



Job description

POST:	Principal Pharmacist – Medicine / Surgery / Family Care & RPC
BASE:	Chesterfield Royal Hospital NHS Foundation Trust
SALARY RANGE:	Band 8b
REPORTS TO:	Chief Pharmacist and Head of Medicines Management
ACCOUNTABLE TO:	Chief Pharmacist and Head of Medicines Management

Supporting our vision and values

Our vision: Exceptional patient care provided by exceptional people.

Our mission: To bring our people communities and partners together – providing patient care we can all be proud of., We all play a part in achieving this, by living up to the values we promise to our patients and each other. As members of staff we will always be guided by our Proud to CARE values:

- **COMPASSION** – treating everyone with kindness – welcoming diversity and inclusion, considering individual needs; and challenging inappropriate behaviours outside of our values
- **AMBITION** – Aspiring to be the best – reaching high standards, providing exceptional care and services; and achieving measurable improvements in people's health and wellbeing
- **RESPECT** – Valuing and appreciating everyone – listening, learning and acting on their experiences, being open and honest; and recognising that working with others brings benefits
- **ENCOURAGEMENT**– Opportunities for all – supporting education and development, helping people to bring their improvement ideas to life and speak-up; and getting everyone involved in our future

Leading the Chesterfield Way

The Principal Pharmacist post is a leadership role within our organisation. Leading the Chesterfield Way supports the Trust's priorities and ambitions - and sets out the behaviours and characteristics that leaders are expected to adopt and that all staff can role model, to make the Trust an even better place to work; and to support the delivery of exceptional patient care. It provides a framework for leadership and supports individual progression through appraisal, career progression and personal development. As a leader you will use Leading the Chesterfield Way and its principles to:

- **Inspire a shared sense of purpose** – encouraging your team to take pride in what they do, improve the care and services they provide; and enable them to understand how they contribute to the success of the organisation
- **Lead with care** - showing colleagues compassion and care by listening - and offering empathy and understanding to help create a supportive workplace
- **Evaluate and use information** - be alert to what is happening around you; and evaluate the information you hear, receive or discover to take actions and decisions that improve both patient and staff experience
- **Work with others to connect services** – using the opportunity to link up with different colleagues, leaders and partners, building relationships that can help everyone to deliver effective and efficient healthcare and services
- **Engage with your team** - respecting every member of staff, valuing their diversity and making sure that every member of your team feels that their contribution is appreciated and valued
- **Hold yourself and others to account** - be clear about what's expected at work, giving honest feedback and acting quickly and fairly to support others who are struggling to meet expectations
- **Develop capability** – take opportunities to develop your own skills, take-up training and education that will help you in your role and keep up-to-date with the essential training that applies to you
- **Influence what happens** – by acting as an ambassador for the Trust, sharing good news and good practice with your team, contributing to debates, having a say and leading improvement – all ways of influencing what happens to our services in the future

