



JOB DESCRIPTION

1. General information

JOB TITLE: Prison Services Pharmacy Technician (ACT/MM)

GRADE: Band 5

DIRECTORATE: Offender Healthcare

HOURS OF WORK: 37.5 p/w

RESPONSIBLE TO: Prison Services Senior Pharmacy Technician
(line manager)

ACCOUNTABLE TO: Chief Pharmacist

BASE: HMP Erlestoke

At Oxleas NHS Foundation Trust, we offer a wide range of NHS healthcare services to people living in South-East London and to people in prison across England. Our wide array of services includes community health care, such as district nursing and speech and language therapy, care for people with learning disabilities and mental health such as psychiatry, nursing and therapies.

Oxleas is a great place to work. It has been recognised as one of the Top 10 Best Places to Work 2023 by the Sunday Times amongst very big employers. Our staff survey results show that we are in the Top 5 in England and the highest in London for staff experience amongst similar trusts.

"We are always delighted to welcome new colleagues to the Oxleas family. We care about making Oxleas a great place to work - it's a big priority in our strategy. Come and join us - it's a place where our values, teamwork, equity, and wellbeing matter and where you can really help to improve people's lives."

A handwritten signature in black ink, appearing to read 'Ify Okocha'.

Ify Okocha
Chief Executive

We have distinctive values at Oxleas - We're Kind, We're Fair, We Listen, We Care. Our values are very important to us. They help Oxleas to be a great place to work.

2. Overview of the Post

1. To provide a medicines optimisation service within the prison
2. To administer medicines on the house blocks against valid prescriptions to offenders
3. To work in the dispensary at the prison
4. To provide final checks as an accredited checking technician.

3. Key Task and Responsibilities

- To provide a medicines optimisation services to the prison.
- To provide a medicines administration service to offenders at the medicines administration times as part of a 7 day per week rota.
- To undertake medicines reconciliation for prisoners admitted to the prison.
- To supervise assistants, when in the dispensary in providing dispensing services.
- To be an accredited checking technician providing final dispensing checks or medicines optimisation qualification
- To ensure high standards of work in the dispensary, in clinics and for when out on the wings and to ensure all Standard Operating Procedures (SOPs) are read and adhered to.
- To assist the Senior Prisons Technician with writing, updating and monitoring the use of medicines optimisation SOPs.

Management responsibilities

- To manage pharmacy assistants when working within the dispensary or Healthcare at the prison
- To manage own workload when providing medicines management/administration services.

Clinical

- To provide medicines optimisation services on the allocated wing, liaising with prison security staff to ensure all patients are seen within the allocated timescales.
- Promote healthy lifestyles for offenders in line with local and national guidelines or promotions.
- To demonstrate on-going continual professional development (CPD) and be responsible for self-development and learning within the field of pharmacy or other specialty where appropriate.
- Administer medicines to offenders against a valid prescription on the house blocks.

Research

- To participate in clinical and departmental audits as required.

The following statements are mandatory for all job descriptions:

Terms and Conditions

The post holder is subject to the terms and conditions of OXLEAS NHS FOUNDATION TRUST. This Job description gives an outline of the post and is subject to review in consultation with the post holder.

Confidentiality

The Post holder must maintain the confidentiality of information about patients, staff, and other health service business in accordance with Trust Policy.

Risk Management

The Post holder will ensure compliance with the Trust's risk management policies and procedures. These describe the Trust's commitment to risk management, the recognition that our aim is to protect patients, staff and visitors from harm and stress and that all staff have a responsibility to minimise risk.

Infection Control

All staff are required to be familiar with the Trusts infection control policies, and national guidance in relation to infection control. All staff whose normal duties are directly or indirectly concerned with patient care must ensure that they complete mandatory infection control training and are compliant with all measures known to be effective in reducing Healthcare Associated Infections.

Equality, Diversity and Human Rights

Oxleas is an organisation which values difference and promotes equality, diversity, and inclusion. Our Equality and Human Rights Policy and Strategy are designed to ensure that all our staff (including agency, bank, students, volunteers, and contractors) as well our service users, carers and members of the public are treated with dignity and respect. The Trust policies, procedures and practices are reviewed regularly to ensure that everyone who falls under the list of Equality Act 2010 protected characteristics does not suffer discrimination, either directly or indirectly. The current list of protected characteristics includes Age; Disability; Gender Re-Assignment; Marriage and Civil Partnership; Pregnancy & Maternity; Race; Religion and Belief; Sex and Sexual Orientation.

