



Highly Specialist Pharmacist - Medicine (CLINICAL SUPPORT)

JOB DESCRIPTION





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Welcome



Chelsea and Westminster Hospital NHS Foundation Trust is proud to be one of the top performing and safest trusts in England.

We have two main acute hospital sites—Chelsea and Westminster Hospital and West Middlesex University Hospital, plus our award-winning clinics across North West London and beyond.

- We employ over 7,000 staff and 500 volunteers
- We treat someone in A&E every 90 seconds
- We deliver a baby every 50 minutes
- We operate on a patient every 16 minutes
- We do 50 imaging procedures each hour
- We serve a diverse population of 1.5 million from the beginning to the end of life

Our values

Our PROUD values demonstrate to staff, patients and the public the standards of care and experience they should expect from our services:

- **P**utting patients first
- **R**esponsive to patients and staff
- **O**pen and honest
- **U**nfailingly kind
- **D**etermined to develop

Job summary

Job title Highly Specialist Pharmacist - Medicine

Band	8a
Division	Clinical Support
Responsible to	Lead Divisional Pharmacy – Emergency & Integrated Care
Accountable to	Chief Pharmacist
Type of contract	1 Year Fixed Term
Hours per week	18.75 (0.5 WTE)
Location	West Middlesex Hospital

Job Summary

- To act as a role model and to deliver, develop and evaluate highly specialist clinical pharmacy services in accordance with the objectives set by the Lead Divisional Pharmacy – Emergency & Integrated Care.
- To provide a highly specialist clinical pharmacy service to patients within the EIC division ensuring high quality, safe, effective, legal and accurate use of medicines.
- To be the deputy for the Lead Directorate Pharmacist – Emergency & Integrated Care.
- Support and supervise less experienced pharmacists within the EIC directorate.

Key working relationships

- Patients
- Divisional Pharmacists
- Pharmacy Department staff
- Medical Directorate staff
- Human Resources and other Trust staff

Roles and responsibilities

The post holder will be responsible for delivering clinical pharmacy services to the following sub-specialities within medicine. This includes respiratory, endocrinology, gastroenterology, cardiology, care of the elderly, rheumatology, and emergency medicine.

General Clinical Practice

- Be responsible and accountable for the clinical pharmacy service provided to the sub specialities listed above within the Medicine Directorate.
- Review prescriptions for accuracy and legality and identify actual or potential problems.
- Ensure the effective supply of medicines suitable for use as an inpatient and appropriately labelled for discharge if applicable.
- Ensure the effective outcomes of treatment with medicines.
- Monitor patients for potential and actual adverse effects of their medicines.
- Take steps to ensure patients understand the purpose of their medicines and deal with any practical issues that may prevent the optimal use of their medicines.
- Support the planning of patient discharge with respect to medication, including the transcription of requests for dispensing.
- Demonstrate professional accountability to patients.
- To act as a clinical role model within medicine and demonstrate the ability to provide high quality, safe, clinically effective and cost efficient use of drugs in these patients.
- Provide highly specialist pharmaceutical care to patients including medication reconciliation on admission, at discharge, and medication review during inpatient stay.
- Participate in ward rounds to integrate into the multidisciplinary team and raise the pharmacy profile via contributions at consultant level.
- Manage the allocated patients' medication and make appropriate referrals.
- Manage difficult and ambiguous problems.
- Demonstrate a whole-system patient-focused approach.
- Demonstrate advanced level of clinical reasoning and judgement.
- Communicate highly complex issues in all areas of work including communication with medicine patients, patients having language difficulties and patients with physical and mental disabilities.
- Manage pharmaceutical care issues in palliative patients in a sensitive and empathetic way.
- Effectively deal with supply issues and liaise with the buying office as necessary in order to maintain necessary medication.
- Support all clinical staff in the use of medicines outside of the product licence ("off label") and unlicensed medicines in the directorate in order to ensure that all medication use is of a high quality and safe.
- Develop recognition as a national and/or international pharmacy expert within the chosen medical speciality.
- Make appropriate referrals where necessary; ensure the clear and effective communication of patients' pharmaceutical needs to other pharmacists and health care professionals both within the trust and in other health care environments

Leadership

- Identify and promote best practice in medication use.

