

**WALSALL HEALTHCARE NHS TRUST
PERSON SPECIFICATION**

POST: Lead Pharmacist – Education and Training

GRADE: Band 8A

Job Requirements	How Tested	Weighting
QUALIFICATIONS		
<ul style="list-style-type: none"> Masters Degree in Pharmacy (or equiv.) 	A,O, R	H
<ul style="list-style-type: none"> Completion of a one-year pre-registration programme 	A,O, R	H
<ul style="list-style-type: none"> Current UK professional registration as a Pharmacist with the General Pharmaceutical Council 	A,O, R	H
<ul style="list-style-type: none"> Postgraduate Clinical Pharmacy diploma or equivalent advanced experience. 	A,O, R	H
<ul style="list-style-type: none"> Independent Prescriber 	A,O,R	H
EXPERIENCE		
<ul style="list-style-type: none"> Sufficient breadth and depth of post-registration hospital Pharmacist practice, to acquire the competencies needed for the job 	A, I, T, P, R	H
<ul style="list-style-type: none"> Previous experience of responsibility for the design/build/deployment of a standalone, or integrated large scale Electronic Prescribing and Medicines Administration (ePMA) system 	A, I, T, P, R	H
<ul style="list-style-type: none"> Excellent pharmaceutical and pharmacological knowledge. 	A, I, T, P, R	H
<ul style="list-style-type: none"> Experience in carrying out audits and projects. 	A, I, T, P, R	H
<ul style="list-style-type: none"> Experience of supervising and directing staff. 	A, I, T, P, R	H
<ul style="list-style-type: none"> Able to work effectively both alone and in a team 	A, I, T, P, R	H
<ul style="list-style-type: none"> Has undertaken audit work. 	A, I, T, P, R	H
<ul style="list-style-type: none"> Lectures, talks, training given (Medical/Nursing/Pharmacy staff and patients). 	A, I, T, P, R	H
<ul style="list-style-type: none"> Experience of development in a service area. 	A, I, T, P, R	H
<ul style="list-style-type: none"> Experience of staff mentorship and supervisory management 	A, I, T, P, R	H
<ul style="list-style-type: none"> Able to plan and implement change. 	A, I, T, P, R	H
<ul style="list-style-type: none"> Configuration or managing a Pharmacy system SQL and/or other database interrogation and reporting. 	A, I, T, P, R	H

SKILLS		
1. Clinical/Technical		
• Able to demonstrate a very high level of specialist knowledge.	A, I, T, P, O, R	H
• Able to clearly communicate highly complex clinical information to all grades of healthcare professionals.	A, I, T, P, O, R	H
• Able to advise and influence all grades of medical and nursing staff on therapeutic aspects of patient care	A, I, T, P, O, R	H
• Able to transfer national guidelines into Trust policies, procedures and guidelines.	A, I, T, P, O, R	H
• Able to demonstrate high level of clinical audits and project management skills.	A, I, T, P, O, R	H
• Able to question patients sensitively on their drug treatment and to communicate clearly with them	A, I, T, P, O, R	H
• Demonstrates skills for problem identification and solving.	A, I, T, P, O, R	H
• Demonstrates desire to continue their education and commit to evidence-based practice.	A, I, T, P, O, R	H
2. Managerial		
• Has written and communication skills appropriate to the level required for this role.	A, I, T, P, O, R	H
• Has people management, teamwork and interpersonal skills appropriate to this role.	A, I, T, P, O, R	H
• Able to set priorities, meet deadlines and manage time effectively and direct others to do so.	A, I, T, P, O, R	H
• Self-motivating with a positive “can do”, enthusiastic approach to work and able to motivate a pharmacy team	A, I, T, P, O, R	H
• Able to manage junior pharmacy team members.	A, I, T, P, O, R	H
• Assertiveness skills - able to negotiate to a satisfactory outcome with professional colleagues at all levels	A, I, T, P, O, R	H
• Good understanding of recent NHS and pharmacy reports and how they relate to planned care activities.	A, I, T, P, O, R	H
• Demonstrates practice knowledge of the relevance of clinical governance and risk management	A, I, T, P, O, R	H
• Knowledge of drug expenditure/drug budget/clinical activity issues.	A, I, T, P, O, R	H
• Able to demonstrate self-motivation and ability to lead services delivery and development.	A, I, T, P, O, R	H
3. Information technology		
• Skills for using Microsoft Office to produce word-processed documents e.g. SOPs for specialist areas, record research and audit data and prepare and deliver training.	A, I, T, P, O, R	H
• Standard key-board skills for using the Pharmacy Computer System, and other software, to prepare reports, analyses, label medicines etc.	A, I, T, P, O, R	H
4. Finance		
• Understanding of budgetary mechanisms, funding processes.	A, I, T, P, O, R	H
• Able to utilise resources cost-effectively	A, I, T, P, O, R	H

<p>5. Pharmaceutical</p> <ul style="list-style-type: none"> Competent to clinical check prescriptions. Competent to dispense medicines accurately without making errors. Competent to check medicines dispensed by others and to detect any errors that have been made. <p>6. Infection Control</p> <ul style="list-style-type: none"> Skills to minimise any risk to patients, the public and other staff from Healthcare Associated Infection. Compliant with Health Act 2006. 	<p>A, I, T, P, O, R A, I, T, P, O, R</p>	<p>H H H H H</p>
<p>KNOWLEDGE</p> <p>1. Clinical/Technical</p> <ul style="list-style-type: none"> Very high specialist knowledge of medicines actions and usage. Understanding of the current and longer term issues facing pharmacy services within the NHS. Very high specialist knowledge of medicines management in clinical pharmacy services. <p>2. Managerial</p> <ul style="list-style-type: none"> Understanding of Health and Safety at Work. handling, Information Governance as well as Safeguarding Children and Adult. <p>3. Professional</p> <ul style="list-style-type: none"> Up to date knowledge of Medicines Legislation including the Medicines Act, and Misuse of Drugs Act as they apply to pharmacy service SOPs and the legal requirements for dispensing and supplying medicines. 	<p>A, I, T, P, O, R A, I, T, P, O, R</p>	<p>H H H H H</p>
<p>OTHERS</p> <ul style="list-style-type: none"> Highly self motivated – Possesses high work standards, sets themselves and helps others to set attainable goals; wants to do things better and measure progress against target Flexible – Able to adapt to ensure achievement of objectives within constantly changing situations and environments Customer focussed – committed to ensuring a positive experience for patients and their relatives/ carers Good general health status Able to undertake weekend, Bank Holiday and Statutory Day working and Emergency Duty Commitment on a rota. 	<p>A, I, O, R A, I, O, R A, I, O, R A, I, O, R A, I, O, R</p>	<p>H H H H H</p>

How Tested

- A = Application form
- I = Interview
- T = Test
- P = Presentation
- O = Other
- R = Reference

Weighting

- H = High
- M = Medium
- L = Low

