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| **Job Title** | Clinical Pharmacist |
| **Line Manager** | Practice Manager |
| **Accountable to** | Partners |
| **Hours per week** | 37.5 |

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| **Job Summary** |
| An exciting opportunity has arisen for a Clinical Pharmacist to join our growing multi-disciplinary team, based at Great Lumley and Pelton and Fellrose Surgeries based in Chester le Street. We are continually seeking new ways to support and improve local healthcare to our patient population.  Teamwork, flexibility, enthusiasm, and the ability to prioritise tasks effectively are essential skills.  **Main duties of the job**  Working within your clinical and professional boundaries in a patient facing role as part of a multi-disciplinary team to manage medicines on transfer of patient care and systems for safer prescribing. Perform face to face structured medication reviews with polypharmacy, especially for those with frailty and/or with multiple co-morbidities as well as undertaking reviews of patients with specific long-term conditions that fall within your competency.  Work in partnership with stake holder organisations to improve the safety and quality of care for patients and manage medicines on transfer of care. Deliver medicines optimization within the GP Practices including the provision of specialist professional pharmaceutical advice and services to ensure that the safe and cost-effective use of medicines. This will involve work to deliver key medicines optimization outcomes against an ICB set work plan. Contribute to quality improvement and clinical audit, as well as supporting aspects of the Quality and Outcomes Framework, medicines safety and antibiotic stewardship. You will also be required to contribute towards practice financial stability through medicines optimization and related targets in QOF.  The post holder will comply with the organisations policies and procedures.  **About us**  The successful candidate will be joining a supportive multi-disciplinary team of GP's, Advanced Nurse Practitioners, Practice Nurses, Pharmacy Technicians and a supportive admin and reception team.  We are committed to the ongoing development of our team, which includes mandatory and developmental training for all our staff. Team members are encourage to highlight any training they feel would benefit them in the achievement of their role |

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| **Job Description** |
| **Job Responsibilities**  Patient facing  Working within the practice-based team to undertake medication reviews particularly in high-risk groups such as   * Frail elderly * Polypharmacy * Patients on high-risk medicines * Hospital discharges   Review on the ongoing need for medicines optimisation. Make appropriate recommendations for medicines improvement.  **Patient facing Structured Medication Reviews**  Undertake structured medication reviews with patients and produce recommendations for nurses and/or GPs on prescribing and monitoring.  This would be a level 3 clinical medication review looking at the patient's full clinical condition, blood monitoring, interface care arrangements, social isolation etc., including reducing inappropriate polypharmacy and wasteful prescribing.  **Care Home Medication Reviews**  Undertake structured medication reviews and produce recommendations for nurses or GPs on prescribing and monitoring.  **Patient facing/Telephone medicines support.**  Provide patient facing and telephone clinics for those with questions, queries, and concerns about their medicines.  **Medicine information to practice staff and patients**  Answer relevant medicine-related enquiries from HP's, other practice staff, other healthcare teams, (e.g., community pharmacy) Suggesting solutions and providing follow up.  **Management of medicines at discharge from hospital**  To reconcile medicines following discharge from hospitals, intermediate care and into care homes, including identifying and rectifying unexplained changes and working with patients and community pharmacists to ensure patients receive the medicines they need post discharge.  **Medicines Optimisation**  Deliver medicines optimisation outcomes against ICB workplan dealing with cost saving initiatives.  **Interface**  Interface with community and hospital pharmacy colleagues and develop referral processes between primary care professionals including the [promotion of the repeat dispensing service.  **Repeat Prescribing**  Participate in the repeat prescribing reauthorisation process by reviewing patients requests for repeat prescriptions and reviewing medicines reaching review dates and flagging up those needing a review.  Ensure appropriate monitoring tests in place when required.  **Service Development**  Contribute pharmaceutical advice for the development and implementation of new services that have medical components (e.g., advice on treatment pathways and patient information leaflets)  **Medicines Quality Improvement**  Undertake clinical audits of prescribing in areas directed by the GP's, feedback the results and implement changes in conjunction with the practice team.  **Knowledge, Skills and Experience Required**  Completion of an undergraduate degree in pharmacy and registration with the General Pharmaceutical Council.  Have experience and an awareness of common acute and long-term conditions that are likely to be seen in General Practice  May hold or be willing to work towards an independent prescribing qualification.  Recognises priorities when problem solving and identified deviations from normal pattern and can refer to seniors or GP's when appropriate.  Able to follow legal, ethical, professional, and organisational policies/procedures and codes of conduct.  Involve patients in decisions about prescribe medicines and supporting adherence as per NICE guidelines.  **Leadership**  Demonstrate understanding of the pharmacy role in governance and is able to implement this appropriately within the workplace  Demonstrate ability to motivate delf to achieve goals.  Promotes diversity and equality in people management techniques and leads by example. |
| **Generic responsibilities** |
| All staff at this organisation have a duty to conform to the following:  **Equality, Diversity, and Inclusion**  A good attitude and positive action towards [Equality Diversity & Inclusion](https://www.england.nhs.uk/about/equality/workforce-eq-inc/) (ED&I) creates an environment where all individuals are able to achieve their full potential. Creating such an environment is important for three reasons – it improves operational effectiveness, it is morally the right thing to do and it is required by law.  Patients and their families have the right to be treated fairly and be routinely involved in decisions about their treatment and care. They can expect to be treated with dignity and respect and will not be discriminated against on any grounds including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. Patients have a responsibility to treat other patients and our staff with dignity and respect.  Staff have the right to be treated fairly in recruitment and career progression. Staff can expect to work in an environment where diversity is valued, and equality of opportunity is promoted. Staff will not be discriminated against on any grounds including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. Staff have a responsibility to ensure that they treat our patients and their colleagues with dignity and respect.  **Safety, Health, Environment and Fire (SHEF)**  This Practices are committed to supporting and promoting opportunities for staff to maintain their health, wellbeing and safety.  The post holder is to manage and assess risk within the areas of responsibility, ensuring adequate measures are in place to protect staff and patients and monitor work areas and practices to ensure they are safe and free from hazards and conform to health, safety and security legislation, policies, procedures and guidelines.  All personnel are to comply with the:   * [Health and Safety at Work Act 1974](https://www.hse.gov.uk/legislation/hswa.htm) * [Environmental Protection Act 1990](https://www.legislation.gov.uk/ukpga/1990/43/contents) * [Environment Act 1995](https://www.legislation.gov.uk/ukpga/1995/25/contents) * [Fire Precautions (workplace) Regulations 1999](https://www.legislation.gov.uk/uksi/1999/1877/contents/made) * [Coronavirus Act 2020](https://www.legislation.gov.uk/ukpga/2020/7/contents/enacted)   **Confidentiality**  The Practices are committed to maintaining an outstanding confidential service. Patients entrust and permit us to collect and retain sensitive information relating to their health and other matters pertaining to their care. They do so in confidence and have a right to expect all staff will respect their privacy and always maintain confidentiality.  It is essential that, if the legal requirements are to be met and the trust of our patients is to be retained, all staff protect patient information and provide a confidential service.  **Quality and Continuous Improvement (CI)**  To preserve and improve the quality of Practice outputs, all personnel are required to think not only of what they do but how they achieve it. By continually re-examining our processes, we will be able to develop and improve the overall effectiveness of the way we work.  The responsibility for this rests with everyone working within the practices to look for opportunities to improve quality and share good practice and to discuss, highlight and work with the team to create opportunities to improve patient care.  This organisation continually strives to improve work processes which deliver healthcare with improved results across all areas of our service provision. We promote a culture of continuous improvement where everyone counts, and staff are permitted to make suggestions and contributions to improve our service delivery and enhance patient care.  Staff should interpret national strategies and policies into local implementation strategies that are aligned to the values and culture of general practice.  All staff are to contribute to investigations and root cause analyses whilst participating in serious incident investigations and multidisciplinary case reviews.  **Managing information**    All staff should use technology and appropriate software as an aid to management in the planning, implementation and monitoring of care and presenting and communicating information.  Data should be reviewed and processed using accurate SNOMED/read codes in order to ensure easy and accurate information retrieval for monitoring and audit processes.  **Service delivery**  Staff will be given detailed information during the induction process regarding policy and procedure.  The post holder must adhere to the information contained within practice policies and regional directives, ensuring protocols are adhered to at all times.  **Security**  The security of the organisation is the responsibility of all personnel. The post holder must ensure they always remain vigilant and report any suspicious activity immediately to their line manager.  Under no circumstances are staff to share the codes for the door locks with anyone and are to ensure that restricted areas remain effectively secured. Likewise, password controls are to be maintained and are not to be shared.  **Professional conduct**  All staff are required to dress appropriately for their role.  Practice staff members are to familiarise themselves and comply with local practice protocol. |

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| **Person specification – Clinical Pharmacist** | | |
| **Qualifications** | **Essential** | **Desirable** |
| When a Practice employs or engages a Clinical Pharmacist under the Additional Roles Reimbursement Scheme, the Practice must ensure that the Clinical Pharmacist is enrolled in, or has qualified from, an approved 18-month training pathway or equivalent that equips the Clinical Pharmacist to:   1. Be able to practice and prescribe safely and effectively in a [primary care setting](https://www.cppe.ac.uk/wizard/files/general-practice/clinical-pharmacists-in-general-practice-education-brochure.pdf) (for example, the [CPPE](https://www.cppe.ac.uk/career/clinical-pharmacists-in-general-practice-education#navTop) Clinical Pharmacist training pathways) 2. Deliver the key responsibilities outlined in Annex B of the [Network Contract Agreement DES Specification PCN Requirements and Entitlements dated 2 June 2023](https://www.england.nhs.uk/wp-content/uploads/2023/03/PRN00157-ncdes-updated-contract-specification-23-24-pcn-requirements-and-entitlements-updated.pdf) | ✓ |  |
| GPhC registered pharmacist | ✓ |  |
| Masters degree in pharmacy (MPharm) (or equivalent) | ✓ |  |
| Independent prescriber or working towards/intent of gaining independent prescribing qualification | ✓ |  |
| CPPE primary care pathway training course or working towards/intent of completing | ✓ |  |
| Specialist knowledge acquired through postgraduate diploma level or equivalent training/experience |  | ✓ |
| **Experience** | **Essential** | **Desirable** |
| Minimum of two years working as a pharmacist demonstrated within a practice portfolio | ✓ |  |
| In depth therapeutic and clinical knowledge and understanding of the principles of evidence-based healthcare | ✓ |  |
| An appreciation of the natures of GP's and General Practice and PCN's | ✓ |  |
| An appreciation of the nature of primary care prescribing, concepts of rational prescribing and strategies for improving prescribing | ✓ |  |
| Excellent interpersonal, influencing and negotiating skills | ✓ |  |
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| Good IT Skills | ✓ |  |
| Recognises priorities when problem solving and identifies deviations from the normal pattern and is able to refer to seniors or GP's when appropriate | ✓ |  |
| Able to work under pressure and to meet deadlines | ✓ |  |
| Gain acceptance for recommendations and influence/motivate/persuade the audience to comply with the recommendations/agree course of action where there may be significant barriers | ✓ |  |
| Work effectively independently and as a team member | ✓ |  |
| Demonstrates accountability for delivering professional expertise and direct service provision | ✓ |  |
| Is able to plan, manage, monitor, advise and review general medicine optimisation issues in core areas for long term conditions |  | ✓ |
| Ability and willingness to travel between practices |  | ✓ |
| Safeguarding adult and children level 3 |  | ✓ |
| UK Work Permit (if required) |  | ✓ |
| **Skills** | **Essential** | **Desirable** |
| Ability to communicate complex and sensitive information effectively with people at all levels by telephone, email, and face to face | ✓ |  |
| Excellent interpersonal, influencing and negotiation skills organisation skills with the ability to constructively challenge the view and practices of managers and clinicians | ✓ |  |
| Knowledge of IT systems, including ability to use word processing skills, emails and the internet to create simple plans and reports | ✓ |  |
| Ability to plan, manage, monitor, advise and review general medicine optimisation issues in core areas for long term condition | ✓ |  |
| Clear, polite telephone manner | ✓ |  |
| Good clinical system IT knowledge of EMIS/SystmOne | ✓ |  |
| Ability to promote best practice regarding all pharmaceutical matters | ✓ |  |
| Effective time management (planning and organising) | ✓ |  |
| Demonstrate personal accountability, emotional resilience, and work well under pressure. | ✓ |  |
| **Personal qualities** | **Essential** | **Desirable** |
| Ability to follow legal, ethical, professional and organisational policies/procedures and codes of conduct | ✓ |  |
| Ability to use own initiative, discretion and sensitivity | ✓ |  |
| Able to get along with people from all backgrounds and communities, respecting lifestyles and diversity | ✓ |  |
| Flexible and cooperative | ✓ |  |
| Ability to identify risk and assess/manage risk when working with individuals | ✓ |  |
| Sensitive and empathetic in distressing situations | ✓ |  |
| Able to provide leadership and to finish work tasks | ✓ |  |
| Problem solving and analytical skills | ✓ |  |
| Ability to maintain confidentiality | ✓ |  |
| Knowledge of and ability to work to policies and procedures, including confidentiality, safeguarding, lone working, information governance and health and safety | ✓ |  |
| **Other requirements** | **Essential** | **Desirable** |
| Flexibility to work outside of core office hours | ✓ |  |
| Disclosure Barring Service (DBS) check | ✓ |  |
| Evidence of continuing professional development | ✓ |  |
| Access to own transport and ability to travel across the locality on a regular basis, including to visit people in their own home | ✓ |  |