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| JOB TITLE Specialist Clinical Pharmacist |

**Location: Practice Plus Group Hospital, Plymouth**

**Hours of Work: 37.5 hours per week**

**Salary: £52,000 FTE**

**Responsible To: Site Pharmacy Lead**

**Accountable To: PPG Group Chief Pharmacist and On-site Head of Nursing and Clinical Services**

**Responsible For: Pharmacy Technicians, and Assistants, and Trainees**

**Job Summary:**

Practice Plus Group Hospital, Plymouth has an exciting opportunity for a Specialist Clinical Pharmacist to be part of a vibrant and dynamic team within progressive and highly rated clinical service.

The post holder will play a key role within the pharmacy team delivering services across a variety of elective specialities such as Orthopaedics, Ophthalmology, and Endoscopy. They will assist in the provision and development of leading clinical pharmacy services for the outpatient department, day surgery unit, inpatient ward and operating theatres.

We are looking for a Specialist Clinical Pharmacist ideally with recent hospital experience. A supportive learning plan and environment will be provided for candidates with limited experience who wanted to establish advanced clinical pharmacy career, and our national pharmacy teams and our chief pharmacist will be available in supporting you to move into the organisation and advise you on our pathways and standards.

**About Us:**

Practice Plus Group is one of England’s largest independent providers of self-pay, insured and NHS healthcare.  Practice Plus Group Hospital Plymouth has a CQC Good rating and provides excellent healthcare to the population of Plymouth and the south west region, including Cornwall, Isles of Scilly and all of Devon. We are an elective surgical centre providing arthroplasty surgery, orthopaedics, general surgery, endoscopy and cataract surgery.

The clinical services include Outpatients, Day Surgery Unit, Inpatient Ward, Theatres, Endoscopy suite, Radiography, Physiotherapy and Pharmacy, with care provided by a multidisciplinary team.

**The post-holder will:**

* Provide an exemplary pharmacy service in accordance with current legislation, accepted professional and ethical standards and clinical requirements.
* Provide clinical ward and dispensary cover
* Provide advice and support to consultants, other clinicians and patients ensuring the safe, appropriate and cost-effective use of medicines. Work with a multidisciplinary, patient focused approach to help us to deliver an efficient, high quality healthcare service.
* Be responsible for the Pharmacy services on a day-to-day basis,
* Support and deputise for the Pharmacy lead in establishing and maintaining robust clinical governance arrangements (risk management, audits, etc) for all aspects of medicines management within the site
* Plan, deliver and evaluate pharmaceutical care to meet patient’s health and well-being.
* Use clinical pharmacy experience and knowledge to contribute to the design of new ways of working, utilising digital systems, and designing new processes to ensure maximum levels of safety and quality
* Develop and advance personal skills and clinical knowledge relating to the hospital’s elective specialities, including prescribing, screening, advising and optimising medicines use in these areas in line with clinical leadership and management dimensions of appropriate framework i.e., RPS/Healthcare Leadership Model

**Person Specification**

**Qualifications**

Essential

* Master's degree in Pharmacy or equivalent
* Current registration as a pharmacist with the General Pharmaceutical Council (GPhC)
* Postgraduate qualification in clinical pharmacy or willing to work towards a qualification

**Experience**

Essential

* Experience working in hospital, PCN or community pharmacy in the UK
* Experience of applying clinical reasoning skills to a range of complex and varied patient requirements

The post holder will play a key role within the pharmacy team delivering services across a variety of elective specialities such as Orthopaedics, Ophthalmology, and Endoscopy. They will assist in the provision and development of leading clinical pharmacy services for all outpatients departments, recovery, inpatient ward/s and operating theatres and will:

* Provide an exemplary pharmacy service in accordance with current legislation, accepted professional and ethical standards and clinical requirements.
* Provide clinical ward and dispensary cover
* Provide advice and support to consultants, other clinicians and patients ensuring the safe, appropriate and cost-effective use of medicines. Work with a multidisciplinary, patient focused approach to help us to deliver an efficient, high quality healthcare service.
* Be responsible for the Pharmacy services on a day-to-day basis,
* Support and deputise for the Pharmacy lead in establishing and maintaining robust clinical governance arrangements (risk management, audits, etc) for all aspects of medicines management within the site
* Plan, deliver and evaluate pharmaceutical care to meet patient’s health and well-being.
* Use clinical pharmacy experience and knowledge to contribute to the design of new ways of working, utilising digital systems, and designing new processes to ensure maximum levels of safety and quality
* Develop and advance personal skills and clinical knowledge relating to the hospital’s elective specialities, including prescribing, screening, advising and optimising medicines use in these areas in line with clinical leadership and management dimensions of appropriate framework i.e., RPS/Healthcare Leadership Model
* If qualified as a non-medical prescriber, to maintain prescribing practice within area of competence and develop new areas of competence as necessary and according to local service needs
* Have delegated responsibility for specific aspects of the pharmacy service as agreed with the pharmacy lead
* Provide specialised professional medicines management training to other clinical staff
* Contribute to quality improvement.
* Promote people’s equality, diversity and rights.

**MAIN DUTIES & RESPONSIBILITIES**

1. ***Specialist Clinical Practice***
2. Provide a comprehensive clinical pharmacy service in accordance with Practice Plus group polices and standards including:
	* Individual prescription review to optimise therapy
	* Confirmation of the patient’s medication history
	* Advice on dosage, side effects, cautions and monitoring required
	* Advise on administration of medicines
	* Appropriate and clear endorsing of prescriptions to ensure safe practice
	* Monitor the effect and appropriateness of medication
	* Educate the patients with regards to managing their medication
	* Communication with other staff members to ensure efficient transfer of care
	* Medicines reconciliation
	* Inpatient medication drug chart reviews & audits
	* Discharge planning
3. Clinical scope (not exhaustive):
	* Perioperative medicine management
	* Postoperative analgesia
	* Postoperative nausea and vomiting
	* Antimicrobial stewardship
	* VTE prevention (specifically Hospital Acquired Thrombosis)
	* Perioperative care of the elderly patient
	* Enhanced recovery
	* Medicine optimisation
4. Participate in ward rounds, clinical meetings or out-patient clinics as appropriate in order to provide pharmaceutical advice to prescribers and other health care professionals
5. Contribute to the monitoring of safe, effective and economic use of medicines in accordance with national and local guidelines
6. Participate in the appraisal and review of medicines with evidence-based practice for local formulary
7. Contribute to the development, implementation and monitoring of protocols for medicines, in response to clinical and business needs and in accordance with local and national standards, guidelines and legislation.
8. Be aware of medicines management/medicines safety issues and where appropriate ensure Datix incident forms are completed, risk assessments are undertaken and any learning is implemented and shared.
9. Act as a knowledge base/resource for the hospitals specialities and keep up to date with current trends and research.
10. Be responsible for the screening and checking of prescriptions and dispensed items
11. Maintain confidentiality at all times
12. ***Collaborative working relationships***
13. Develop good working relationships and communication with all clinical and managerial staff within the hospital
14. Be an active member of the pharmacy department and an integral member of your multidisciplinary team to ensure continuous two-way exchange of information
15. Use available information to influence prescribers. Keep up-to-date with prescription protocols and legislation at a local and national level and openly relate and discuss this with all members of the clinical team
16. Adapt and respond quickly to new evidence-based information with it becomes accredited and available
17. Partake in the quarterly antimicrobial stewardship CCG meetings and VTE meetings to share knowledge and to deliver an effective service locally
18. Use experience and clinical judgement to assist in problem solving and troubleshooting within the pharmacy department
19. Contribute to the planning, co-ordination and delivery of pharmacy services and lead by example and act as a role model for bank and locum pharmacists.
20. Contribute to and help implement the pharmacy clinical governance plans
21. Actively promote the clinical pharmacy service and share achievements locally
22. ***Education, Training & Development***
23. Deliver monthly medicines management training to clinical staff and chair quarterly meeting
24. Identify pharmacy related training needs, and implement programmes locally
25. To be a postgraduate tutor (pre-registration/foundation training, or diploma) for pharmacy staff as required
26. Complete and maintain all statutory and mandatory training required
27. Participate in the annual appraisal process
28. Maintain clinical expertise and develop particular areas of interest as appropriate
29. Be aware of developments within own area of practice
30. ***Research and Evaluation***
31. Participate in the completion of audits to comply with practice plus group governance requirements
32. Support quality improvement initiatives in line with the site and the group strategic and quality agenda
33. ***Environment***
34. High level of concentration, precision and accuracy
35. Standing for prolonged periods, lifting and handling of equipment and moving between departments
36. Work flexibly in line with hours of operation. Subject to review.
37. **Health and Safety**
38. As an employee of Practice Plus Group, the post holder has a duty under the Health and Safety at Work Act 1974, to: -
* Take reasonable care of the health and safety of themselves and all other persons who may be affected by their acts or omissions at work.
* Co-operate with their employer to ensure compliance with Health and Safety legislation and the Health and Safety policies and procedures of the treatment centre, not intentionally or recklessly interfere with, or misuse, anything provided in the interests of health, safety, or welfare, in pursuance of any of the relevant statutory provisions.
1. **Data Protection**
2. The post holder must at all times respect the confidentiality of information in line with the requirements of the Data Protection Act. This includes, if required to do so, obtain, process and/or use information held on a computer in a fair and lawful way, to hold data only for the specified registered purposes and to use or disclose data only to authorised persons or organisations as instructed.

*This list of duties and responsibilities is not exhaustive and the post holder may be required to undertake other relevant and appropriate duties as reasonably required.*

*This job description is subject to regular review and appropriate modification.*

**Person Specification: Specialist Clinical Pharmacist**

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|  | **Essential/ Desirable** | **Application Form/ Interview** |
| **Qualifications/training and professional development** |
| Master's degree in Pharmacy or equivalent | E | A |
| Current registration as a pharmacist with the General Pharmaceutical Council (GPhC) | E | A |
| Member of the Royal Pharmaceutical Society | D | A |
| Postgraduate qualification in clinical pharmacy or willing to enrol in a Postgraduate programme | E | A |
| Independent prescribing qualification or willing to work towards a qualification | D | A |
| Accredited as a tutor for trainee pharmacists and/or clinical Diploma | D | A |
| **Experience** |
| Experience as a Specialist Clinical Pharmacist working in hospital, PCN or community pharmacy in the UK  | E | A/I |
| Experience of applying clinical reasoning skills to a range of complex and varied patient requirements | E | A/I |
| Demonstrable skills working multi-disciplinary teams | E | A/I |
| Experience working with Electronic Prescribing and Medicines Administration (ePMA) systems | D | A/I |
| Experience with high-cost drugs and NHS commissioning pathways  | D | A/I |
| Experience as a rotational pharmacist win a range of clinical specialities and in surgery in particular | D | A/I |
| **Skills, abilities and knowledge** |
| Broad knowledge of therapeutics and application to clinical practice | E | A/I |
| Evidence of ability to appropriately recommend, substantiate and communicate therapeutic options to patients and healthcare staff | E | A/I |
| Knowledge of evidence-based medicine, formulary application / management processes and drug use evaluation | E | A/I |
| Knowledge of medicines safety, risk management and governance agenda and its application to the clinical role | E | A/I |
| Maintain specialist clinical knowledge and skills relevant to the area of practice | E | A/I |
| Time management and prioritisation skills | E | A/I |
| Good IT skills including Microsoft Office and pharmacy systems | E | A/I |
| Evidence of involvement in pharmacy practice research and/or audit | D | A/I |
| **Attitude** |
| Deal with confidential issues in a professional and sensitive manner | E | A/I |
| Able to work under pressure and take steps to manage personal resilience | E | A/I |
| Adaptable and innovative in approach to work and projects | E | A/I |
| Professional attitude and acts as a role model | E | A/I |
| Positive attitude to change processes and service transformation | E | A/I |
| Ability to work unsupervised and alone | E | A/I |