

Job Description

Job Title:	Rotational Clinical Pharmacist (STEP)
Job Band:	Band 6-7 (with Emergency Duty Commitment)
Department:	Pharmacy
Responsible to:	Lead Pharmacist

Why join The Dudley Group?

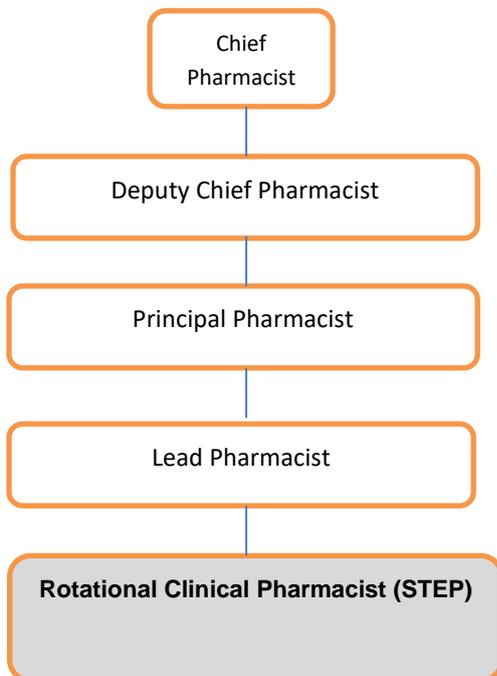
Here at the Dudley Group our patients and staff are at the heart of all that we do to offer a high-quality patient experience in a caring and supportive environment that aligns with our vision of providing safe, caring, and effective services because people matter.



Job Summary

To provide clinical and pharmaceutical services to: Medicine and Surgical Directorates, as well as core pharmacy services including; Patient Services, Aseptic Services and to those Organisations with which the Trust has a contract for supply of pharmaceutical services. The post provides the opportunity to develop your clinical skills and knowledge as a band 6 pharmacist progressing to "Rotational" band 7 on the successful completion of foundation training period and demonstration of appropriate competence.

Structure Chart



CARE

A CARING, KIND AND COMPASSIONATE PLACE: We will support people to have joy in work and to treat each other with compassion and kindness.



RESPECT

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.



RESPONSIBILITY

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.

Principal Duties & Responsibilities

*The precise timing of progression will depend on the post holder's performance and completion of key objectives

**Clinical Diploma may be undertaken sooner or later in the programme depending on timing of commencement of post and start date of course

OVERALL OUTLINE Year *	Pay Band	Key responsibilities
Year 1 Months 1- 3	6	<ul style="list-style-type: none"> • Participate in provision of a comprehensive pharmaceutical service to DGFT • Provide clinical pharmacy service to a range of clinical areas (low / intermediate risk management score) • Contribute to the departmental weekend, evening and bank holiday services • Develop competence in all areas of practice (Dispensary, medical and surgical wards)
Year 1 Month 4 - 12	6 + EDC	<ul style="list-style-type: none"> • As above • Member of the on call pharmacist team
Year 2	6 + EDC	<ul style="list-style-type: none"> • As above • Provide clinical pharmacy service to a range of clinical areas (low / intermediate risk management score) including the SLA services • Contribution to departmental service development and quality improvement • Undertakes and completes year one of the Diploma in Clinical Pharmacy Practice (certificate)**
Year 3	7 + EDC	<ul style="list-style-type: none"> • Provides specialist clinical pharmacy services to a range of wards, including specialist areas such as CCU, vascular, renal and critical care. • Provide mentorship to Year 1 pharmacists • Undertakes and completes year two of the Diploma in Clinical Pharmacy Practice**



CARE

A CARING, KIND AND COMPASSIONATE PLACE: We will support people to have joy in work and to treat each other with compassion and kindness.



RESPECT

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.



RESPONSIBILITY

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.