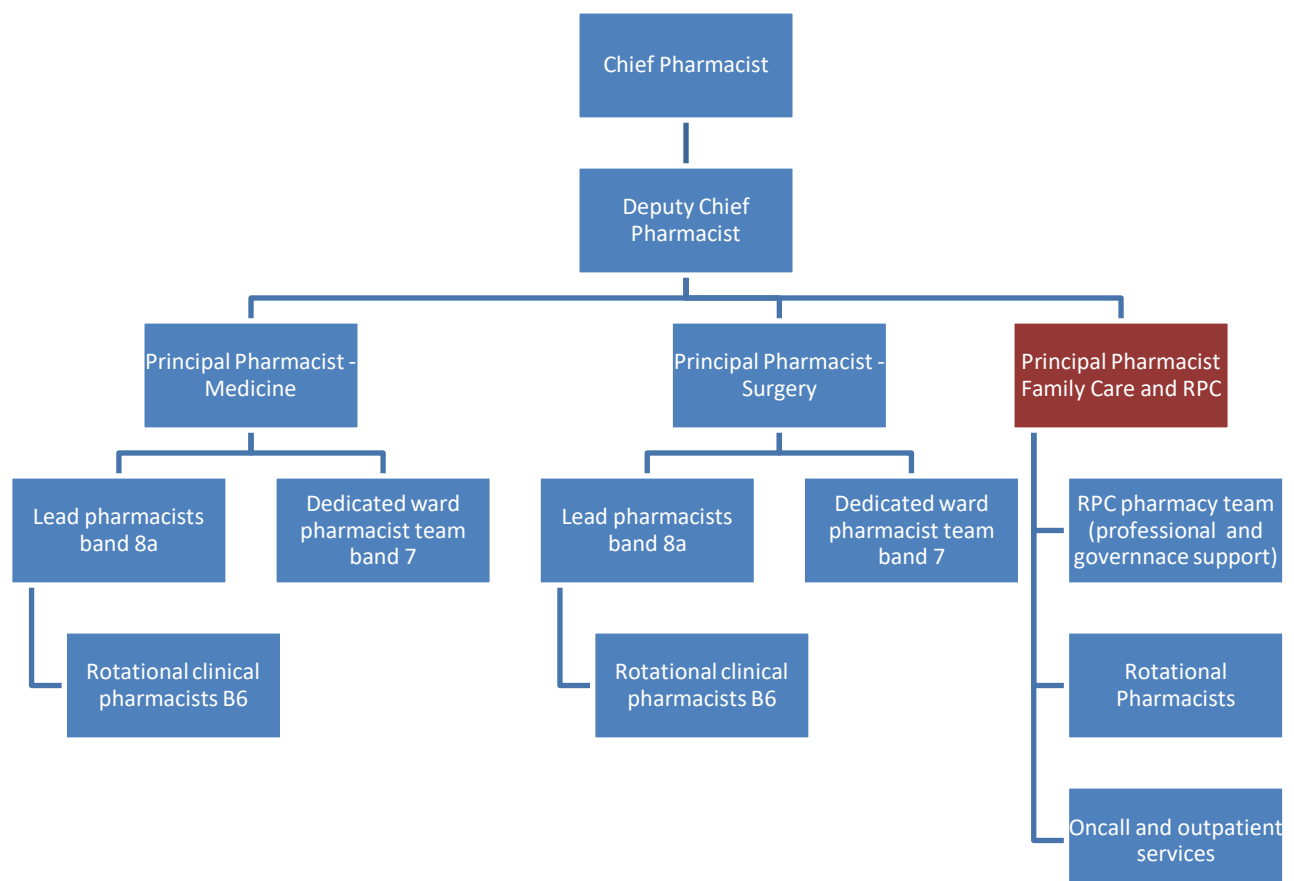
Job purpose

To lead, develop and deliver the Pharmacy and Medicines Optimisation Service within the Medicine or Surgery and Family Care Divisions of the Trust.

You will deliver this by:

- Working collaboratively with the Divisional Leadership Team to develop and deliver clinical pharmacy services and ensure safe and effective use of medicines.
- Acting as a key member of the senior management team within Pharmacy contributing to discussions and decisions across the pharmacy service.
- To take a lead role in provision of a clinical, patient facing pharmacy and medicines optimisation service providing specialist advice to patients and undertaking patient centred medication reviews to manage patients with complex polypharmacy.
- Provision of strategic leadership of the pharmacy and medicines optimisation service within the Division, identifying opportunities for innovation and improvement and supporting effective delivery of services to meet the needs of our patients.
- Working collaboratively with key stakeholders both within the Trust and across the Joined Up Care Derbyshire system.
- Developing, monitoring and reporting performance indicators for the pharmacy service and agreeing actions based on the information.
- Supporting the development of a workforce plan for the clinical pharmacy team within the Trust and implementing the plan in line with national, regional, system and organisational priorities. Developing and extending the role of pharmacy professionals in the delivery of patient care.
- Actively contribute to research and development including clinical audit and sharing outcomes of service developments

The Team



Compassion, Ambition, Respect, Encouragement

Key Result Areas

Service Development

- To lead on the development of the pharmacy and medicines optimisation service within the Division to develop and deliver clinical pharmacy services and ensure safe and effective use of medicines.
- To proactively introduce and implement new/revised policies and guidelines to improve medicines optimisation within the Division and across primary/ secondary care interface.
- To proactively plan and initiate action related to improving the use of medicines for better outcomes and reducing medicines waste.
- To provide operational and clinical support to medicines optimisation developments and prescribing initiatives as required by the Division.
- To plan action to continuously improve the quality of services provided to ensure a quality improvement approach is taken to medication optimisation.
- To evaluate with the Deputy Chief Pharmacist and the Divisional Leadership Team outcome measures associated with the service and the resource requirements for extending and developing the service.

