

JOB DESCRIPTION

Job Title: Lead Clinical Pharmacist – Wathwood Hospital	
Reports to (post title): Principal Pharmacist - Secure Hospitals	
Role Purpose:	
<p>To deliver, in conjunction with the Head of Pharmacy for Secure Hospitals, a clinical pharmacy service to Wathwood Hospital Medium Secure Unit.</p> <p>To contribute to the development of and deliver multidisciplinary training in Pharmacy/Medicines Optimisation across the Trust. To support the Chief Pharmacist and Pharmacy Leadership Team in the development and delivery of education sessions and experiences to pharmacy undergraduates, pre-registration pharmacists and junior pharmacists, as well as other clinical staff.</p> <p>In conjunction with Pharmacy leads, contribute to the development, maintenance and monitoring of a high quality, cost effective clinical pharmacy service to the Trust, and contribute to the development of the local pharmacy and medicines optimisation strategy.</p> <p>In conjunction with the Principal Pharmacist for Secure Hospitals and representatives from the directorate, contribute to the development of and delivery of pharmacy services to Wathwood Hospital.</p>	
Role Context:	
<p>The post will be based at Wathwood Hospital and will involve working with multi-disciplinary teams to provide safe and high-quality care to patients.</p> <p>The post is notionally split as follows:</p> <ul style="list-style-type: none"> - 60% clinical work at Wathwood Hospital - 20% governance, audit and quality improvement work at Wathwood Hospital (includes staff management) - 20% support to Trust-wide governance, audit and quality improvement work (includes Medicines Information) <p>Some time may be needed to be spent at other trust sites for meetings and to undertake work to maintain competency.</p>	
Trust Values	
<p>All colleagues are expected to demonstrate at interview and throughout employment that they act in line with Nottinghamshire Healthcare NHS Foundation Trust Values:</p> <p style="text-align: center;">Trust Honesty Respect Compassion Teamwork</p>	
Key Accountabilities	Performance Measures
To ensure the provision of clinical pharmacy services and to identify, develop and implement practice research, audit and other projects, to ensure that the departmental cost improvement and quality targets are met.	Annual Appraisal

Participate in the provision of the clinical pharmacy service to Wathwood Hospital; thus facilitating the provision of a high quality and cost-effective pharmaceutical care service to patients and other service users.	Activity Records
To provide pharmaceutical input at multidisciplinary team reviews and ward rounds, take drug histories and devise patient-specific pharmaceutical care plans where necessary.	Activity Records Patient Medical Notes
To participate in the development and implementation of new ways of working and extended roles for pharmacists and pharmacy staff.	Annual Appraisal
To develop and participate in a programme of “in-house” training for pharmacists, pre-registration students (including an appraisal at the end of the rotation), pharmacy technicians and pharmacy assistants.	Training Records
To support the Chief Pharmacist and Pharmacy Leadership Team in the development and delivery of education sessions and experiences to pharmacy undergraduates.	Annual Appraisal
To participate as a mentor and assessor for the pharmacists undertaking the clinical diploma. This will involve regular accompanied visits to the relevant diploma ward and in completing assessments of the diploma pharmacist progress.	Annual Appraisal
To act as a line manager for a small number of pharmacists and/or pharmacy technicians working at Wathwood Hospital.	Annual Appraisal
To participate in and develop a programme of training for healthcare professionals, including medical staff and students, on pharmaceutical matters.	Annual Appraisal
To provide training sessions for patients and carers on medication.	Activity Records
To provide specialist medicines information and advice to all healthcare staff, and to patients and carers.	Activity Records
To be the responsible pharmacist for the relevant clozapine patient monitoring services or equivalent, if necessary.	Activity Records
To provide appropriate pharmacy input to the second opinion service under the terms of Section 58 of the Mental Health Act Regulations controlling consent to treatment.	Activity Records
Establish and develop strong and effective links with all staff within the Trust, in order to maintain and develop the contribution of pharmacy to the cost-effective, safe and effective prescribing and utilisation of medicines.	Patient Medical Notes
To contribute to initiatives, including the development of treatment and drug usage guidelines that will provide positive clinical and financial outcomes.	Annual Appraisal
Ensure that agreed local and national guidelines, policies and protocols are effected at ward and clinic level via the clinical pharmacy team.	Annual Appraisal

