

Job Description

Job Information	
Job Title:	Lead Pharmacist – Antimicrobials
Directorate/Service:	Pharmacy
AfC Band:	Band 8A
Responsible to:	Clinical Pharmacy Services Manager
Accountable to:	Chief Pharmacist
Base Location:	Southport District General Hospital or Ormskirk District General Hospital
Key Relationships:	Junior pharmacists, trainee pharmacists, pharmacy students and Pharmacy Technicians
Job Code:	JM196R

Job Summary
<p>With the Consultant Microbiologists, the post holder will support and implement quality-driven Antimicrobial Clinical Pharmacy Services to the Trust. This will ensure anti-microbial therapies are used in a safe, effective, patient-centred, timely, economic and efficient manner. The post holder will promote appropriate and cost-effective antibiotic prescribing and expenditure control across the Trust in collaboration with the Consultant Microbiologists. This includes drug usage analysis, identification of budget pressures arising from new products, co-ordination of projects and audits and the development of protocols.</p> <p>The post holder will provide a clinical pharmacy service to a ward and a clinical speciality role in anti-microbials across all Directorates.</p> <p>The post holder will assist the Clinical Pharmacy Services Manager in providing clinical training and supervision of other departmental staff.</p>

Dimension & Context of the role
<p>The postholder will work with the clinical specialist pharmacists and clinical services manager and other senior members of staff to develop clinical and other services within the Trust, including Medicines to Go.</p> <p>The postholder will provide a clinical pharmacy service to designated wards.</p>

Key Responsibilities
<p>Clinical and Professional Responsibilities</p> <ol style="list-style-type: none"> Provide a Clinical Pharmacy Service to a designated ward and develop a specialist practice base in anti-microbials. This will include: <ul style="list-style-type: none"> Taking drug histories on admission Screening of patients on admission for pharmaceutical care issues and formulation of care plans where pharmaceutical care issues are identified Review medication to ensure safe and effective use Review and update of care plans depending on response, results of investigations and adverse effects Therapeutic drug monitoring for specific drugs Educate patients about their drug therapy Facilitate implementation of local and national guidelines To work with the Clinical Pharmacy Services Manager and other senior members of staff to develop Pharmacy Services as appropriate.

3. Attend Consultant Medical Microbiologist clinical ward rounds and clinical and multidisciplinary meetings relevant to anti-microbials.
4. Undertaking and supervising audit and research projects in anti-microbials to ensure the cost-effective use of anti-microbials throughout the Trust. This will involve liaison with Consultant Microbiologists, Senior Clinicians and Pharmacists.
5. To assist the Clinical Pharmacy Services Manager with information regarding intervention monitoring by regularly recording clinical interventions and activities.
6. Representing the Department and the Trust in regional and other clinical pharmacy forums and meetings, particularly with respect to anti-microbials. This includes the North West Regional Antibiotics Pharmacist Group.
7. In liaison with the lead Pharmacy technicians in procurement/computer services, provide and interpret monthly drug-use information for anti-microbials and prioritise areas for action to contain unexplained spending. Liaise with Finance, Clinical Directors, Consultant Microbiologists and Clinical Service Managers to address any financial concerns.
8. Develop evidence-based treatment protocols, guidelines and care pathways with Microbiology for anti-microbials. Produce updated Trust Antibiotic Guidelines on an annual basis after consideration of local antibiotic sensitivities and evidence-based medicine in collaboration with Consultant Microbiologists, Senior Clinicians and Pharmacists.
9. Responsible for drug administration protocols for anti-microbials.
10. Provide evaluated information for the Drug & Therapeutic Committee on anti-microbials, as requested, to facilitate decision making with respect to the inclusion of new anti-microbials products in the Formulary.
11. Provide specialist pharmaceutical information to medical, nursing staff and patients in anti-microbials and to General Practitioners and other staff within the Trust where appropriate.

Administrative Responsibilities

1. Documentation of patient Medicines Reconciliation as per Trust Policy.
2. Review of ward/department expenditure as allocated.
3. Record regularly clinical interventions and activities in line with departmental policy.

