

Job Description

Job Title:	Advanced Specialist Pharmacist – Medicine Division
Job Band:	Band 8a
Hours:	Full time / Part time
Tenure:	Permanent
Department:	Pharmacy Department
Responsible to:	Principal Pharmacist Medicine and Integrated Care

Why join The Dudley Group?

Here at the Dudley Group our patients and staff are at the heart of all that we do to offer a high-quality patient experience in a caring and supportive environment that aligns with our vision of providing safe, caring, and effective services because people matter.

Shaping #OurFuture

Vision
Excellent health care, improved health for all

Values
CARE, RESPECT, RESPONSIBILITY

Goals

- Deliver right care every time
- To be a brilliant place to work and thrive
- Drive sustainability financial and environment
- Build innovative partnerships in Dudley & beyond
- Improve health and wellbeing

Measures of success

Care Quality Commission rating good or outstanding Improve the patient experience survey results	Reduce the vacancy rate Improve the staff survey results	Reduce cost per weighted activity Reduce carbon emissions	Increase the proportion of local people employed Increase the number of services jointly delivered across the Black Country	Improve rate of early detection of cancers Increase planned care and screening for the most disadvantaged groups
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Programmes

- Black Country system service transformation
- Local leadership to address health inequalities
- Research and development, education and innovation

Dudley Improvement Practice

 CARE <small>A CARING, KIND AND COMPASSIONATE PLACE: We will support people to have joy in work and to treat each other with compassion and kindness.</small>	 RESPECT <small>A PLACE WHERE COLLEAGUES RESPECT ONE ANOTHER: We will behave with respect towards everyone we meet to encourage an inclusive culture where we all believe in and live by our Trust values.</small>	 RESPONSIBILITY <small>A WORKFORCE FOR NOW AND THE FUTURE: Making Dudley the place people want to be and stay because everyone has a role to play and takes responsibility for themselves and their teams.</small>
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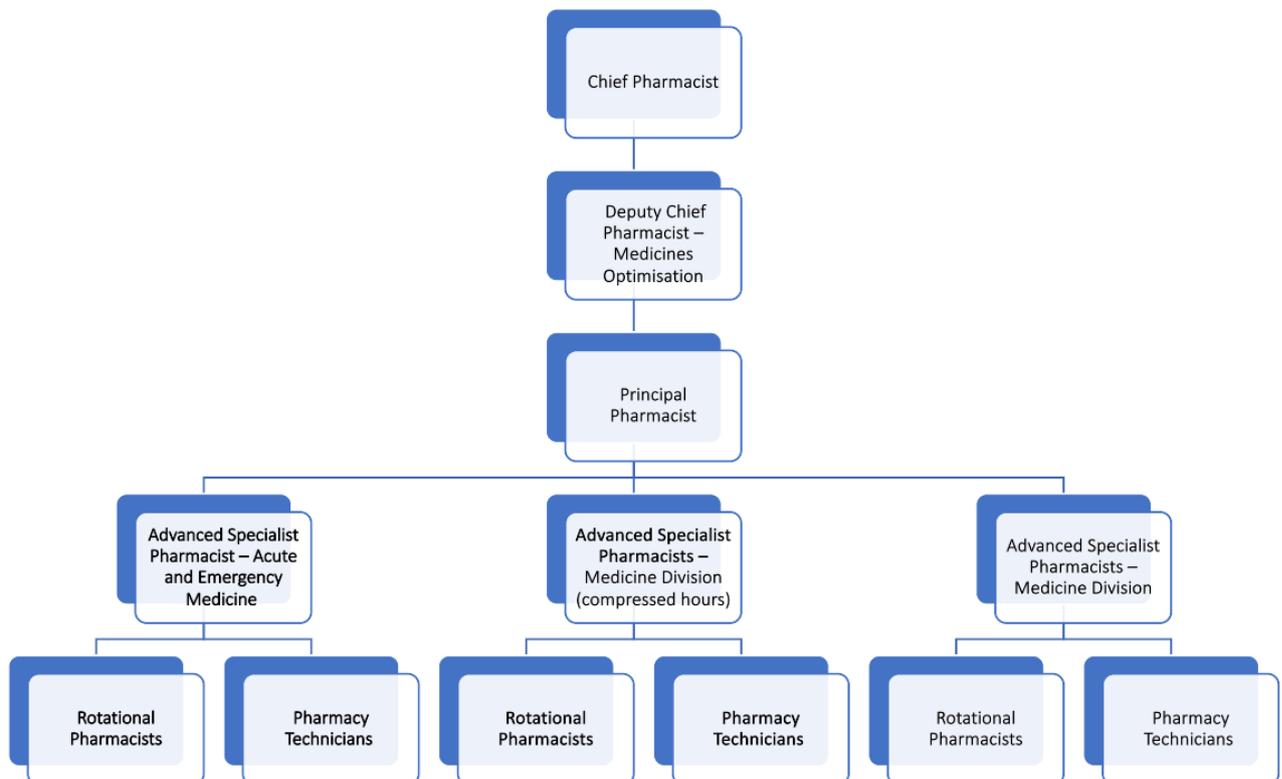
STEP 7 to 8a Program

