

JOB DESCRIPTION

Job Title:	Lead Pharmacist for Renal medicine
Grade:	8a
Managerially reports to:	Associate Chief Pharmacist – Clinical
Professionally reports to:	Chief Pharmacist

Job Summary

- Delivering the clinical pharmacy lead in the Trust's medicines management agenda to patients admitted under the care of Renal medicine.
- To participate in various consultant ward rounds and clinics within specialties identified as key areas
- Provide Trust-wide extensive specialist support in an appropriate defined clinical area relevant to the care group. This will include developing collaborative partnerships across organisational boundaries.

Principal responsibilities

1. Renal Specialist role

- Provide a comprehensive clinical pharmacy service to the renal ward
- Participate in renal transplant clinics ensuring patients prescriptions are processed appropriately and medicines related queries are addressed.
- Point of contact for general nephrology, low clearance, haemodialysis and peritoneal dialysis
- Undertake APKD (Tolvaptan clinic with Dr Alchi) – monthly clinic (telephone and F2F), checking APKD shared email daily, ordering and checking blood tests, issuing Tolvaptan prescriptions – Lloyds and Wexham, posting some Tolvaptan to patients)
- Write and review SOPs, PGDs and drug-related guidelines

- Liaise with NHSE and ICS to ensure NICE drugs are available. If amber, ensuring shared care in place
- Responsible for clinical screening of homecare prescriptions for general nephrology (vasculitis drug avacopan), low clearance, PD and home HD (EPO, roxadustat)
- Complete homecare applications for hospital-only drugs
- Responsible for clinical screening of renal BDU prescriptions (cyclophosphamide, rituximab, IV iron)
- Respond to queries from Out-patient Pharmacy for all renal prescriptions
- Respond to medication queries from team

2. Managerial

- To ensure that compliance with legal, ethical and other applicable standards are achieved in your designated area of responsibility.
- To contribute to pharmacy strategic and business plans.
- To be responsible for individual performance & development appraisals and personal development plans of those you manage
- To participate in recruitment of new staff
- To monitor drug expenditure and help ensure cost-effective use of medicines within your area
- Work with other Pharmacy Leads to ensure that the whole team delivers a consistent level of pharmaceutical care by all members of the wider team
- Attend relevant Clinical Governance meetings, consultant business meetings and any other strategic meetings within this area as appropriate

3. Clinical and Technical

- To develop and implement Pharmacy policies and procedures as appropriate to this role and area of expertise including clinical policies and clinical guidelines
- Be available for expert consultation with medical and nursing staff on matters relating to safe, economic and effective drug usage, including implementation of Infection Control policies, Medicines Management Policy and the Trust Formulary
- Adhere to the Royal Pharmaceutical Society's Professional Standards for Hospital Pharmacy Services
- Provide advice on legal, ethical and professional matters relating to medicines
- Participate in clinical pharmacy services including training, prescription chart review, patient counselling, adverse drug reaction reporting and therapeutic drug monitoring and individualisation of patients' drug therapy
- Undertake clinical and technical work within the dispensaries as a clinical pharmacist according to service requirements
- To optimise medicines management within renal medicines the Pharmaceutical Care of those patients, ensuring that drug therapy is provided in a safe, effective and cost-effective manner tailored to the clinical need of individual patients
- To ensure implementation of pharmaceutical aspects of relevant National Service Frameworks, in liaison with the Clinical Services Manager
- Participate or manage the input into MDT ward rounds where appropriate
- As an Independent Prescriber they will perform this duty consistent with their competency and the requirements of the job role. This may include prescribing in pre-op, during in-patient stay or at discharge, dependent on the service needs.

4. Teaching, training and research

- Plan, supervise and participate in audit activities and other Clinical Pharmacy Research.
- Participate in training of pharmacy staff including foundation trainee pharmacists, technicians, pharmacists and other Health Care Professionals
- Actively contribute to the departments' strategy for training and development
- Be responsible for undertaking work, study days, reading etc. as a means of personal development, especially towards the organisational needs of the post
- Undertake Continuous Professional Development in accordance with the requirements of the General Pharmaceutical Council
- Participate in Trusts appraisal system in accordance with Trust policy and departmental guidelines & timetable
- Plan and develop Personal Development Plans for those you manage
- Assist clinicians in pharmaceutical aspects of clinical trial applications to Local Research Ethics Committee
- Provide education to doctors and nurses and other health professionals

5. On-Call and Other Duties

- The post holder may be required to participate in the Pharmacy On-Call rota as needed
- The post holder will be required to participate in the seven day working roster, late night working, bank holidays according to the rota

6. Other

- Participate in departmental meetings including clinical governance meetings
- Communicate effectively with pharmacy staff, other healthcare professionals, clinical tutors and patients
- Implement current procedures pertaining to departmental security
- Participate in other services at request of senior managers

This job description is not exhaustive and will be subject to periodic review in association with the post holder

Registration

Employment in this post is dependent on continuous registration as a pharmacist with The General Pharmaceutical Council.

