

Job Description

1. JOB DETAILS

Job title: Advanced Clinical Pharmacist – Virtual Wards Band 8A

Accountable to: Lead Pharmacist Emergency Care and Medicine 8B

Location: Trust Wide North Cumbria Integrated Care

2. JOB SUMMARY

All staff are expected to work to the Trust Values:



Kindness – Kindness and compassion cost nothing, yet accomplish a great deal.



Respect - We are respectful to everyone and are open, honest and fair – respect behaviours.



Ambition – We set goals to achieve the best for our patients, teams, organisations and our partners.



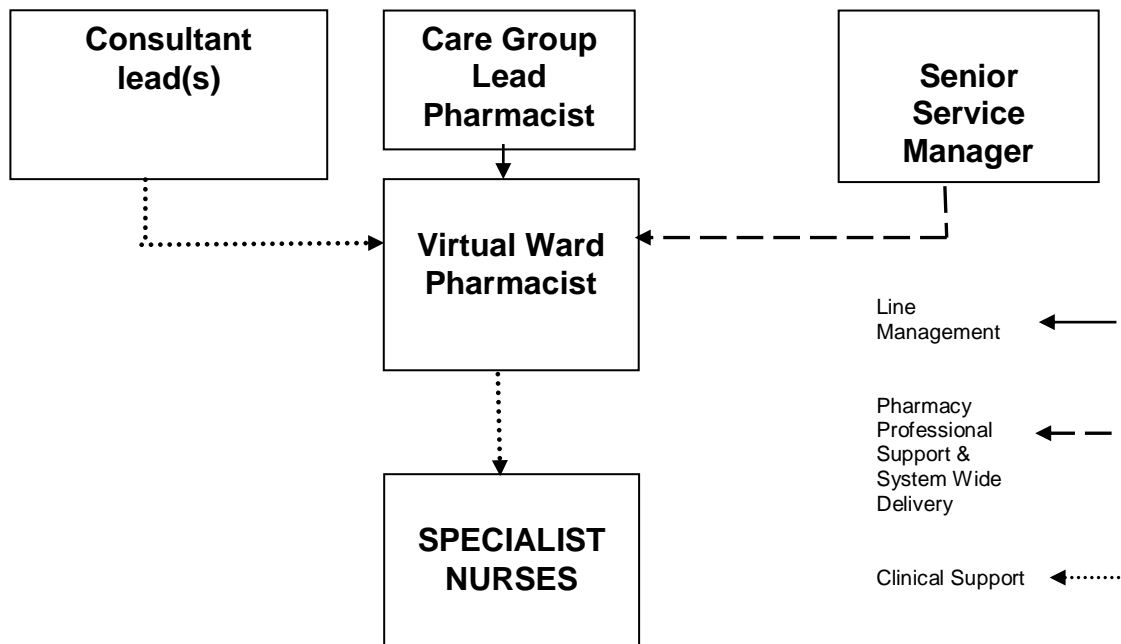
Collaboration – We are stronger and better working together with and for our patients.

- Be responsible for the assessment, planning and direct delivery of clinical pharmacy to the virtual wards
- Provide the prescribed care independently, without direct supervision. This may be in the patients' home environment or remotely.
- To facilitate the virtual ward pathway for all patients that require access to the service. Ensuring effective communication to clinicians, both in primary and secondary care.
- Contribute to the development and evaluation of service delivery in the unit

3. ROLE OF DEPARTMENT

Ensure that the organisation of services supports the delivery of the highest standards of patient care in the pursuance of the Trust's objectives. The clinical team is responsible for ensuring that effective systems of work are in place to ensure the safe delivery of evidence based patient care. Support effective patient flows and management of resources in the allocated clinical area in the Trust.