- Act as a role model for trainee pharmacists, specialist and junior pharmacists in their Medicine rotation.
- Ensure delivery of the clinical governance agenda in relation to drug use in medicine in order to minimise the number of drug related incidents.
- Motivate and inspire others (both within pharmacy and the directorate) in order to create and maintain a good working environment and facilitate staff retention.
- Proactively develop clinical pharmacy services in line with local and national objectives.
- Demonstrate innovation in the highly specialised chosen field within medicine pharmacy practice.
- Work collaboratively with pharmacy and medical staff, the multidisciplinary team and management in the natural agenda for pharmacy services in accordance with the agreed objectives.
- Represent the Trust at appropriate medical speciality external meetings in order to network and share knowledge and experience with other pharmacists at a national level.
- Deputise for the Lead Divisional Pharmacist – medicine when required.

Management of service

- To provide clinical pharmacy services to the sub-speciality of medicine in accordance with priorities set by the post holder and Lead Divisional Pharmacist.
- Reconcile national priorities with local realities
- Work across traditional boundaries e.g. pharmacist transcription of discharge medication.
- Ensure that national and local agendas are delivered.
- To identify and prioritise the delivery of clinical pharmacy services to Medicine.
- Follow and conform to relevant standards of care.
- Provide advice and support on the development and implementation of shared-care guidelines in Medicine in order to promote seamless care for patients.
- Effectively liaise with other hospitals in order to communicate complex pharmaceutical information about patients being transferred either to or from the Trust.
- Identify and manage risks in relation to medicines use according to policy/protocol.
- Delegate duties / responsibilities appropriately to junior staff.
- Evaluate the performance of junior staff against identified criteria using departmental tools and General Level Competence Framework.
- To provide evaluated pharmaceutical and financial information for the medicine specialty to the Lead Divisional Pharmacist for Medicine in accordance with the needs of the directorate and the pharmacy department.
- Effectively monitor and report on the drug expenditure within Medicine, including that of high cost drugs e.g. Anti TNF alpha, and provide feedback to the Lead Directorate Pharmacist Medicine, service managers and clinicians.
- Identify changes in prescribing practices in Medicine that may impact on the setting of the drugs budget, including new prescribing practices (horizon scanning).
- Provide advice on the cost effective use of Medicines within sub-speciality including the implementation of prescribing guidelines and identification of potential cost savings.
- Review drug related incidents that occur within the chosen sub-speciality and implement actions to reduce re-occurrence after discussion with the LDP Medicine.
- Support LDP Medicine in the investigation of errors and complaints from Medicine directorate and contribute to the formulation of an action plan in order to ensure that there is a satisfactory outcome.
- Support the LDP Medicine directorate in the production of business plans for all advancements of pharmacy services within Medicine.

- Provide advice on the implementation and maintenance of Patient Group Directions used in Medicine
- Attend and represent pharmacy at relevant and appropriate multidisciplinary Medicine meetings, e.g. clinical governance meeting and Divisional board meetings
- Develop, review and negotiate the ward rota for the Medicine directorate on a weekly basis.
- Deputise for the Lead Directorate Pharmacist Medicine Directorate as required and represent pharmacy at directorate management meetings when considered appropriate.
- To support the Lead Pharmacist for Medicine in the development of a 7-day service for Medical patients in line with the trust requirements.
- Ensure safe delivery of high-risk medications or procedures involving medication in medical sub-specialties.

Evaluation of Service

- Evaluate the quality of the pharmacy service to the sub speciality allocated in the Medicine Directorate to ensure that they are recognised as a lead in the national field in line with the corporate objectives and clinical governance agenda.
- Document the workload and quality of pharmacy services to the sub speciality in line with departmental and corporate objectives, including transcription monitoring and the evaluation of on-call data.
- Ensure departmental standards are met.
- Supervise and undertake clinical audit as part of the multi-disciplinary audit process, including risk management issues in Medicine.
- Undertake assessments/evaluations of service and patient care as required e.g. of new products within Medicine.
- Assist the LDP in quality improvement of pharmaceutical services to Medicine specialties

Research and Service Development

- Demonstrate a critical approach towards pharmacy practice in Medicine.
- Integrate research evidence into practice.
- Develop clinical guidelines / pathways within the directorate and review (and sign off if appropriate) guidelines, that include medication, written by others.
- Actively seek to improve the wards and clinical services provided.
- Undertake and supervise practice research in accordance with the pharmacy research agenda, including the presentation of findings with a view to publication.
- Pharmaceutical screening of research applications from the directorate to the Trust R&D committee when designated as appropriate.
- Supervision of undergraduate and postgraduate project work.
- Adopt continuous improvement methodology and support Pharmacy in becoming a continuous improvement department