Liaise with individual consultants regarding drug-prescribing issues within their specialty to ensure maximum benefit in the treatment of patients, in line with local and national guidelines.	Activity Records, Patient Medical Notes
Develop close working relationships with the medical and nursing staff in order to ensure that pharmacists are integral members of the clinical team.	Annual Appraisal
Within the directorate actively promote and implement relevant decisions of the Trust and Divisional Medicines Optimisation Groups, including preparing submissions to these groups when required.	Activity Records
To have complete professional responsibility for safety and efficacy of all medicines a patient is taking whenever a patient's prescription chart is reviewed on the ward or in the dispensary, using relevant information to hand. The post-holder is responsible for recording any clinical information generated as a result of their clinical activities, e.g., writing in patient's notes, annotating prescription charts and written information for medical staff and the data entry of medicines information questions and answers on the pharmacy database.	Activity Records
To prioritise workload and meet deadlines, particularly when under pressure.	Annual Appraisal
The post-holder must ensure that pharmaceutical work conforms to legal and professional requirements, procedures, clinical guidelines, any standard operating procedures and recognised good practice.	Professional Standards and Criteria Met
To undertake all scheduled mandatory training (including information governance) required for the role.	Training Records
To keep professionally up-to-date at all times, and to be actively aware of national, local and Trust-wide issues so as to ensure safe and effective delivery of services, and to meet the General Pharmaceutical Council standards for continuing professional development so as to maintain professional registration.	CPD Records
To ensure that personal pharmacy practice is in line with Code of Ethics of the General Pharmaceutical Council.	Annual Appraisal
Achieve team objectives, and personal objectives agreed during the PAD (Performance Appraisal and Development) with Line Manager.	Annual Appraisal
Act as a role model for all pharmacy staff practicing within the Trust, to ensure that all staff aspire to provide a consistent and high quality standard of service. This will also contribute to the development of a departmental culture that is in line with the values and organisational culture of the organisation.	Annual Appraisal
Effectively supervise and direct the work of appropriate staff where necessary, in order to ensure that work is accurate, appropriate and timely.	Departmental Rotas

When necessary, effectively deputise for the Principal Pharmacist for Secure Hospitals, on appropriate multidisciplinary committees, working groups, and in general operational issues, in order to ensure consistency in pharmacy input at an appropriate level.	Annual Appraisal
To accept any other responsibilities and undertake any other duties, as may be reasonably requested by the leads, in order to fulfill the needs of the service.	Annual Appraisal
Dimensions	
<p><u>Departmental</u> Chief Pharmacist, Divisional Heads of Pharmacy, Clinical Pharmacy Services Manager, Lead Pharmacists, Pharmacy Operational Managers, Clinical Pharmacists, Chief Pharmacy Technicians/Managers, Pharmacy Technicians and Pharmacy Assistants.</p> <p><u>Trust</u> Patients/service users and carers, Clinical Directors, Consultants, Senior Managers, Matrons, and Medical, Nursing and other healthcare professionals.</p> <p><u>Other</u> Pharmacy staff in provider SLA Trusts/organisations, staff providing pharmacy services from other external agencies, GPs, GPhC staff, pharmaceutical industry staff and the public.</p>	
Safeguarding	
All employees are responsible for taking all reasonable measures to ensure that the risks of harm to children and vulnerable adults are minimised. They should take all appropriate actions to address concerns, working to agreed local policies and procedures including the guidance on Safeguarding, in partnership with other relevant agencies. This includes accessing appropriate training, advice and support.	
Disclosure and Barring Services	
Where this post relates to the types of work, activity, employment or profession as set out in The Exceptions Order made under the Rehabilitation of Offender Act 1974; the post will be subject to a DBS Disclosure check at the point of recruitment and thereafter, as the Trust determines appropriate. The level of the check will be determined by the type of activities undertaken and the level of contact the post holder will have with children and/or adults in receipt of health services	
Infection Control	
All employees of Nottinghamshire Healthcare NHS Foundation Trust have an individual responsibility to have knowledge of and employ the basic principles of infection prevention and control practice. All employees must comply with Infection Prevention and Control mandatory training requirements specific to their role.	