Clinical Services & Patient Care

- To act as a clinical role model to and provide direct clinical supervision to the pharmacy team to ensure a high quality service is developed which improves outcomes through the provision of a patient-centred approach to the safe and clinically and cost effective use of medicines.
- To provide clinical leadership on medicines optimisation and quality improvement.
- To provide patient facing medication review and optimisation of identified complex or high risk groups of patients at an advanced level to maximise the gain from medicines as part of the multidisciplinary team.
- To provide information and support in complex scenarios around medicines related issues to medical and nursing staff and other members of the multidisciplinary team.
- To manage complex and non-routine medicines management problems identified across the Division.
- To demonstrate an intuitive grasp of situations based on knowledge, expertise and understanding and to make decisions about drug therapy with limited information.
- To ensure efficient transfer of information related to complex medicines management needs across the primary/ secondary care interface and reconcile information received to ensure the safe transfer of care for vulnerable patients with complex medicines management needs.
- To work as an independent prescriber in line with competency and agreed scope of practice.

Medicines Safety

- Investigate medicines related incidents to learn and improve practice within a culture of continuous improvement within the Division.
- Participate in the risk management process and other clinical governance activities, including risk management of own scope of practice.
- Implement drug withdrawals and alerts as applicable to ensure the safe delivery of care for patients.
- Support appropriate management of controlled drugs within the Division and to advise the team on the safe and secure handling of controlled drugs and other medicines, ensuring compliance with medicines legislation and flagging any issues to the Controlled Drugs Accountable Officer as required.
- Undertake analysis of available data to support assurance and reduction of risk. e.g. for controlled drugs, medicines safety and financial reporting. Take appropriate action based findings.

- Support divisional governance teams in developing and maintaining guidelines and policies relating to medicines management.
- Provide oversight for maintenance and development of local safe medicines use guidance relating to division
- Implement and review clinical pharmacy SOPs to ensure safe and consistent delivery of clinical pharmacy services to the Division.
- Implement and maintain Patient Group Directions used within the division in liaison with the non-medical prescribing lead. Provide clinical and legal scrutiny and oversight of governance processes pertaining to their use
- Coordinate the process for new drug evaluation and implementation to formulary. To support DTC applications including review and interpretation of evidence base
- Contribute to the planning and implementation of any changes in practice, including medicines shortages

Information & Data Management

- To develop quantitative and qualitative performance measures, co-ordinate their use and be involved in disseminating, acting on and sharing learning from the information gathered.
- To co-ordinate the design and collection of clinical audit data associated with monitoring outcomes of relevant work streams associated with the different arms of medicines optimisation services.
- To utilise available information from audits, national guidelines, benchmarking exercises to influence and implement pharmacy policies and services.
- To accurately record clinical activity within patient notes and the relevant electronic clinical systems.
- Review and monitor prescribing data, ensuring it is in line with guidance and maximises cost-effectiveness.
- To provide responses to Freedom of Information enquiries pertaining medicines use within the division or specialty in accordance with trust policy.

Staff Management and Education and Training

- To be responsible for the education, training and clinical supervision of all pharmacists working within the Division.
- To be responsible for the workforce development plan for the pharmacy team within the Division including the development and extension of the roles of pharmacy professionals.
- To line manage and/or supervise relevant members of the pharmacy team in accordance with Trust procedures including appraisals and objective setting, sickness absence and personal development. To identify the training needs of staff within the team and develop strategies to meet those needs.
- Provide oversight of pharmacist rotas to ensure consistent provision of clinical pharmacy services
- Provide oversight and support for on call team and clinical pharmacy aspects of outpatient pharmacy services
- To identify and lead the design and delivery of education and training around medicines issues (including medicines optimisation and cost-effective prescribing), policies, guidelines and service developments to pharmacy colleagues and members of the multidisciplinary team. Training delivery will range from small communications to formal presentations.
- To participate and contribute to clinical training programmes for undergraduate, trainee, foundation and vocational pharmacy training.
- To evaluate and ensure continuous development of own professional knowledge and competencies by attendance at in house/external training programmes, appropriate self education and participation in practice research.

Financial

- To support the Deputy Chief Pharmacist to manage the staff budget for the pharmacy team and ensure that pay expenditure is maintained within allocated budgets.
- To support and advise relevant leads and Divisional Leadership Team on the delivery of efficiency savings in relation to medicines optimisation.
- Monitor drug expenditure and provide narrative regarding changes in expenditure to the Divisional Leadership Team.

Compassion, Ambition, Respect, Encouragement

Research & Development

- To be responsible for the research and development direction and programme within the pharmacy service, including medicines related clinical trial activity.
- To encourage and co-ordinate pharmacy involvement in clinical audit in medicines optimisation and direct quality improvement around the use of medicines.
- To carry out practice research in medicines optimisation and pharmacy support services and publish the results.
- To develop initiatives in the delivery of medicines optimisation and develop quality standards for clinical effectiveness.

Communications and Relationships

- The post-holder will be required to communicate clearly and sensitively about patient medicines management issues both internal and external to the Trust.
- To communicate with the multidisciplinary healthcare team (doctors, nurses, dieticians, physiotherapists, occupational therapists, ward managers, community pharmacists and site practitioners) on a daily basis in the provision of medicine related information and assessment of patients' treatment.
- To communicate complex and sensitive medication related issues to patients and relatives. This includes medication history taking, medication review and medication counselling and overcoming barriers to understanding and communication such as language, hearing, visual or cognitive difficulties. Tact and persuasive skills are required when negotiating with patients to improve adherence with medication, but with empathy and re-assurance necessary to address concerns patients may have. Communication is either verbal in the form of face to face contact, over the telephone or written in the form of medication reminder charts.
- To provide support and guidance for team members in difficult or distressing situations as a result of serious clinical incidents or challenging situations.
- To communicate essential verbal and written information across the primary and secondary care interface regarding patients therapy on admission and discharge documenting key information the patient's record and, where appropriate, resolving queries and alerting other secondary or primary care pharmacists to the presence of this information where it relates to vulnerable (and older) patients with complex medicines management needs.
- To support the division in review or patient complaints in issue relating to medicines.

General

- To participate in weekend, bank holiday and on call working as required.
- To maintain confidentiality at all times relating to patients, staff and the Trust.
- To actively participate in the Staff Appraisal Process.
- To be familiar and comply with relevant Operational, Personnel, Health and Safety policies and procedures, including Fire, COSHH, No Smoking and Alcohol.
- Maintain a safe environment by adhering to local infection control policies.

PERSON SPECIFICATION

Post Title: Principal Pharmacist – Medicine or Surgery and Family Care

Assessment Criteria	Essential	Desirable	How Assessed
Qualifications and Training	<ul style="list-style-type: none"> • M.Pharm / B.Pharm / BSc (Pharmacy) • Post graduate Diploma/MSc Clinical Pharmacy • Registration with GPhC • Registration as Independent Prescriber • Evidence of continuing professional development 	<ul style="list-style-type: none"> • Other post graduate qualifications relevant to pharmacy practice e.g. management and leadership • Member of RPS 	Application form / interview
Experience	<ul style="list-style-type: none"> • Extensive and substantive experience of working in secondary care • Evidence of managing change • Experience of influencing cost & quality of prescribing • Experience of supervising others – line management and supporting trainee posts 	<ul style="list-style-type: none"> • Experience of managing and developing pharmacy and medicines optimisation services 	Application form / interview
Skills and Knowledge	<ul style="list-style-type: none"> • In depth knowledge of NHS and system strategy, policy and current issues related to medicines optimisation. • Ability to work independently and as part of a multidisciplinary team • Wide ranging clinical skills & knowledge and advanced medication review skills • Ability to prioritise and plan work effectively for self and the wider team • Ability to show initiative and innovative thinking 		Application form / interview

Personal Attributes	<ul style="list-style-type: none">• Strong communication and influencing skills• Reliable• Conscientious• Flexible		Application form
Demonstrates our Proud to CARE Values	<ul style="list-style-type: none">• Compassion, Ambition, Respect, Encouragement		Interview/ Selection Process