

NHS Grampian

Job Description

SECTION 1

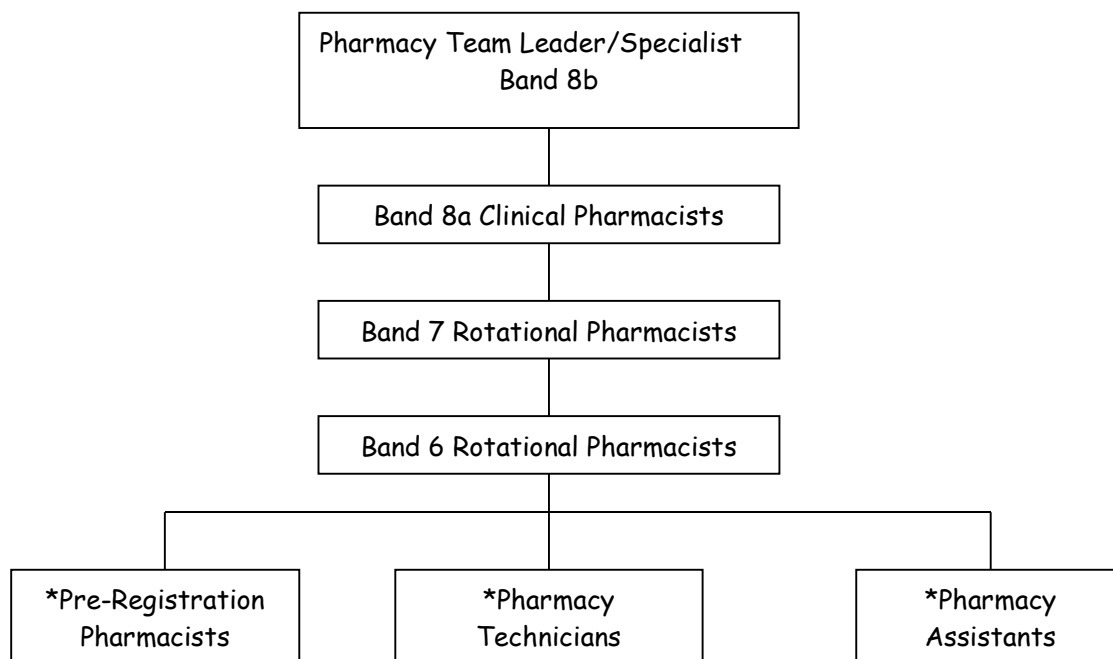
JOB IDENTIFICATION

Job Title:	Pharmacist
Department(s):	Pharmacy
Location:	Aberdeen Royal Infirmary
Hours:	37 Hours Per Week
Grade:	Band 6
Salary:	£41,608 - £50,702 Pro Rata, Per Annum
Contract:	Permanent

1. JOB PURPOSE

1. To provide pharmaceutical care to patients to ensure safe, effective, legal economic medicines use,
2. To provide advice on all aspects of drug therapy to patients and colleagues,
2. To professionally check products and prescriptions,
3. To supervise and train junior staff
4. The hours will be 37.5 hours which will include weekend and evening work on a rota basis as required by the service.

3. ORGANISATIONAL POSITION



*Staff dependent on the section of the rotation.

Rotational pharmacists will have responsibility for training and supervising staff depending on the requirements of the place of work on the rotation. Rotational pharmacists will report to 8a or 8b grade pharmacists depending on the staffing in the placement on the rotation.

4. SCOPE AND RANGE

- This is a rotational post so not all duties are undertaken at the same time. Usually 3-6 months are spent at each placement, there are currently 12 placements including various specialities for clinical work, dispensary, medicines information and technical services.
- Responsible for the provision of pharmaceutical service to approx. 50 beds in ward area, but this may double when holiday cover is provided. This is dependent on departmental rotation and service requirements, the level of service provided will reduce as more beds are covered.
- Professional checking of up to 150 prescription items daily when in ARI Dispensary
- Providing out-of-hours emergency services to all hospitals throughout NHS Grampian, and pharmacy information services to hospital and primary care staff and patients on a rota basis.

