

JOB DESCRIPTION

JOB DETAILS:

Job Title:	Senior Pharmacist – Mental Health
Band:	8A
Directorate:	Clinical Support and Specialist Services
Department:	Pharmacy Department
Base:	To be agreed with successful candidate
Responsible for:	Delivery of high-quality clinical pharmacy services for mental health patients
Responsible to:	Lead Mental Health Pharmacist (Line Manager)
Accountable to:	Director of Pharmacy
JD updated:	April 2024

Somerset NHS Foundation Trust is an integrated Trust providing acute, mental health and community health services for the people of Somerset. The Trust provides services for Community Health and Mental Health from multiple inpatient units and community sites, services are throughout Somerset. The Trust has 2 acute sites – Musgrove Park Hospital and Yeovil District Hospital.

Department Core Purpose

Our purpose is to provide a unified and patient-centred pharmacy service across Somerset NHS Foundation Trust, ensuring equitable access, safety, cost-effectiveness with adherence to evidence-based practices.

Our clinical pharmacy team provides expert advice and support to optimise medication use and enhance patient care, as an integral member of multidisciplinary teams within the Somerset Health System.

Modern aseptic production units at Musgrove Park Hospital and Yeovil District Hospital prepare high quality chemotherapy treatments for the population of Somerset.

Job Purpose:

Delivery of high-quality clinical pharmacy services for mental health patients in line with local and national standards and policies, ensuring the safe, clinical and cost-effective use of medicines.

A key component of the role is ensuring a high level of clinical pharmacy input to the care of mental health in-patients and community patients and supporting the education of pharmacy and other multidisciplinary staff groups on relevant mental health and medicines-related matters.

Duties and Responsibilities



Communication and Key Working Relationships

Establish a good working relationship with users of the service including by not limited to the following groups:

- Pharmacy staff of all grades
- Consultants and junior doctors
- Nursing staff of all grades
- General practitioners and primary care health professionals
- Somerset Integrated Care Boards (ICBs)
- Other multidisciplinary staff
- Multi-professional clinical governance leads
- Patients, patient interest groups, and the public

Planning and Organisation

- Work closely with the Lead Mental Health Pharmacist to extend the boundaries of clinical pharmacy service delivery for mental health patients in Somerset.
- To extend the boundaries of professional practice for mental health patients including patient monitoring and prescribing for mental health conditions.
- Support clinical governance processes, such as incident reporting and investigation, complaint handling, development of guidelines, policies and procedures, and the monitoring and evaluation of services.
- Identify, develop, implement, and sustain medicines safety, efficiency or quality improvement and research projects.

Analytics

- Assist in the review of clinical incidents occurring in mental health, focusing specifically on medicines related incidents and advising on pharmaceutical risk management strategies.
- Monitor and interpret from a pharmaceutical / therapeutics perspective, drug expenditure and prescribing trends.

Responsibility for Patient / Client Care, Treatment & Therapy

- Support the Lead Mental Health Pharmacist in the delivery of the clinical service, ensuring the safe, clinical and cost-effective use of medicines and staff resources.
- Provide high quality specialist clinical pharmacy services to mental health patients including active participation in multidisciplinary ward rounds.
- Act as independent prescriber as necessary within an agreed clinical area and scope of competence.
- Act as an exemplar in the provision of clinical pharmacy services and medicines management in mental health by providing expert clinical pharmacy advice to clinicians, pharmacy staff and other healthcare providers on related drug prescribing and medicines management issues.
- Demonstrate a whole-system, patient-focused approach.
- To provide educational / instructional support to medical and nursing staff, other healthcare professionals and patients in current, relevant pharmaceutical matters through preparation and presentation of lectures, workshops and tutorials as required.



- Provide professional advice on research issues, formulation and stability of medicines and the safe handling, storage and disposal of pharmaceuticals.
- Assist in delivering medicines governance strategies, ensuring risks are managed and assurance of best practice achieved for specifically identified risks.
- Provide general high quality clinical pharmacy services as a member of the clinical pharmacy team providing ward cover if necessary to facilitate continuous clinical pharmacy services during staff absence.
- Actively participate in the departmental continuous professional development programme.
- Maintain professional registration with the GPhC through payment of fees and participation in continuous professional development.