The following job description pertains to the role of a Band 8a pharmacist. The successful candidate for this position will be required to demonstrate a proactive commitment to acquiring and honing the essential skills necessary to autonomously fulfill the outlined criteria.

Job Summary

- Provide an expert level of clinical pharmacy services to the Medicine and Integrated Care Division at The Dudley Group NHS Foundation Trust (DGH).
- Lead specialist clinical pharmacy practice for the medical directorate and be responsible for the delivery, development, review, and co-ordination of clinical pharmacy services in line with standards defined by national priorities, divisional objectives and the DGH Pharmacy/Trust Strategy.
- Responsible for all aspects of medicines management to optimise patient’s care involving the use of medication and aid in the delivery of the medical directorate’s key performance indicators.

Structure Chart



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Principal Duties & Responsibilities

Clinical Responsibilities

- To manage, provide, co-ordinate and evaluate clinical pharmacy services to the medical directorate, including virtual wards. This role includes provision of ward-based pharmacy services to patients as a highly specialist clinical pharmacy practitioner encompassing:
 - Participation in consultant led ward rounds.
 - Medication reconciliation and review contributing towards comprehensive assessment.
 - Identification of patients who require additional support with their medication and anticipate prior to discharge.
 - Prompt identification and preparation of patients for early discharge and where possible complete the discharge process at ward level.
 - Accurately document information relating to medications initiated, ensuring any medication changes are communicated to primary care colleagues.
 - Counselling patients on changes to medication regimens and to optimise medicines use.
- To evaluate the clinical appropriateness, safety and legality of prescriptions based on the patients' disease, co-morbidities and other medication taken, contacting the prescriber to make agreed changes as appropriate and clearly documenting rationale, and agreed actions in the medical notes.
- To work as an independent prescriber in line with their competencies alongside the medical and non-medical prescribing teams, contributing to medicines optimisation, identifying potential discharges, and writing the discharge prescriptions to prevent medication-related discharge delay and readmission.
- Provide highly-specialist clinical pharmacy expertise to clinical staff of the multi-disciplinary team in the relevant specialty to enable implementation of local and national standards and improve patient outcomes.
- Promote awareness of and monitor compliance with the Trust formulary and policies and to assist medical and prescribing nursing staff to adjust prescribing practices in line with the evidence base, formulary requirements and antimicrobial guidelines.



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A WORKFORCE FOR NOW AND THE FUTURE: Making Dudley the place people want to be and stay because everyone has a role to play and takes responsibility for themselves and their teams.

- Pro-actively liaise with other members of the multidisciplinary team (medical staff, nurses, microbiologists, physiotherapists, dieticians) to ensure safe use of medicines.
- Ensuring the efficient, safe, and timely supply of medicines for individual patients during their stay in hospital, and when discharged, improving the patient experience in relation to the medication aspects of hospital discharge.
- Maintain a working knowledge relating to prescribing and therapeutics for all services within the Medicine division.
- Participates in the development, monitoring, and continued development of the medicines management systems throughout the hospital.
- Communicates to resolve ambiguities relating to care of the patient's medicines across the primary / secondary care interface and records clinical interventions. Actively works to improve the 'transfer of care' of patients across the interface with the view to reducing medication related readmissions.
- Provides commitment in the Trust dispensary when required, in accordance with the needs of the department.