Annual Leave

27 days (rising to 29 days after 5 years, 33 days after 10 years' service)
Plus Bank Holidays pro rata.

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Policies and Procedures

The post is subject to the policies, practices, procedures and conditions of service determined by the Trust.

Confidentiality

Your attention is drawn to the confidential aspects of this post. Any matters of a confidential nature, including information relating to the diagnosis and treatment of patients, individual staff records and details of contract prices and terms must under no circumstances be divulged to any unauthorised person or persons. Breaches of confidence will result in disciplinary action which may result in dismissal.

You should also be aware that regardless of any disciplinary action taken, a breach of confidence could also result in a civil action for damage.

Equality of Opportunity and Diversity

The Royal Berkshire NHS Foundation Trust operates an Equality of Opportunity and Diversity policy. The policy aims to ensure that no job applicant, employee or former employee suffers direct unlawful or unfair discrimination, or is disadvantaged by any conditions or requirements which cannot be justified.

Fire

You are required to comply with the agreed fire procedures, taking the appropriate action if the fire alarm sounds, and to attend relevant training programmes as required.

Health and Safety at Work Act

You are required to take reasonable care for the health and safety of yourself and other persons who may be affected by your acts or omissions at work and to co-operate with the Trust to ensure that statutory and departmental safety regulations are followed.

Medical Questionnaire

The appointment is subject to the completion of a satisfactory medical questionnaire which may involve a medical examination. You may also be required to undergo medical examinations in the future and/or at intervals stipulated by the employing Trust.

Smoking Policy

The Royal Berkshire NHS Foundation Trust has a *Smoke Free* policy. Smoking is not permitted in any of the Trust's properties or in Trust grounds.

Infection Control

The Trust has designated the prevention and control of infection and the full implementation of the Health Act (2006) as a core component in the organisation's clinical governance, managing risk and patient safety programmes. In consequence, all employees are expected to:-

- i) Follow consistently high standards of infection control practice, especially with reference to hand decontamination, adherence to dress/ uniform code, and for clinical staff, aseptic technique
- ii) Be aware of and follow all Trust infection control guidelines and procedures relevant to their work.
- iii) Participate in mandatory training and annual updates.

PERSON SPECIFICATION

Job Title: Lead Pharmacist for Renal medicines
Band: 8a
Completed by: Adegbayi Ukoha
Date: 20/04/2023

Short listing and selection of applicants for the above position **must** be made against the attributes listed below. It is **essential** that the attributes required for this position are not discriminatory.

	Essential	Desirable
Education/ Qualifications	<ul style="list-style-type: none"> • Masters Degree in Pharmacy or equivalent • Current registered practising Member of GPhC • Postgraduate Diploma in Clinical Pharmacy, • Evidence of continuous professional development • Independent Pharmacist Prescriber or will to work towards qualification 	<ul style="list-style-type: none"> • Member of UKCPA • Advance Clinical Practitioner • Accredited Diploma Tutor
Experience	<ul style="list-style-type: none"> • Substantial Hospital Pharmacy experience of which a significant amount has been within an acute UK hospital environment. • Clinical pharmacy experience at ward level. • Multidisciplinary team work • Experience in managing staff • Evidence of previous innovation • Audit experience • Drug information experience • Special interest in Renal medicine • Experience of influencing change • Evidence of project management and delivery of outcomes from managing change • Experience of autonomous and individual accountability 	<ul style="list-style-type: none"> • Experience of writing protocols • Experience of attending MDTs e.g ward rounds, clinics • Experience of writing PGDs
Skills, Knowledge and Abilities	<ul style="list-style-type: none"> • Excellent communication/presentation skills – both verbal and written • Relates well to a wide range of people • Good attention to detail • Ability to plan and complete tasks • Able to meet deadlines • Initiative & self-motivation • Ability to work unsupervised • Computer literate (word/excel/PowerPoint) • Adaptability • Positive/enthusiastic attitude • Assertive character • Critical Analysis skills 	<ul style="list-style-type: none"> • Understanding of ICS and NHS modernisation.

	<ul style="list-style-type: none"> • Understanding of financial issues relating to drug usage in Hospital • Negotiation skills • Prioritise appropriately • Leadership qualities 	
Additional requirements	<ul style="list-style-type: none"> • Smart appearance • Declaration of any previous Criminal record (Rehabilitation of Offenders Act) • Cleared by Occupational Health • High professional standards. • Supportive of new technology. • Innovative. Enthusiastic. Resilient. • Supportive of extended/clinical role of Technicians. 	