

NHS Grampian
Job Description



SECTION 1

JOB IDENTIFICATION

Job Title: Highly Specialised Pharmacist

Department(s): Pharmacy

Location: Royal Aberdeen Children's Hospital

Hours: 15 Per week

Grade: Band 8A

Salary: £65,125 - £70,303 pro rata per annum

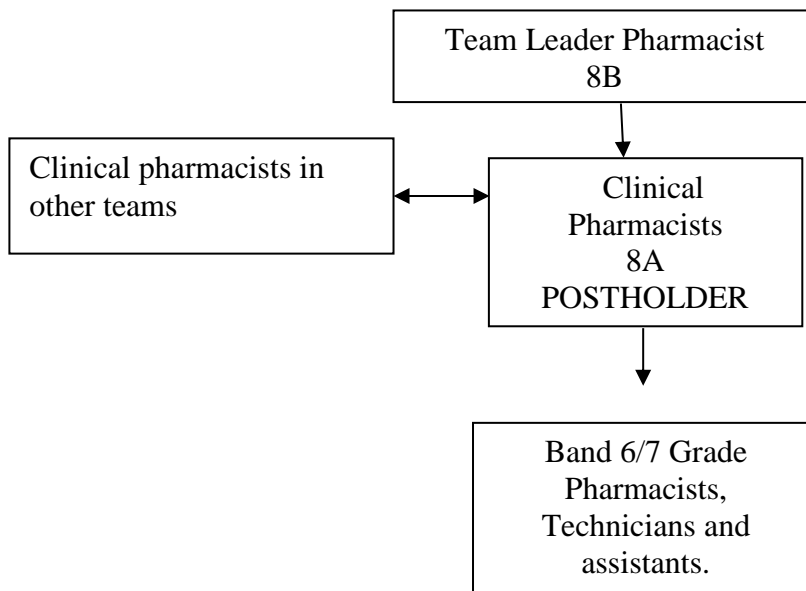
Contract: Permanent

Job Reference: EG248919

1. JOB PURPOSE

1. To take a lead in developing and providing specialist pharmaceutical care for paediatric patients, and developing and ensuring safe, effective, legal and economical medicines use.
2. To provide expert advice to patients and colleagues on pharmaceutical care issues relating to the care of paediatric patients.
3. To supervise and train staff and students from all disciplines in the speciality and in general pharmaceutical care of patients, acting as a role model. This includes carrying out audit projects and supervising student research projects.
4. To contribute to the general pharmaceutical services, particularly the services to paediatric patients in all specialities.
5. There is a requirement to undertake weekend and public holiday working.
6. To provide a safe and efficient dispensary service to in-patients and out-patients of Royal Aberdeen Children's Hospital (RACH) and Aberdeen Maternity Hospital (AMH).

2. ORGANISATIONAL POSITION



4. SCOPE AND RANGE

RACH provides care to children in medical, surgical, HDU and cancer care.

The pharmacy department at RACH provides a clinical pharmacy and dispensary service to all wards and departments at RACH and AMH.

The postholder is responsible for a specialist clinical service to RACH.

RACH is a treatment centre for childhood cancers and this requires a highly specialised paediatric clinical pharmacy service, dealing with extremely toxic medicines in a high risk group of patients.

- Provides a daily pharmaceutical service to in-patients, clinics and day patients.
- The pharmacist will spend the majority of their time in the ward area, dealing with medicines related issues.
- The area covered may increase when holiday/relief cover is necessary.
- 8a Pharmacists will target patients with complex medicines regimens, resolving medication problems, and writing prescriptions and reviewing inpatient medicines as necessary for the speciality team.
- 8a pharmacists will lead the service for specialist paediatric patients and will input to local policies and procedures for these patients. They will also network with specialists out with Grampian, representing the specialist group e.g. Scottish Neonatal and Paediatric Pharmacist Group.
- There is a requirement to undertake weekend and public holiday working as per the service.

5. MAIN DUTIES/RESPONSIBILITIES

1. Provision of pharmaceutical care to individual paediatric patients who are in-patients or attending clinics, including

- Admission review of medication to ensure medicines are safely and appropriately prescribed, patients own drugs are suitable for use and supplies are available as required. This may involve making decisions on the suitability of the patients chronic medication regimen in the hospital situation when the patients condition may have changed.
- Monitoring patients biochemistry, haematology and medication as appropriate throughout the patients stay in hospital to ensure doses are appropriate and adverse effects are minimised. This includes monitoring the safe administration of injectable medication via pumps for fluids, epidurals, PCAs and syringe drivers and the performing of complex calculations to ensure correct doses of medication for babies and children.
- Using the chemocare electronic prescribing system to prescribe and authorise chemotherapy. Using chemocare to produce information on chemotherapy use. Developing new protocols for loading into the chemocare system.
- Contributing to decision making in individual patients' care by discussion of therapy, attendance at consultant ward rounds and multidisciplinary meetings in the specialist field, as appropriate to the speciality. Advise and discuss the selection of appropriate medications for individual patients. Ensuring treatments are evidence based where possible or considered best practice in paediatrics, and according to local/national guidelines.
- Planning and implementing discharge procedures to ensure safe continuation of therapy and review of medication if necessary after discharge. This may involve liaison with the GP and community nursing staff, community pharmacists and nursing care or residential homes staff.
- Writing inpatient medication charts (HEPMA) and discharge/chemotherapy prescriptions. Clinical review of prescriptions and medication charts written by other members of the clinical team.
- Providing counselling and advice on medicines use to patients and carers (verbal and written) to help patients use their medication to maximum benefit. Some patients may have specific education needs if their medication regime is complex, difficult to use or toxic, and some patients/parents may have difficulty understanding if they are young, confused or distressed.
- Operating medicines management procedures during the hospital stay and on discharge. This includes checking patients own medication to ensure it is safe for use, ordering labelled supplies, checking drugs given on discharge, writing prescriptions.

- Working in other related clinical areas as cross cover for periods of absence or leave. This may involve complex specialist input in the speciality being covered where the pharmacist will have received extensive training to ensure continuity of Pharmacy input. This is essential so patients can receive complex treatments safely e.g. a pharmacist trained in oncology will cross cover other paediatric areas.

2. Ensure medicines use is safe, effective and economical by

- Providing information on medicines selection and use to all levels of medical staff including consultants, nursing staff, managers and any other appropriate ward staff. Many medicines used in children and neonates are unlicensed or used off-label, which increases the risk to patients. Because of this, information needs to be gathered from a variety of sources and assessed by the pharmacist before giving advice on medicines dosing and use in this patient group.
- Provide information on drug expenditure as required within the clinical speciality e.g. cost of introduction of new and expensive treatments and monitoring spend on these, information on alternative suitable medical treatments which may be suitable at lesser cost.
- Contributing to decision making in the development of prescribing policy for groups of patients treated by the clinical specialists e.g. Shared Care Guidelines for care of patients across primary/secondary care.
- Contributing to the development of local hospital and NHS Grampian guidelines as appropriate e.g. input to Grampian Joint Formulary (Prescribing Recommendations for NHSG).
- Implementing local and national guidelines, policies and procedures and provide advice on their relevance to safe, evidence- based medicines use e.g. SIGN Guidelines, IV administration guidelines. Contribute to working groups developing guidelines involving the use of medicines locally and nationally.
- Acting as a resource to provide advice on specialist medicines use to colleagues in other wards, departments and areas of the Pharmacy department and Primary Care e.g. an oncology pharmacist may provide advice to colleagues with cancer patients in a general medical ward. This pharmacist will be consulted about the use of medicines in paediatrics.

3. Participate in the provision of pharmaceutical services by;

- Ensuring stock control and supply procedures at ward level are developed, implemented and maintained to ensure economic use of medicines according to local and national policies, e.g. updating of ward stock lists to alter recommendations for prescribing.
- Take responsibility for drug stocks held on the ward, ensuring that stock management systems are in place and operate efficiently. Inform stores staff of any changes in prescribing which may impact on drug supplies and advise where supplies require to be obtained for specific patients or procedures.

- Carry out 4 monthly stock checks and register reconciliation for Controlled Drugs.
- Participating in clinical review, supply, dispensing and accuracy checking of prescriptions and supplies as necessary to ensure timeous availability of medicines for patients (includes Saturday/Sunday rota when only one pharmacist may be available in the department)

4 Teaching and training, audit and research.

- Contribute to teaching and training to ensure medical, nursing and pharmacy colleagues develop core skills relating to prescribing, administration and monitoring of drug therapy and keep abreast of developments.
- Provide supervision and support for junior pharmacists and students, and pharmacists training in the speciality. There is regular ongoing commitment for training junior staff, students are supervised depending on University timetables.
- Work as a tutor for junior hospital pharmacists or pre-registration pharmacists, and/or as a teacher-practitioner for pharmacy students... Supervise undergraduate pharmacy students on hospital clinical visits.
- Collaborate and carry out reviews of prescribing practices to monitor quality of medication prescribing and use.
- Initiate and carry out review of services against standards of care ensuring reflective practice and constant input to develop and improve services.
- Participate in research programs in order to enable students and staff to develop and monitor new treatments, systems and initiatives for the benefit of patients. Supervise undergraduate and post-graduate projects in the speciality.
- Input to clinical trials being run in the specialist area and liaise with the Clinical Trials unit at ARI Pharmacy regarding the set-up, running and close-down of trials and dispensing of trial supplies according to EU Directive standards.
- Represent the department at national specialist groups and provide appropriate input e.g. to national guidelines, to present or publish work carried out in the speciality.

5. Provision of in-patient and out-patient dispensing services from Pharmacy, RACH to ensure timeous availability of medicines for patients

- Clinical checking of prescriptions ensuring the suitability of the medicines prescribed for use in neonates/children/obstetric patients

- Being responsible for the dispensing of medicines for children, neonates and obstetric patients including checking of doses and contacting the prescriber with any prescription problems
- Accuracy checking of dispensed prescriptions
- Counselling of patients/parents/guardians regarding their/their children's medicines, including high risk oral liquids (handling of toxic chemicals).
- Monitor prescribing for unlicensed or off-label drug use to reflect best safe practice.

6. SYSTEMS AND EQUIPMENT

- IT skills relating to use of databases, internet, Microsoft products and medicines information searching of on-line databases for highly specialised information.
- IT skills relating to the use of hospital electronic inpatient records, laboratory systems and hospital electronic prescribing and medicines administration (HEPMA) records.
- Using the chemocare electronic prescribing system – developing protocols, preparing prescriptions and obtaining reports.
- Use of pharmacy stock control and labelling systems to issue drugs for prescriptions and to search for drug stocks across the hospitals in Grampian, to check availability from suppliers etc.
- Dispensing and manipulation of medicines skills and the ability to advise and teach others these skills e.g. preparation and use of IV injections, injection pens, inhaler devices.
- Expertise is required for manipulation of the small doses required for neonates, infants and children.
- Monitoring safe administration of medicines by pumps e.g. IV fluids, epidurals, PCAs, syringe drivers etc.
- Documentation of pharmaceutical care activities, writing discharge prescriptions and documenting in medical notes.

7. DECISIONS AND JUDGEMENTS

- The post-holder is an independent professional responsible for their own professional decisions. All pharmacists must work within the Standards for pharmacy professionals set out by the General Pharmaceutical Council. The work at ward level is unsupervised using professional discretion, but accountable to the team leader.
- Standard operating procedures are available for the main duties but professional discretion is required for individual patient care, and within the paediatric speciality.
- The pharmacist must be alert to the needs of individual patients, groups of patients and the clinical speciality, and must identify actual and potential problems and contribute to their resolution with the clinical and pharmacy teams. The pharmacist must take a lead in service developments relating to medicines use in the speciality.
- The pharmacist will carry a bleep and must respond to calls which may be urgent and require immediate action e.g. requests for urgent medicines information.
- The pharmacist will have to interpret local and national guidelines and provide advice on their implementation. The pharmacist will have to explain the evidence base for medicines information provided and justify viewpoints offered where opinion differs or there is a lack of published evidence.
- The pharmacist is required to undertake risk management and ensure compliance with medicines legislation.
- The pharmacist will have expert skills required to perform highly complex dosage calculations and monitoring of regimens of highly toxic medicines. This requires ongoing pharmaceutical review due to rapid changes of organ function and growth in neonates in the first few weeks of life and in the growing child.

8. COMMUNICATIONS AND RELATIONSHIPS

- Contact with all levels of hospital clinical staff, patients and carers relating to the safe use of complex medicines regimens.
- Teaching, training, reporting audit and research, and effecting change in practices relating to complex and possibly toxic medicines.
- Communication with patient's parents and carers relating to the underlying illness and its treatment. The pharmacist must be aware of problems patients may have understanding complex specialist information relating to medicines and respond accordingly. Parents may include drug abusers, very young parents, and distressed parents with terminally ill children who may find coping with medication regimens particularly difficult. This includes information on why the medicine is required, how it works, possible side effects, how it is given/taken, storage and supply, and issues relating to safe use.

- Discussion of medicines use with professionals of many disciplines both within and outwith the hospital.

9. PHYSICAL DEMANDS OF THE JOB

- Light physical effort is normally required, but skill, speed and accuracy are vital in dispensing and in providing level services such as writing/checking/reviewing prescriptions, results, charts and medicines.
- Occasionally drug packages, boxes or crates may have to be moved or carried
- Intense concentration is required as interruptions are frequent and work patterns are unpredictable. Bleep calls are frequent and may require urgent attention.
- Speaking to patients who are confused, aggressive or agitated can be stressful. Dealing with children who terminally ill or who are newly diagnosed with serious illness requiring drug treatment, and their distressed relatives is emotionally demanding.

10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

- Developing and delivering pharmaceutical care and economic medicines management for optimal patient outcome, ensuring standards and guidelines are met, with the constraints of time and resource available. Prioritisation of work is vital due to these constraints.
- Working as the only pharmacist in a ward/speciality or team and having to discuss assimilated evidence and justify decisions and advice to senior medical colleagues.
- Keeping knowledge of developments in all paediatric specialities up to date and ensuring that medicine use within the hospital reflects best practice nationally as there is often a lack of evidence based information and unlicensed drug use in paediatrics.
- Ability to work under pressure from many sources including professionals inside and outwith the hospital
- Service and patients/carers who require the highest standards of work.
- Intense concentration is required, despite interruptions, with an awareness that medication errors can result in very serious consequences. Ensuring safe medicines use is the main priority.
- Awareness of the risks of medication incidents or errors must be constantly borne in mind and highlighted to doctors and nurses and pharmacy staff as medication errors in children may have extremely serious consequences.

11. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

- Masters Degree in Pharmacy
- Pre-registration training and successful examination. (1 year)
- Stage 2 hospital pharmacist/ post registration foundation training (2 years)
- Post-graduate Diploma/Degree in clinical pharmacy is required and will be started if not obtained, or equivalent experience must be demonstrated.(2 years)
- Qualification as a pharmacist independent prescriber.
- Specialist knowledge acquired through training and experience
- A demonstrated commitment to CPD
- Minimum of 2 years relevant post-registration experience

PERSON SPECIFICATION

The Person Specification should meet the demands of the job and comply with current legislation. Setting unnecessary standards may, for example, unfairly discriminate against one sex, the disabled or minority racial groups. Applicants should be assessed in relation to their ability to meet the real requirements of the job as laid down in the job description. Shortlisted candidates **MUST** possess all the essential components as detailed below.

POST/GRADE: *Hospital Pharmacist Band 8a*

LOCATION/HOSPITALS: Based at Aberdeen Royal Infirmary

WARD/DEPARTMENT: Pharmacy Department

ATTRIBUTES	ESSENTIAL	DESIRABLE
<i>Qualifications</i>	Pharmacy Degree. Member GPhC. Diploma/MSc in relevant discipline or demonstrated equivalent experience. Evidence of commitment to CPD.	Stage 2 Hospital Pharmacy/ Post registration Vocational Training. Independent prescribing.
<i>Experience</i>	Hospital clinical experience.	Hospital experience for 1 year post registration.
Special Aptitude and Abilities	Able to work as part of a multidisciplinary team. Able to work under pressure. IT skills Presentation skills Negotiation skills	Audit/ research skills.
Disposition	Pleasant disposition. Confident, calm under pressure. Good communication skills.	Outgoing personality.
Physical Requirements	Good general health. Meets NHSG standards for absence. Able to concentrate for prolonged periods in a distracting environment.	
Particular Requirements of the Post	Good organisational skills, accuracy and attention to detail. Good time management. Prioritisation skills.	

MAJOR RISKS IN DOING THIS JOB

Please indicate the major risks the job holder could face in doing this job e.g. lifting patients/objects, working with hazardous substances, dealing with violence and aggression..

If there are no major risks for the job holder please tick this box