

Specialist Clinical Pharmacist (Rotational)



Job Title:	Specialist Pharmacist (rotational) Band 7	<i>HR use only</i> Job Reference Number
Report to:	Advanced Pharmacist: Clinical	
Accountable to:	Chief Pharmacist	



Job description

Job purpose

The purpose of the post is to develop and operate high quality clinical pharmacy services to a number of defined clinical areas within a rotation. This is a practitioner post, and the post holder would be expected to work on their own initiative within guidelines and directions from the Head of Clinical Pharmacy Services and to supervise Trainee pharmacists, junior pharmacists, and technical staff.

The post holder will have involvement in policy writing, undertaking and initiating audit and active involvement in training and development of pharmacy staff and other healthcare professional groups.

Job statement

- Act as a specialist pharmacist providing an advanced level clinical pharmacy service to Oncology/Haematology, frailty and older person care, Urgent and Emergency Services in addition to providing clinical pharmacy services across the Trust.
- Prescription monitoring and provision of pharmaceutical care plans ensuring the active involvement of patients and carers.
- Ensure the continuity of pharmaceutical care by provision of drug history, prescription monitoring, clinical monitoring of drugs and discharge planning.
- You will be supported to develop your specialist skills in a range of clinical areas. This will help prepare you for future Advanced-level practice.
- You will develop your skills and role as an Independent Prescriber (IP), registering with the Trust and adhering to Trust and GPhC guidance for prescribing and maintaining competence within your area(s) of practice and expertise.
- Be provided training to support your leadership and management skills.
- Be actively involved in the training and development of pharmacy team members, including practice and educational supervision roles.
- Be actively involved in the training and development of other health care professionals.
- Actively support medicines safety including supporting the investigation of medicines safety incidents.
- Provide line management support to pharmacy team members.
- Support in education and health promotion with patients and the public.
- Represent pharmacy in Trust meetings.
- Provide a core weekday service with some weekend and on-call duties.
- On-call pharmacist duties are undertaken from home and calls are first screened via the Trust Clinical Site Management Team to ensure they are appropriate.

OUR VALUES
care



Compassion



Accountable



Respect



Everyone counts

Organisation chart



Communication and relationships

- Participate in and assist in the provision of clinical pharmacy services to the Trust in liaison with the Clinical Pharmacy Team Leaders.
- Be a pharmaceutical representative at Trust meetings within defined clinical specialities providing advice on medicines' use and expenditure.
- Liaise with Medical, Nursing and other staff in the provision and development of clinical pharmacy services, including complex drug or medication related information, and act on any associated problems which may arise.
- Liaise with patients, carers, or their relatives as necessary regarding medicines.
- Liaise with the Medicines Management Technicians and Dispensary Team using Microsoft Teams regarding the dispensing and rapid access of medicines to the ward.
- Use the electronic Pharmacy Intervention Notes to convey information to Doctors or Nursing staff regarding patients' medication.
- Use the electronic handover to convey information to pharmacy colleagues regarding optimisation of patients' medication and facilitate the communication of the pharmaceutical plan when processing discharge prescriptions.

- Use Microsoft Teams forms to record clinical interventions for data collection and audit purposes.
- Liaise with Medical, Nursing and other health care staff within the Trust in relation to General Pharmacy Services.
- Liaise with Primary Care professionals where appropriate to ensure accurate and efficient management of medicines.
- Deputise for the Clinical Pharmacy Team Leaders at MDT meetings, Trust and Network level meetings.
- Promptly manage and report own and others' medicines related errors.
- Work with compassion and professionalism in line with NHS and Trust values.

Analysis and Judgement

- Develop a highly specialist knowledge of the clinical specialities and treatment of co-morbidities to promote and support evidence-based medicine within clinical specialities and across the Trust, in order to fulfil the role as a pharmaceutical lead in the specified clinical areas.
- Comply with all Health and Safety and COSHH guidelines in order to protect own personal safety and safety of others working with hazardous or cytotoxic materials.
- Ensure that all provisions of the current law relating to pharmacy and medicines are complied with both within the Pharmacy Department and on the wards/departments.
- Required to work with accuracy whilst concentrating for long periods of time, dealing with pressurised deadlines, constant interruptions or stressful situations.
- Monitor workload and activity for specialist area and assist in the planning for any developments and changes within the care group that may affect this.
- Identification of specific monitoring requirements / intervention problems, with regard to regular medicines and newly prescribed items.
- To offer medicines information and advice to the specialist area. This involves taking in a lot of complex information and using judgement to formulate an answer or plan of action when there may be numerous options. This complex information then needs to be communicated in a concise appropriate manner.
- Provision of pharmacist review to support the introduction of new drugs onto the formulary.
- Review and ensure safe custody and administration of medicines within the specialist area ensuring they are appropriate for their specific needs.
- Liaise with multidisciplinary team in all aspects of medicines management. This involves both communicating plans and reacting to complex requests.
- Provision of support in the development of Standard Operating Procedures (SOPs), Patient Group Directions (PGDs), Integrated Care Pathways, NICE/NSF implementation and audit, policies, guidelines and protocols within areas of practice.
- Actively participate in the process of audit and quality improvement
- Utilisation of clinical screening, transcribing and prescribing skills (where appropriate) to enhance medicines optimisation.

- Release completed products within Chemotherapy services.
- Supervise and check dispensing of trial drugs in accordance with SOPs.
- Work in line with Good Manufacturing Practice (GMP), demonstrating suitable competency.

Planning and organising

- Prioritise own activity, being flexible and adaptable in the approach to workload, balancing the pressing needs at any particular time.
- Ensure drug history taking or medicines reconciliation is carried out in a timely manner.
- Ensure timely supply of medication to in-patients to avoid missed doses.
- Promote timely production of discharge prescriptions (TTAs) ensuring legality, clarity and completeness of patient details and medicines prescribed.
- Provide support to the management of dispensary pharmacist cover.
- Support the regular inspection of drug storage facilities on wards and departments, including controlled drugs (CDs), and advise nursing and medical staff on the legal control, safe custody and security of drugs.
- Participate in the drug recall system.
- Attend and actively contribute on Consultant ward rounds.
- Plan and organise rotas for weekly pharmacist ward service provision and On-call/weekend pharmacist cover.
- Participate in the internal rota schemes that operate.
- Undertake any other duties that may be allocated by the Head of Clinical Pharmacy Services or Team Leader, and which may reasonably be expected to be undertaken by the post holder.

Patient and client care

- Initiate and actively implement service developments in a clinical speciality including pharmacy-led service developments.
- Actively participate in ward rounds, MDT meetings etc. in the defined clinical specialities.
- Actively manage medicines optimisation according to Trust protocol in order to minimise delays in access to medicines. This will include transcribing of medications and amending prescriptions in line with departmental guidance.
- In conjunction with Clinical Pharmacy Team Leader, develop and undertake Independent prescribing in appropriate areas.
- Provide expert and advanced evidence based pharmaceutical information and advice on medicines to patients, carers, prescribers and other healthcare staff within clinical speciality.
- Liaise with governance leads in pharmacy and on wards to address any risk management issues with medicines to ensure safe practice in the prescribing, administration and disposal of medicines.

To Undertake Clinical Pharmacist duties ensuring:

- The ability to deal with all patients and healthcare personnel in a sympathetic and professional manner.
- Providing pharmacist support to wards to ensure accurate drug history and allergies / sensitivities recording by communication with all relevant healthcare professions and the patient / carers.
- Amendment of prescriptions in accordance with departmental guidance.
- The implementation of local prescribing policies and formulary recommendations.
- Timely drug history taking or Medicines Reconciliation to identify ADRs or non-adherence to drug therapy as a cause of admission, and to prevent interrupted or inappropriate drug therapy compromising Patient Safety.
- Transcribing of an accurate drug history onto EPMA following procedure as part of the MDT.
- Provision of advice to medical and nursing staff regarding medication choices, dosages, administration routes, interactions, monitoring required and duration of treatment.
- Provision of advice to patients to promote medication adherence.
- Routine recording of clinical interventions
- Participation in adverse drug reaction monitoring.
- Awareness of current drug alerts and assist the implementation of drug recalls if required.
- Identification, management and reporting of medicines related errors and near misses.
- Involvement in the provision of medicines supply.

To undertake General Responsibilities including:

- Participation in the late lock-up duty, out of hours service, bank holidays and weekend provision of pharmacy services, and in doing so being solely responsible for the management of the service at these times, including safety and security of the department.
- Responsibility for safe dispensing, checking and issuing of medicines from the dispensary.
- Providing cover for the duties of other pharmacists during periods of absence.
- Participate in and follow procedures related to the Trust Major Incident plan.
- Contribute to the general pharmacy service including non-clinical roles such as within leadership and education/ training.

Service and policy development

- Participate in forward planning initiatives within the department.
- Develop and implement clinical guidelines and other multidisciplinary protocols to optimise therapy/use of medicines within defined clinical speciality.
- Follow Trust and ICB procedures in relation to prescribing formulary/non-formulary/off-licence and unlicensed medicines and the process for adding new medicines to the formulary.

- Develop and implement policies and SOPs to support service development.
- Support development of PGDs with other relevant Healthcare Professionals (pharmacists, AHPs and nursing).

Managing financial resources

- Promote the economic and correct use of medicines.
- Monitor and control of medication expenditure ensuring the cost-effective use of medicines within the Trust.
- Provide evidence based, evaluated economic and safe use of medicines within specialist area, using information from the pharmacy procurement and dispensing computer system.
- Support and advise the Lead Technician for Procurement in dealing with stock shortages and their alternatives.
- Ensure all equipment is maintained and kept in good working order and report signs of faulty equipment.
- Use resources and equipment appropriately and undertake any necessary training and education relating to use of equipment and resource management.
- Manage own workload ensuring effective use of time, money and resources.

People management and development

- Supervise Junior pharmacists, pharmacy technicians, Trainee pharmacists and technicians, and other junior pharmacy personnel as required and to check the work of others.
- Supervise the pharmacy technician comprising the ward pharmacy team.
- Initiate and participate in the training of medical, pharmacy, nursing and other healthcare staff in defined clinical specialities on medicines and pharmaceutical practice when applicable.
- Participate in post-graduate education and training events organised at National, Regional and Trust level.
- Participate in the programme of lectures to nurses and other health service professionals.
- Participate in the training and clinical supervision of Junior pharmacists, Trainee pharmacists, Trainee pharmacy technicians, technicians undertaking extended scope of practice, clinical placements, vacation pharmacy students, work experience students.
- Attend and contribute to in-house departmental education and training sessions and weekly staff meetings/Risk & Safety meetings to ensure good practice and basic knowledge is shared.
- Support the appraisal process by taking responsibility for understanding and completing Mandatory Learning.
- All staff have a personal responsibility to continually review their level of knowledge and expertise in order to keep abreast of the progress of pharmaceutical knowledge and to

maintain a high standard of competence. Undertake post graduate further education to support career development.

- Responsible for self-directed learning as part of the CPD/Revalidation requirements for professional practice and registration with the GPhC. Two hours each month is provided within the contracted hours for specific self-directed or shared learning.
- Responsible for maintaining own professional registration with the GPhC and confirming with the Chief Pharmacist each year.

Information system use and management

- Ability to operate the Pharmacy dispensing system for the purposes of supply and stock control. Access will be at the discretion of the Pharmacy Systems Manager to support the individual's job role.
- Ability to operate the EPMA system (Electronic Prescribing and Medicines Administration). Training will be provided.
- Awareness of the operation of the dispensing robot and electronic medicines cabinets (e.g. Kardex and Omnicell) as required for provision of job role.
- Ability to use the Trust Integrated Information System (eCareLogic). Training will be provided.
- Appropriately access and operate the Summary Care Records (SCR) to gain information relevant to patient care.
- Manage the departmental register for Controlled Drugs (OmniCD).
- Ability to use other Trust electronic systems e.g. SystemOne, Datix
- Use the electronic prescribing system (Aria) for chemotherapy for the purpose of screening and approving prescriptions.

Involvement in surveys and research

- Suggest, initiate and lead on pharmaceutical audit and R&D activities including participation in clinical trials within defined clinical speciality and pharmacy.
- The post holder may be required to assist colleagues in audit activity related to provision of the pharmacy service, medication usage reviews, prescribing issues, patient safety issues.

Freedom to Act and autonomy

- This role is expected to follow standard procedures and policies defined by the organisation relating to the activities described in the job description and any other duties expected of the role. National guidance and regulations must be followed. Some activities will require independent decision making not specifically covered by SOPs or policy.
- The post-holder is required to take full professional responsibility for their actions, decisions made, and advice provided will require justification under scrutiny based on the GPhC requirements for professional ethics and responsibility and the organisation policies.

General compliance:

To comply with all Trust Policies and Procedures, with particular regard to:

- Risk Management
- Health and Safety
- Confidentiality
- Data Quality
- Freedom of Information
- Equality Diversity and Inclusion
- Promoting Dignity at Work by raising concerns about bullying and harassment
- Information and Security Management and Information Governance
- Counter Fraud and Bribery

The Trust has designated the prevention and control of healthcare associated infection (HCAI) as a core patient safety issue. As part of the duty of care to patients, all staff are expected to:

- Understand duty to adhere to policies and protocols applicable to infection prevention and control.
- Comply with key clinical care policies and protocols for prevention and control of infection at all time; this includes compliance with Trust policies for hand hygiene, standards (universal) infection precautions and safe handling and disposal of sharps.
- All staff should be aware of the Trust's Infection Control policies and other key clinical policies relevant to their work and how to access them.
- All staff will be expected to attend prevention and infection control training, teaching and updates
- (induction and mandatory teacher) as appropriate for their area of work, and be able to provide evidence of this at appraisal.

To perform your duties to the highest standard with particular regard to effective and efficient use of resources, maintaining quality and contributing to improvements.

Ensure you work towards the Knowledge and Skills Framework (KSF) requirements of this post. KSF is a competency framework that describes the knowledge and skills necessary for the post in order to deliver a quality service.

Your behaviour will demonstrate the values and vision of the Trust by showing you care for others, that you act professionally as part of a team and that you will continually seek to innovate and improve. Our vision, values and behaviours have been designed to ensure that everyone is clear about expected behaviours and desired ways of working in addition to the professional and clinical requirements of their roles.

Perform any other duties that may be required from time to time.

Patients come first in everything we do. Every post holder can make a difference to a patient's experience. You will come across patients as you walk around the hospital; we rely on all our staff to be helpful, kind and courteous to patients, visitors and each other.

Ensure you adhere to and work within local and national safeguarding children legislation and policies including the Children Act 1989 & 2004 , Working Together to Safeguard Children 2013, 4LSCB guidance and the IOW Safeguarding Policy.

Ensure you adhere to and work within the local Multiagency safeguarding vulnerable adults policies and procedures

Ensure that you comply with the Mental Capacity Act and its Code of Practice when working with adults who may be unable to make decisions for themselves.

This job description may be altered to meet changing needs of the service, and will be reviewed in consultation with the post holder

Key Skills required undertaking this role.	On Appointment (Essential)			After 12 months in post			At 2 nd Gateway (Desirable on appointment)			How this will be measured.
Qualifications and role specific knowledge*	Master's Degree of Pharmacy. Registration with the GPhC. Diploma in Clinical Pharmacy practice or equivalent experience. Completed general level Foundation framework competency training. Significant experience of working in a pharmaceutical environment. Significant clinical pharmacy knowledge and experience. Significant experience of working in hospital pharmacy. Knowledge of national guidelines relating to medicines and pharmaceutical practice. Specialist knowledge and experience in clinical speciality.			Completion of in-house induction training and relevant training programmes for pharmacists and demonstration of competence Completion of Clinical Practice qualification Understanding of pharmaco-economic considerations in specialty areas Working knowledge and application of pharmacy systems.			Independent prescribing. Specialist training in Clinical Speciality.			Interview GPhC register Reference Appraisal Formal competencies Certificates
Safeguarding Children **	1	2	3	1	2	3	1	2	3	Appraisal
Physical Skills	Able to work at a continuous level of high concentration. Excellent time management.									Interview Occupational Health assessment if needed
Dementia Awareness	Level 1			Level 1			Level 1			Appraisal

Aptitudes	<p>Self-motivated.</p> <p>Articulate and numerate.</p> <p>Accurate and precise</p> <p>Honest, trustworthy, reliable and discrete.</p> <p>Clean and presentable in appearance.</p> <p>Enthusiastic and willing to learn.</p> <p>Adaptable and innovative in approach to work and projects.</p> <p>Uses initiative and open to change/use of new technology/extended roles.</p> <p>Professional attitude.</p> <p>Team player.</p> <p>Good health.</p> <p>Willing to participate in personal development.</p> <p>Prepared to work outside normal working hours.</p>	<p>Participation in on-call rota</p> <p>Week-end cover including management of admissions</p>	<p>Completion of development opportunities in leadership skills</p> <p>Independent and lateral thinker</p>	<p>Interview</p> <p>Reference</p> <p>Appraisal</p>
Abilities	<p>Ability to plan, prioritise and organise workload.</p> <p>Able to record information accurately.</p> <p>Able to work as part of a team or as an individual with a flexible approach to duties.</p>	<p>Able to identify and resolve clinical/ technical problems in chemotherapy services.</p>	<p>Presentation skills.</p> <p>Teaching skills.</p> <p>Change management.</p>	<p>Interview</p> <p>Reference</p> <p>Appraisal</p>

	<p>Able to share learning with others.</p> <p>Able to apply clinical knowledge.</p> <p>Able to interpret complex clinical data.</p> <p>Ability to relate well at all levels within the NHS.</p> <p>Able to negotiate with other healthcare professionals in relation to pharmaceutical care of patients.</p> <p>Able to perform accurate and complex calculations.</p> <p>Able to recognise own limitations and boundaries.</p> <p>Problem solving and decision-making skills.</p> <p>Ability to work effectively with senior clinical personnel.</p> <p>Ability to work effectively under pressure.</p> <p>Attention to detail.</p> <p>Reflective skills.</p>			
Communication Skills	<p>Fluent in oral and written English.</p> <p>Approachable and diplomatic.</p> <p>Excellent verbal and written communication skills.</p>	<p>Relates well to all grades of staff.</p> <p>Relates well to other disciplines.</p>		<p>Interview</p> <p>Reference</p> <p>Appraisal</p>

		Relates well to patients.		
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* = State knowledge required in terms of level of competence NOT X years' experience, as this is age discriminatory

** indicate the level of mandatory Safeguarding Children Training this post needs 1,2 or 3.

When submitting a job description for evaluation, it must be accompanied by a Job Description Risk Assessment form

SUPPLEMENTARY JOB DESCRIPTION INFORMATION

Post Title: Specialist Clinical Pharmacist (rotation) Band 7 (with edc)
Ward/Dept and Site: St Mary's hospital, Pharmacy
Date Completed: January 2025

1. General Information about the post.

Location	%	Location	%	Location	%
Computer based	10	Home		Outpatients Clinic	
Laboratory		Kitchen		Community based	
Ward area	70	Stores		Workshop	
In a vehicle		Pharmacy	20	Theatre environment	

Indicate below if any of these apply

Location	%	Location	%	Location	%
Isolated locations		Outdoors		Works on their own	
Works with patients in isolation e.g. in their own home		Works with patients – assistance is accessible.	15	Required to be in a building on their own for periods of time	When on call
Working hours					
Full time	yes	Part time			
Office hours		Hours worked as a shift		Hours worked at night	varies
Concentration and Levels of Interruptions					
Required to concentrate for long periods of time	yes	Required to concentrate for short periods of time			
Interruptions throughout the day		Constant	yes	Occasional	

All criteria require a indication of whether the post holder will be expected to work in or be directly exposed to the following factors. Please use the comments box to provide details including frequency (e.g. how many times per shift)

2. Working Conditions	Frequency				
	Certain	Likely	Possible	Unlikely	Rare / Not at all
Working in bad weather e.g. when it is windy or/and raining.					x
Excessive temperatures				x	
Unpleasant smells/odours					x
Noxious fumes					x
Excessive noise &/or vibration				x	
Use of VDU more or less continuously		x			
Unpleasant substances/non-household waste					x
Infectious Material/Foul Linen				x	
Body fluids, faeces, vomit, blood				x	
Dust/dirt					x
Humidity					
Contaminated equipment or work areas					x
Driving/being driven in normal situations			On call		

Driving/being driven in emergency situations			On call		
Fleas or lice					x
Exposure to dangerous chemicals/ substances in/not in containers			x		
Exposure to aggressive verbal behaviour where there is little/no support				x	
Exposure to aggressive physical behaviour where there is little/no support				x	
Exposure to risks that could result in an acute traumatic injury					x
Undertaking exposure prone procedures					x
Comments: Please use this section to provide any additional details you feel are relevant for the role (e.g. how many times per shift)					
3. Emotional Effort	Frequency				
	Certain	Likely	Possible	Unlikely	Rare/Not at all
Processing (e.g. typing / transmitting) news of highly distressing events				x	
Giving unwelcome news to patients / clients / carers / staff			x		
Caring for the terminally ill			x		
Dealing with difficult situations / circumstances			x		
Designated to provide emotional support to front line staff					x
Communicating life changing events					x
Dealing with people with challenging behaviour	x				
Arriving at the scene of an accident					x
Comments: Please use this section to provide any additional details you feel are relevant for the role (e.g. how many times per shift)					
<p>The post holder will need to support staff through the adversarial experience of giving evidence and being cross examined by counsel and/or family members.</p> <p>The post holder will also be required to liaise with family members who may be challenging, distressed and or aggressive</p>					
4. Physical Effort	Frequency				
	Certain	Likely	Possible	Unlikely	Rare/Not at all
Working in uncomfortable/ unpleasant physical conditions			x		
Working in physically cramped conditions				x	

Lifting weights, equipment or patients using mechanical aids					x
Lifting weights/ equipment or patients without mechanical aids					x
Making repetitive movements			x		
Climbing or crawling					x
Manipulating objects			x		
Manual digging					x
Running					x
Standing / sitting with limited scope for movement for long periods					x
Kneeling, crouching, twisting, bending or stretching					x
Standing/walking for substantial periods of time			x		
Heavy duty cleaning					x
Pushing / pulling trolleys or similar				x	
Working at heights					x
The job requires to be trained in control and restraint.					x

Comments: Please use this section to provide any additional details you feel are relevant for the role (e.g. how many times per shift)

5. Mental Effort	Frequency				
	Certain	Likely	Possible	Unlikely	Rare/Not at all
Carry out formal student / trainee assessments	x				
Carry out clinical / social care interventions	x				
Analyse statistics	x				
Operate equipment machinery					
for more than ½ a shift					x
for less than a shift					x
Give evidence in a court / tribunal / formal hearings			x		
Attend meetings (describe types of meeting and post holders role)		x			
Carry out screening tests/ microscope work					x
Prepare detailed reports			x		
Check documents	x				
Carry out calculations	x				
Carry out clinical diagnosis		x			
Carry out non-clinical fault finding		x			

NB, the post holder will be conducting, rather than undergoing examination / cross examination in court etc
The post holder will need to produce, draft, edit evidence etc

Signed by post holder*: _____ Date

Signed by line manager: _____

Date

* in the case of new jobs this will have to be an 'estimate' of the demands of the role.