

Job Description

Post	Rotational Clinical Pharmacist
Band	Band 7
Department	Pharmacy
Responsible to	Directorate Manager
Professionally Accountable to	Chief Pharmacist
Date evaluated	April 2023

Job Summary

To work with the Pharmacy Clinical Team to provide a comprehensive Pharmacy Service within a designated clinical area, specialities including:

- Medicine – Admissions, ED, Renal, Cardiology, Respiratory, Gastroenterology, amongst others
- Surgery – General (inc. Vascular), Gynae, H&N, T&O, Critical Care, POAC
- ePMA/Digital with a clinical speciality
- Paediatrics
- Medicines Information / Safety / Training / High Cost Medicines
- Other clinical areas where service opportunities allow

Additional responsibilities within the clinical area as specified below:

- Providing a Clinical and Specialist Pharmacist role
- Managing (planning, organising, monitoring, controlling, developing staff etc)
- Training of pharmacy staff and the wider multidisciplinary team
- Service development including Quality Improvement projects, preparation of guidelines
- Other duties/functions

Key Working Relationships

Within Pharmacy

- Direct reports – Junior Clinical Pharmacist or Trainee Pharmacist
- Reporting to Advanced Pharmacist
- Medicine Management Technicians and Clinical and Specialist Pharmacists
- Principal Pharmacists
- Pharmacy Office for administrative support.
- MI/Safety/Effectiveness Pharmacy team.

Within Clinical Divisions

- Nursing and medical staff across the Divisions
- Directorate Clinical Director and Managers.
- Matrons
- Specialist nurses
- Directorate Governance leads.



Compassion



Accountability



Respect



Integrity



Courage

Organisational Structure

Pharmacy sits within the Clinical Support Services Division

Main Duties and Responsibilities

The main responsibilities of the post include the following:

Speciality Pharmacy Role -

- To work within a clinical specialty for 6 months at a time, building relations with other staff to ensure safe and effective medicines optimisation for patients.
- To actively participate in ward rounds and fully integrate within the speciality multidisciplinary team
- If available within the speciality, to work in pharmacy led clinics
- To undertake projects or developments within the speciality eg Quality Improvements, Audits, Research.
- To contribute to guideline, PGD developments within the speciality.
- To carry out root cause analysis of medicine related incidents which have occurred within the speciality and attend or present at governance meetings.

Clinical Services

- To provide information, advice and guidance on the safe, effective and economical use of medicines and to challenge poor practice.
- To optimise medicines management by reconciling drug histories, performing structured medication reviews and using patients' own medicines.
- To detect, record and report adverse drug reactions to the Medicines and Healthcare Products Regulatory Agency (MHRA) and via Datix as per Trust Policy or via practice policy, as appropriate.
- To record your clinical activity and to monitor the outcome of your advice.
- To monitor interventions in treatment to identify training and information needs.
- To fulfil the requirements of the Code of Ethics and Professional Standards for Hospital Service – Optimising Patient outcomes from medicine.
- To participate in CQUINs and QIPPs at NGH.
- To implement countywide and local prescribing strategies within the Trust and your practices.
- Support the expansion of EPMA within the speciality.
- To undertake validation duties in the dispensary within NGH.
- To supervise, check and, if necessary undertake the supply of medicines in NGH. Technical checking is in place; pharmacists make initial validations and have a professional responsibility to decide on the need for their further involvement in the supply process.
- "To optimise medicines through prescribing role operating within areas of competence (where appropriately qualified and authorised via the Trust NMP register)."

Management & Supervision

- To line manage and lead those staff allocated, undertaking appraisals, supervision and identification of training and development of their skills and knowledge.
- To assist in the induction of staff into the service; to help identify training and development needs.
- To maintain appropriate standards of service and safety; to enforce guidelines, policies and procedures to ensure standards are met.

- To partake / lead in recruitment of junior pharmacists or other pharmacy staff as required.
- Deputise for Advanced/Lead Pharmacists, when required

Education & Training

- To attend Clinical Pharmacy meetings and education/training schemes relevant to post.
- To take part in formal and informal training of pharmacy staff and other healthcare professionals in both settings. For example including training for Technicians enhanced patient counselling skills and Medicines Management Technician training.
- To be a supervisor on the Clinical Pharmacy Diploma course or other courses as required.
- To supervise aspects of pharmacist trainee training.
- To provide information to patients, parents and carers on admission, discharge and in outpatient clinics regarding treatment and medication to optimise patient concordance, particularly if there is a need to overcome language barriers.
- To maintain up-to-date clinical knowledge in clinical pharmacy and pharmacy practice to ensure a broad base of pharmaceutical knowledge, clinical reasoning and judgement.
- To take responsibility for own personal CPD by participating in education and training programmes to improve competence.

Other Duties

- To undertake duties elsewhere in the locality, if required.
- To undertake on call duties
- To provide a pharmacy service at weekends.