Education and Training

- Participate in the training and supervision of junior pharmacists and trainee pharmacists in providing a clinical pharmacy service to patients in Medicine.
- Participate in the general clinical training of all junior staff including the principles of pharmaceutical care.
- Be a ward tutor for a junior pharmacists, which includes regular (weekly/fortnightly) informal ward accompanied visits and two formal visits in their 4-monthly rotation.
- Develop strategies to meet the training needs of staff on rotation in Medicine.
- Provide education and training to other clinical staff in relation to Medicine.
- Evaluate the training provided.
- Identify own training needs and maintain a portfolio of practice.
- Represent Pharmacy / Medicine at appropriate external meetings / education and training events in order to network and share knowledge and experience with other Medicine pharmacists at a national level if appropriate.
- Co-ordinate input and run workshops/lectures for the pharmacy department in order to update and improve knowledge in Medicine.
- Act as an HEE Educational Supervisor and Practise Supervisor.

Other Duties

- Maintain a broad level of pharmacy practice through ensuring a broad base of pharmaceutical knowledge.
- Participate in education and training programmes to develop skills as part of a commitment to continuing education and the concept of lifelong learning.
- Be aware of, and apply, relevant legislation such as the H & SAWA, COSHH, Medicines Act, GMP etc.
- To participate in on-call, weekend/bank holiday and shift working as well as 7 day working when required on a rotational basis.
- To assist in the production of ward and department rotas.
- At all times practice in accordance with the Code of Ethics of the Pharmaceutical Society of Great Britain.
- Follow legal, ethical, professional and employers' codes of conduct.
- Any other duties as reasonably required by the Chief Pharmacist.

Communication

- Ensure all communication, which may be complex, contentious or sensitive, is undertaken in a responsive and inclusive manner, focusing on improvement and ways to move forward.
- Ensure all communication is presented appropriately to the different recipients, according to levels of understanding, type of communication being imparted and possible barriers such as language, culture, understanding or physical or mental health conditions.

These duties are not exhaustive and will be reviewed with the post holder, allowing for amendments within the broad scope and band level of the role

All duties must be carried out under supervision or within Trust policy and procedure. You must never undertake any duties that are outside your area of skill or knowledge level. If you are unsure you must seek clarification from a more senior member of staff.

Person specification

Job title	Highly Specialist Pharmacist - Medicine
Band	8a
Division	Clinical Support

Evidence for suitability in the role will be measured via a mixture of application form, testing and interview.

E = essential
D = desirable

Trust values

Putting patients first	E
Responsive to patients and staff	E
Open and honest	E
Unfailingly kind	E
Determined to develop	E

Education and qualifications

Registered as a practicing pharmacist with the General Pharmaceutical Council	E
Diploma in Pharmacy Practice or equivalent training	E
Independent Prescriber	D
ICH GCP Training	D
Royal Pharmaceutical Society (RPS) faculty membership	D
Postgraduate qualifications in Medical specialities	D

Experience

Relevant and extensive post registration ward pharmacy experience including in medicine and surgery specialist areas	E
Experience as a specialist clinical pharmacist in medicine or surgery, able to demonstrate a high level of competency e.g. equivalent to achieving Mastery in the majority of competencies within the Advanced Level Competency Framework	E
Variety of clinical practice to include Acute Medicine and Surgery rotations	E
Completion of clinical audit(s)	E
Supervision of pharmacy staff in training	E
Management e.g. recruitment / appraisal / training / leadership / motivation / sickness absence	E
Support in the education and training of hospital staff outside of pharmacy	E
Screening clinical trial protocols	D
Meets the necessary GPhC requirements in order to undertake role of GPhC Pre-registration Pharmacist Tutor	D
Undertaken management training courses	D

Skills and knowledge

Good oral and accurate written communication; word-processing, email, accurate data entry skills	E
Able to present complex and potentially sensitive information	E
Problem solving and risk assessment abilities	E
Demonstrable organisational and prioritisation skills to work to a deadline	E
Excellent interpersonal skills	E
Ability to motivate self and others and to work independently on designated tasks	E

Demonstrable ability to effectively provide advice to patients regarding medicines	E
Identify and prioritize clinical work to meet set targets	E
Understanding of national and local priorities	E
Awareness of and commitment to the Clinical Governance	E
Able to identify and manage risks and clinical incidents	E
Expert clinical knowledge in medicines	E
Advanced level of clinical reasoning and judgment	E
Integrate research evidence into practice	E
Evaluate quality of own work and identify training needs	E

Personal qualities

Enthusiasm for the position and a mature and positive approach	E
Methodical with attention to detail	E
Lead by example	E
Empathetic	E
Reliable team worker able to relate to all grades of staff	E
Ability to cope well within a busy environment	E

Notes



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