

Senior Clinical Pharmacist – Job Description

Job Description:	Senior Clinical Pharmacist
Accountable to:	XXX
Reporting to:	XXX
Base:	XXX
Salary:	Salary negotiable, dependant on experience.
Job Type:	Permanent
Hours:	XXX

This post is integral to the NHSE future plan for general practice which encourages the development of this role and will partake in the national learning and knowledge events. We are seeking individuals to lead the development of this role during an exciting time for General Practice.

Within these positions you will directly improve patient care and support the efficient running of a new model of general practice. You could be based in a single practice supporting that practice to deliver their PCN responsibilities or be working across 2 of the 4 practices, so your own transport is essential. You will become the practice expert in medicines optimisation and have input into the following areas but not limited to:

- undertaking structured medication reviews,
- improving medicines optimisation and safety
- supporting care homes
- running practice clinics

You will be part of a group of PCN clinical pharmacists. You will develop through team clinical supervision sessions and benefit from direct mentoring with an experienced GP/ Clinical Lead. You will have the opportunity to access and complete NHS England's accredited training pathway that equips you to practice and prescribe safely and effectively in a primary care setting

Job Summary:

To improve patient's health outcomes and the efficiency of the Primary Care team by providing direct, accessible and timely Clinical Medicines expertise, by working as part of a Multi-Disciplinary Practice Team. To pro-actively transfer workload relating to medicines optimisation issues from other clinical staff to improve patient care, safety, thus freeing up clinical staff to spend more time on other clinical care:

- To provide relevant support to the primary care team.
- To promote safe, evidence based, cost effective prescribing in line with CCG requirements
- To provide expert pharmaceutical advice to Practices and the Medicines Optimisation Team
- To provide prescribing support to the designated Practices and team members in areas such as
 - Hospital discharge letters
 - Face to Face Medication reviews and follow up
 - Implementation of prescribing changes
 - Review of repeat prescribing
 - Audit
- The post holder will provide leadership on quality improvement and clinical audit, as well as managing some aspects of the Quality and Outcomes Framework.

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This role is pivotal to improving the quality of care and operational efficiencies so requires good motivation and passion to deliver an excellent service within a General Practice environment.

1. Primary Duties and Areas of Responsibility

Patient facing Long-term condition clinics

See patients with single or multiple medical problems where medicine optimisation is required (e.g. COPD, asthma). Review the ongoing medicine plan for these patients, ensuring they get the best use of their medicines (i.e. medicines optimisation) and make appropriate recommendations to clinicians for medicine improvement.

Patient facing Clinical Medication Review

Undertake clinical medication reviews with patients and produce recommendations for nurses and/or GP with regard to prescribing and monitoring for Practice Patients, Care Home Patients and Domiciliary Patients, to include MDT Case Conferences.

Patient facing medicines support

Provide patient facing clinics for those with questions, queries and concerns about their medicines in the practice.

Telephone medicines support

Provide a telephone help line for patients with questions, queries and concerns about their medicines. Support virtual and remote models of consultation and support including e-consultations, remote medication review and telehealth and telemedicine.

Medicine information to practice staff and patients

Respond to medicine related enquiries from GPs, other practice staff, other healthcare teams (e.g. community pharmacy) and patients/carer's with queries about medicines. Suggesting and recommending solutions. Providing follow up for patients to monitor the effect of any changes.

Unplanned hospital admissions

Provide targeted support and pro-active review for vulnerable, complex patients and those at risk of admission and re-admission to secondary care

Management of medicines at discharge from hospital

To reconcile medicines following discharge from hospitals, intermediate care and into care homes, working with patients and community pharmacists to ensure patients receive the medicines they need post discharge. Set up and manage systems to ensure continuity of medicines supply to high risk groups of patients (e.g. those with medicine compliance aids or those in care homes).

Signposting

Ensure that patients are timely referred to the appropriate healthcare professional for the appropriate level of care e.g. pathology results, common/minor ailments, acute conditions, long term condition reviews etc.

Repeat prescribing

Oversee repeat prescribing, repeat dispensing, electronic prescribing and medication review systems. Ensure patients have appropriate monitoring tests in place when required.

Risk stratification

Identification of cohorts of patients at high risk of harm from medicines through pre-prepared practice computer searches. This might include risks that are patient related, medicine related, or both.

Service development

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Contribute pharmaceutical advice for the development and implementation of new services that have medicinal components (e.g. advice on treatment pathways and patient information leaflets). Develop specialist area(s) of interest.

Information management

Analyse, interpret and present medicines data to highlight issues and risks to support decision making.

Medicines quality improvement

Undertake simple audits of prescribing in areas directed by the GPs, feedback the results and implement changes in conjunction with the practice team.

Medicines safety

Implement changes to medicines that result from MHRA alerts, product withdrawal and other local and national guidance.

Implementation of local/national guidelines and formulary recommendations

Agree and review Prescribing Formularies and Protocols and monitor compliance levels.

Cost Effectiveness

Support the delivery of QOF, incentive schemes, QIPP and other quality or cost effectiveness initiatives

Education and Training

Provide education and training to primary healthcare team on therapeutics and medicines optimisation.

Care Quality Commission

Work with the general practice team to ensure the practice is compliant with CQC standards where medicines are involved.

Public health

To support public health campaigns. To provide specialist knowledge on all public health programmes available to the general public.