Leadership, management, and directorate/service responsibilities

- Act as a role model for the specialist clinical pharmacists, rotational pharmacists and trainee pharmacists and all other members of the pharmacy team.
- To line manage band 6/7 pharmacists, and pharmacy technicians as required. To undertake individual performance review and objective setting with the named line report and be responsible for all personnel issues for this post holder.
- To act as a mentor for clinical pharmacists, rotational pharmacists, and trainee pharmacists; to include objective setting, development of clinical training packs, performance review and facilitation of post graduate assessments.
- Provide professional support to the ward based technical pharmacy staff and supervise the daily provision of technical pharmacy services for the medical directorate with the Lead Technician.
- Responsible for the pharmacy contribution to policies and procedures regarding prescribing and medicines management issues within the specialty as appropriate.
- To lead in the development and evaluation of new and existing clinical pharmacy services within the medical directorate. Where appropriate to take the lead in the



identification of the need for services and in the evaluation of new services implemented.

- Maintain contact with and actively participate in regional and national specialty groups, advising these groups as appropriate, and in also identifying best practice and incorporating it into DGH practice.
- To directly manage the clinical pharmacy service to the medical directorate including organisation of day-to-day activities, recruitment, individual performance review and objective setting, dealing with personnel issues and development of the individual members of this team as appropriate.
- Support the Principal Pharmacists for Clinical Services to:
 - develop Key Performance Indicators (KPIs) to clearly demonstrate the contribution the post holder, rotational pharmacists and other support staff make to the care of patients within designated specialty service.
 - report KPIs (delivered by the clinical pharmacy service) at regular intervals e.g. activity data, patient experience, service development contributions etc.
- Attending relevant specialty meetings including governance meetings as appropriate: this will require effective communication of messages to and from such forums and ensuring necessary actions are enacted.
- Developing, implementing, and auditing prescribing guidelines and drug protocols for the specialty. This includes risk assessments for new drug therapies and related protocols and supporting clinicians in the preparation of new product evaluations for own clinical area for Drug and Therapeutics group.
- Able to take professional lead in the provision of pharmacy-based dispensary service providing added support and clinical expertise for other pharmacists and pharmacy staff.
- To ensure that the capability, conduct and performance of every member of staff, within their responsibility, are constantly assessed and appropriate action taken to address shortfalls and to ensure that issues are resolved or referred to the appropriate senior pharmacy manager.
- Assist in the recruitment of new staff as required.

Budget management

- To monitor, evaluate and project future drug usage and expenditure for the medical directorate DGH. Produce financial reports as required by the Principal Pharmacists for Clinical Services and Medical Service Head.



- To identify areas where drug expenditure may be minimised and negotiate/influence practise within the multi-disciplinary teams to realise these cost improvements.
- To assist the specialities in applications for funding for new drugs and /or changes in prescribing practise which have financial implications and require additional funding.

Educational/Training responsibilities

- Foster a culture of lifelong learning and supports the clinical induction, training and continuing professional development of clinical staff within the pharmacy service. This will include undergraduate, trainee and qualified pharmacists, pharmacy technicians and assistant technical officers.
- Participates in pharmacy delivered multidisciplinary teaching, including that specifically delivered to the division of Medicine and Integrated Care, mandatory training and Trust induction training, as required.
- Assists in the training and support of junior pharmacists undertaking the postgraduate diploma in clinical pharmacy.
- To participate in pharmacy's input into FY1 and FY2 training for the specialty, liaising with the Lead Pharmacist for Education and Training.
- To teach junior doctors good prescribing practices according to legal and Trust requirements and to reduce clinical risk.
- Provides appropriate training and education to the medical directorate including Medicines Management training for medical and non-medical staff.

Research and development

- To participate and co-ordinate pharmacy input into Trust-wide and pharmacy led Clinical Audit, Clinical Trials and Research and Development. Support and encourage other pharmacy staff in this area, and liaise with other specialties/departments, as necessary.
- To produce written reports and/or present results of audit to the multi-disciplinary team, where applicable to publish research undertaken in peer-reviewed journals or via conference poster.
- As a result of audit work make recommendations for policy/procedural changes and lead on implementation of any changes within the medical directorate and across the wider Trust where appropriate.
- Undertake quality improvement in the delivery of clinical pharmacy services.



