

JOB DESCRIPTION

Job Title:	SWL Chief Pharmacist
Band	9
Vacancy Reference Number	SWLMO01
Responsible to:	Executive Medical Director
Accountable to:	Executive Medical Director
Hours:	37.5 (1.0 WTE)

BACKGROUND:

NHS South West London Integrated Care Board works with partners from across the South West London Integrated Care System (ICS) to develop plans to meet the health needs of the population and secure the provision of health services, and is directly accountable for NHS spend and performance in South West London.

Integrated Care Systems (ICSs) are partnerships of health and care organisations that come together to plan and deliver joined up services and to improve the health of people who live and work in their area. Each ICS consists of two statutory elements:

- an Integrated Care Board, bringing the NHS together with its partners locally to improve health and care services
- an Integrated Care Partnership (ICP): the broad alliance of organisations and representatives concerned with improving the care, health and wellbeing of the population, jointly convened by the ICB and local authorities in the area.

ICBs are statutory NHS bodies responsible for planning and allocating resources to meet the four core purposes of integrated care systems (ICSs):

- to improve outcomes in population health and healthcare;
- tackle inequalities in outcomes, experience and access;
- enhance productivity and value for money and;
- help the NHS support broader social and economic development.

NHS South West London Integrated Care Board decides how the South West London NHS budget is spent and develops plans to improve people's health, deliver higher quality care, and better value for money.

NHS South West London Integrated Care Board as part of South West London Integrated Care System, is a partnership of organisations that come together to plan and deliver joined

up health and care services to improve the lives of people in our six boroughs: Croydon, Merton, Kingston, Richmond, Sutton and Wandsworth.

JOB PURPOSE

The SWL ICS Chief Pharmacist will have overall accountability for the delivery of all medicines optimisation and pharmacy services across SWL's ICS. They will cover existing and new priorities across the system and support the strengthening of clinical and professional collaboration across the system as we transition as an ICS. They will work with all partners to develop a system wide vision for medicines optimisation and pharmacy through clinical and patient engagement, linking national medicines policy and local clinical priorities to deliver maximum value and outcomes for the SWL ICS. The post holder will have overarching responsibility for the SWL Medicines Optimisation Team (including care homes & dietetics), the Place Medicines Optimisation Team, and the High Cost Drugs Team.

Duties and Responsibilities

The SWL Chief Pharmacist will provide strategic leadership for:

- The pharmacy profession and workforce within the ICS
- Medicines commissioning and supply
- Emergency planning, preparedness and resilience
- Medicines and prescribing initiatives with a focus on reducing unwarranted variation, promoting equity of access and supporting transformational change and,
- Supporting recovery and the restoration of sustainable services.

Key aims and objectives of robust medicines optimisation across system footprints will include:

- Reducing unwarranted variation in access to medicines and supporting consistency in preferred prescribing choices and local formularies where appropriate,
- Reducing silo working and duplication of effort and governance,
- Ensuring medicines are core to pathway redesign and service transformation across the ICS.

The post holder will lead as an authoritative expert in pharmacy and medicines optimisation across all care settings with the respect of peers and senior national leaders. The post holder will provide professional advice and guidance on matters relating to the use and supply of medicines to the ICB. Working with the Chief Medical Officer (CMO), Chief Nursing Officer (CNO) and Executive Director of Places, they will plan and allocate resources to meet the four core purposes of Integrated Care Systems (ICSs).

In this senior leadership position, the post holder carries key corporate responsibilities for the delivery of the ICB's vision, aims and objectives and, in particular, may lead on behalf of the ICB for:

- The safe and effective use of medicines including the system medicines budget,
- Antimicrobial stewardship,
- Delegated or transferred responsibilities for commissioning, including any delegated or transferred responsibilities for the community pharmacy contractual framework,

- For regulatory compliance for pharmacy service and medicines use, including for controlled drugs.