Policy, Service, Research & Development Responsibility

- Assist in maintaining appropriate standards of service; to be aware of all relevant guidelines, policies and procedures; to adopt the principles of safe handling and storage of medicines, and best practice SOPs.
- Develop and undertake specific audit, drug usage reviews and other improvement project work as agreed.
- To develop, maintain and contribute to Trust policies relating to medicine prescribing and/or administration in mental health patients.
- To undertake and participate in research projects as agreed with the Lead Mental Health Pharmacist
- Appraise the applicability of research evidence and incorporate into clinical practice where appropriate.
- To work to extend the boundaries of professional practice within the specialty.

Responsibility for Finance, Equipment & Other Resources

- Support the provision of relevant evaluated financial data on medicines expenditure, income, and cost saving or avoidance initiatives.
- Identify and take forward opportunities for medicines related cost saving/ improved cost effectiveness.

Responsibility for Supervision, Leadership & Management

- To support the day-to-day delivery and development of clinical pharmacy services in mental health in accordance with the priorities agreed between the post-holder, the Lead Mental Health Pharmacist and the mental health team in order to ensure safe, clinically effective and cost efficient use of medicines
- Support the Lead Mental Health Pharmacist with training and mentoring staff and promoting best practice as well as supervising the activities of junior pharmacists and prioritise ward cover in their absence
- Contribute to the appraisal, objective setting and personal development plans of agreed pharmacy staff.
- Act as formal tutor and provide support to pharmacists and trainee pharmacists undertaking post graduate clinical and foundation year training. Act as a designated supervisor for trainee pharmacists.



- Work collaboratively with senior pharmacy colleagues and appropriate staff in other disciplines to forward the pharmacy services agenda, in accordance with agreed objectives and priorities.

Information Resources & Administrative Duties

- Recording of clinical activity and other data using departmental/ organisational databases and electronic systems.
- Recording of workload statistics for the mental health pharmacy service as agreed, in order to inform capacity planning and business cases for service development.

Any Other Specific Tasks Required

- Follow all pharmacy departmental policies and procedures.
- To undertake any other reasonable duty in the interest of the Pharmacy service as requested by Department Managers or the Lead Mental Health Pharmacist



Review of this Job Description

This job description is intended as an outline indicator of general areas of activity and will be amended in the light of changing service needs. This job description is to be reviewed in conjunction with the post holder on an annual basis.

General Information

At all times promote and maintain the safety of children by working according to the Trust's Child Protection Policy and supporting guidance. Being pro-active and responsive to child protection concerns by early reporting, recording and referral of issues according to Trust arrangements. Attending child protection training that is appropriate to your role.

Confidentiality

The post holder will maintain appropriate confidentiality of information relating to commercially sensitive matters in regard to Trust business, and also to personal information relating to members of staff and patients. The post holder will be expected to comply with all aspects of the Data Protection Act (2018), the Staff Code of Confidentiality and the IT Security and Acceptable Use Policy.

Equality & Diversity

Somerset NHS Foundation Trust is committed to achieving equality of opportunity for all staff and for those who access services. You must work in accordance with equal opportunity policies/procedures and promote the equality and diversity agenda of the Trust.

Safeguarding

All employees have a duty for safeguarding and promoting the welfare of children and vulnerable adults. Staff must be aware of the Trust's procedure for raising concerns about the welfare of anyone with whom they have contact.

Risk Management / Health and Safety

Employees must be aware of the responsibilities placed on them for ensuring the safety of our patients, service users, visitors and colleagues under the Trust's Risk Management Strategy and policy and under the Health & Safety at Work Act 1974. All employees are expected to be familiar with and comply with the Trust's risk and health and safety policies and procedures and all other policies and procedures relevant to their role

Records Management

The post holder has responsibility for the timely and accurate creation, maintenance and storage of records in accordance with Trust policy, including email documents and with regard to the Data Protection Act, The Freedom of Information Act and any other relevant statutory requirements.