Risk Management

- Follows the Trust's Standards for clinical pharmacy.
- To take the lead in the provision of clinical pharmacy expertise for the identification and management of risk issues within the medical directorate, with reference to risks associated with medication.
- To act as a resource for the directorate in investigation of clinical incidents, near misses and complaints involving medicines.
- To contribute to the clinical governance agenda in designated specialty and pharmacy.
- Works with the Senior Pharmacy Technicians to provide advice on the correct storage of drugs within wards and departments.
- Supports the Principal Pharmacist Medicines Governance and Medication Safety Officer in the delivery of Trust wide actions to meet National Patient Safety Agency alerts relating to medicines.
- Ensure risk assessments are undertaken for the specialist area, advising the Deputy Chief Pharmacists and Chief Pharmacist as appropriate.

Professional Responsibilities

- To ensure that the appropriate work procedures are adhered to.
- To ensure that all work is performed in accordance with accepted good pharmaceutical practice.
- To ensure compliance with all local and statutory requirements relating to pharmaceutical matters, and standards.
- Liaise with the Principal Pharmacists, Deputy Chief Pharmacists and Chief Pharmacist with respect to developments, financial problems, business planning, risk management and incidents.
- Participates in the provision of a comprehensive pharmaceutical service across the Trust and to the organisations the Trust has a contract to supply medicines.
- To ensure that the Chief Pharmacist is promptly notified of any errors, or irregularities arising in respect of pharmaceutical matters.



- Complies with the GPhC Code of Practice for Pharmacists.
- To take responsibility for own continuing professional development (CPD) and maintain an up-to-date portfolio of evidence to meet the General Pharmaceutical Council of Great Britain's requirements for CPD.
- Participate in a dedicated seven-day clinical pharmacy service to Acute Medicine and SDEC services, including different shift patterns over the seven-day service.
- Participate in the Pharmacist emergency duty rota and evening shift rota, where appropriate in line with Agenda for Change.
- Participate in the back up on call rota according to policy.

There may also be a requirement to undertake other similar duties as part of this post to provide a quality service. These will be consistent with the level of responsibilities outlined above.

This job description may be reviewed from time to time considering developments and may be amended in consultation with the post holder.

Organisational Values

The post holder will:

Care: You will listen, be respectful and treat others with compassion and kindness.

Respect: You will behave with respect to everyone you meet and encourage an inclusive culture where we respect the contribution everyone makes.

Responsibility: You will take responsibility for yourself and your team.

There may also be a requirement to undertake other similar duties as part of this post to provide a quality service. These will be consistent with the level of responsibilities outlined above.

This job description may be reviewed from time to time considering developments and may be amended in consultation with the post holder.

Location

The Trust provides services from different sites. You may be expected to work at any of the Trust locations. These include Russells Hall Hospital, Dudley Guest Hospital and Corbett Hospital as well as various community-based sites across the borough.



Code of Conduct

It is expected that all staff would be able to show that they live our trust values in their work and that they will deliver the essential behaviours in their role.

Staff are expected to adhere to Trust policies and procedures which establish standards of good practice as well as follow any codes of conduct which are relevant to their own profession.

Equality, Diversity, and Inclusion

All Trust staff have a responsibility to embrace the diverse cultures of both our staff and the communities that we serve, and as such, all staff should ensure that equality, diversity, and inclusion are embedded in their work philosophy and reflected in their behaviour. Equality, Diversity, and inclusion are pivotal to the values and vision of the Dudley Group so that they shape everything that you do every single day.

Safeguarding Children and Adults

All Trust staff have a responsibility to ensure the safeguarding of children, young people, and vulnerable adults. This includes attending statutory and mandatory training, adhering to local Safeguarding Children and Adults policies and procedures and inter-agency guidance as showed in the Trust's Safeguarding policies and procedures.

Improvement Practice

The trust has a long-term commitment to its continuous quality improvement programme; "Dudley Improvement Practice." As part of your role, you will be asked to take part in improvement activity relevant to your post.

No Smoking

The Trust is a completely Smoke Free Organisation and all premises will be considered No Smoking Zones.

Health and Safety



The Trust has a duty of care to employees and will ensure that, as far as is practical, adequate training, facilities and arrangements for risk avoidance are in place.

It is the individual employee's responsibility, however, to manage their own health and wellbeing.

All Trust employees must follow relevant Health and Safety legislation and the Trust's policies relating to Health & Safety and Risk Management.

Prepared by:	Andrew Lee
Date:	29/8/23
Job evaluation completed:	
Job evaluation reference number:	



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