Main responsibilities include:

- Provide expert advice to the ICB and wider ICS partners on all matters relating to pharmacy and medicines (professional, clinical and programme) in accordance with national and regional policy, including the changing opportunities for pharmacy and medicines' roles and responsibilities,
- Provide leadership for any delegated and/ or transferred commissioning responsibilities, including for community pharmacy,
- Be responsible for the ICB medicines and pharmacy allocations and commissioning – ensuring services are centred around the patient, are safe, modern and are delivered by competent staff within agreed budgets,
- To provide highly visible leadership of the ICB's pharmacy and medicines workforce and foster a culture of compassionate and inclusive practice which values the full range of our people's skills and experience, continuing professional development and empowers pharmacy professionals to achieve excellence in the delivery of patient care,
- Be responsible for ensuring all practice relating to medicines optimisation and pharmacy services throughout SWL ICS complies with the current legislative framework and, where practice is found to be non-compliant, this is addressed through the relevant processes,
- Represent the ICB at regional/ national/ international levels on issues in relation to pharmacy and medicines,
- Lead on the development and implementation of the ICB Medicines and Pharmacy Transformation Plan (and/ or any other related strategy or plan with a role for medicines required locally or by NHSE/I), that supports system wide and place-based integration.
- Create an infrastructure that supports medicines optimisation in all professions in all health and care settings including care homes,
- Deliver a comprehensive integrated pharmacy service and governance structures to ensure that all of the ICB's activities are underpinned by a strong culture of high quality care and patient safety,
- Champion multi-agency and multi-disciplinary/ professional working across the system with all health and social care stakeholders to improve people's lives and tackle inequalities in access to medicines and pharmacist support,
- Represent Medicines Optimisation and Pharmacy in the ICB governance structures, ensuring pharmacy and medicines play a key part in population health management and personalised care,
- Lead and participate in the SWL Integrated medicines Optimisation Committee (IMOC), SWL Joint Formulary Committee, Finance Medicines Optimisation Panel, IFR Panel, and High Cost Drugs Group - bringing together all medicines interests in the system to ensure strategic alignment with health and care priorities and equity across the footprint. This will include governance on prescribing, medicines spend, key national policies such as anti-microbial resistance and overprescribing, research, technical services and, education and training,
- Provide advice and direction to Chief Executives and Boards of organisations within the system on strategic and operational issues related to pharmacy and medicines optimisation, in particular on consolidated services or joint ventures supporting all organisations (e.g. developing cross system clinical pathways),

South West London

- Provide advice and direction to public health teams within the system to ensure pharmacy teams, including the community pharmacy network are best placed to help deliver the public health strategy,
- Support the development of aligned Pharmaceutical Needs Assessments as required,
- Foster collaborative relationships with academic institutions to ensure alignment of the national, regional and system strategies to initial education and training of pharmacy professionals and research agendas,
- Responsible for all professional matters relevant to the pharmacy workforce employed within the ICB and they will provide strategic leadership for the pharmacy, medicines commissioning and supply, workforce in delivery of the ICB's objectives,
- Lead as an authoritative expert in pharmacy and medicines optimisation and form part of the wider network of clinical and care leaders in the region and nationally,
- To identify and nurture pharmacy clinical leadership potential and talent whilst feeding into the ICS workforce plan,
- To collaborate with colleagues in Health Education England, Centre for Pharmacy Postgraduate Education, Skills for Health, Skills for Care, and higher education institutions to ensure the current and future pharmacy needs of health and social care providers are clearly identified and met. This will include enabling entry level career pathways for the local population which supports reducing vacancies and developing opportunities across all settings as well as championing patient-facing, prescribing pharmacy roles and consultant pharmacist roles,
- In addition, professionally accountable to the Regional Chief Pharmacist for pharmacy professional practice and the delivery of national medicines and pharmacy policy and may from time-to-time be formally requested to act on behalf of NHS England and NHS Improvement on key performance, monitoring and accountability matters. This will include the identification of performance risks and issues related to the quality of patient care and working with relevant providers and partners to enable solutions,
- As a registered pharmacist professional, they will be accountable for their own practice, standards and conduct in the role to the General Pharmaceutical Council.
- The postholder will partake in the SWL ICB On-Call rota and will support any aspect of EPPR as required.