Clinical Governance

The post holder will be expected to participate in clinical governance activities to assist the Trust to provide high quality services.



Prevention and Control of Healthcare Associated Infection

The post holder is expected to comply with Trust Infection Control Policies and conduct themselves at all times in such a manner as to minimise the risk of healthcare associated infection.

Policies & Procedures

Trust employees are expected to follow Trust policies, procedures and guidance as well as professional standards and guidelines. Copies of Trust policies can be accessed via the staff intranet or external website or via your manager.

Sustainability Clause

Somerset NHS Foundation Trust is committed to creating a sustainable business. Staff employed by the Trust, are required to think about their actions in the course of their work and make positive steps to reducing, reusing and recycling wherever and whenever possible.

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

Requirement	Essential / Desirable	How Assessed
<u>PROFESSIONAL REGISTRATION</u> <ul style="list-style-type: none"> Registered with the General Pharmaceutical Council (GPhC) 	Essential	GPHC number
<u>QUALIFICATIONS & TRAINING</u> <ul style="list-style-type: none"> Master's degree in pharmacy, or equivalent Postgraduate Diploma or MSc in Clinical Pharmacy Registered independent prescriber or willing to undertake NMP training. Credentialed member of the College of Mental Health Pharmacy Postgraduate training in Mental Health 	Essential Desirable Essential Desirable Desirable	Certificates
<u>KNOWLEDGE</u> <ul style="list-style-type: none"> Maintains a broad knowledge of clinical and pharmacy practice. Demonstrable commitment to continuous professional development (CPD) Working knowledge of Microsoft office suite, in particular Excel & Word 	Essential Essential Desirable	Interview and Application Form
<u>EXPERIENCE</u> <ul style="list-style-type: none"> Demonstrable pharmacy experience delivering clinical pharmacy practice at an advanced level. Demonstrable experience in medicines management of mental health patients Experience of working in a multidisciplinary team Experience in clinical training/supervising and/or mentoring of pharmacy staff. Experience of staff appraisal and objective setting 	Essential Desirable Desirable Desirable Desirable	Interview and Application Form
<u>SKILLS AND ABILITIES</u> <ul style="list-style-type: none"> Professional and responsible approach at all times Positive attitude to change Proven and demonstrable organisational and time management skills Ability to analyse and critically appraise clinical and operational data. Ability to manage demanding situations whilst maintaining a professional approach. Able to influence junior pharmacy, nursing, medical, and other multidisciplinary staff. 	Essential Essential Essential Essential Essential	Interview and Application Form
<u>PLANNING & ORGANISING SKILLS</u> <ul style="list-style-type: none"> Ability to work to tight deadlines and under pressure. Ability to work both independently and as part of groups and teams. 	Essential Essential	Interview and



<ul style="list-style-type: none"> Ability to achieve desired outcomes in the face of unavoidable work pressures. Able to co-ordinate and manage audit and improvement project work. Self-motivated, conscientious 	<p>Essential</p> <p>Essential</p> <p>Essential</p>	<p>Application Form</p>
<p><u>COMMUNICATION SKILLS</u></p> <ul style="list-style-type: none"> Evidence of a good standard of Literacy / English language skills Good interpersonal & communication skills on the telephone, via email, face to face and in written correspondence Good communicator, motivated, able to work as part of a multidisciplinary team. Ability to communicate effectively in differing situations. 	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>	<p>Interview and Application Form</p>
<p><u>PHYSICAL SKILLS</u></p> <ul style="list-style-type: none"> Capable of consistent accuracy and concentration under pressure. Ability to travel to external clinics and meetings 	<p>Essential</p> <p>Essential</p>	<p>Interview and Application Form</p>
<p><u>OTHER</u></p> <ul style="list-style-type: none"> Flexible approach to work Demonstrate respect for confidentiality at all times. Proven experience of successfully working in team environment Willingness to use technology to improve standards of care and support to our patients. Displays honesty and integrity, is aware of ethical dilemmas relating to practice, and respects confidentiality. Experience of dealing with mental health conditions 	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Desirable</p>	<p>Interview and Application Form</p>
<p>SUPPORTING BEHAVIOURS</p> <p>To carry out this role successfully the post holder needs to be fully aware of and adhere to Trust values.</p> <ul style="list-style-type: none"> Kindness Respect Teamwork 		



