

**Pharmacy Directorate
Children & Women's, Critical Care, Diagnostics, Therapeutics Division**

Job Description

Job Title:	Senior Pharmacist - Rotational Band 7. Potential rotations include Antibiotics, Critical Care, Haematology & Oncology, QMH (Roehampton), HMP Wandsworth, Surgery (General, Vascular, Urology) Neurosciences (Stroke, Medical, Neurology, Neurosurgery) General Medicine (Admissions & ED, Gastroenterology, Respiratory, Senior Health, Renal, Endocrine & Rheumatology), Cardiac Surgery, Cardiology, Technical Services & Nutrition Support, Infectious Diseases, Paediatrics, Quality Control, Clinical Trials, ePMA, Medicines Information & Formulary
Band:	Band 7 + on-call duties
Hours of Work (p/w):	37.5 hours per week (8am – 8pm)
Base:	St George's University Hospitals, but the post holder may be required to work at any of the Trust's sites.
Accountable to:	Chief Pharmacist
Reports to:	Pharmacy Team Leader
Responsible for:	Working in conjunction with the Operational Team Leader – being responsible for Ward based Technicians and Junior Pharmacists

Key working relationships:

Other Pharmacy Staff, Clinical staff (Medical staff, Nursing staff, Clinical Nurse Specialists)
Care group teams (Consultants, Matron, Business Manager)
Patients and members of the public, General Practitioners, Community Pharmacists
Chief Pharmacists and Pharmaceutical Advisers within the SW London Prescribing Committee
Offender Health staff

Role of the Department:

To provide a comprehensive pharmaceutical service to the Trust and ensure continuity of patient care

Job Summary:

To lead, deliver, develop and evaluate specialist clinical pharmacy services to the St George's care groups in accordance with the objectives set by the team leader.
To ensure the quality of pharmacy support for the directorate and participate in the development of progressive pharmacy services through contribution to the directorate business planning process.

Trust Vision & Values:

The postholder is expected to have a clear understanding of how this post contributes to the achievement of the trust vision of:

St George's Healthcare NHS Trust is the regional specialist care provider for south west London, Surrey and beyond. The trust provides a high quality, comprehensive range of health services from leading edge tertiary and trauma care to community services.

With national and regional referrals added to our local 3.5m catchment, we serve a population of around 5m. St George's hosts the South London Hepatitis ODN (STHepNet) as a joint hub with Kings College Hospital.

Co-located with St George's, University of London and with both organisations now in a formal strategic alliance with King's Health Partners, the trust delivers with its partners high quality research and education both of which contribute to the healthcare provision of tomorrow.

Acute and tertiary health services are delivered from over 1,000 beds across two sites, by around 8,000 staff.

St George's Hospital is a major acute hospital that offers very specialist care for complex injuries and illnesses, including trauma, neurology, cardiac care, renal transplantation, cancer care and stroke. It has a helipad which opened in spring 2014 and the work of its emergency department can currently be seen on Channel 4's '24 Hours in A&E' programme. The hospital also provides all the usual care you would expect from a local NHS district general hospital.

We also provide services at Queen Mary's Hospital in Roehampton. These include outpatient rapid diagnostic and treatment facilities, a minor injuries unit, limb fitting services and 70 elderly, intermediate care and rehabilitation beds.

As well as hospital services, we provide a wide variety of specialist, maternity and community services to children, adults, older people and people with learning disabilities. These services are provided from St John's Therapy Centre, 11 health centres and clinics, schools, nursing homes and people's own homes. The trust also manages the healthcare service at HMP Wandsworth.

Main Duties/Key Results Areas:

1. Management

- 1.1. To lead clinical pharmacy services for patients admitted to their designated wards in accordance with priorities set by the post holder, team leader, general manager and care group leader in order to ensure safe, clinically effective and cost efficient use of drugs in these patients.
- 1.2. To develop the role of this post by demonstrating innovation and a critical approach towards pharmacy practice thereby extending the boundaries of the profession.
- 1.3. To work collaboratively with senior pharmacy and medical staff, the multidisciplinary team and management and to participate in the natural agenda for pharmacy services in accordance with the agreed objectives.
- 1.4. To be responsible for the day to day management of the junior pharmacist and ward-based technician for the ward.
- 1.5. To participate as an interviewer for posts in Pharmacy as part of the Recruitment and Retention initiative in Pharmacy when requested by the Team Leader or Deputy Chief Pharmacist.
- 1.6. To be trained in and demonstrate fair employment practice in line with Trust policies.