1. Key Working Relationships

The postholder will be responsible for creating and influencing leadership relationships and wide scale system change to ensure that the ICB acts as an enabler to harness system development opportunities to improve the health of the population. As a clinical professional system leader, they will provide leadership across organisation and professional boundaries and embed improved outcomes across whole system patient pathways to facilitate transformational change for the ICS population.

- As a professional clinical and multi-professional system leader, provide leadership, across organisational and professional boundaries and pathways to facilitate transformational change for the ICS population,
- Ensure that the ICB influences and seeks input from wider ICS system leaders including provider collaboratives, public health, local government, voluntary and community sector, other partners and local people to make real transformational differences for the population through local, regional and national forums,
- Chair complex, professional meetings at a very senior level in a collaborative, efficient and effective manner.

South West London

- Ensure the Board receives annual reports on medicines optimisation and pharmacy services, and are informed and consulted as required,
- Provide specialist expertise, strategic and professional leadership for medicines optimisation and pharmacy services across the SWL ICS and other partners as required, including the delivery of clinical governance, in accordance with the ICB Plan.

Key working relationships will include:

- ICB Chief Medical Officer, Chief Nursing Officer & Executive Director of Places
- ICB Chief Executive and Executive Team
- General Pharmaceutical Council
- Chief Pharmacists in other NHS Trusts, Community & Specialist commissioning
- Royal Pharmaceutical Society of Great Britain, other national bodies relevant to the provision of pharmacy services
- Local statutory roles including DASS, DCS, DPH
- Local Council Leaders and Health and Social Care lead members
- Borough Partnership Chairs
- Provider Alliance leads
- Wider provider clinical and professional leads at Place for example PCN Clinical Directors, GP Federation leads, Trust Medical Directors and senior clinical leads, Operations Directors
- Local Healthwatch
- Local LMC and other professional primary care organisations - LPC / LDC / LOC
- Other members of the Borough Partnership including VCS
- Local patient representation groups

3. Financial and Physical Resources

- Responsible for setting and managing pay and non-pay budgets for Medicines Optimisation (SWL, Place and High Cost Drugs),
- Undertake health and care financial planning and budgeting at a board and/ or system level,
- Oversee financial management (including medicines procurement) to ensure good value for money outcomes,
- Identify and deliver corporate efficiencies in medicines, advising on the implications for service delivery.

4. Staff Management

- Create and promote a culture of inclusive, professional leadership.
- Be visible as a collaborative clinical leader and a role model, engaging health, and care professionals across the whole system in the development and delivery of the
- ICB's objectives. This includes:
 - Providing mentoring and support to other clinical and care professional leaders,
 - Ensuring that clinical and professional leaders are supported to perform their roles and given opportunities to develop.
 - Ensuring that the talent management and development of clinical and care professional leaders is embedded across the system
 - Ensuring that clinical supervision of clinical professionals is embedded across the system.

South West London

- Providing line management support (including annual appraisals and objective setting) to the range of clinical professionals within their area of responsibility and accountability.
- Co-ordinate the Medicines Optimisation and High Cost Drugs Teams together and act as a conduit to channel issues across the ICB, wider ICS and into the ICB Executive Management Team,
- Able to lead and motivate a large and dynamic clinical team,
- Provide effective deployment of resources economically with an understanding of recruitment, retention and staff development strategies and experience of deploying these successfully,
- To provide line management responsibilities to senior staff in setting and agreeing objectives, undertaking appraisals and providing on-going support to ensure the delivery of the priorities of the medicines optimisation or pharmacy team, including recruitment and direct line management of the team's senior staff (as required),
- Develop and review workforce plans for pharmacy professions, advising the ICB on issues of skill mix, deployment and utilisation of the pharmacy workforce consistent with General Pharmaceutical Council Standards,
- As a registered professional, the individual in this role will be accountable for their own practice and conduct in the role.

5. Policy and Service Development

- Lead on ICB aspects of specialised commissioning of medicines and play a key role in the development of further devolvement of specialised commissioning functions in collaboration with neighbouring ICSs,
- Promote patient and public involvement in service design and decision-making and champion the delivery of personalised care in all clinical practice,
- Support the ICB's commitment to address discrimination against NHS and care staff from ethnic minority backgrounds, contributing to achieving the workforce race equality standard (WRES) and using your leadership to develop cultures of diversity and inclusion in the ICS, particularly within the clinical workforce,
- Adoption of population health management (PHM) approaches, including consistent use of data, across medicine optimisation and pharmacy services,
- Use data to support integrated and outcomes-based delivery; application of PHM approaches to improving outcomes and tackling of unwarranted variation; and review of PHM outputs to support generation of local insight,
- Monitors information relating to services, national policy changes and uses software to produce reports for the Board,
- Accountable for audits for all aspects of medicines optimisation and pharmacy services against agreed standards, and for the co-ordination and implementation of related research and development activity,
- Promote research and innovation to support the development and delivery of the ICB strategy and share learning to inform approaches to population health management and health improvement across the country,
- Promote continuous quality improvement through learning, improvement methodologies, research, innovation, and data driven improvement initiatives both at a strategic and operational level.

6. Analytical & Judgmental Skills

- Engage with key system leaders to lead professional collective ICS leadership medicines optimisation and pharmacy professions within health and care, taking the

South West London

role of a system leader to promote the lead clinical, data-driven quality improvements that have a direct impact on the population health needs of the ICB,

- Support the CMO and CNO in ensuring that there are effective mechanisms for anticipating, identifying, and responding to key clinical risks that could impact on the successful delivery of the strategy. This will include engaging with system leaders from across the ICS to drive research, innovation, quality improvement, and patient safety and population health outcomes from a risk-based approach across the ICS footprint,
- Support the CMO and CNO to ensure that appropriate and effective clinical monitoring and performance arrangements are in place to ensure the wider ICS has robust quality and safety of clinical care outcomes through insight, involvement and improvement which meet the needs of the population,
- Support a strong culture of public accountability, probity, and governance, ensuring that appropriate and compliant structures, systems, and process are in place to minimise risk and promote the freedom to speak up,
- Work closely with regional professional standards teams to manage any concerns arising regarding pharmacy professionals working within the ICS area,
- Act as a catalyst and advocate, responsible for promoting a collective accountability for high standards of clinical care,
- Support wider executive colleagues in influencing strategic change and collaborative initiatives which have a direct impact on population health outcomes including key matters such as future workforce supply, quality and safety initiatives and system wide joint working at a strategic board level with system partners,
- Take action to ensure underperformance in any service commissioned by the ICB is addressed in a timely manner, working with the relevant providers and NHS England and NHS Improvement regional team as required,
- Accountable for regulatory compliance and acts as the accountable officer for controlled drugs for the ICB, working closely with local and London wide networks of CDAOs across organisations.

GENERAL DUTIES AND RESPONSIBILITIES

Confidentiality

In the course of employment staff will have access to confidential information relating to the ICBs business, patients, and staff. All members of staff are required to exercise due consideration in the way such information is used and should not act in any way, which might be prejudicial to the organisation's interests. If in any doubt advice should be sought from an appropriate manager before communicating information to a third party.

Confidential information should always be treated according to the ICB's rules on confidentiality. Any inappropriate disclosure may be subject to the ICB's disciplinary procedures.