2. Collaborative Working Relationships

- Recognises the roles of other colleagues within the organisation and their role to patient care, whilst working as part of an MDT
- Should be proficient in communicating with relevant stakeholders (including patients, senior and peer colleagues, and other professionals, other NHS/private organisations e.g. CCGs)
- Recognise personal limitations and refer to more appropriate colleague(s) when necessary
- Actively work toward developing and maintaining effective working relationships both within and outside the practice and locality
- Foster and maintain strong links with all services across locality, working collaboratively and sustainably across General Practice, with CCG Colleagues, Medicines Management Team and with Community and Hospital Teams to benefit from Peer Support and ensure best Patient Care

3. Knowledge, Skills and Experience Required

- Registered member of General Pharmaceutical Council (GPhC)
- GPhC Independent Prescribing Qualification – or working towards attainment
- Evidence of an on-going commitment and undertaking of continuing professional development to maintain advanced theoretical and practical therapeutic knowledge
- Minimum of 2 years post registration experience in primary care working within a GP surgery is desirable.
- Has experience and an awareness of common acute and long-term conditions that are likely to be seen in general practice
- On appointment, Post-holder must be enrolled upon or have qualified from an accredited training

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pathway that equips the pharmacist to be able to practice and prescribe safely and effectively in a primary care setting (currently, the Clinical Pharmacist training pathway: CPPE Clinical Pharmacists in General Practice Training Pathway)

- Knowledge of current NHS policies, processes and structures
- Ability to constructively challenge the views and practices of clinicians and managers
- Proven verbal and written communication skills.
- Ability to plan and work independently.
- Understanding of the data protection act, GDPR and patient confidentiality, clinical governance, information governance and Caldicott requirements
- Good interpersonal skills
- Ability to use GP systems - EMIS Web - desirable

4. Leadership:

- Demonstrate understanding of the pharmacy role in governance and implement this appropriately within the workplace, as well as understanding and contributing to the workplace vision
- Engage with Patient Participation Groups (PPGs) and involve PPGs in development of the role and practices
- Demonstrate ability to improve quality within limitations of service
- Review yearly progress and develop a clear plan to achieve results within priorities set by others, as well as demonstrating self-motivation to achieve goals
- Support the development of all other pharmacists in the PCN, providing at least monthly in person supervision of mentoring support
- Promote diversity and equality in people management techniques and leads by example

5. Management:

- Demonstrate understanding of the implications of national priorities for the team and/or service and implement process's for effective resource utilisation
- Identify and resolve risk management issues according to policy/protocol, conforming to relevant standards of practice
- Follow professional and organisational policies/procedures relating to performance management
- Demonstrate ability to extend boundaries of service delivery within the team

6. Education, Training and Development:

- Act as a role model to members in the team and/or service and be able to provide mentorship where applicable
- Conduct teaching and assessment effectively according to a learning plan with supervision from more experienced colleague
- Apply self-development through continuous professional development activity; working alongside senior colleagues to identify areas to develop
- Participate in the delivery of formal education programmes and show an understanding of current educational policies, keeping up to date with relevant clinical practice
- Ensure appropriate clinical supervision is in place to support development and enrol onto review and appraisal systems within the practice

7. Research and Evaluation:

- Critically evaluate and review literature, identifying where there is a gap in the evidence base to support practice
- Be proficient in providing evidence suitable for presentations at practice and local level
- Understand the principles of research governance and demonstrate ability to apply research evidence base into working place

8. Health and Safety/Risk Management

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- The post-holder must comply at all times with each 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)

9. 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.

10. Respect for 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.

11. Special Working Conditions

- The post-holder is required to travel independently between practice sites and to attend meetings etc hosted by other agencies.
- The post-holder may have contact with body fluids i.e., wound exudates; urine etc while in clinical practice.

Job Description Agreement

This job description is intended to provide an outline of the key tasks and responsibilities only. There may be other duties required of the post-holder commensurate with the position. This description will be open to regular review and may be amended to take into account, development within the PCN. All members of staff should be prepared to take on additional duties or relinquish existing duties in order to maintain the efficient running of the Practice.

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Personal Specification - Senior Clinical Pharmacist

Criteria	Description	Essential	Desirable
Professional Registration	Mandatory registration with the General Pharmaceutical Council	X	
	Membership Primary Care Pharmacy Association (PCPA)		X
	Membership of the Royal Pharmaceutical Society		X
Qualifications	Undertaking, completed or can demonstrate exemption from CPPE's Primary Care Pharmacy Education Programme	X	
	Independent prescriber or currently working towards qualification		X
	Minimum of 5 years post - qualification experience.	X	
Skills knowledge and experience	In depth therapeutic and clinical knowledge and understanding of the principles of evidence--based healthcare	X	
	An appreciation of the nature of GPs and general practices	X	
	An appreciation of the nature of primary care prescribing, concepts of rational prescribing and strategies for improving prescribing	X	
	Excellent interpersonal, influencing and negotiating skills	X	
	Excellent written and verbal communication skills	X	
	Demonstrate the ability to communicate complex and sensitive information in an understandable form to a variety of audiences (e.g. patients)	X	
	Is able to plan, manage, monitor, advise and review general medicine optimisation issues in core areas for long term conditions.	X	
	Good IT skills	X	
	Able to obtain and analyse complex technical information	X	
	Recognises priorities when problem solving and identifies deviations from the normal pattern and is able to refer to seniors or GPs when appropriate	X	
	Able to work under pressure and to meet deadlines	X	
	Produce timely and informative reports	X	
	Gain acceptance for recommendations and influence/motivate/persuade the audience to comply with the recommendations/agreed course of action where there may be significant barriers	X	
	Work effectively, independently and as a team member	X	
	Demonstrates accountability for delivering professional expertise and direct service provision	X	
Other	Meets DBS reference standards and has a clear criminal record, in line with the law on spent convictions	X	
	Adaptable	X	
	Self Motivation	X	
	Safeguarding and other mandatory training	X	
	Access to own transport and ability to travel across the locality on a regular basis, including to visit people in their own homes	X	