Equality & Diversity
All staff should be able to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion as identified within the Trust's Equality and Diversity Policy and associated Equality, Diversity and Human Rights legislation
Sustainability
It is the responsibility of all staff to minimise the Trust's environmental impact wherever possible. This will include recycling, switching off lights, computers, monitors and equipment when not in use, helping to reduce paper waste by minimising printing/copying, reducing water usage, reporting faults and heating/cooling concerns promptly and minimising travel. Where the role includes the ordering and use of supplies or equipment the post holder will consider the environmental impact of purchases.
Communication
<p>This will involve communicating complex medicines processes and information to a range of stakeholders including prescribers, clinicians, senior managers, patients and carers. Also managing, planning and organising workload allocation from several Trust sites / dispensaries, making optimal use of the available resources, whilst maintaining a position of integrity and confidentiality when dealing with patient related issues.</p> <p>Communicate complex information clearly and effectively in response to the needs of patients, prescribers, nursing staff, other healthcare professionals and senior managers using both verbal and written techniques. Barriers to effective communication may include learning disability, mental illness, non-consenting/non-compliant individuals and patients who may be violent or aggressive.</p> <p>Liaise and work in partnership with the directorates to provide expertise on medication/prescribing related audits across services.</p> <p>Ensure information is provided in a timely manner in accordance with the degree of urgency of the request or issue identified.</p> <p>Maintain effective channels of communication with senior managers, the multidisciplinary team, and other relevant internal and external agencies.</p> <p>Present information in case reviews, team meetings and management / professional Forums.</p>
Knowledge, Training and Experience
<p>MSc in Pharmacy or equivalent Pharmacy Degree</p> <p>Member of the General Pharmaceutical Council</p> <p>Postgraduate Diploma in Psychiatric Pharmacy</p> <p>Clinical Pharmacy Knowledge associated with a degree course</p> <p>Experience gained through vocational practice</p> <p>Awareness of NHS changes and understanding of pharmacy issues within the NHS and mental</p>

<p>health in particular</p> <p>Organisational / time management skills</p> <p>Excellent communication skills</p> <p>Ability to work as a team player</p> <p>Creative and innovative thinker</p> <p>Adaptable and flexible</p> <p>Work well under pressure and prioritise effectively</p> <p>Self-motivated and conscientious</p> <p>IT Literate</p>
Analytical and Judgement Skills
Ability to analyse, scrutinise and evaluate complex data which may be conflicting and where expert opinion may differ when interpreting general pharmacy queries regarding medication.
Planning and Organisational Skills
Have full responsibility for planning and organising; own workload; training of a variety of staff; and provision specialist clinical advice and support.
Physical Skills
Have highly advanced physical skills with regards to absolute accuracy in relation to treatment and drug dosage advice.
Responsibility for Patient/Client Care
<p>Provide specialist advice and expertise regarding treatment to clinical staff and patients on medicines management issues.</p> <p>Support the day to day work undertaken by the pharmacy technician with clozapine responsibilities</p>
Responsibility for Policy/Service Development
<p>Ensure service/departmental standards are met and undertake assessments/evaluations as required, and recording all relevant activity data.</p> <p>There is a requirement to oversee, implement and participate in local and national clinical audits, in conjunction with other pharmacists and managers, relating to medicines management, clinical risk and antimicrobial agendas, to allow the development and improvement of services to patients.</p> <p>Provide safe, clinically effective and cost effective use of medicines in patients within the directorate.</p> <p>Support the delivery of the Trust Pharmacy and Medicines Vision and Strategy in conjunction with the Heads of Pharmacy.</p>