4. ORGANISATIONAL CHART



5. KEY WORKING RELATIONSHIPS

- Patients, relatives and carers
- All staff within the virtual ward service, including consultants, Specialist nurses, managers, nurses, admin staff, healthcare assistants and third sector providers
- Multidisciplinary team within the acute trust and community services
- Pharmacy providers both in secondary and primary care
- Support services throughout the acute trust
- Line management will be provided by the Trust Lead Pharmacist for emergency care and medicine as well as support for system wide delivery of the Trust's strategic aims

6. DUTIES AND RESPONSIBILITIES OF THE POST

Clinical Practice to the Virtual Ward(s)

The post holder will hold overall responsibility for the provision of a specialist clinical pharmacy service and act as the pharmacy lead for the virtual ward in liaison with the lead pharmacist emergency care and medicine. The post holder will be able to work independently and use their own initiative within guidelines and directions from Teams across the Trust.

- To set up, within agreed pathways pharmacy service delivery to the virtual wards
- To review all patients on admission to the virtual ward and on discharge to include medicines reconciliation, comprehensive medication review, identifying and addressing non-adherence/ Inform, advise and educate patients around benefits and potential side effects of pharmaceutical interventions
- To assist in the development of robust and safe digital pathways/ processes in relation to medicines for the virtual ward
- To actively participate in ward rounds, case conferences, MDT meetings
Contribute to the efficient and timely discharge of patients, this includes; identifying and prioritising patient discharges, writing TTOs, clinically checking discharge prescriptions.
- To comply with Trust requirements for being an Independent Prescriber with the guidance of the NonMedical Prescribing Lead.
- Pro-actively resolving prescription and medicine supply issues for designated area
- Ensure safe and accurate transfer of prescribing information across care settings
- Ensure safe and cost efficient use of medicines for patients.
- .Communicate highly complex recommendations on drug therapy to doctors, nurses, other relevant healthcare professionals and patients as appropriate where the recommendation made is based on analysis of highly complex information that maybe unavailable, incomplete or where there may be resistance to accept the recommendation including therapeutic drug monitoring, the preparation of injections and infusions, adhering to local formularies
- Provide pharmaceutical information (therapeutic, legal, procedural) to medical, nursing staff, other healthcare professionals and general practitioners where appropriate
- Record clinical pharmacy interventions / contributions to patient care to support risk management and clinical governance agendas in line with NCIC and national policies
- Provide pharmaceutical advice where judgements may be made where there is no precedent available to assist
- Identify non-adherence to the NCIC Formularies and Clinical guidelines and take appropriate action
- Lead on cost effective prescribing and development of formularies within allocated area, working closely with prescribing colleagues
- To monitor alerts from the National Patient Safety Agency and the MHRA/Committee on Safety of Medicines and implement actions as necessary.
- To provide a focal point for reporting of adverse drug reactions using the MHRA “yellow card scheme”.
- To prescribe within scope of practice and competence
- To work with primary care with regard to transfer of prescribing of specialist medicines and ensuring essential shared care arrangements are in place
- To undertake medication reviews, in particular, of vulnerable patient groups such as those with polypharmacy, older people, people with long term conditions and those on high risk medicines. Helping people get the most from their medicines and to reduce the risk of hospital admissions and re-admissions
- To lead on setting, implementing, reviewing and updating service policies, procedures

and protocols.

- Empower and support health care professionals to provide appropriate care for patients in the setting most appropriate for the patients and their carers.
- To provide care for the patients during the treatment programme liaising with teams across specialities and the health community.
- To advise patients and family about medical aspects of the treatment and daily life implications.
- To develop and update written information for patients and health care professionals
- To monitor health, safety and security of self and others in own work area through ensuring own knowledge of appropriate national / local policies and procedures, and ensuring that these are adhered to
- To promote peoples' equity, diversity and rights through ensuring that own and others practice is in the best interests of patients
- To plan and deliver research / evidence based care and treatment in partnership with other health professional
- To delegate / refer to other practitioners when this will improve health outcomes or when risks and needs are beyond own competence and scope of practice
- To support patients in the delivery of care through maintaining their information needs promoting their wishes and beliefs, and addressing their concerns
- To support patients in meeting their own health and wellbeing through the provision of appropriate information, advice and support
- To monitor and review the effectiveness of interventions with the patient and colleagues and modify this to meet the changing needs and established goals of care

