

## JOB DESCRIPTION & PERSON SPECIFICATION

Job title: Advanced Clinical Pharmacist - Endocrine

### GOSH profile.

Great Ormond Street Hospital for Children NHS Foundation Trust (GOSH) is an international centre of excellence in child healthcare. GOSH is an acute specialist paediatric hospital with a mission to provide world-class care to children and young people with rare, complex and difficult-to-treat conditions.

Together with our research partner, the UCL Great Ormond Street Institute of Child Health, we form the UK's only academic Biomedical Research Centre specialising in paediatrics.

Since its formation in 1852, the hospital has been dedicated to children's healthcare and to finding new and better ways to treat childhood illnesses.

Great Ormond Street Hospital receives nearly 300,000 patient visits (inpatient admissions or outpatient appointments) every year (figures from 2018/19). Most of the children we care for are referred from other hospitals throughout the UK and overseas. There are 60 nationally recognised clinical specialities at GOSH; the UK's widest range of specialist health services for children on one site. More than half of our patients come from outside London and GOSH is the largest paediatric centre in the UK for services including paediatric intensive care and cardiac surgery.

Through carrying out research with the UCL Great Ormond Street Institute of Child Health, University of London and international partners, GOSH has developed a number of new clinical treatments and techniques that are used around the world.

The UK's only academic Biomedical Research Centre (BRC) specialising in paediatrics is a collaboration between GOSH and UCL Great Ormond Street Institute of Child Health. We are a member of University College London (UCL) Partners, joining UCL with a number of other hospitals – an alliance for world-class research benefitting patients.

In partnership with six other NHS trusts, we are the lead provider for North Thames Genomics Medicine Centre, part of the national 100,000 Genomes Project.

# Great Ormond Street Hospital at a glance



## Great Ormond Street Hospital Culture and Values

The Trust has developed the Always Values with our staff, patients and families that characterise all that we do and our behaviours with our patients and families and each other.

Our Always Values are that we are:



## Diversity & Inclusion

Here at GOSH, we believe that improving lives for our patients begins with improving how we learn, work and grow as colleagues. So, we're changing. We know that we need to develop a more inclusive culture where everyone feels seen and heard. By growing an ever more diverse workforce, we'll have a greater range of perspectives and knowledge in our GOSH community, meaning that we can provide the children and young people at our hospital with even better care. At GOSH we have opportunities for our staff to engage with colleagues through the following networks: REACH (Race, Ethnicity and Cultural Heritage) ENABLED (Enhancing Abilities & Leveraging Disabilities Network), PRIDE & Women's networks.

Job title	
Directorate	Core Clinical Services
Band	8a
Supervised by	Principal Pharmacist – General Medicines and Surgery
Type of contract	Permanent
Hours per week	22.5
Location	Great Ormond Street Hospital for Children NHS Foundation Trust
Budgetary responsibility	Monitor expenditure on medicines for specialist area
Manages	Direct reports: Clinical & Medical team Indirect reports: rotational Resident Pharmacists, Medicines Management Technicians, Pre-registration Pharmacists



### Main purpose of the job

- To act as a specialist role model and an expert in prescribing medicines within the Endocrine service
- To co-ordinate medicines optimisation with the staff and patients within these clinical specialities
- To act as a role model in clinical pharmacy to ensure a consistently high clinical pharmacy service in line with Trust strategy and NHS Plan
- To lead and co-ordinate the pharmacy team in the provision of a safe, effective, and efficient clinical pharmacy service
- To work with medical and nursing staff to ensure patients are treated in a safe, effective and timely way.
- To lead and deliver education and training in aspects of clinical pharmacy for pharmacy and other healthcare professionals.