SUPPLEMENTARY INFORMATION

Physical Effort	Yes	No	If yes – Specify details here - including duration and frequency
Working in uncomfortable / unpleasant physical conditions		✓	
Working in physically cramped conditions		✓	
Lifting weights, equipment or patients with mechanical aids		✓	
Lifting or weights / equipment without mechanical aids		✓	
Moving patients without mechanical aids		✓	
Making repetitive movements		✓	
Climbing or crawling		✓	
Manipulating objects		✓	
Manual digging		✓	
Running		✓	
Standing / sitting with limited scope for movements for long periods of time		✓	
Kneeling, crouching, twisting, bending or stretching		✓	
Standing / walking for substantial periods of time		✓	
Heavy duty cleaning		✓	
Pushing / pulling trolleys or similar		✓	
Working at heights		✓	
Restraint i.e.: jobs requiring training / certification in physical interventions		✓	

Mental Effort	Yes	No	If yes - Specify details here - including duration and frequency
Interruptions and the requirement to change from one task to another (give examples)	✓		Daily – dealing with queries and problems from multiple sources. In addition, helping other staff in other roles as/when necessary.
Carry out formal student / trainee assessments	✓		Monthly – as part of training pharmacists and providing ongoing evidence of capability



Carry out clinical / social care interventions	✓		Daily – medication related clinical care interventions
Analyse statistics	✓		Monthly – monitoring and analysing data relating to service activities
Operate equipment / machinery	✓		Working knowledge of IT software & hardware
Give evidence in a court / tribunal / formal hearing		✓	
Attend meetings (describe role)	✓		Weekly – Multidisciplinary ward rounds, contribute to Pharmacy Management meetings as well as mental health meetings as required
Carry out screening tests / microscope work		✓	
Prepare detailed reports	✓		Quarterly –spreadsheets of work figures, drug usage and capacity reports in conjunction with Service Leads
Check documents	✓		Daily – as part of clinical activity
Drive a vehicle	✓		Weekly – travel between base site and other sites
Carry out calculations	✓		Daily – as part of clinical activity
Carry out clinical diagnosis		✓	
Carry out non-clinical fault finding		✓	

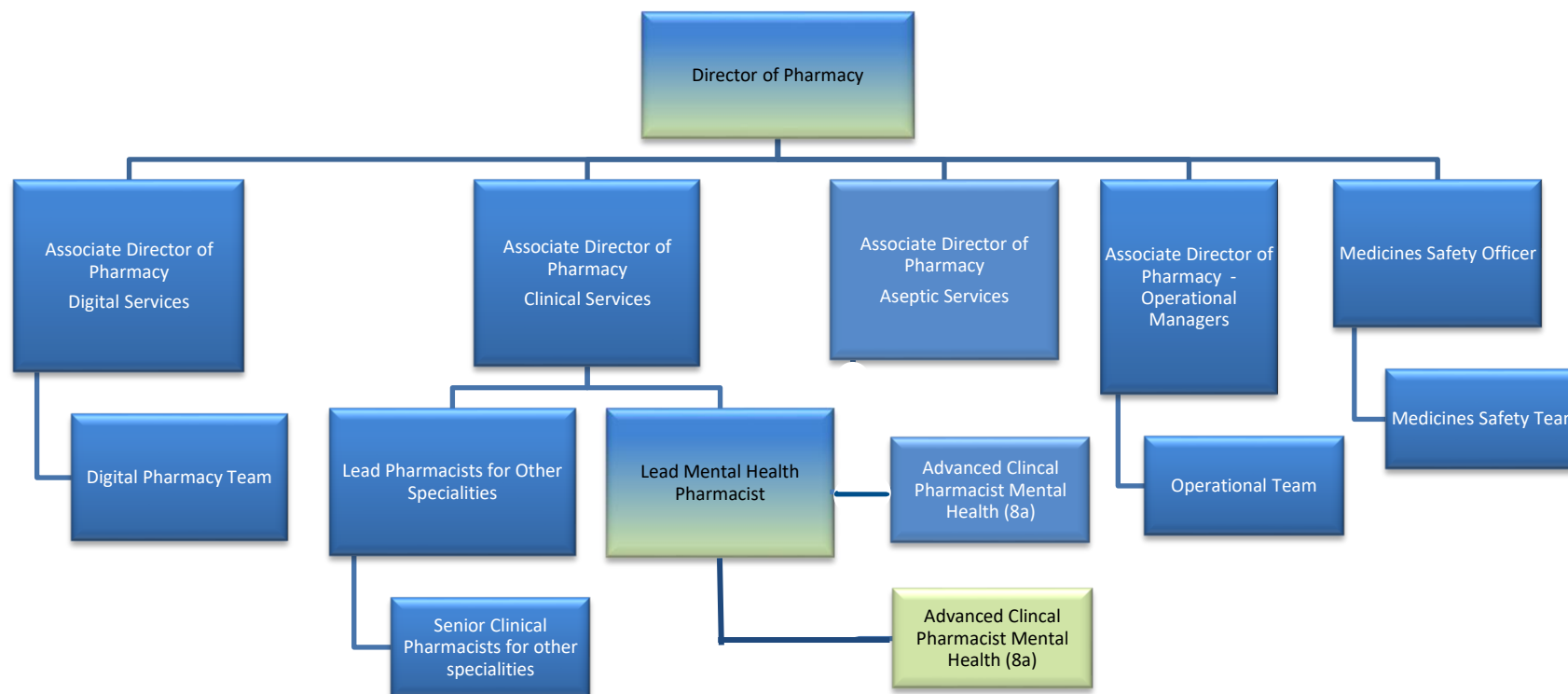
Emotional Effort	Yes	No	If yes - Specify details here - including duration and frequency
Processing (e.g.: typing / transmitting) news of highly distressing events		✓	
Giving unwelcome news to patients / clients / carers / staff	✓		Occasionally – as part of outpatient clinics and related tasks as required
Caring for the terminally ill	✓		Occasionally – Clinical review of medications
Dealing with difficult situations / circumstances	✓		Occasionally – Staffing, problem solving
Designated to provide emotional support to front line staff		✓	
Communicating life changing events		✓	
Dealing with people with challenging behaviour	✓		Weekly – Ward based interaction with patients who may be challenging
Arriving at the scene of a serious incident		✓	

Working conditions – does this post	Yes	No	If yes - Specify details here - including duration and frequency
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involve working in any of the following:			
Inclement weather		✓	
Excessive temperatures		✓	
Unpleasant smells or odours	✓		Weekly – unpleasant bodily smells in clinical areas
Noxious fumes		✓	
Excessive noise &/or vibration		✓	
Use of VDU more or less continuously		✓	
Unpleasant substances / non household waste		✓	
Infectious Material / Foul linen		✓	
Body fluids, faeces, vomit		✓	
Dust / Dirt		✓	
Humidity		✓	
Contaminated equipment or work areas		✓	
Driving / being driven in Normal situations	✓		Weekly – travel between base site and other sites
Driving / being driven in Emergency situations		✓	
Fleas or Lice		✓	
Exposure to dangerous chemicals / substances in / not in containers		✓	
Exposure to Aggressive Verbal behaviour	✓		Weekly - Ward based interaction with patients who may be verbally aggressive
Exposure to Aggressive Physical behaviour	✓		Weekly - Ward based interaction with patients who may be physically aggressive





The Knowledge and Skills Framework (KSF) outline for this post which demonstrates the skills and competencies required once in post should be considered in conjunction with this document.

Job Profile Agreement

Agreed and Signed:	(Manager)	Date:	
Agreed and Signed:	(Post Holder)	Date:	
Date Role Description is Effective From:			

