

Job Description

Title: Specialised Frailty Pharmacist

Band: 8a

Staff Group: Pharmacy Care Group

Reports to: Pharmacist Team Lead for Urgent Care

Job Purpose:

- To be the lead pharmacist for Urgent Care Frailty utilising specialist clinical knowledge to provide a high quality pharmaceutical service to patients
 - Support medicines optimisation of patients with frailty within the Emergency Department, the Older Persons Medicine and Frailty Same Day emergency Care (OSDEC) service, and the Acute Medical Unit.
 - Play an integral role in the planning, development and delivery of the Trust's restructuring of patient pathways within frailty and elderly care. This will involve working with members of the MDT in order to provide excellent clinical care as well as developing the Trust's ability to meet the demands of an ageing population.
 - Work with key stakeholders to ensure the delivery of novel integrated services for frail patients across traditional care boundaries.
 - Provide expert clinical knowledge and advice on frailty medicine to enable the Pharmacy department to continue to develop its links with local Primary Care Networks (PCNs), including expanding the opportunity to create integrated roles across the secondary care and primary care boundary.
 - To integrate the de-prescribing tool for use on frailty and elderly care wards which enables pharmacists and medical teams to de-prescribe in a structured and evidenced based manner therefore addressing the issue of polypharmacy.
 - Practice as a non-medical prescriber focusing on frailty in the Emergency Department, OSDEC and the Acute Medical Unit.
 - To carry out general dispensing and associated clinical and pharmaceutical duties and to assist with the provision of the general pharmaceutical service
 - To provide expert advice on pharmaceutical matters when carrying out clinical pharmacy services to wards
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Key Responsibilities

Shared Core Functions

- Proactively and positively contribute to the achievement of deliverables through individual and team effort. Manage the production of the required deliverables and control risks.
- Support team members to deliver on their functionally relevant objectives through offering advice, guidance and support as appropriate.
- Ensure that resources are used effectively and in accordance with agreed procedures
- Liaison with Senior Professionals and related functions to ensure that work is neither overlooked nor duplicated

- Build and sustain effective communications with other roles involved in the shared services as required
- Maintain and continuously improve specialist knowledge in an aspect of Health Service which significantly contributes to the Trust's stated objectives & aims
- Establish and maintain strategic links with a range of external partners/stakeholders or manage the links made through the team. Engage with external partners/stakeholders to gain their necessary level of contribution & commitment to the successful delivery of your work.
- Undertake evidence-based practice for either developments relating to Trust work or opportunities for Trust involvement around health issues
- Increase the level of knowledge & skills within the Trust through documenting key learning's and supporting others to develop their professional abilities.
- Dissemination of knowledge, taking full responsibility for technical accuracy and reliability and being sensitive to the wider implications of that dissemination.
- Ensure that expertise is seen as a resource within and outside the Trust and form working partnerships with government departments, national agencies and key stakeholders internationally, nationally, regionally and across sectors.

Specific Core Functions:

- To lead the clinical pharmacy service for frailty in order to ensure clinically effective, safe and cost efficient use of medicines.
- To support the medicines optimisation of patients with frailty within SDEC, the OPM wards and in admission areas.
- To resolve highly complex pharmaceutical issues and provide balanced reviews of medicines used in frailty and elderly care medicine.
- To provide expert pharmaceutical advice on issues across the organisation, analysing a range of highly complex facts.
- To ensure that issues relating to pharmaceutical care in frailty medicine are appropriately represented.
- To liaise with consultants, nurses and allied healthcare professionals regarding pharmaceutical matters related to frailty in the SDEC area and on the OPM wards and admission areas.
- Work with key stakeholders in the delivery of services for frail patients across traditional care boundaries.
- Practise as a non-medical prescriber and include participation in consultant ward rounds. Scope of practice as a non-medical prescriber is in Care of the Elderly and includes: medicine optimisation/reconciliation in line with Trust Policy, Antibiotic Stewardship in line with the Antimicrobial Guideline, Deprescribing of inappropriate medications for patients at high risk of falls (STOPP/START) in line with medical team management.
- To provide leadership and guidance to the pharmacists and medicines management pharmacy technicians who are on rotation within frailty and OPM to provide an excellent model of service for medicines optimisation for patients on frailty and OPM wards.
- Deliver a structured training program for junior pharmacists in frailty and OPM specialities, as well as across the wider pharmacy clinical service.
- To actively participate in frailty medicine clinical governance meetings and ensure all relevant pharmaceutical issues are addressed.
- To provide evaluated pharmaceutical and financial information to pharmacy managers, lead consultants and other directorate staff.
- To provide monthly financial reports on drug expenditure to identify and implement cost saving initiatives associated with medication use within frailty across the Trust.
- To provide a monthly report detailing progress on the directorates' 'cost improvement program'

- Contribute to improved patient outcomes through appropriate use of medication e.g. use of low dose antipsychotics in dementia; bone protection for those at risk of falls; early identification of patients at risk of AKI.
- Respond to and document clinical and pharmaceutical queries from prescribers, pharmacists and care staff relating to prescribing and dispensing of medication to frail individuals, which may be of an urgent and unpredictable nature.
- Influence frail patients to improve concordance with treatment in order to achieve better health outcomes.
- Liaise and communicate sensitively and effectively with frail patients and/or carers, who on occasions may be resistant to change, on subjects which are often of a very sensitive nature, on all aspects of good medicines optimisation with the objective of optimising patient outcomes.
- Horizon scanning to ensure patients within frailty and OPM have access to the latest approved evidence-based medicines.
- To review new product requests for items to be used in frailty medicine for presentation at the Formulary and Medicines Group.
- To identify changes in prescribing practice that may impact on the drug budget.
- To identify and review the unlicensed use of medicines used in frailty medicine to ensure quality, efficacy and safety in line with the Trust policy on the use of unlicensed drugs.
- Be mindful of the need for the Trust and pharmacy department to work in an efficient and cost-effective manner, taking every opportunity to recommend, and implement and review changes to current working practices.
- To be mindful of national sustainability agendas including overprescribing when making decisions around individual and speciality medicines optimisation.
- To undertake and participate in audits and research for the directorate and the pharmacy department and implement change if necessary.
- To provide training to members of the MDT on pharmaceutical matters.
- To advise specialist nurses or other appropriate staff in the writing and governance of Patient Group Directions, whilst ensuring standards for the use of Patient Group Directions are upheld at all times.
- Play an integral role in the writing, reviewing and implementation of policies and guidelines relating to medication use within frailty medicine.
- To audit the storage and recording of controlled drugs in OPM wards and clinical areas and advise the directorate on required actions if necessary.

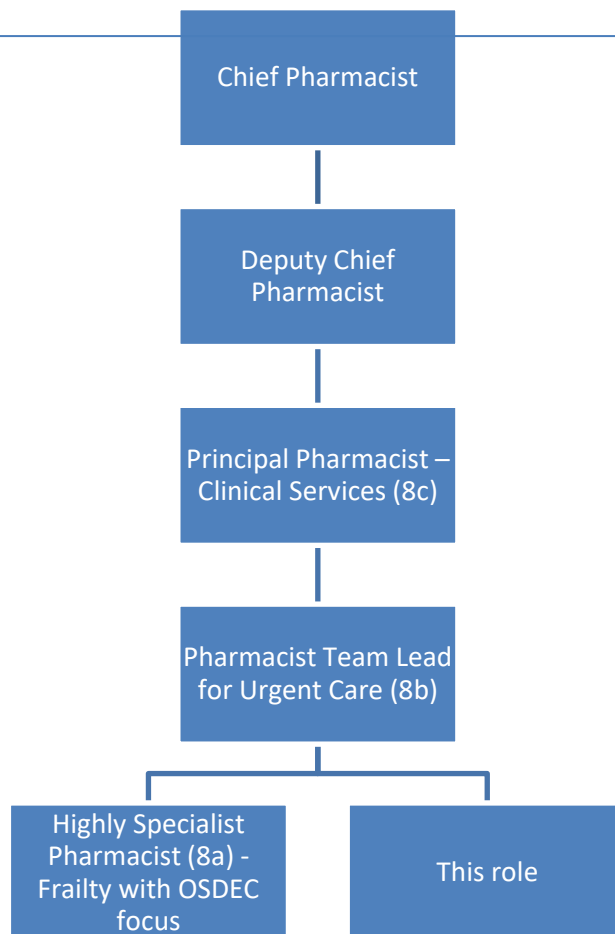
Job Holders are required to:

Job holders are required to act in such a way that at all times the health and well-being of children and vulnerable adults is safeguarded. Familiarisation with and adherence to the Safeguarding Policies of the Trust is an essential requirement for all employees. In addition, all staff are expected to complete essential/mandatory training in this area.

Full time: 37.5 hours per week

Fixed term contract

Organisational Chart



Other

- To assist in selection and recruitment of staff as required
- To undertake regular one to one's and appraisals for managed staff, including setting of their personal development plan and agreed objectives and review as appropriate.
- To effectively manage performance related issues.
- To act as a tutor and mentor for students enrolled onto various post-graduate diploma programs.
- To act as a pre-registration pharmacist tutor if required.
- To assist in the training of all grades of pharmacy staff and other professions within the MDT to nurture both clinical and practical knowledge and expertise within the Trust.
- Professional Input to Dispensary
- To carry out pharmaceutical duties associated with the dispensing of inpatient, discharge and outpatient prescriptions.
- Analyse complex prescriptions from all specialities and advise medical staff if errors are identified or improvements/optimisation in therapy can be made.

- To supervise supporting staff including pharmacy technicians and assistants under the direction of a senior pharmacist.
- To participate in the departmental weekend, late night and Bank Holiday services rotas.
- To maintain the security of medication at all times in line with departmental and Trust policy including non-disclosure of appropriate pharmacy security codes and advising on the safe and secure storage of medicines within clinical areas. To deputise for the Pharmacist Team Manager for Medicine when appropriate.
- To undertake other reasonable duties, within the framework of the post, as directed by members of the department's Pharmacy Management Board.
- Carry out professional duties in accordance with GPhC standards for practice, including the requirement to undertake continuing professional development (CPD) in line with statutory requirements.

This job description does not purport to cover all aspects of the job holder's duties but is intended to be indicative of the main areas of responsibility

 Management Essentials We are proud to offer a comprehensive development programme, Management Essentials, designed to equip staff with the skills and knowledge to become effective managers. This post has been identified as a role that will benefit from this training, and you will be able to enrol in both mandatory and, relevant, optional modules upon commencement with the Trust. Please click here for further information on the Management Essentials programme.	 Leadership Insights Additionally, our new leadership development programme, Leadership Insights, aims to help all newly promoted, existing and aspiring leaders, at every level at the Trust, to recognise, reflect and role model the core principles of people-centred leadership. If, this is of interest to you, you will be able to enrol upon commencement with the Trust. Please click here for further information on the Leadership Insights programme.
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Person Specification

Qualifications

Essential

- Masters or Bachelors Degree in Pharmacy
- Registered with the General Pharmaceutical Council
- Certificate in Clinical Pharmacy
- Completed or studying for Diploma in Clinical Pharmacy

Desirable

- Member of Royal Pharmaceutical Society
- NMP qualification or working towards and eligible for training
- Member of specialist pharmacist practice group e.g. UKCPA

Experience

Essential

- Minimum 3 years hospital pharmacy experience involving clinical pharmacy services
- Experience of dispensary working

Desirable

- Previous experience of Frailty services
- Bank Holiday and weekend working experience
- Working as a specialist pharmacist in an MDT
- Working in a busy hospital ward environment
- Implementing change

Skills and Knowledge

Essential

- Good interpersonal skills
- Excellent communication skills
- Demonstrable ability to prioritise, organise and manage workload in an environment that has frequent disruptions
- Demonstrable ability to motivate self and others
- Demonstrable ability to work in a team
- Demonstrable confidence as a clinical pharmacist
- Demonstrable ability to use initiative
- Demonstrable ability to maintain quality standards
- Sound knowledge of frailty medical therapeutics
- Experience of writing clinical guidelines
- Experience of leading a team

Desirable

- Word and data processing
- Clinical appraisal skills
- Experience of writing shared care protocols and Patient Group Directions
- Experience of providing education to multi-disciplinary teams
- Experience of leading service development

Personal Qualities

- Role model
- Prepared to work flexibly in multidisciplinary environment
- Ability to remain calm and work under pressure
- Able to work flexible hours to meet the needs of the service

Working Together For Patients with Compassion as One Team Always Improving

Strategic approach (clarity on objectives, clear on expectations)

Relationship building (communicate effectively, be open and willing to help, courtesy, nurtures partnerships)

Personal credibility (visibility, approachable, back bone, courage, resilience, confidence, role model, challenge bad behaviour, manage poor performance, act with honesty and integrity)

Passion to succeed (patient centred, positive attitude, take action, take pride, take responsibility, aspire for excellence)

Harness performance through teams (champion positive change, develop staff, create a culture without fear of retribution, actively listen and value contribution, feedback and empower staff , respect diversity)

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Print Name:

Date:

Signature: