

Job Description

Job title: Clinical Pharmacist

Band: 6

Department: Pharmacy

Hours: 37.5 hours (Monday to Sunday)

Reports to: Clinical Pharmacy Lead

Work base: Yeovil District Hospital

Job Summary

To provide a high quality clinical pharmacy service to wards, departments and all patients supplied by the pharmacy service at Yeovil District Hospital Foundation Trust.

Professional Qualifications Required: MPharm or equivalent Degree in Pharmacy and a registered Pharmacist with the General Pharmaceutical Council. The post holder will have completed or be expected to complete a post-graduate Clinical Pharmacy Diploma to support development of specialist Clinical Pharmacy knowledge. The post holder will also be or will be expected to become a pharmacist Independent Prescriber (IP) to further improve medicines optimisation within the Trust.

Main duties and responsibilities

Clinical Pharmacy Service

- To assist in the provision of the Clinical Pharmacy Service to wards and departments in order to facilitate the provision of high quality pharmaceutical care to patients and to promote evidence based, cost-effective prescribing.
- To provide professional and clinical information and advice to multidisciplinary healthcare staff, patients and carers, to support individual patient care and Medicines Optimisation.
- To review prescriptions for clinical appropriateness, drug interactions and legality and to supply medication for patients at YDH and all community units supplied by YDH Pharmacy.
- To take accurate and adequately detailed patient medication histories on admission and make necessary recommendations to optimise patient drug treatment.



- To maintain a high personal level of Clinical Pharmacy knowledge, skill and experience in order to meet service standards and the needs of patients and healthcare staff.
- To contribute to the development of the Clinical Pharmacy Service provided to the service groups.
- To participate in the delivery of the clinical training programme for trainee Pharmacists and clinical placement Pharmacy students.
- To be involved in the training of medical, nursing and Pharmacy staff.
 - To regularly participate in Pharmacy practice research and clinical audit.
 - To monitor for use of non-formulary items and provide advice to medical and nursing staff on formulary alternatives.
 - To be aware of the Trust's Clinical Governance agenda and implement agreed initiatives.
 - To undertake training within Medicines Information.

Aseptic Services

- To undergo training and work with the pharmacy aseptic unit on a rota basis.
Following demonstration of appropriate competence:
- To ensure all prescriptions received in the aseptic production unit are manufactured and dispensed to agreed local and national standards.
- To provide clinical and professional support to the aseptic production unit (including chemotherapy) to ensure all prescriptions are appropriate and clinical screening guidelines are current.
- To be an authorised pharmacist for all pharmacy functions relating to the preparation and supply of intrathecal injections.
- To attend multidisciplinary team meetings, technical services meetings and other appropriate meetings related to Aseptic Services.
- To participate in clinical trials undertaken in aseptic services including chemotherapy and liaise over pharmaceutical matters with trial investigators.
- To maintain all standards required and ensure safe practice in conjunction with the technical services manager and senior technician.

Dispensary

- To provide clinical and professional support to the Pharmacy Dispensary on a rota basis as agreed with the Dispensary Manager.
- To work when required in the dispensary, undertaking safe, prompt and efficient dispensing of inpatient, outpatient and discharge medication for YDH and all external units supplied by YDH Pharmacy.
- To participate in clinical trials undertaken in the Dispensary.
- To supervise the work of Pharmacy Technicians, Trainee Pharmacy Graduates and Assistant Technical Officers.
- To participate in and fully support the Medicines Optimisation service provided by Yeovil District Hospital.
- To act as a Responsible Pharmacist (RP) for the Registered Hospital Pharmacy in accordance with the Health Act (2006) amendments to the Medicines Act (1968).



Education and Training

- To contribute to the Clinical Pharmacy training of relevant Pharmacy staff or other healthcare professionals in order to enable them to practice to appropriate professional standards or to achieve their qualification.
- To participate in Continuing Professional Development (CPD) in accordance with Trust policy and national guidelines from the General Pharmaceutical Council.
- To assist in the production of departmental publications for the purpose of staff education within the Trust.
- To study for the Clinical Diploma at The University of Bath, or equivalent, and to obtain this qualification (if applicable).
- To be involved in the training of medical, nursing and Pharmacy staff.

Clinical Economy and Audit

- To promote the effective and economic use of drugs through clinical and formulary activities.
- To participate in drug use evaluation, Pharmacy audit and clinical audit within Yeovil District Hospital.
- To assist in the provision of financial and risk information relating to medicine use.

Key Areas

Communication and Relationship Skills

- To liaise in person, in writing and by telephone on all issues relating to the use of medicines within specialist service groups.
- To work closely with Clinical Pharmacists, medical and nursing staff to promote key prescribing messages, facilitate cost-effective prescribing, reduce the unnecessary or inappropriate use of medicines and improve therapeutic drug monitoring.
- To provide specialist professional, clinical and scientific information and advice to multidisciplinary healthcare staff, patients and carers regarding specialist medicine policies and procedures.
- To act as a role model and mentor to Pharmacy technicians and to motivate Pharmacy staff in all matters relating to the pharmaceutical care of patients.
- To optimise and ensure the safe, clinically effective and cost efficient use of drugs within the Trust through a proactive and evidence based approach. This will involve working with senior medical, nursing and Pharmacy staff.
- To promote optimal and appropriate drug use and high quality prescribing practice through: implementation of the Trust's formulary, medicines management and antimicrobial prescribing initiatives; promotion of key prescribing messages; assisting in the development of prescribing guidelines and care pathways and participating in multidisciplinary staff training.
- To supervise and participate in the delivery of the clinical training programme for trainee Pharmacists and clinical placement Pharmacy students.



Knowledge, Training and Experience

The post holder will:

- Have relevant hospital Pharmacy experience post registration.
- Hold a Masters degree in Pharmacy (MPharm) or equivalent and be a member of the General Pharmaceutical Council (GPhC).
- Have completed or be expected to complete a post-graduate Clinical Pharmacy Diploma to support development of specialist Clinical Pharmacy knowledge.
- The post holder will also be or will be expected to become a pharmacist Independent Prescriber (IP) to further improve medicines optimisation.
- Undertake the professional requirement for CPD and continuing education as required by the GPhC.

Analytical and Judgemental Skills

- To provide pharmaceutical advice to multidisciplinary healthcare staff, patients and carers about drugs used in specialist areas.
- To critically evaluate and interpret evidence from published data to attain specialist knowledge which may be required when providing clinical advice to healthcare staff.
- To interpret prescriptions for medicine related problems such as dosage, drug interactions and appropriateness of therapy and consider legality, clarity and risk associated with the prescription and make interventions to ensure safety and optimal therapy.
- To develop medication histories for specific patients by interpretation of medical notes, GP letters and verbal information from patients and carers.
- To participate in the systems to measure clinical input on the wards including intervention monitoring and workload audits.
- To investigate pharmaceutical problems arising from the use of medicinal products and participate and encourage medical staff in adverse drug reaction reporting.

Planning and Organisational Skills

- To plan and organise own workload and frequently be required to produce complex written information, data and verbal presentations, often at short notice, and to meet set deadlines.
- To be responsible for planning and organising Pharmacy audits, practice research and prescribing projects to review the use of medicines in specialist areas in accordance with priorities set by the Clinical Pharmacy Lead.

Physical Skills

- To be able to count, weigh, measure and compound extemporaneous medicines such as solutions, emulsions, creams, ointments and powders as necessary.
- To select correct a medicinal product from a range of similarly packaged products.



- To use the Pharmacy computer system to produce labels for medicinal products when necessary. To use e-mail, internet sources and specialised databases to help keep knowledge up to date and to answer medicines related questions.

Responsibility for Patient Care

- To provide a patient focused high level Clinical Pharmacy service to wards which includes:
 - Provision of specialist advice to Consultants, medical and nursing staff, patients, relatives and other healthcare professionals.
 - Review of prescription charts. This involves making recommendations tailored to the context of specific patients or situations. It includes checking drug doses are appropriate; checking intravenous medications and compatibilities; addressing co-existing medical diseases and conditions such as hepatic and renal impairment.
 - Supply of drugs to inpatients.
 - Endorsing of prescription charts.
 - Risk management and compliance with medicines legislation.
- To advise all prescribers and nursing staff on the safe, effective and cost-effective use of drugs to optimise patient care as part of Pharmacy's contribution to managing drug expenditure and ensuring compliance with the Trust's Formulary.
- To contribute effectively to patient care as part of the multidisciplinary team, by attending ward rounds (if appropriate), in order to make pro-active interventions in individual patient's therapy and to provide information on drug related issues.
- To participate in the forward planning and development of the Clinical Pharmacy Service to the Trust.
- To participate in the internal monitoring systems to measure clinical input on the wards and provide such information as may be required.
- To investigate pharmaceutical problems arising from use of medicinal products and participate in and encourage medical staff in adverse drug reaction reporting.
- To work closely with, and supervise the work of any Medicines Optimisation Technician(s) working within the service groups thus ensuring effective team working, accurate drug history taking and an effective and timely discharge process in relation to medicines (including the re-use of Patients' Own Medicines).
- To contribute and participate in national and local risk management and Clinical Governance initiatives to improve the safe use of medicines.
- To promote Clinical Pharmacy and medicines optimisation initiatives.
- To be aware of and to work within all Trust Policies and Procedures as required whilst undertaking all duties.

Responsibility for Policy and Service Development

- To contribute to the multidisciplinary identification, review and development and ratification of treatment guidelines and policies in specialist areas, in order to promote safe and evidence-based patient care.
- To address medicines management and pharmaceutical care issues relating to specialist areas of practice.
- To ensure that standard operating procedures are adhered to in all aspects of Clinical Pharmacy work.



- 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 demonstrate awareness and commitment to the Trust's Clinical Governance Agenda and implements agreed Clinical Governance initiatives.

Responsibility for Financial and Physical Resources

- To optimise and ensure the safe, clinically effective and cost efficient use of medicines within the Trust.
- To identify areas of potential cost savings in relation to drug expenditure.
- To identify and highlight changes in current prescribing practices that may impact on the drugs budget.
- To advise Pharmacy and healthcare staff on the security and correct storage of medicines.

Responsibility for Human Resource

- To supervise the day to day work of more junior staff as directed by the Clinical Pharmacy Lead.
- To provide day to day clinical supervision of Pharmacy technicians working on the Pharmacist's ward and in the dispensary environment.
- To deliver education and training to hospital staff as required.
- 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.
- To participate in the training and assessment of trainee Pharmacists and provide feedback on their performance to their trainee designated supervisor as appropriate.

Responsibility for Information Resources

- To contribute to the future development of the Trust's Formulary.
- To support the collection for intervention data.

Responsibility for Research and Development

- To participate and collaborate in practice research and audit projects.
- To supervise the practice research and audit projects of junior members of staff.
- To participate in the identification of project and research work.
- To undertake and participate in multidisciplinary drug usage review and audit under the direction of the senior Pharmacists.
- To understand and dispense clinical trials medication to patients.



Freedom to Act

- To work within Trust and department policies and procedures.
- To be guided by national protocols and legislation.
- To be professionally responsible for their own actions and the actions of others e.g. Pharmacy technicians and trainee Pharmacist undertaking duties within the area in which they are working.
- To interpret policies for specialist areas and provide advice on issues relating to pharmaceutical and /or clinical matters.

Physical Effort

- To be able to carry out tasks seated or standing and frequently move between clinical areas to deliver service and liaise with staff.
- To carry drugs and other materials between wards and dispensary.
- To be able to handle unpredictable workload.

Mental Effort

- To have sustained concentration for researching and writing reports, and supporting the production of policy documents, guidelines and protocols.
- To have sustained concentration required when assessing data for audits and written work such as clinical audit reports.
- To concentrate for long periods of time during ward visits particularly when monitoring prescriptions.
- To have sustained concentration required for complex calculations relating to medicine doses.
- To be able to handle frequent interruptions for urgent requests for advice.

Emotional Effort

- To counsel patients about medicines, some of whom may be upset, some of whom may be aggressive due to length of time they have waited for their medicines.
- To be able to work consistently with distressed patients and relatives providing challenges to the communication of medicine management messages.
- Infrequent emotional stress is likely to be met when deputising for more senior Pharmacists in their absence. This can involve dealing with personal issues for staff.

Working Conditions

- Requirement to use VDU equipment every day.



- As with all registered pharmacists may, when carrying out duties in the pharmacy, handle hazardous materials e.g. cytotoxic drugs, which are carcinogenic and potentially teratogenic.

General

- To participate in staff training schemes.
- To undertake any other duties appropriate to the role.
- To participate in the Saturday, Sunday and bank holiday rotas and the on-call service to ensure patients receive timely and appropriate Pharmacy services.
- To ensure own CPD and to maintain a portfolio of evidence relating to CPD activities.
- To undertake basic training in procurement, storage and supply.

HEALTH AND SAFETY

- To respond appropriately to accidents and untoward occurrences that arise within the Trust and provide relevant reports on such incidents.
- To comply with Trust policies and locally prepared procedures. This includes compliance with the Trust's uniform policy.
- To ensure the safety of patients, staff and visitors and report all hazards and incidents to the Director of Pharmacy.

CONFIDENTIALITY

Medical information concerning individual patients is strictly confidential as is personal information on members of staff or commercial information relating to Trust business. A member of staff may also be a patient and their medical information must be treated with an equal level of confidentiality. Details of a patient's treatment must not be given to the general public or press under any circumstances. Enquiries should be referred to the nurse in charge of the ward or the person responsible for the patient's treatment, your department head or manager.

REVIEW OF JOB DESCRIPTION

This job description is not an exhaustive list of duties, but is intended to give a general indication of the range of work undertaken within this new role. Work will vary in detail in the light of changing demands and priorities, and therefore the duties identified will be subject to periodic change/review, in consultation with the post holder. All employees have a responsibility to abide by all Trust Policies.



Person Specification

	Essential	Desirable
Professional Registration	<ul style="list-style-type: none"> Registered Pharmacist with the General Pharmaceutical Council (GPhC) 	
Qualifications	<ul style="list-style-type: none"> Masters degree in Pharmacy (MPharm) or equivalent Completion of or expectation to complete a post-graduate Clinical Pharmacy Diploma 	<ul style="list-style-type: none"> Completion of or expectation to become a pharmacist Independent Prescriber (IP) to further improve medicines optimisation.
Experience & Knowledge	<ul style="list-style-type: none"> Broad clinical pharmacy experience and knowledge of therapeutics Commitment and evidence of professional updating and formal continuous professional development 	<ul style="list-style-type: none"> Previous hospital experience
Personal qualities and skills	<ul style="list-style-type: none"> Effective verbal and written communication skills Methodical with effective organisational skills in the workplace. Able to prioritise workload and meet deadlines Ability to supervise the work of more junior staff and provide constructive feedback on performance Able to demonstrate initiative Able to interpret and summarise a wide range of clinical information and demonstrate appropriate clinical knowledge and application Good knowledge and understanding of the formulation, preparation and therapeutic action of medicines Good analytical and evaluative skills Able to present written information clearly, concisely and accurately Able to contribute to the strategic planning and development of the clinical pharmacy services Good knowledge of critical appraisal skills, evidence based medicines and formulary systems 	<ul style="list-style-type: none"> Ability to influence senior medical, nursing and pharmacy staff



	<ul style="list-style-type: none"> • Broad understanding of current hospital pharmacy practice • Computer literate including ability to use Microsoft Word, email and internet • Ability to work unsupervised • Ability to deal with the public, clinicians, members of the healthcare team and pharmacy colleagues • Ability to work as part of a team • Flexibility with regard to change in work schedules • Professional appearance • Honest and trustworthy and able to maintain strict confidentiality at all times • Self-motivated with enthusiasm to work as a specialist clinical pharmacist and to contribute to the forward planning of the service 	
Special Requirements	<ul style="list-style-type: none"> • Participate in the Saturday, Sunday and Bank Holiday rotas and on call service 	

Relationships:

Internal	External
<ul style="list-style-type: none"> • Pharmacy team • Matrons and Nursing team • Medical team • AHPs • Discharge team • Information technology • Clinical Governance 	<ul style="list-style-type: none"> • GP Practice Staff • Community Pharmacists • Somerset ICB • Dorset ICB • General Pharmaceutical Council • Symphony Healthcare Services • Social Care • Nursing/Residential Homes

Budget holder: No



Line management responsibility: No

Updated: April 2023