5. MAIN DUTIES/RESPONSIBILITIES

Clinical pharmacy duties:

Provides a comprehensive pharmaceutical care service to individual patients including:

1. Reviewing medication on admission to ensure medicines are safely and appropriately prescribed, patients own medicines are suitable for use and supplies are available as required. This may involve making judgements on the suitability of patient's chronic medication regimen in the hospital situation when the patient's condition may have changed. Complex medication problems will be referred to a more experienced pharmacist who is available for help, supervision or advice.
2. Discussing the prescribing of medicines with medical staff within the hospital and with Primary care staff if necessary to ensure the patient receives safe appropriate treatment.
3. Operating Medicines Management procedures to ensure safe economical medicines use. This includes checking patient's own medicines to ensure it is safe for use, ordering labelled supplies,
4. Monitoring patient's biochemistry, haematology and medication throughout the patient's 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.
5. Planning and implementing discharge procedures to ensure safe continuation of therapy and review of medication as necessary after discharge
6. Under the supervision of a senior clinical pharmacist, writing in patient medication charts and discharge prescriptions to support junior doctors
7. Providing counselling and advice on medication 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 the regimen is complex, difficult to use or toxic. Some patients may have difficulty understanding if they are elderly, confused or distressed.

This takes approx 70% of the time available

Ensures medicines use is safe, effective and economical by:

1. Providing information on medicines use to ward staff.
2. Provide information on drug expenditure as required within the clinical speciality e.g. cost of introduction of new drugs and monitoring of spending on these, information on alternative treatments available.
3. Providing guidance to ward staff on prescribing in accordance with local and national protocols and legislation
4. Maintaining and updating ward medicines management policies, to ensure drug stocks are used legally, economically and safely.

This takes approx 5% of the time available

Participate in the provision of pharmaceutical services by:

1. Ensuring stock control and supply procedures at ward level are 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.
2. 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.
3. Carry out 3 monthly stock checks and register reconciliation for Controlled Drugs.

Duties within Medicines Information department include:

1. Gathering information, interpreting it and using it to respond to medication enquiries from healthcare professionals and the public. This information is held on a database and used to answer future queries. This work is done under the supervision of the Specialist Pharmacists in Medicines Information.
2. Review and interpretation of clinical papers

3. Provision of medicines information for input to guidelines and policies on medicines use within the Pharmacy, wards, and throughout NHS Grampian, under supervision as above.
 4. Using the MIDatabank database for paperless entry and retrieval of enquires.
 5. Reviewing Formulary requests in support of the Grampian Formulary Group
- This takes approx 5% of the time available

Duties in Dispensary:

1. Clinical review of prescriptions, accuracy checks and dispensing prescriptions, patient and carer counselling, answering queries, supervision of staff and workload management.
2. Ensuring stock control and supply procedures are implemented and maintained to ensure economic use of medicines according to local and national policies.
3. Participating in supply and dispensing procedures as necessary to ensure availability of medicines for treatment.

This takes approx 15% of the time available

Duties within Technical Services

1. Professional and accuracy checking of prescriptions, worksheets, assembled work trays, dispensed items, labels and final products
2. Inspection of products for particles, precipitates and volume accuracy.
3. Clinical trial protocol reading, dispensing, accountability monitoring and archiving,
4. Environmental monitoring,
5. Workload management and staff supervision,
6. Take responsibility for day-to-day supervision of TPN (Total Parenteral Nutrition), Cytotoxic and Radiopharmacy dispensing.

This takes approx 5% of the time available

Contribute to teaching and training in order to enable staff and students (medical, nursing and pharmacy) to keep abreast of recent developments and deal with medicines in a safe and appropriate manner. Provide supervision and support for pre-registration pharmacists and students.

Out-of-Hours Work

Any of the above duties may require to be provided out-of-hours, but the most common duties are supply of medicines and dealing with requests for medicine information. This is part of a 1 in 10 rota where each person works either a late duty (Mon to Thurs) or a weekend (Fri-Mon) , covering within the team for sickness, holidays etc.

