

JOB DESCRIPTION

JOB TITLE:	PCN Clinical Pharmacist
HOURS:	Full-Time 37.5 hours per week (or part-time)
SALARY:	Band 7
SHIFT:	Monday to Saturday – 9.00 am. to 5.00 pm. (Flexible)
REPORTS TO:	PCN Clinical Director and PCN Management Team
BASED:	Worcester City Primary Care Network

JOB PURPOSE

- 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 reauthorization 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

CORE RESPONSIBILITIES

- 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 support for medicines (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

NB: 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 the Royal Pharmaceutical Society (RPS) – Desirable
- Member of or working towards (through foundation) RPS Faculty membership May hold or be working towards a 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

Behavioural 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 deviations from the normal seniors or GPs when appropriate problem-solving and identifies pattern and is able to refer to
- 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. CCGs)

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 CCG colleagues including CCG pharmacists on prescribing related matters to ensure consistency of patient care and benefit

Liaises with CCG 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 management issues identify and resolve risk 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 other healthcare workers patients, carers, colleagues, 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 and diversity:



The post-holder will support rights of patients, carers, and

the equality, diversity 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.

PERSON SPECIFICATION

ATTRIBUTES	ESSENTIAL CRITERIA	DESIRABILITY CRITERIA	DEMONSTRATED BY
Knowledge	Master's degree in pharmacy (MPharm) (or equivalent)	□ Essential	Certification
	Specialist knowledge acquired through post-graduate diploma level or equivalent training/experience	□ Desirable	Certification
	Independent prescriber or working towards /intent of gaining independent prescribing qualification	□ Desirable	Certification
Professional Registration	Registered with the GPhC	□ Essential	Printout from Register
	Member of the Royal Pharmaceutical Society	□ Desirable	Membership Number
Skills and Behaviours	In depth therapeutic and clinical knowledge and understanding of the principles of evidence-based healthcare.	□ Essential	Application, or Interview exercise
	An appreciation of the nature of GPS and general practices	□ Essential	Interview
	An appreciation of the nature of primary care prescribing, concepts of rational prescribing and strategies for improving prescribing	□ Essential	Interview
	Excellent interpersonal, influencing and negotiating skills	□ Essential	Interview
	Excellent written and verbal communication skills	□ Essential	Interview
	Demonstrate the ability to communicate complex and sensitive information in an understandable form to a variety of audiences (e.g. patients)	□ Essential	Interview

	Is able to plan, manage, monitor, advise and review general medicine optimisation issues in core areas for long term conditions.	<input type="checkbox"/> Essential	Interview
	Good IT skills	<input type="checkbox"/> Essential	Interview
	Able to obtain and analyse complex technical information	<input type="checkbox"/> Essential	Interview
	Recognises priorities when problem solving and identifies deviations from the normal pattern and is able to refer to seniors or GPs when appropriate	<input type="checkbox"/> Essential	Interview
	Able to work under pressure and to meet deadlines	<input type="checkbox"/> Essential	Interview
	Produce timely and informative reports	<input type="checkbox"/> Essential	Interview
	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	<input type="checkbox"/> Essential	Interview
	Work effectively independently and as a team member	<input type="checkbox"/> Essential	Interview
	Demonstrates accountability for delivering professional expertise and direct service provision	<input type="checkbox"/> Essential	Interview
Other information	Enhanced Disclosure	<input type="checkbox"/> Essential	Certification
	Self-Motivation	<input type="checkbox"/> Essential	Interview
	Adaptable	<input type="checkbox"/> Essential	Interview
	Safeguarding adult and children level three	<input type="checkbox"/> Essential	Certification
	Immunisation status	<input type="checkbox"/> Essential	Printout from medical records
	Basic life support training	<input type="checkbox"/> Essential	Certification
	Full UK Driving Licence	<input type="checkbox"/> Essential	

***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.***