Raising Concerns

Staff may on occasion have genuine concerns about healthcare matters and consequently the ICB endorses the principle that these must be raised in a responsible and appropriate manner, and if necessary using the ICB's 'Raising Concerns (Whistleblowing)' policy.

Data Protection

The ICB is registered under the Data Protection Act 1984. Staff are responsible for ensuring that they maintain the integrity and quality of both computerised and manual data. Personal data held by the ICB must not be used other than for legitimate purposes. If in any doubt advice must be sought from an appropriate manager.

Health and Safety

Employees must be aware of the responsibility placed on them under the Health and Safety at Work Act (1974) to maintain a healthy and safe working environment for both staff and visitors. Employees also have a duty to observe obligations under the ICB's Health and Safety policies and to maintain awareness of safe practices and assessment of risk in accordance with the Risk Management Strategy.

Infection Control

ICB staff are responsible for protecting themselves and others against infection risks. All staff regardless of whether clinical or not are expected to comply with current infection control policies and procedures and to report any problems with regard to this to their managers. All staff undertaking patient care activities must attend infection control training and updates as required by the ICB.

Financial Regulations

All staff are responsible for the security of the property of the ICB, avoiding loss or damage of property, and being economical and efficient in the use of resources. Staff should conform to the requirements of the Standing Orders, Standing Financial Instructions or other financial procedures including the Code of Conduct and Accountability and the Fraud and Anti Bribery Policies.

Safeguarding Children & Vulnerable Adults

All employees are required to act in such a way that at all times safeguards the health and wellbeing of children and vulnerable adults. Compliance with mandatory and statutory training requirements is an essential requirement of all employees.

Risk Management

Managers are responsible for implementing and monitoring any identified and appropriate risk management control measures within their designated area(s) and scope of responsibility. Responsibilities of staff with regard to risk management are outlined more fully in the Risk Management Strategy. Staff are responsible for ensuring that they are aware of those responsibilities.

Code of Conduct

The Department of Health's Code of Conduct for NHS Managers has been adopted by the ICB for all Director-level and senior management posts. This requires the post-holder to comply with the Code and for his/her actions to demonstrate a commitment to the Code. In particular, the post-holder must:

South West London

- a) make the care and safety of patients his/her first concern and act quickly to protect patients from risk;
- b) respect the public, patients, relatives, carers, NHS staff and partners in other agencies;
- c) be honest and act with integrity;
- d) accept accountability for his/her own work, the performance of those he/she manages and of his/her own organisation;

Demonstrate their commitment to team working by co-operating with all colleagues in the NHS and in the wider community.

Acceptance of Gifts and Hospitality

The conduct of staff in the public service should be scrupulously impartial and honest and in this context any offers of gifts or hospitality should be discussed with your manager, prior to acceptance.

Equal Opportunities

The post holder must at all times carry out his/her responsibilities with due regard to the ICB's Equality and Diversity Policies. The ICB is committed to ensuring equality of opportunity for all irrespective of their age, colour, creed, ethnic or national origin, marital status, nationality, physical or mental disability, race, religious belief, sex or sexual orientation.

No Smoking

Smoking by staff, patients and visitors, will not be permitted anywhere on ICB premises.

General

- The post holder may be required to work at any of the ICB's sites in line with the service needs.
- This job description provides an outline of the tasks, responsibilities and outcomes required of the role. The post holder will undertake any other duties that may be required which are consistent with the grade and responsibility of the post.
- This job description describes responsibilities, as they are currently required. It is anticipated duties will change over time and the job description may need to be reviewed in the future.
- All staff have a responsibility to participate in the ICB's Appraisal Scheme and to contribute to their own development and the development of any staff that they are responsible for appraising.

Person Specification

SWL Chief Pharmacist – Band 9

Supporting Evidence

In the supporting evidence of your application form, you must demonstrate your experiences by giving specific examples for the criteria within the person specification.