Statutory and Miscellaneous

- Takes responsibility to ensure that Professional Registration is up to date at all times and does not lapse or expire and to inform line management immediately with any concerns of if registration lapses or expires (all registered staff).
- This post involves access to patients and their data including children and/or adults at risk, as defined by the Disclosure and Barring Service (DBS). It will therefore be necessary for the post holder to apply for and be in receipt of a satisfactory **Standard DBS check (this statement relates to patient facing but non-clinical roles)**
- The Trust requires all new starters to subscribe to the DBS update service, where it is a requirement of the role.
- Be responsible for maintaining own vaccinations that are applicable to the role.
- Safeguard patient confidentiality always, including adherence to the Data Protection Act.
- Attend statutory and mandatory training and refresher courses as necessary.
- This post is subject to the terms and conditions of employment of Northampton General Hospital NHS Trust.
- Be aware of the responsibilities of all employees to maintain a safe and healthy environment for patients, visitors, and staff.
- Ensure that all duties are carried out to the highest possible standard, and in accordance with current quality initiative within the area of work and the Trust's Equality, Diversity and Inclusion Strategy.

- Have a commitment to identifying and minimising risk, report all incidents and report to the manager any risks which need to be assessed.
- Sustainability is integral to the Trust achieving the NHS Net Zero target. All employees are therefore actively encouraged and supported to implement new ways of working within their field of expertise.
- Any other duties commensurate with the grade and in line with the requirements of the post.
- This job description reflects the present requirements of the post, and it does not form part of the contract of employment. If the duties of the post change and develop the job description will be reviewed and will be subject to amendment, in consultation with the post holder. Appropriate notice of such changes will be given.

Confidentiality, Data Protection and Data Quality

General Data Protection Regulation (GDPR) safeguards the handing of information held in both electronic and manual filing systems and it is the duty of all staff employed by the Trust to:

- Uphold its principles; and
- Adhere to Trust policies and to always maintain strict confidentiality at all times.

It is a requirement of employment with the Trust that you must comply with the obligation of confidentiality in line with our Staff privacy Fair Processing Notice, Patient Privacy Notice and Information Governance policies and procedures.

All staff have a responsibility to ensure that personal data is accurate, held securely and consent is gained, where appropriate.

Safeguarding Children and Adults at Risk

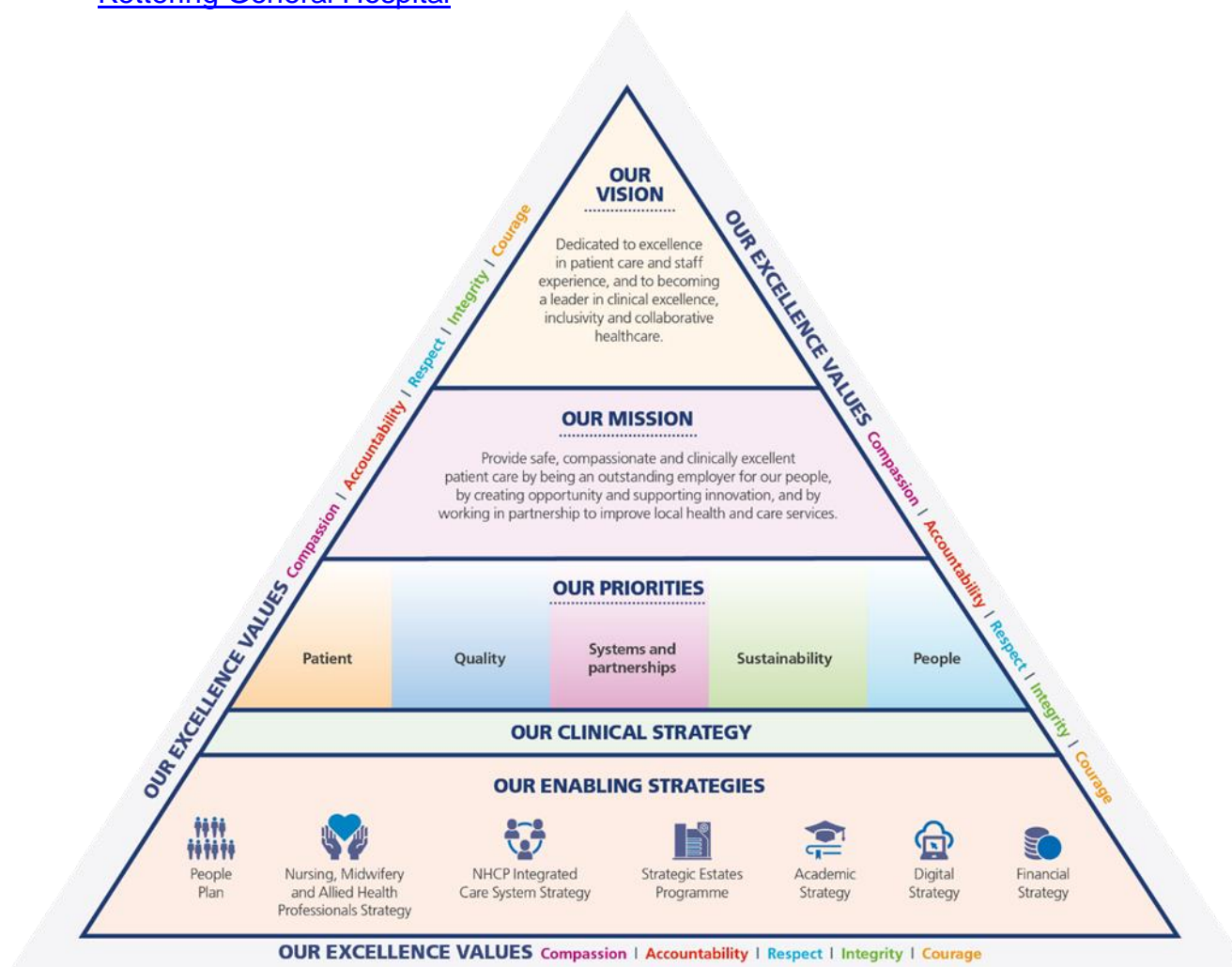
We are committed to safeguarding and promoting the welfare of children, young people and adults at risk. All staff and volunteers are therefore expected to behave in such a way that supports this commitment. You will be responsible for safeguarding the interests of children and adults who you come into contact with during your work. To fulfil these duties you will be required to attend training and development to recognise the signs and symptoms of abuse or individuals at risk, to follow local and national policy relating to safeguarding practice and to report and act on concerns you may have appropriately.

Our Vision and Values

Northampton General Hospital NHS Trust and Kettering General Hospital NHS Foundation Trust are both part of the University Hospitals of Northamptonshire Group. Both hospitals are separate hospitals/employers with hospital board and leadership. We share a group executive team, leading on a shared vision, mission, priorities, strategies and Dedicated to Excellence Values.

Please visit the following websites for more information:

- [Northampton General Hospital NHS Trust](#)
- [Best of Both Worlds Northamptonshire](#)
- [University Hospitals Northamptonshire NHS Group](#)
- [Kettering General Hospital](#)



Our Excellence Values



Compassion

We care about our patients and each other. We consistently show kindness and empathy and take the time to imagine ourselves in other people's shoes.



Accountability

We take responsibility for our decisions, our actions and our behaviours. We do what we say we will do, when we say we will do it. We acknowledge our mistakes, and we learn from them.



Respect

We value each other, embrace diversity and make sure everyone feels included. We take the time to listen to, appreciate and understand the thoughts beliefs and feelings of others.



Integrity

We are consistently open, honest and trustworthy. We can be relied upon; we stand by our values, and we always strive to do the right thing.



Courage

We dare to take on difficult challenges and try out new things. We find the strength to speak up when it matters, and we see potential failure as an opportunity to learn and improve.

Person Specification (Shortlisting Criteria/Role Requirements)	Essential	Desirable
Educations, Training and Qualifications		
BPharm or MPharm degree	X	
Member of General Pharmaceutical Council	X	
Achieved (or working towards) postgraduate clinical qualification (or equivalent knowledge/experience)	X	
CPD portfolio	X	
Member of Royal Pharmaceutical Society		X
Practice Certificate in Independent Prescribing		X
Member of UKCPA, PCPA, BOPA or other relevant specialist body		X
Knowledge and Experience		
Post-registration clinical pharmacy experience within hospital, PCN, community including at least four of the following specialties: Medicine (or medical specialties), Care of the Older Person, Surgery (or surgical specialties), Paediatrics, Medicines Information, Oncology/Haematology, Aseptics (this would normally be achieved over at least a 2-3 year period).	X	
Good clinical knowledge	X	
Experience of working as part of a multidisciplinary team	X	
Skill mix /role of Technicians in Clinical Services	X	
Awareness of interface issues	X	
Teaching, supervising and training staff	X	
Undertaken service improvement / quality improvement projects / audits / research projects	X	
Appraisals/personal development	X	
NHS arrangements, eg CCGs, NICE, CQC, Clinical Governance, PCNs, NHS Digital	X	
Staff supervision		X
Attendance on Consultant-led ward rounds		X
Experience of prescribing within a speciality to optimise medicines for specific patient groups.		X
Recruitment process		X

Experience of electronic prescribing and administration systems and electronic patient records.		X
Skills		
Excellent communication	X	
Ability to prioritise	X	
Ability to delegate	X	
Ability to work under pressure	X	
Computer skills, eg databases	X	
Presentation skills	X	
Ability to work alone and as a team member	X	
Time management	X	
Key Competencies/Personal Qualities and Attributes		
Passionate and committed to bring our Dedicated to Excellence values to life, improving the way we work with each other, particularly focusing on empowerment, equality, diversity and inclusion of our staff, patients and service users.	X	
Both full time and part time candidates should have the ability to work shifts that will cover 7 days of the week as the NHS moves towards 7 day service provision.	X	
Smart appearance	X	
Enthusiasm	X	
Confidence	X	
Influential	X	
Integrity and personal credibility	X	
Innovative	X	
Willingness to learn and develop personally	X	
Self-motivated and able to motivate others to achieve a high level of performance	X	
Ability to work under pressure and meet deadlines where there are competing demands	X	
Effective leadership qualities		X
Strives for excellence		X
Ability to be flexible and respond to the needs of the organisation		X
Proactive and solution focused		X
Emotionally resilient		X