General Pharmacy Duties

- Be the responsible pharmacist in the dispensary including clinical screening of prescriptions
- Be a role model and mentor to junior pharmacy staff
- Participate in education and training of trainee pharmacists and foundation year pharmacists
- Be a line manager to a foundation year pharmacist
- To adhere to all Pharmacy SOPs

Education/Research

- To identify and agree objectives for own professional development which reflect local and national service needs
- To maintain and develop own knowledge skills within the speciality through a planned approach to continuing professional development
- To support colleagues in the development of knowledge and skills through acting as an assessor, teacher and facilitator
- To identify and plan resources required for own learning and development
- To reflect on own practice through clinical supervision / mentorship and to develop skills as a clinical supervisor / mentor to others
- To maintain own and others' awareness of relevant research evidence relating to speciality and participate in applying this to practice
- To contribute to the development of local evidence based standards, policies and guidelines related to the speciality
- To collaborate with other members of the healthcare team in relevant research and audit activities related to the speciality

- To maintain records of the clinical service to assist in the audit of professional and policy standards
- To identify areas of risk and poor quality, and addresses these through appropriate governance structures and forums

Consultation/Collaboration

- To develop and maintain others' awareness of own role within the speciality and wider organisation, maintaining mechanisms for contact and referral
- To participate in implementing national standards and frameworks at a local level within the speciality
- To work with and at times to lead the multi-disciplinary team in service changes to make best use of resources, improve practice and health outcomes
- To lead a team of colleagues in audit, review and evaluation of the service
- To provide specialist advice and support to colleagues within the organisation
- To maintain involvement and active input to multi-disciplinary meetings and appropriate local bodies / forums to contribute to practice and service development
- To disseminate appropriate information to others in the speciality and wider organisation.
- To maintain mechanisms to support patient involvement and feedback related to the speciality.

Leadership

- To lead in developing a shared vision of the service and collaborate with the multi-disciplinary team to achieve this
- Offer appropriate advice to nursing colleagues and other professions on best evidence/clinical practice
- To generate new solutions within own and others' practice to enhance care and treatment
- To use effective change management skills to initiate and implement service and practice developments
- To maintain appropriate channels and styles of communication to meet the needs of patients, relatives and carers, managers, peers and other professions / agencies.
- To use effective prioritisation, problem solving and delegation skills to manage time effectively
- To develop and maintain a peer network of support, information and learning with other specialists at a local and national level

7. WORK SETTING AND REVIEW

This postholder is managed by the Service Manager and Clinical Lead and works to objectives set, however acts as lead specialist in this field.

The postholder is accountable for their own professional actions, and acts within Trust policies and procedures.

8. INDIVIDUAL RESPONSIBILITIES

The post holder is expected to

- adhere to Trust policies and procedures and relevant legislation including the requirements of the any professional bodies
- attend mandatory training as identified by the Trust
- adhere to Trust infection prevention policies, procedures, audits in line with the Health Act 2006, to actively reduce Health Care Associated Infections

9. CONFIDENTIALITY

The post holder must maintain the confidentiality of information about patients' staff and Trust business in accordance with the General Data Protection Regulations (GDPR), Data Protection Act 2018 and Caldicott principles.

10. HEALTH AND SAFETY

Employees must be aware of the responsibilities placed upon them under the Health & Safety at work Act (1974), to ensure that the agreed safety procedures are carried out to maintain a safe environment for employees and visitors.

11. RISK MANAGEMENT

All staff have a responsibility to report all clinical and non-clinical accidents, incidents or near-misses promptly and when requested to co-operate with any investigations undertaken.

12. EQUALITY AND DIVERSITY

All employees of the Trust have responsibility to:

- Act in ways that support equality and value diversity.
- Treat everyone with whom they come into contact with dignity and respect.
- Act in ways that are in accordance with Trust's Single Equality Scheme, Equality and Diversity policy, and Dignity in the Workplace policy.

13. SAFEGUARDING

All employees have a duty for safeguarding and promoting the welfare of children and adults at risk. Staff must be familiar with the trusts Safeguarding Policy and the process for raising concerns about the welfare of anyone with whom they have contact. Staff must also ensure they receive the appropriate level of safeguarding children and adult training depending on their role in the Trust.

Staff are expected to access supervision and support from their line managers and/or the locality based safeguarding team when managing complex cases where applicable to their role.

14. INFORMATION GOVERNANCE

The post holder must keep up to date with the requirements of information governance; undertake mandatory training and follow Trust policies and procedures to ensure that trust information is dealt with legally, securely, efficiently and effectively.

It is important that the post holder processes personal identifiable information only in accordance with the Trust Data Protection Act notification to the Information Commissioner.

The post holder must check with the Data Protection Officer before creating new systems to process person identifiable information to ensure that this is carried out within the scope of the Data Protection Act 2018 notification.

The post holder must manage the records they create or hold during the course of their employment with the Trust in an appropriate way, making the records available for sharing in a controlled manner subject to statutory requirements and agreed security and confidentiality policies, procedures and guidelines e.g. Data Protection Act 2018, Freedom of Information Act 2000, General Data Protection Regulations, Caldicott Guidelines NHS Confidentiality Code of Conduct 2003, and professional codes of conduct on confidentiality.

The post holder must maintain the confidentiality of information about service user staff and organisational business in accordance with the new Data Protection Act 2018 and Caldicott principles.

The post holder will be in contact at some time with a form of information system, and therefore is responsible for implementing and maintaining data quality. The post holder, when making entries into records, must ensure that these are legible and attributable and that the record keeping is contemporaneous. It is essential that information recorded within records either on paper, in an electronic format or both paper and electronic is accurate, complete and relevant.

15. GREEN STATEMENT

Across the North East and North Cumbria we are working together to deliver our ambition to be the greenest region in England by 2030. There is an expectation for all staff to support this by familiarising yourself with the Trust's sustainability initiatives such as waste and recycling, going paperless, videoconferencing, sustainable transport and others.

We encourage you to think about what you can do as an individual and within your team to contribute in to embedding carbon reduction into the everyday running of our organisation.

PERSON SPECIFICATION

POST TITLE: Clinical Pharmacist for virtual ward - (Band 8A)

Factor	Essential	Desirable
Qualifications	<p>MPharm degree or equivalent</p> <p>Registered with the General Pharmaceutical Council.</p> <p>Post Graduate MSc/Diploma in Clinical Pharmacy or equivalent experience and/or qualifications</p> <p>Non-medical prescribing qualification</p>	<p>Member of the Royal Pharmaceutical Society & registration with the Faculty</p> <p>Accredited or eligible to be accredited as a Higher Education Institute Clinical Pharmacy diploma/MSc tutor</p> <p>Training qualification</p> <p>Leadership and/or management qualification</p>
Experience	<p>Must be able to demonstrate suitable level of experience working in primary care, secondary care and/or community pharmacy</p>	<p>Experience in relevant clinical area</p> <p>Leadership and management experience</p>
Knowledge	<p>An awareness of the requirements of the post.</p> <p>Demonstration of continued learning.</p> <p>Be aware of, and act in, accordance with the General Pharmaceutical Council Code of Professional Conduct.</p> <p>IT skills.</p>	<p>Knowledge of respiratory, paediatrics and frailty specialities</p>
Skills and Aptitudes	<p>In possession of or willing to undertake accredited advanced communication skills course.</p> <p>Ability to work as a team member, without close supervision.</p> <p>Ability to communicate with colleagues and the public.</p> <p>A willingness to develop by expansion of their role</p> <p>Excellent interpersonal skills</p> <p>Ability to liaise with virtual ward</p> <p>Service effectively</p>	<p>Evidence of supervising mentoring staff</p>
Personal Circumstances	<p>Motivation, enthusiasm</p>	
Other requirements	<p>Ability to work cross site</p> <p>Able to travel between sites as required.</p>	<p>Driver's license</p>

Experience can be considered as comparable to qualifications quoted but should be clearly detailed on the application in order to demonstrate equivalence.