Factors	Essential	Desirable	Assessment Method
Education / Qualifications			
Educated to masters level or equivalent level of experience of working at a senior level in specialist area	√		A/C
Postgraduate management qualification at master's degree level	√		A/C
Significant evidence of continued professional development	√		A/I
Pharmacist registered with the General Pharmaceutical Council	√		A/I
Evidence of appraisal and revalidation within the last 12 months or within the most recent 12 months	√		A/I
Knowledge and Experience			
Extensive post registration experience in medicines optimisation/ pharmacy	√		A/I
Thorough understanding of medicine optimisation/ pharmacy legislation, with the ability to translate into organisation practice	√		A/I
Extensive knowledge of the health, care and local government landscape and an understanding of the social determinants of public health	√		A/I
Demonstrable evidence and thinking on practices which reduce health inequality, improve patient access, safety and ensure organisations are well-led	√		A/I
Good knowledge of health and care financial planning and budgeting at a corporate and/or system level	√		A/I
Significant experience of collaborative working as part of a multi-professional senior leadership team	√		A/I
Record of significant achievement in directing and managing the commissioning, delivery and	√		A/I

improvement of medicines optimisation/ pharmacy services within a complex and diverse organisation			
Evidence of delivering and maintaining a safety culture	√		A/I
Financial and clinical leadership, mentorship, and professional development at a very senior level with demonstrable outcomes	√		A/I
Proven and significant leadership experience.	√		A/I
Proven Board level experience of leading and delivering complex change and strategy development programmes in a politically sensitive and complex environment	√		A/I
Demonstrated experience in a Healthcare environment	√		A/I
Proven record in transferring processes and roles between locations.	√		A/I
Significant experience of managing and motivating a team and reviewing performance of the individuals.	√		A/I
Significant management experience at senior level in the NHS or other public healthcare related industry	√		A/I
Commissioning expertise in healthcare environment	√		A/I
Skills and Abilities			
Highly developed communication skills with the ability to communicate and present on highly complex, sensitive and/or contentious matters and difficult situations	√		A/I
Ability to foster effective partnership working, and manage highly sensitive situations, with internal and external stakeholders	√		A/I
Strong critical thinking and A&I strategic problem solving; the ability to contribute to a joint strategic plan and undertake problem resolution and action	√		A/I
Highly sophisticated leadership and influencing skills; building compassionate cultures where individuals and teams thrive at organisation, partnership, and borough levels	√		A/I
Able to lead and motivate a large and dynamic clinical team	√		A/I

Ability to read and understand the power relationships within the ICS and key forces in the external environment (e.g. key opinion formers, regulators, patients/client groups)	√		A/I
Ability to persuade board and other senior managers of the respective merits of different options, innovation and new market opportunities.	√		A/I
Ability to negotiate on difficult and highly complex and detailed issues	√		A/I
Intermediate Keyboard skill – ability to use Microsoft Office package at intermediate (or advanced) level.	√		A/I
Ability to analyse numerical and written data, assess options and draw appropriate conclusions	√		A/I
Ability to develop, maintain and monitor information systems to support innovation initiatives	√		A/I
Ability to make sound judgement in the absence of clear guidelines or precedent, seeking advice as necessary from more senior management when appropriate	√		A/I
Skills for delivering results through managing through others and using a range of levers in the absence of direct line management responsibility.	√		A/I
Leadership, vision, strategic thinking and planning with highly developed political skills	√		A/I
Other			
Ability to work as part of a team and work flexibly to provide support to other departments and teams as and when necessary	√		A/I
Demonstrates commitment to NHS and organisational values and behaviours	√		A/I
Demonstrate commitment and role model behaviours and actions that support equality, diversity, belonging and inclusion	√		A/I
Strong compassionate and inclusive leadership	√		A/I

Assessment Method

A = Application	I = Interview	C = Certificate	T = Test
-----------------	---------------	-----------------	----------