### Key working relationships

#### **Internal:**

- Pharmacy staff
- Endocrine consultants, Doctors & CNS's
- Medical and nursing staff across the trust
- Heads of Clinical Service
- Divisional Managers
- Patient Safety

#### **External:**

- Families/Carers, Other hospitals, Community Pharmacists and GPs
- Homecare companies
- National committees
- External peers
- Academic colleagues

### Main duties and responsibilities:

#### **Clinical Practice, Collaborative Working and Stakeholder Relations:**

- 1) Deliver and participate in the clinical care of patients within the Endocrine speciality.
  - 2) Work autonomously as an advanced clinical pharmacist within the specialty, managing a caseload of patients delivering individualised direct patient care.
  - 3) Provide a level of advanced and comprehensive health assessment based of the patient with a special focus on medication and medicines optimisation.
  - 4) Ability to identify appropriate diagnostic tests and interpret the results.
  - 5) To identify and intervene proactively when any concerns raised for patients, staff or relatives and escalate these as appropriate.
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- 6) Will review medication use within their specialty and evaluate prescribing patterns in terms of compliance with guidelines, cost efficiency and clinical appropriateness and will be able to recommend strategies/substitutions to improve medicines optimisation.
- 7) To share knowledge and expertise, acting as an expert resource to others across primary and secondary care as appropriate.
- 8) Contribute to the development and improvement of systems and processes that facilitate patient flow.
- 9) Promote and adhere to the principles and practice of clinical governance.
- 10) Prescribe in the appropriate scope of practice in accordance with the Trust non-medical prescribing policy.
- 11) Work collaboratively with the Endocrine/Metabolic Pharmacist and provide cross cover in clinical duties.
- 12) Effectively communicate with other healthcare professionals and patients, tailoring how complex information is presented to meet the patients' needs.
- 13) Write precise, accurate medical records, letters, and statements in accordance with the Data Protection Act and Trust Policy.
- 14) Present and review complex case histories and summarise and formulate management plans.
- 15) Provide constructive feedback to others within the peer group and multidisciplinary team.
- 16) Develops and maintains good internal communications within the pharmacy department and clinical team on relevant issues from the specialty.
- 17) If circumstances arise, may be required to undertake HR related activities, such as investigation officer in disciplinary cases, managing staff absence and/or managing poor performance, supporting staff through periods of change, which could be stressful and challenging situations.
- 18) To promote and implement the joint formulary, and the relevant Prescribing Guidelines and policies throughout their areas of practice.

#### **Homecare:**

- 1) Work within multidisciplinary healthcare teams to review existing and develop new Homecare service specifications and ensure good practices with High-Cost Medicines.
  - 2) Work with senior clinical pharmacists, and other staff to identify, plan and develop new opportunities for Homecare services and High-Cost Medicines.
  - 3) Help ensure that treatment guidelines, protocols, and patient pathways, developed by others, incorporate plans for Homecare and High-Cost Medicines where appropriate.
  - 4) Help co-ordinate multi-disciplinary teams and external Homecare providers to implement new Homecare services.
  - 5) Help co-ordinate service review meetings for Homecare medicines management, working closely with Homecare companies and healthcare staff.
  - 6) Produce reports for the team, financial and key performance indicators for all Homecare services.
  - 7) Provide specialist advice on medicines and complex processes associated with Homecare medicines management and High-Cost Medicines to patients, carers, health professionals and Homecare contractors.
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- 8) Work closely with clinical teams, with the opportunity to gain specialist knowledge in Endocrine and provide them with a bespoke service to your ability.

**Leadership / Management:**

- 1) To plan, lead and strategically develop and highly deliver specialist pharmacy services within your healthcare boundaries.
- 2) Provides training and education relating to medicines optimisation with speciality, with a view to demonstrating improved patient outcomes.
- 3) To be a proactive clinical leader, demonstrating effective excellent leadership skills
- 4) To motivate and inspire others.
- 5) To ensure all direct reports have an appraisal and plan (PDR) and are up to date with mandatory training.
- 6) To act as a mentor and role model as an expert advanced clinical pharmacist
- 7) To act as a resource, providing clinical leadership and professional advice to the multidisciplinary team.
- 8) To liaise effectively with other clinical staff to ensure the most efficient and effective use of resources.
- 9) To actively contribute to the management of risk, working closely with divisional team members and the Patient Safety team
- 10) To manage clinical incidents and complaints and lead on the implementation of subsequent learning where appropriate
- 11) To support transformation / quality improvement work streams as appropriate

**Education, Teaching and Research**

- 1) To lead and deliver training and teaching to medical, nursing, pharmacy, and other healthcare professionals.
- 2) To identify pharmaceutical training needs of other healthcare practitioners and contribute to the training of healthcare professionals across the Trust.
- 3) To tutor/supervise clinical pharmacists undertaking postgraduate qualifications and to tutor other pharmacists and preregistration students as required.
- 4) To lead the development, planning, implementation, monitoring and evaluation of practice developments and advancement initiatives
- 5) To undertake research and audit and utilise research and quality data to develop an evidence base for practice within the Trust.
- 6) To support other staff undertaking research and audit, ensuring completion of work and dissemination of the findings

**Professional:**

- 1) To participate in annual appraisal, updating personal development planning and be proactive in ensuring own professional development demonstrating evidence of autonomy, clinical judgment and decision-making skills and maintain a portfolio of practice.
  - 2) To meet the standards of working professional practice in the GPhC Code of Ethics and act in accordance with the GOSH values framework and GOSH policies at all time
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### Personal Responsibilities:

- 1) To participate in late duty, public holiday and weekend working rotas.
- 2) This post is subject to Development Review.
- 3) Will be professionally and legally accountable for all work undertaken, and to practice at an advanced level of professional autonomy and accountability that is within Trust policies and the General Pharmaceutical Society GPhC standards for pharmacy professionals.
- 4) Any other duties which may be required by the Chief Pharmacist for the benefit of the Service.

*This job description is intended as an outline of the areas of activity and can be amended in the light of the changing needs of the service and will be reviewed as necessary in conjunction with the post-holder.*

### Other information

Great Ormond Street Hospital for Children NHS Foundation Trust is a dynamic organisation, therefore changes in the core duties and responsibilities of this role may be required from time to time. These guidelines do not constitute a term or condition of employment.

### The GOSH Learning Academy (GLA)

Staff education and training influences every stage of the patient journey. Be it the communication skills of the medical secretary planning a patients' stay, the multi-professional team caring for them on the ward, the leadership skills of our corporate and operational teams, or the administrator planning their transport home – each member of staff needs the up-to-date knowledge, skills, and capabilities to provide our patients with exceptional care. We have a number of opportunities for staff available through the [GOSH Learning Academy](#):

## PERSON SPECIFICATION

*This table lists the essential and desirable requirements needed in order to perform the job effectively. Candidates will be shortlisted based on the extent to which they meet these requirements. Evidence for suitability in the role will be measured via a mixture of application form, testing and interview.*

GOSH Culture and Values	Essential	Desirable	Assessment method
Our Always values <ul style="list-style-type: none"> <li>➤ Always welcoming</li> <li>➤ Always helpful</li> <li>➤ Always expert</li> <li>➤ Always one team</li> </ul>	E		I/A/T
<ul style="list-style-type: none"> <li>➤ Experience of working as part of a diverse team.</li> <li>➤ Experience of contributing to an inclusive workplace culture.</li> <li>➤ Knowledge and Understanding of diverse backgrounds and perspectives.</li> <li>➤ Understanding of Diversity and Inclusion challenges in the workplace.</li> </ul>	E		I

➤ Demonstrable contribution to advancing Equality, Diversity and Inclusion in the Workplace			
<b>Academic/Professional qualification/Training</b>			
Registered as a pharmacist with the General Pharmaceutical Council	E		A
Postgraduate Diploma in Pharmacy Practice	E		A
Registered non-medical prescriber	E		A
Member of a Professional Body (i.e. Royal Pharmaceutical Society)		D	A
<b>Experience/Knowledge</b>			
Use of medicines in specialist area of paediatrics	E		A/I
Multidisciplinary working	E		A/I
Project management	E		A/I
Experience as tutor/supervisor for pharmacists undertaking postgraduate courses or pre-registration pharmacists	E		A/I
Policy and service development	E		A/I
An understanding of the pharmaceutical issues of the specialist areas of Endocrine		D	A/I
<b>Skills/Abilities</b>			
Good verbal, written communication, and organisational skills	E		A/I
Time management, problem solving	E		A/I
Training and supervising staff	E		A/I
Attention to detail	E		A/I
Ability to lead and motivate a team	E		A/I
Accountability - Takes responsibility for own actions and promotes good team working	E		A/I
Excellent presentation skills	E		A/I
Computer skills including Power Point, Excel	E		A/I
Mutual respect - Treats others with courtesy and respect at all times	E		A/I

**Criteria Key:**

Essential: E

Desirable: D

**Review Method:**

Application form: A

Interview: I

Test: T