: none"> • Lecturing skills • Medicines information skills • NHSBSA ePACT2 • Primary care record systems e.g Emis, SystemOne • Advanced consultation skills including Health Coaching and Shared Decision Making • Leadership Skills | |
| Values / Behavioural / Attitudes | <ul style="list-style-type: none"> • Clarity of Expression • Enthusiastic • Dedication • Flexibility • Achiever | | |
| Core Behaviours | <ul style="list-style-type: none"> • Alignment to Trust Values and Core Behaviours | | |

CANDIDATE:

REFERENCE NO:

SIGNED BY:

DATE:

DESIGNATION: