



JOB DESCRIPTION

Title of Post:	Advanced Practitioner (Pharmacist)
Responsible to:	GP Partners/Network Clinical Director
Accountable to:	GP Partners & Practice/Network Manager
Salary:	8b

JOB SUMMARY

To deliver a high standard of patient care as an Advanced Pharmacist Practitioner in General Practice, using advanced autonomous clinical skills and a broad and in-depth theoretical knowledge base in order to make complex decisions.

The post-holder will demonstrate safe clinical decision-making and expert care for patients within general practice. They will work collaboratively with the multi-disciplinary general practice team to meet the clinical and personalised care needs of patients. The post holder will exhibit strong clinical leadership skills to help shape the delivery of services by the multi-disciplinary team within the practice and wider PCN. They will support the development and delivery of policy and procedures, practice quality initiatives and also be involved with education and research within the practice and the wider Greater Preston PCN.

1. Main Duties and Responsibilities:

Clinical Practice

- Act as an advanced practitioner, demonstrate advanced clinical competence and a knowledge base beyond that associated with a standard clinical pharmacist role.
- To work as an autonomous practitioner providing high quality and timely patient centre care.
- Use complex decision-making skills to inform the diagnosis, investigation and complete management of episodes of care within a defined yet broad scope of practice.
- To manage a clinical caseload, dealing with presenting patients' needs in a primary care setting.
- To assess and triage patients including same day treatment and as appropriate provide treatment following policy, local or national guidelines and local pathways or make other necessary referrals to other primary care team members.
- Act on professional judgement about when to seek help, demonstrating critical reflection on own practice, self-awareness, emotional intelligence and openness to change.
- Manage undifferentiated undiagnosed conditions and identify red flags/serious pathology and take appropriate action.
- Make direct referrals to primary, secondary and social services within locally agreed pathways, guidance and protocols.
- Provide clinical and expert medicines advice to other staff when required.



- As an independent prescriber prescribe safe, effective and appropriate medication as defined by current legislative frameworks.
- Ensure complete and accurate documentation for every patient contact.
- Work as an independent practitioner and as part of multidisciplinary teams to ensure patient's needs are met.
- Offer a personalised care approach to patients and their families, developing where appropriate an on-going plan of care/support via shared decision making.
- Promote health and well-being by health promotion, health education, screening and therapeutic communication skills.

Leadership and Management

- Be a pro-active member of the practice/PCN leadership team in order to shape practice to ensure optimal person-entered care and meet quality targets to sustain high standards of patient care and service delivery.
- Role model the values of the practice/PCN demonstrating a person-centred approach to service delivery and development.
- Lead new practice and quality improvement initiatives in response to feedback, evaluation and needs of the local population.

Education

- Critically assess and address own learning needs that reflects the breadth of ongoing professional development.
- Engage in self directed learning and CPD.
- Identify and support further development needs for the wider practice/PCN team to build capacity.
- Act as a role model, educator, supervisor, coach, and mentor for other team members.

Research

- Evaluate and audit own and others' clinical practice, acting on findings then re audit regularly.
- Develop and implement robust governance systems to ensure safe practice.
- Promote evidence-based practice through the use of the latest research-based guidelines and the development of practice-based research.



2. Professional Standards

- Adhere to the GPhC standards for pharmacy professionals and always work within their scope of professional practice.
- Demonstrate a critical understanding of their broadened level of responsibility and autonomy and the limits of their own competence and professional scope of practice, including when working with complexity, risk, uncertainty and complete information.
- Ensure up to date with all mandatory training including safeguarding, CPR, Information governance and all courses associated with the provision of care of the post.
- Maintain professional registration.
- Record accurate and timely consultation notes in patients' records.
- Pro-actively promote the role of the AP within the Practice, PCN and externally to key stakeholders and agencies.
- Work with the partners to investigate adverse clinical incidents and complaints.
- Adhere to the practice policies, procedures and guidelines.

3. Health and Safety/Risk Management

- The post-holder must comply at all times with the Practice's Health and Safety policies, in particular by following agreed safe working procedures and reporting incidents using the organisations Incident Reporting System.
- The post-holder will comply with the Data Protection Act (1984) and the Access to Health Records Act (1990).

4. Equality and Diversity

- The post-holder must co-operate with all policies and procedures designed to ensure equality of employment. Co-workers, patients and visitors must be treated equally irrespective of gender, ethnic origin, age, disability, sexual orientation, religion etc.

5. Patient Confidentiality

- The post-holder should respect patient confidentiality at all times and not divulge patient information unless sanctioned by the requirements of the role.



6. General

- The main duties and responsibilities are shown above are not exhaustive but should merely be regarded as a guide. The post-holder will be expected to conduct any reasonable activities according to the business needs at that time. These will be subject to periodic review and may be amended to meet the challenging needs of the business.
- The post is exempt from the Rehabilitation of Offenders Act 1974 therefore you are required to declare all criminal convictions, cautions, reprimands or final warnings and an Enhanced Disclosure and Barring check will be carried out.
- This job description is not intended to form part of the Contract of Employment or to be a complete list of duties and responsibilities but is a guide for tasks required of the post-holder. It will be periodically reviewed in the light of developing work requirements within the department. The post-holder will be expected to contribute towards that review.

Approval

Manager: Date:

Post-holder: Date:



Person Specification

Job Title: Advanced Practitioner (Pharmacist)

	ESSENTIAL	DESIRABLE
Qualifications/Education:		
Current registered Pharmacist (GPhC)	✓	
Non-medical Prescriber	✓	
Evidence of continued professional development	✓	
Relevant MSc in Advanced Practice	✓	
Knowledge, Skills and Experience:		
Ability to manage and prioritise workload	✓	
Proven ability to work autonomously and as part of a team	✓	
Experience as an autonomous practitioner and make complex decisions	✓	
In depth clinical knowledge and understanding of evidence based healthcare	✓	
Current knowledge of government targets and initiatives and N.I.C.E. guidelines and their impact on clinical practice.	✓	
Adherence to the GPhC Professional Standards	✓	
Knowledge of safeguarding issues	✓	
Understanding of clinical governance and its significance and impact upon practice	✓	
Good communication skills	✓	
IT skills in word processing and e-mail	✓	
Experience in using I.T based patient documentation systems	✓	
Record keeping skills	✓	
Minimum 4 years post registration experience in primary care	✓	
Knowledge of medical model of documentation	✓	
Able to give appropriate telephone advice	✓	



Understanding of health education/promotion	✓	
Experience of clinical audit	✓	
Experience of research projects		✓
Personal Qualities:		
Able to work cooperatively with the multi-disciplinary team.	✓	
Able and willing to develop professionally.	✓	
Able to use own initiative.	✓	
Able to promote a learning environment.	✓	
Other:		
Able to deal with violence, aggression and extreme situations.	✓	
Vaccine and immunity status in accordance with UK Department of Health Guidelines	✓	
Able to deal with sensitive issues e.g. sudden death/bereavement, child abuse, domestic violence.	✓	
Able to adjust and respond in rapidly changing environments.	✓	
Able to work in a calm and organised manner in situations of extreme workload.	✓	
Hold a current driving licence with business insurance.	✓	
Enhanced DBS disclosure.	✓	