Teaching and Training Responsibilities

1. Provide clinical training for other Pharmacists, Trainee Pharmacists, Undergraduate Students and Technicians especially in anti-microbials.
2. Provide technical and clinical support to other Pharmacists as appropriate within their area of practice.
3. Responsible for the personal development of Junior Pharmacists and Trainee Pharmacists as appropriate. Undertake individual developmental review sessions for designated Junior Pharmacists. Mentor Junior Pharmacists and Pre-Registration Pharmacists regarding Continuing Professional Development (CPD)/Revalidation.
4. To actively participate and contribute to in-house clinical meetings.
5. Training of staff from other disciplines e.g. medical, nursing staff, paramedics on drug issues.
6. Participate in CPD/Revalidation as per Department Policy and National Guidelines from The Royal Pharmaceutical Society of Great Britain. Maintain portfolio of evidence of CPD.
7. Undertake mandatory training in risk management, manual handling and resuscitation skills.

8. Undertake mandatory training in infection control and comply with all Trust infection control policies relevant to the post, particularly with regard to the hand hygiene policy.

Audit/Research

1. To participate in clinical audit and practice research within the department.

Managerial

1. Line manage designated junior pharmacist.
2. Supervise junior Pharmacists, trainee pharmacists and undergraduate students.
3. Act as tutor for pharmacists on LJMU Diploma in Clinical Pharmacy.

Other

1. Provide professional and legal clinical supervision in the dispensary as allocated.
2. Liaise with senior management to ensure agreed safe systems of work are followed that comply with current recommendations or instructions that may be issued from time to time by the Department of Health and Medicines Inspectorate
3. Participate as necessary in the provision of emergency services outside normal working hours, weekend rota and Pharmacy late-night rota

General

1. To observe the provisions of and adhere to all Trust policies and procedures.
2. To actively participate in the annual performance review to identify personal development needs.
3. To attend Trust Statutory and Mandatory training sessions as required and any other training courses relevant to the post.
4. To fully comply with the relevant sections of the Health and Safety at Work Act. They must also understand and implement Mersey and West Lancashire Hospitals NHS Hospitals Trust "Statement of Policy on Health and Safety at Work" and the Trust corporate "Health and Safety Policies and Procedures". You are required to follow all applicable rules and procedures relating to Health and Safety at Work and to take all responsible precautions to avoid actions.
5. To be aware of the confidential aspects of the post. To keep up to date with the requirements of information governance; undertake mandatory training and follow Trust policies and procedures to ensure that trust information is dealt with legally, securely, efficiently and effectively. Breaches of confidentiality will result in disciplinary action that may involve dismissal. You must maintain the confidentiality of information about service user staff and organisational business in accordance with the General Data Protection Regulation 2018 (GDPR) and Caldicott principles.
6. The post holder should also be aware that, regardless of any action taken by the employing authority, breaches of confidentiality could result in civil action for damages.
7. All staff will be treated with respect by management, colleagues, patients and visitors and equally staff will treat management, colleagues, patients and visitors with the same level of respect. Staff will be supported to challenge any discriminatory behaviour that may be based on differences in race, disability, language, culture, religion, sexuality, age, and gender or employment status.
8. You will be expected to undertake the Trusts' commitment to safeguarding and promoting the welfare of children, young people and vulnerable adults.
9. To ensure that when creating, managing and sharing information records it is done in an appropriate way,

subject to statutory requirements and agreed security and confidentiality policies, procedures and guidelines. All employees are responsible for implementing and maintaining data quality, ensuring that records are legible and attributable and that the record keeping is contemporaneous.

10. In accordance with the Health and Social Care Act 2008, the post holder will actively participate in the prevention and control of infection within the capacity of their role. The Act requires the post holder to attend infection prevention and control training on induction and at regular updates and to take responsibility for the practical application of the training in the course of their work. Infection prevention and control must be included in any personal development plan and/or appraisal.
11. To adhere to relevant Code of Practice of Professional body (if appropriate)
12. The post holder must be flexible in the duties performed and it is expected that similar duties, not specifically listed above, will be carried out as required and may be cross site.
13. The duties contained in this job description are not intended to be exhaustive. The duties and responsibilities of this post are likely to evolve in line with the Trust's continued organisational development.
14. To adhere to the NHS Constitution and its principles and values. You must be aware of your Duty of Candour which means that you must be open and honest during your employment and if you see something wrong, you must raise it. You must read the NHS Constitution in full and can download this from the Trusts intranet site or the www.gov.uk website. Hard copies are available from the HR Department on request.
15. The Trust is a non-smoking site. Failure to follow this rule could lead to disciplinary action.

Job description and person specification created by Pharmacy Clinical Services Manager, March 2024

ORGANISATIONALCHART/LIST