6. SYSTEMS AND EQUIPMENT

1. IT skills relating to use of databases, internet, microsoft products and medicines information searching of on-line databases for highly specialised information.
2. MIDatabank database for paperless entry and retrieval of enquires.
3. Use of other on-line databases for retrieval of highly specialised medicines information e.g. DRUGDEX, IDIS, TOXBASE, TICTAC.
4. Use of pharmacy stock control and labelling systems .to issue drugs for prescriptions and to search for drug stocks across hospitals in Grampian, to check availability from suppliers etc
5. Dispensing and manipulation of medicines skills and the ability to advise others and teach these skills
6. Monitoring safe administration of medicines by pumps e.g. IV fluids, epidurals, PCAs, syringe driver etc.

7. DECISIONS AND JUDGEMENTS

1. The post holder is an independent professional, responsible for their own professional decisions.

2. The majority of work at ward level is unsupervised using professional discretion, but under the direction of 8a or 8b grade pharmacists. This includes reviewing medicines regimens and patient information such as medical notes and lab results in order to provide advice on the safe and appropriate use of medicines
3. Standard operating procedures are available for the main duties, but professional discretion is required for individual patient care.
4. The post holder must deal with the problems or needs of patients and contribute to their resolution with the clinical and pharmacy teams.
5. 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.

8. COMMUNICATIONS AND RELATIONSHIPS

1. Contact with all levels of ward staff, patients and carers relating to the safe use of complex medicines regimens.
2. Teaching, training, reporting audit and research, and effecting change in practices relating to complex and possibly toxic medicines.
3. Communications with patients and carers relating to their underlying illness and treatment. The pharmacist must be aware of problems patients may have understanding information relating to medicines and respond accordingly Well developed communication and influencing skills are required to discuss medicines use with patients, carers and professionals of many disciplines both within and out with the hospital..

9. PHYSICAL DEMANDS OF THE JOB

1. Light physical effort only required, but skill, speed and accuracy are vital in dispensing and in providing ward level services such as writing/checking/reviewing prescriptions, results, charts
2. In technical services, while dispensing aseptically, the pharmacist is required to work in front of laminar flow cabinet, reaching forward into it and working within designated boundaries of filtered air.
3. Intense concentration for prolonged periods is required and interruptions are frequent as the Pharmacist will carry a bleep.
4. Awareness of the risk of medication misadventure must be constantly borne in mind.

10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

Delivering pharmaceutical care and economical medicines management for optimal patient outcome, ensuring standards and guidelines are met with the constraints of time and resource available, while continuing to develop knowledge and expertise as a clinical pharmacist. Ability to work under pressure using specialist knowledge providing work to the highest standard, whilst being aware of the possible consequences of medical misadventure.

Working with terminally ill patients and their carers may cause distress.

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

- Masters Degree in Pharmacy 4 years
- Pre-registration training and successful examination
- Registered with the GPhC
- Stage 2 hospital pharmacy training will be started, 2 years
- Post registration hospital experience desirable especially for out of hours work, training will be provided.



NHS GRAMPIAN
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 6

LOCATION/HOSPITALS: Based at Aberdeen Royal Infirmary

WARD/DEPARTMENT: Pharmacy Department

ATTRIBUTES	ESSENTIAL	DESIRABLE
Qualifications	Pharmacy Degree. Member GPhC.	Evidence of commitment to CPD.
Experience	N/A	Hospital pre-registration training. Post registration experience in hospital or other sector.
Special Aptitude and Abilities	Able to work as part of a multidisciplinary team.	IT skills. Presentation skills. Able to work under pressure.
Disposition	Good Communication. Pleasant disposition.	Confident. Outgoing personality.
Physical Requirements	Good general health. Meets Board standards for absence.	
Particular Requirements of the Post	Good organisational skills, accuracy and attention to detail. Good time management.	Able to prioritise own workload.

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