Health & Safety

All staff must be aware of the responsibility placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe condition for employees, patients, and visitors.

Professional and NHS Codes of Conduct

You are required to act at all times in accordance with the relevant professional Codes of Conduct and Accountability (including, where applicable, those for Board Members). In addition, all management staff must comply with the 'Code of Conduct for NHS Managers' and 'Standards of Business Conduct for NHS Staff'.

Safeguarding

It is the responsibility of all staff to safeguard and protect children and adults at risk at all times and staff must report any concerns as per Safeguarding Children and Safeguarding Adults policies, which are available on the Trust's intranet. Every member of staff must undertake regular mandatory safeguarding training at a level relevant to the role.

Financial Management and Control of Resources

All staff are responsible for the security and the property of the Trust, avoiding loss or damage and being economical and efficient in the use of resources. Staff are required to act in accordance with the rules and regulations as described in the Trust's Policy relating to the Financial Management and Control of Resources'.

Customer Care

It is the aim of the Trust to provide patients and clients with the best possible care. All staff are required to put the patient/client first and do their utmost to meet requests and needs courteously and efficiently.

Personal/Professional Development Planning/Mandatory Training

All staff should have a personal development plan and in conjunction with their manager, should actively determine and pursue agreed training and development needs and opportunities. All staff are required to attend mandatory training as designated by the Trust.

Sustainability

Demonstrate social and environmental responsibility and help establish Oxleas NHS Foundation Trust as a sustainability leader. Collaborate to contribute to or lead change management towards Oxleas NHS Foundation Trust goal of reaching Net Zero by 2040 as stated in the Green Plan.

No Smoking

Oxleas NHS Foundation Trust has a no smoking policy. Staff are not permitted to smoke within or on Trust premises.

3. Our Values

We have distinctive values at Oxleas - We're Kind, We're Fair, We Listen, We Care.

Our values are very important to us. They help Oxleas to be a great place to work. We want everyone who works at Oxleas to live our values and we will expect this of all our new joiners.

Our Values and Behaviours framework describes what it means for every one of us in the Trust to put our values into action. The framework can be found on our Trust Website: [Our values - Oxleas NHS Foundation Trust](#)



Signed by Line Manager

Signed by post holder

Date

Date

Print Name

Print Name

Note:

Please attach an organisational chart alongside, a person specification, and Job Description.



PERSON SPECIFICATION

JOB TITLE: Prison Pharmacy Technician

DEPARTMENT: OPS

GRADE: Band 5

| Education/Qualifications | How measured |
|---|------------------------------|
| <ul style="list-style-type: none"> NVQ Level 3 Pharmacy Services (or equivalent) Accredited Checking Technician Certificate and/or Medicines Optimisation Accreditation Evidence of CPD Registration with GPhC as a Pharmacy Technician | Application form & interview |
| Experience | |
| <ul style="list-style-type: none"> Experience of working within a pharmacy Previous prison or mental health Pharmacy experience (desirable) Knowledge and experience of checking dispensed prescriptions (desirable) Experience of supervising others | Application form & interview |
| Skills/Abilities/Knowledge | |
| <p>Good oral communication skills</p> <p>Good interpersonal skills</p> <p>Good knowledge of working within a set of SOPs</p> <p>Ability to work independently and as part of a team</p> <p>Ability to use initiative to problem solve</p> <p>Excellent organisational skills</p> <p>Ability to work well under pressure and to meet deadlines</p> <p>Ability to use (or learn to use) computer packages including Pharmacy Manager, JAC and Microsoft</p> <p>Some understanding of mental illness and</p> | Application form & interview |

| | |
|--|------------------------------|
| substance misuse and their treatment (desirable) | |
| Effort and Environment <ul style="list-style-type: none"> • Ability to stand for long periods for dispensing/checking and entering prescription data on a computer • Ability to sustain concentration through frequent interruptions where accuracy is important including final accuracy check • Some lifting of boxes and heavy bags • Exposure to medicines in containers controlled by COSHH regulations • Working within a secure environment | Application form & interview |
| Other Requirements Well motivated Good time keeping Attention to detail Ability to take responsibility Flexible and adaptable Aptitude to learn new tasks Ability to drive and access to a car (desirable) | Application form & interview |

NB These are not definitive lists if there are any others specific to a post, please add to the form which should then be signed by the line manager and post holder alongside the Job description.

Signed by Line Manager

Signed by post holder

Date

Date

Print Name

Print Name