Responsibility for Financial and Physical Resources
Responsible for the safe and secure storage of medication and medicines-related data eg. audit, incident and drug usage and expenditure data.
Responsibility for HR
<p>Participate in delivering the pharmacist-led specialist medicines related education and training programme for nursing and other staff throughout the directorate, as required.</p> <p>Contribute to the ward-based mentoring and assessment of pharmacists undertaking qualifications e.g. the Diploma in Clinical Pharmacy/Psychiatric Pharmacy, in order to identify training and personal/professional development needs to assist in obtaining the qualification.</p> <p>Work with senior pharmacists to identify staff with performance issues and implement strategies to address relevant issues, in order to produce a competent, high quality and effective workforce.</p> <p>Work with pharmacy managers and educational and training leads, overseeing the training of pharmacy staff within the service, and contributing to the development of competency-based assessments and validations for staff.</p> <p>Line management of a small number of band 6/7 Pharmacists and/or band 4/5 Pharmacy Technicians.</p>
Responsibility for Information Resources
Responsible for recording any clinical information generated as a result of their clinical activities e.g. writing in patient's notes, annotating prescription charts and written information for medical staff and the data entry of medicines information questions and answers on the pharmacy database.
Responsibility for Research and Development
<p><u>Research and Development:</u></p> <p>Develop, oversee, implement and participate in local and national clinical audits, in conjunction with the Pharmacy Leadership Team, relating to medicines management, clinical risk and antimicrobial agendas, to allow the development and improvement of services to patients.</p> <p>Ensure that all clinical trials involving medicines within the Trust are fully compliant with currently accepted 'best practice'.</p> <p>Develop, implement, monitor and evaluate protocols and guidelines.</p> <p>Contribute to the development of clinical pathways in the mental health environment.</p>
Freedom to Act
Work autonomously as lead specialist and use own initiative and professional judgment in planning and delivering work objectives, notwithstanding that the post-holder must ensure they act within their field of competence and seek advice/supervision/training concerning matters beyond their current competence.
Physical Effort
Frequent requirement for sitting in a restricted position for a considerable part of the working day. Combination of sitting, standing, walking and light physical effort.

Mental Effort

This position requires the need for highly advanced skills with regards to absolute accuracy in relation to treatment and medicine dosage advice.

Maintaining concentration required when dealing with complex data manipulation in spite of frequent interruptions.

Emotional Effort

Frequent exposure to distressing or emotional circumstances when performing patient related duties and attending ward rounds.

Working Conditions

Occasional exposure to verbal and physical aggression from patients on wards and potential risk of physical assault from patients.

The post-holder will be using DSE on a daily basis.

The post-holder will be working within a dispensary on occasion, with possible exposure to pharmaceutical products, and will follow COSHH regulated standards.

Organisation Chart

**Head of Pharmacy,
Forensic Services**



**Principal Pharmacist
for Secure Hospitals**

**Clinical Director,
Wathwood Hospital**



**Lead Clinical Pharmacist, Wathwood
Hospital (this post)**

Our promise to you

We will ensure that you are supported and lead in line with our Trust Values: **Trust**, **Honesty**, **Respect**, **Compassion** & **Teamwork**



Nottinghamshire Healthcare NHS Foundation Trust actively works to fulfil the seven elements of the NHS People Promise.

We will adhere to the promise and support all our colleagues, assuring that we are continuously striving to listen to colleagues, adapting accordingly and striving always to be the best place to work.



Signatures

After reviewing the questionnaire, please sign to confirm agreement.

Post Holder:

Date:

Line Manager:

Date:

Next Level Manager:

Date: