



JOB DESCRIPTION

JOB TITLE:	Clinical Pharmacist
HOURS:	22.5 – 30 hours per week
REPORTS TO:	Primary Care Network (PCN) Operations Manager and Lead Advanced Clinical Practitioner (ACP)
BASE:	Droitwich, Ombersley & The Rurals PCN, Chaddesley Corbett Surgery
SALARY:	Band 7 dependent on qualifications and experience

About us

Droitwich, Ombersley & The Rurals PCN consists of 7 practices, based across South Worcestershire, serving over 55,000 patients. We aim to offer and deliver excellent, safe, co-ordinated, high quality patient care. Continuously learning, evolving, and implementing new models of care, to create inclusion, reduce health inequalities and health improve outcomes.

We work hard to promote a culture where staff feel engaged, valued, and recognised by the organisation and the others they work with.

We have an Additional Roles team of 37 healthcare professionals and are looking for an individual with a passion to deliver excellent service in General Practice and in the local communities.

Key Duties and Responsibilities

- Provide expertise in clinical medicines review and address public health and social needs of patients in the Practice.
- Reduce inappropriate polypharmacy and wasteful prescribing through clinical medication review.
- Reconcile medicines following hospital discharge and work with patients and community pharmacists to ensure patients receive the medicines they need post discharge.
- Contribute to reductions in medicine related hospital admissions and readmissions by supporting patients to get the best outcomes from their medicines and identifying and addressing medicines related issues.
- Interface with community and hospital pharmacy colleagues and develop referral processes between primary care professionals including the promotion of the repeat dispensing service.
- Oversee and support the dispensary function of the Practice.
- Oversee the repeat prescribing reauthorisation process, including reviewing requests for repeat prescriptions and medicines reaching review dates.
- Manage patients and health care professionals medicine queries.
- Increase quality and safety of prescribing through mechanisms such as audit and PDSA (PLAN DO STUDY ACT) cycles.
- Manage practice formularies to improve the quality, safety, and cost effectiveness of prescribing.
- Implement drug withdrawals and alerts e.g., MHRA, aimed at improving medicines safety.

- Work with primary care professionals and patients to implement NICE and other evidence-based guidelines.
- Work with Commissioning organisations and SW Healthcare to comply with local medicines optimisation schemes and projects.
- Support and hold clinics where medicines are the main interventions e.g., asthma clinics.
- Contribute to multi-morbidity reviews and multidisciplinary reviews.
- Provide medicines information and training to Practice healthcare professionals and admin staff.
- Review daily Pathology results for patients on known medicines.
- Act as a source of medicines information for all of the practice team and patients (e.g., around doses, side effects, adverse events, possible alternatives e.g., around out of stocks)
- Ultimately to undertake minor ailments triage, dealing with minor ailments and triaging patients appropriately.
- Working within the practice-based team to undertake medication reviews particularly in high-risk groups such as:
 - Frail elderly
 - Polypharmacy
 - Renal impairment
 - Hepatic impairment
 - Asthma, diabetes, hypertension and Rheumatoid and Dmard drug monitoring
 - Substance misuse
 - Patients on high-risk medicines
 - STOPP/START identified patients
 - Revolving door Hospital admissions
- Management support for the dispensary including profitability and stock control; negotiations with drug company representatives and wholesalers; and organisational management including review of SOPs (Standard Operating Procedures) and compliance issues.
- Ensure the Practice continues to participate in, and meet the requirements of, the local DSQS (Dispensing Services Quality Scheme)
- Improve prescribing practice through educational support for all prescribers within the practice.
- Lead on where changes in evidence require changes in prescribing across the patient population, e.g., where a drug is withdrawn or indications change.
- Liaise with colleagues in community pharmacy to align support for medicines adherence such as MUR (Medication Use Reviews) and NMS (New Medicine Service).
- Support improvements in clinical care through practice-based audit and implementing change.
- Prescribing advice to prescribers in practice e.g., temporary non-availability of drugs
- Ensure patient safety when they are transferred between care providers through reconciliation of prescribed medicines.
- Lead for medicines optimisation scheme compliance, including care home support; discharge reviews; medication reviews; and QIPP.

Qualifications and Training for the Role

It is anticipated that the level of qualification held may vary according to the level of position and the components of the role being undertaken.

- Completion of an undergraduate degree in Pharmacy, and registration with the General Pharmaceutical Council
- Minimum of 2 years post graduate experience in pharmacy, as demonstrated within a practice portfolio.
- Member of or working towards (through foundation) RPS Faculty membership
- Independent Prescribing qualification / working towards Independent Prescribing qualification.
- May hold or be working towards a postgraduate pharmacy qualification.
- Has an awareness of the breadth of common acute and long-term conditions that are likely to be seen in a general medical practice.
- Primary care experience preferred.

- Able to develop and maintain effective working relationships with colleagues.

Behavioral Competencies and Skills for this Job – Expert Professional Practice

- Demonstrates general pharmaceutical skills and knowledge in core areas.
- Is able to plan, manage, monitor, advise and review general pharmaceutical care programmes for patients in core areas, including disease states / long term conditions identified by local Pharmaceutical Needs Assessment
- Demonstrates accountability for delivering professional expertise and direct service provision as an individual
- Demonstrates ability to use skills in a range of routine situations requiring analysis or comparison of a range of options.
- Recognises priorities when problem-solving and identifies deviations from the normal pattern and is able to refer to seniors or GPs when appropriate.
- Is able to follow legal, ethical, professional and organisational policies/procedures and codes of conduct.
- Involves patients in decisions about prescribed medicines and supporting adherence as per NICE.

Collaborative Working Relationships

- Recognises the roles of other colleagues within the organisation and their role to patient care.
- Demonstrates use of appropriate communication to gain the co-operation of relevant stakeholders (including patients, senior and peer colleagues, and other professionals, other NHS/private organisations e.g., ICBs)
- Demonstrates ability to work as a member of a team.
- Is able to recognise personal limitations and refer to more appropriate colleague(s) when necessary.
- Liaises with ICB colleagues including ICB pharmacists on prescribing related matters to ensure consistency of patient care and benefit.
- Liaises with ICB pharmacists and Heads of Medicines Management/ Optimisation to benefit from peer support.
- Liaises with other GP Practices and staff as needed for the collective benefit of patients.

Leadership

- Demonstrates understanding of the pharmacy role in governance and is able to implement this appropriately within the workplace.
- Demonstrates understanding of, and contributes to, the workplace / practice vision.
- Demonstrates ability to improve quality within limitations of service.
- Reviews last year's progress and develops clear plans to achieve results within set priorities.
- Demonstrates ability to motivate self to achieve goals.

Management

- Demonstrates understanding of the implications of national priorities for the team and/or service.
- Demonstrates understanding of the process for effective resource utilisation.
- Demonstrates understanding of, and conforms to, relevant standards of practice.
- Demonstrates ability to identify and resolve risk management issues according to policy/protocol.
- Follows professional and organisational policies/procedures relating to performance management.
- Demonstrates ability to extend boundaries of service delivery within the team.

Education, Training and Development

- Understands and demonstrates the characteristics of role model to members of their team.
- Demonstrates understanding of the mentorship process.
- Demonstrates ability to conduct teaching and assessment effectively according to a learning plan with supervision from a more experienced colleague.
- Demonstrates self-development through continuous professional development activity.
- Participates in the delivery of formal education programmes.
- Demonstrates an understanding of current educational policies relevant to working areas of practice and keeps up to date with relevant clinical practice.

Research and Evaluation

- Demonstrates ability to critically evaluate and review literature.
- Demonstrates ability to identify where there is a gap in the evidence base to support practice.
- Demonstrates ability to generate evidence suitable for presentation at local level.
- Demonstrates ability to apply the research evidence base into working practice.
- Demonstrates understanding of the principles of research governance.
- Demonstrates ability to work as a member of the research team.

Confidentiality:

- In the course of seeking treatment, patients entrust us with, or allow us to gather, sensitive information in relation to their health and other matters. They do so in confidence and have the right to expect that staff will respect their privacy and act appropriately.
- In the performance of the duties outlined in this job description, the post-holder will have access to confidential information relating to patients and their carers, practice staff and other healthcare workers. They may also have access to information relating to the practice as a business organisation. All such information from any source, and held in any format, is to be regarded as strictly confidential.
- Information relating to patients, carers, colleagues, other healthcare workers or the business of the practice may only be divulged to authorised persons in accordance with the practice policies and procedures relating to confidentiality and the protection of personal and sensitive data.

Communication:

The post-holder should recognise the importance of effective communication within the team and will strive to:

- Communicate effectively with other team members.
- Communicate effectively with patients and carers.
- Recognise people's needs for alternative methods of communication and respond accordingly.

Health & safety:

The post-holder will assist in promoting and maintaining their own and others' health, safety and security as defined in the practice health & safety policy, the practice health & safety manual, and the practice infection control policy and published procedures. This will include:

- Using personal security systems within the workplace according to practice guidelines
- Identifying the risks involved in work activities and undertaking such activities in a way that manages those risks.
- Making effective use of training to update knowledge and skills.

- Using appropriate infection control procedures, maintaining work areas in a tidy and safe way and free from hazards
- Actively reporting of health and safety hazards and infection hazards immediately when recognised
- Keeping own work areas and general / patient areas generally clean, assisting in the maintenance of general standards of cleanliness consistent with the scope of the job holder's role
- Undertaking periodic infection control training (minimum annually)
- Reporting potential risks identified

Equality, Diversity, and Inclusion

The post-holder will support the equality, diversity and rights of patients, carers, and colleagues, to include:

- Acting in a way that recognises the importance of people's rights, interpreting them in a way that is consistent with practice procedures and policies, and current legislation.
- Respecting the privacy, dignity, needs and beliefs of patients, carers, and colleagues.
- Behaving in a manner which is welcoming to and of the individual, is non-judgmental and respects their circumstances, feelings priorities and rights.

Should we experience a high level of interest in the post; the vacancy will expire early.

If you do not hear within 4 weeks of the closing date, you may presume that you have not been shortlisted on this occasion.