Clinical

- Participate in the Dudley Group rotational training Programme for STEP pharmacists including ward-based clinical pharmacy services (e.g. gastroenterology, cardiology, trauma & orthopedics), aseptic services and dispensary services. The foundation pharmacist will progress to providing specialist clinical services such as vascular, renal, and critical care when developing to Band 7.
- Act as the Responsible Pharmacist in the dispensary on an agreed Rota, screening prescriptions and final accuracy checking.
- Provide ward-based clinical services, supporting safe prescribing and administration of medicines
- Perform clinical check of prescription charts for individual patients and ensure safety promoting medicines optimisation, and antimicrobial stewardship, communicating any problems and negotiating solutions with doctors and/or ward staff, in the ward, dispensary and technical services environments.
- Promote awareness of and monitor compliance with the Trust Medicines Management Group decisions including the current contents of the formulary and policies and to assist medical and non-medical prescribers to adjust prescribing practices in line with the evidence base & formulary requirements
- Ensure advice and counselling is provided to patients or their carers on all aspects of their medication when necessary
- Ensure all relevant documentation is completed and document any actions appropriately in the patients' notes and / or electronic patient record.
- To facilitate timely medication availability through participation in, and further development of, the existing patients-own drugs and 'one-stop' dispensing schemes.
- Participates in the Pharmacy out of hours service, providing comprehensive advice and supply function outside of core hours
- Ensures that clinical practice is evidence based, shared, and, wherever possible, patient focused
- Effectively communicate written and verbal advice.
- Report, and encourage others to report adverse drug reactions.
- Ensures that the Chief Pharmacist is made aware of any circumstances that would, or may, mitigate against safe standards of clinical practice.

Education and Training

- To participate in the Trust's Band 6 training programme and portfolio development in line with the Royal Pharmaceutical Society Foundation Pharmacy Framework.
- Undertake and complete a post graduate diploma in Clinical Pharmacy Practice.
- 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, pre-registration and qualified pharmacists, pharmacy technicians and assistant technical officers.

- Supports the teaching of staff and patients on pharmacy related issues where requested, including cardiac rehabilitation lectures.
- To prepare for and attend relevant meetings with Professional Development Lead Pharmacist
- To prepare for and participate in meetings with the Educational Supervisors so that all deadlines and milestones are reached
- Ensure assessment and supervised learning events are booked with appropriate senior staff to meet rotational deadlines

Budget management

- Identify possible cost reduction and/or efficiency initiatives in medicines usage, without adversely affecting the quality of the service provided

People management

- To ensure that processes exist for effectively communicating with all staff, irrespective of working pattern, that staff involvement in decision-making is positively encouraged, and that staff are fully engaged in changes affecting them.
- To ensure that all Trust Policies are complied with, brought to the attention of all staff, and are readily and easily accessible.

Research and Audit

- Contribute to departmental key performance indicator recording.
- Contribute to service development projects within the directorates under the guidance of the Lead pharmacist, producing and implementing medicines related guidelines, protocols and SOPs as required.
- Support the Lead pharmacists in the identification and implementation of potential cost savings.
- To participate in the Clinical Audit Programme by devising and undertaking audits as requested by the Lead pharmacists.
- To participate in pharmacy related clinical research programmes
- To work to publish research undertaken in peer-reviewed journals or via conference posters.

Administrative/Clerical responsibilities

- To record clinical interventions.



- Uses computer-generated data to promote efficient and economic prescribing.
- To undertake “ad-hoc” projects including review of expenditure on pharmaceutical products in specific clinical areas, under the direction of the Lead pharmacists.
- To order and receipt goods, in accordance with the Trust’s financial framework.
- To undertake any other duties, required by the Chief Pharmacist, appropriate to the grade, and relevant to the post.

Risk Management

- Follows the Trust’s Standards for Clinical Pharmacy
- To report to the Chief Pharmacist any residual risks that are unacceptable and not within his / her span of control to rectify

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
- Dispensing of prescriptions and the supply of pharmaceutical products.
- To provide advice on the correct storage of drugs within wards and departments
- To ensure that the Chief Pharmacist is promptly notified of any errors, or irregularities arising in respect of pharmaceutical matters
- Undertake ongoing Continuing Professional Development (CPD) and reflective practice required by the General Pharmaceutical Council
- Complies with the General Pharmaceutical Council Code of Ethics for Pharmacists.

Personal Development

- The post holder will be expected to keep professionally updated at all times, and also be actively aware of Trust-wide issues and trends
- The post holder will have a personal professional development plan and identify training needs, as required by the Chief Pharmacist
- To have responsibility for ensuring a personal commitment to maintaining a high quality of service to patients by continual development, or practice, in the light of research evidence and by audit against clinically relevant standards
- Provides evidence of CPD activities during annual appraisal



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:	Danielle Stacey – Deputy Chief Pharmacist Medicines Optimisation
Date:	November 2021
Job evaluation completed:	NA
Job evaluation reference number:	NA