2. Clinical

- 2.1. To actively promote safe, evidence-based prescribing with all grade of doctors.
- 2.2. To provide pharmaceutical advice and support to ward staff to enhance the quality of patient care.
- 2.3. To optimise drug management by taking drug histories, performing medication reviews, using patients' own drugs and implementing one stop dispensing.
- 2.4. To ensure participation in consultant ward rounds to identify patients with pharmaceutical issues and identify drug related admissions.
- 2.5. Maintain and further develop specialist information in the designated area. Ensuring accurate, up to date clinical information is available and accessible to all pharmacists performing covering or out of hours duties in a format relevant to those pharmacist's needs.
- 2.6. To take a lead in the implementation and monitoring of clinical risk management and medicine management guidelines and strategies.
- 2.7. To provide effective communication with Ward Staff to optimise patient care and attend related MDT meetings.
- 2.8. To be accredited and actively participate in the TTO transcribing programme (inhouse) in order to reduce the time patients wait for discharge medication and in order to prepare for role as non-medical prescriber.
- 2.9. To be accredited and actively participate in non-medical pharmacist prescribing role
- 2.10. To be an active member of the pharmacy team and participate in the general duties e.g. ward cover, assisting with training of junior pharmacy staff.
- 2.11. To be involved in preparing submissions to the Drugs and Therapeutics Committee for products within the designated care group to include in the Trust's drug formulary.
- 2.12. To demonstrate expert clinical knowledge by keeping up to date with all areas of clinical pharmacy in order to ensure a broad base of pharmaceutical knowledge.
- 2.13. To identify, support and develop the specialist clinical pharmacy services at the Trust, working with the existing multi-professional team in line with local and national objectives.
- 2.14. To implement the self-administration scheme for patients.
- 2.15. To take a lead role and support the Antibiotics Pharmacist, VTE Pharmacist and Team Leader in ensuring appropriate use of antibiotics and venous thrombo-embolism prevention.
- 2.16. To support ward based technicians in ensuring a seamless ward policy and discharge service is delivered to patients.
- 2.17. To participate on post-take ward rounds as required.
- 2.18. To ensure that issues related to pharmaceutical care are appropriately represented within the Unit.
- 2.19. To detect, record and report Adverse Drug Reactions (ADRs) during admission to the UK Committee on Safety of Medicines (CSM) as well as drug related clinical incidents according to Trust policy.
- 2.20. To ensure delivery of the clinical governance agenda in relation to drug use in the designated speciality
- 2.21. To promote value for money in the use of medicines and to reduce wastage.

- 2.22. To produce monthly reports on the use of drugs by the care group in order to assist control of prescribing and manage their drug budgets.
- 2.23. To demonstrate professional accountability to service users, stakeholders and the profession.
- 2.24. To identify new prescribing practices or changes in practice that may impact on the drugs budget (horizon scanning and preparing cost pressures) To compile and implement evidence based business cases to support funding negotiations for these treatments.
- 2.25. To promote, develop and manage effective discharge planning and close liaison with community health professionals.
- 2.26. To liaise with community and CCG pharmacists re: monitored dosage systems to ensure seamless care between primary and secondary care.
- 2.27. To provide support to patient service as required.
- 2.28. To participate in setting up and monitoring relevant clinical trials.
- 2.29. To provide a clinical pharmacy service to two or more wards.
- 2.30. Deliver metrics that demonstrate the benefit of a senior pharmacist in providing pharmaceutical services to patients.

3. Training and Development

- 3.1. To provide advice & support for any band 6 pharmacists allocated to the team.
- 3.2. To be a clinical tutor for pharmacists undertaking the Diploma in General Pharmacy Practice when required.
- 3.3. To establish links with other pharmacists in order to share and/or learn from examples of best practice
- 3.4. To manage training, objective setting and supervision of pre-registration and qualified pharmacists whilst attached to the team, as appropriate.
- 3.5. To provide education and training for medical, pharmacy, nurses and other health care groups, including GPs where appropriate.
- 3.6. To set objectives and carry out performance appraisal with staff members as required.
- 3.7. To support the Technician team leader to train the Senior Pharmacy Technicians to provide near patient service on wards to ensure that a consistent and high level medicines management service is provided
- 3.8. To take responsibility for own personal CPD by participating in Education and training programmes to improve competence and acquire new skills to benefit development of the service and maintain an up-to-date portfolio of evidence.
- 3.9. To be a pre-registration pharmacist tutor

4. Audit and Research

- 4.1. To ensure departmental standards are met.
- 4.2. To evaluate the contributions of the teams' pharmacy service to the directorate.
- 4.3. To guide and support others undertaking research e.g. to facilitate Pre-Registration projects within the team.
- 4.4. To initiate and participate in practice research relevant to the use of medication in the specialist area and other areas, as agreed by both Pharmacy and the care group lead.

- 4.5. To record, monitor and evaluate the effectiveness of pharmaceutical interventions and contributions to ward rounds and directorate.
- 4.6. To monitor the quality of medicines management, e.g. clinical audit and practice research

5. Medicines Information and Formulary

- 5.1. To provide high quality medicines information which may involve supporting the Medicines Information Service
- 5.2. To input into a broad range of medicines management issues which may include responsibility for updating the Trust's e-formulary, formulary management system & medicines management policy
- 5.3. To support pharmacists to implement and monitor medicines related policies & relevant medicines management policies within the Trust;

6. Miscellaneous

- To participate in weekend working, bank holiday and out of hours services as necessary.
- To have responsibility for the Health, Safety and Welfare of self and others and to comply at all times with the requirement of the Health and Safety Regulations.
- To ensure confidentiality at all times, only releasing confidential information obtained during the course of employment to those acting in an official capacity in accordance with the provisions of the Data Protection Act and its amendments.
- To work in accordance with the Trust's Equal Opportunities policy to eliminate unlawful discrimination in relation to employment and service delivery.
- To promote at all times equal opportunities for staff and patients in accordance with St George's Healthcare policies to ensure that no person receives less favourable treatment than another on the grounds of: age; disability; marriage and civil partnership; pregnancy and maternity; race (ethnicity); religion or belief; sex (gender); gender reassignment or sexual orientation.
- To ensure skills are up-to-date and relevant to the role, to follow relevant Trust policies and professional codes and to maintain registration where this is a requirement of the role.
- To comply with St. George's NHS Foundation Trust, No Smoking Policies.
- To undertake such duties as may be required from time to time as are consistent with the responsibilities of the grade and the needs of the service.

This job description is not an exhaustive document but is a reflection of the current position. Details and emphasis may change in line with service needs after consultation with the postholder.

St George's University Hospitals, NHS Foundation Trust is an Equal Opportunities employer and operates a No Smoking Policy.

Standard Person Specification

Job Title: Senior Pharmacist - Rotational

Grade: Band 7

Factor	Essential	Desirable	Method of Assessment
Qualifications and Training	Degree in pharmacy BSc(Hons), BPharm, MPharm or equivalent Membership of the General Pharmaceutical Council. Working towards Postgrad Diploma General Pharmacy Practice or equivalent Attained certificate level in General Pharmacy Practice or equivalent	MSc in Pharmacy Practice. Member of the Royal Pharmaceutical Society	Certificates Membership number Application form
Experience	Minimum of 2 years post registration experience Experience supporting a directorate pharmacist to include: -drug expenditure reporting -formulary management -DTC applications Previous experience in training and development at undergraduate and post graduate level Experience of working within multidisciplinary groups. Experience of pharmacist co-ordinated discharge medication, patient medication history taking	Evidence of activity in research or audit. Experience of consultant ward rounds. Experience of acting as a directorate pharmacist Experience in risk management Experience of one-stop dispensing Experience of formulating protocols and standards.	Application form References Interview CPD portfolio
Skills	Clinical pharmacy skills at certificate diploma level Demonstrates an appropriate level of clinical reasoning and judgment Ability to communicate clearly in writing and orally complex information. Proven track record of successful team working. Ability to influence senior pharmacy and medical staff Ability to work independently. Good interpersonal and influencing skills. Ability to organise and motivate oneself and others efficiently, to manage time effectively and work to deadlines. Ability to problem solve	Computer literate: Word processing and spreadsheet skills. Able to critically analyse and apply research to the clinical setting.	Application form References Interview
Knowledge	Demonstrates a good core knowledge of therapeutics and pharmacology. Awareness of current NHS issues	Up to date knowledge of clinical governance and risk management issues. Familiarity with JAC computer	Certificates Application form References

		system. Demonstrates an awareness of interface issues.	Interview
Other	Capacity to work calmly under pressure. Well motivated, conscientious and reliable. Willing to work flexible shift patterns. Evidence of continuing professional development.	Cheerful, friendly personality.	Interview References