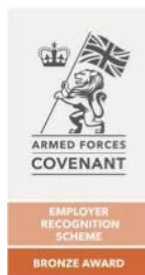


# Clinical Pharmacist

## Candidate Information Pack



# Welcome

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Dear Candidate,

Thank you for taking the time to read more about who we are and the jobs we have on offer.



**Graeme Bryson**  
Director of Pharmacy

NHS Dumfries and Galloway is one of 14 territorial Health Boards covering the region of South West Scotland.

I have been with NHS D&G since January 2019 as Director of Pharmacy. I have found that Team Pharmacy is well respected within the organisation's directorates. We have Lead pharmacists operating at directorate level, influencing patient care with pharmacy in mind as to how we can keep improving our services in line with our local Pharmacy Strategy.

Within our acute sights, we have the wide range of digital support such as HEPMA and robotics, thus making our service delivery at the cutting edge of practice.

Our primary care teams are double award winning on innovations in practice and we continue to build on our pharmacotherapy service development plans.

With all the recent investment into our services, new facilities and having support of our own dedicated Education and Training team, ensuring our staff have the opportunities to develop both leadership and clinical skills, it has never been a better time to recruit for Dumfries and Galloway.

We hope that you will continue with your application and come join Team Pharmacy in D&G.

If you wish to have an informal chat either with the hiring manager identified in this post or myself please feel free to contact us.

Kindest regards

*Graeme,*

# The Opportunity

## 1. Job Identification

<b>Job Title</b>	Clinical Pharmacist
<b>Band</b>	Band 7
<b>Salary</b>	£40,872 - £47,846 (pro rata)
<b>Scale</b>	Agenda for Change**
<b>Hours</b>	Full Time – 37.5 hours per week
<b>Contract Type</b>	Permanent
<b>Department</b>	Pharmacy
<b>Reporting to</b>	Alison Bell
<b>Base</b>	Dumfries & Galloway Royal Infirmary

\*\* NHS Scotland's AFC pay system differs slightly from NHS England, Wales or Northern Ireland. Please click [here](#) to access the most up to date pay scales and Terms and Conditions.

## Contact Details

We welcome informal contact from prospective candidates who wish to better understand the role.

Please contact: Alison Bell on 01387 246246 (Ext 32039) or by e-mail at [alison.bell2@nhs.net](mailto:alison.bell2@nhs.net)

# Job Description

## 1. JOB PURPOSE

- To assist in the provision of professional pharmaceutical services to Dumfries and Galloway Royal Infirmary.
- To contribute to pharmaceutical care of individual patients within the hospital through ward based clinical pharmaceutical services.
- To perform duties as a prescriber within scope of personal competence and for patient groups as agreed with Lead Pharmacist, General Manager and Associate Medical Director Acute and Diagnostics.

## 3. ORGANISATIONAL POSITION



## 4. SCOPE AND RANGE

- Provision of a full range of clinical services to combined assessment unit 1 or 2 wards.
- Overseeing dispensary for part of the working day.
- Providing clinical pharmacy care to hospital patients within defined specialties.
- Service provided 7 days per week

## 5. MAIN DUTIES / RESPONSIBILITIES

- Clinical and Ward Pharmacy
  - Provision of clinical pharmacy services to designated patient groups
  - Verification of suitability for use of patients' own medicines.
  - Verification of patient medication orders and allergy status.
  - Medication history taking.
  - Participation on consultant ward round/MDT within specialist area
  - Electronic documentation of care and risk management issues including:
    - patient allergy

- patient self administration (including assessing patient suitability)
  - adverse drug reactions and interactions
  - individualising pharmaceutical care plans and documenting / resolving
  - pharmaceutical care issues
  - clinical verification of discharge prescription
- Counselling patients on use of their medicines.
- Ward/Pharmacy Services
  - Acting as primary contact point for ward staff in relation to pharmacy issues
  - Liaising with ward staff and technician and ATO to maintain and update ward stock lists
  - Carrying out ward controlled drug checks
  - Provision of medicines information to clinical staff and patients
  - Monitoring use of medicines in line with formulary.
- Day Case / Out-patient Service
  - Acting as primary contact for clinical staff in relation to pharmacy issues as above
- Dispensary Services
  - Supervising work of Pre-Reg, Band 6 pharmacists and support staff
  - Liaising with clinical staff to confirm ambiguous prescriptions
  - Dispensing of prescriptions for DGRI and Community Hospitals as required
  - Clinical verification and final accuracy checking of prescriptions as required
  - Liaising with community pharmacists and general practitioners to arrange provision of compliance aids for patients on discharge as necessary
  - Assessing patients' own drugs for use on discharge and dispensing at ward level those medicines used by patients while in hospital on certain wards
  - Individually counselling patients on use of medication on discharge from ward or clinic setting
  - Near miss error reporting in accordance with hospital policies
- Continuing Professional Development / Training Commitment
  - Updating current skills and knowledge in relevant practice areas as required
  - Undertaking at least minimum continuing professional development commitment recommended by the General Pharmaceutical Council
- Annual PDP Review (TURAS)
  - Participation in any internal or external courses / meetings as appropriate

- Peer review
- Obtain non-medical prescribing qualification
- Specialist Clinical Pharmacy Service
- Deliver a specialist clinical pharmacy service to unscheduled care patients within the combined assessment unit and/or downstream wards
- Clinical verification of prescriptions, triage patients needs and support of early discharge planning for in-patients
- Pharmacist support to the daily combined assessment unit consultant ward round
- Participation in service development projects
- Pharmacist prescribers, once qualified, are integrated into the specialist clinical team and are prescribing regularly
- Other Duties
  - Deputise for other pharmacy staff as required
  - Participate in pharmacy on call service, if contracted
  - Participate in clinical trial organisation and dispensing
  - Participate in training of junior staff and students.

## **6. SYSTEMS AND EQUIPMENT**

- Use of pharmacy stock control and dispensary system
  - stock control of pharmaceuticals
  - dispensing of medicines for patients
  - electronic prescribing and administration system
- use of management reports
- use of automated pharmacy storage, dispensing and stock control system
- use of electronic applications :-
- Labs, SCI Store, Cortix, E-Casenotes, ECS, Clinical Portal, LearnPro, TURAS
- Use of Microsoft Office
  - e-mail
  - internet searches for enquiries
  - word processing
- Jointly responsible with other pharmacy staff for security of pharmaceuticals and keys

## **7. DECISIONS AND JUDGEMENTS**

- Manages, interprets, analyses and advises on medicine treatment protocols, reviewing the clinical and cost effective aspects to promote safe and rational prescribing and use of medicines.

- Uses financial data and critical appraisal skills to promote the use of the most cost effective and evidence based therapies.
- May manage and reconcile conflicting opinions of professionals to optimise use of medicines.
- Uses knowledge and experience to assimilate and evaluate, often conflicting, information in order to advise on pharmaceutical care issues.
- Professionally responsible for pharmaceutical care input into individual patients either at dispensary or ward level.
- Takes responsibility for ensuring appropriate stock available
- Checking of emergency trays for use on wards and outlying hospitals.
- Provision of specialist medicines information service to all primary and secondary healthcare personnel and patients.

## **8. COMMUNICATIONS AND RELATIONSHIPS**

- Provides counselling to patients and relatives on medication regimens that may require explanation and reassurance (when discussing risks and benefits of treatment options) and empathy, understanding and motivational skills to maximise patient concordance. Patients may have language difficulties / physical or mental disabilities.
- Provides specialist information and negotiates with clinical staff to ensure that pharmacy policies are fully complied with.
- Seeks to optimise individual patient care by providing information, advising and negotiating with prescribers and other clinical staff to ensure safe, effective and economical drug therapy.
- Liaises with community and GP pharmacist counterparts to ensure a clear communication of pharmaceutical care issues.
- Contributes to the development of pharmacy policies and procedures.

## **9. PHYSICAL, MENTAL AND EMOTIONAL DEMANDS OF THE JOB**

- General keyboard skills
- Requires a frequent high level of concentration to check, dispense and prepare medicines accurately to meet deadlines and subject to interruptions
- Near patient contact involving exposure to environmental risks at ward level
- Potential exposure to toxic pharmaceutical materials
- Clinical work requires a high level of concentration characterised by assessing different pieces of sometimes conflicting information and forming a clinical opinion. This work is often conducted under time pressure and subject to frequent interruptions
- Handling of hazardous materials e.g. cytotoxics

## **10. MOST CHALLENGING PARTS OF THE JOB**

- Provision of high quality pharmaceutical care tailored to meet the needs of individual patients. This requires continual update of clinical pharmacy

knowledge base.

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

- Entry qualification masters degree and subsequent General Pharmaceutical Council registration
- Continued registration with the General Pharmaceutical Council
- Maintenance and updating of knowledge through Continued Professional Development
- Highly developed specialist knowledge (therapeutic) and practical skills dealing with a complex range of pharmaceutical interventions, requiring 2 years post registration experience
- Working knowledge of standard computer programmes and of clinical and pharmacy systems
- Knowledge of Dumfries and Galloway Royal Infirmary policies and procedures and detailed knowledge of pharmacy department policies and procedures.
- Completion of the Scottish Hospital Pharmacist Vocational Training (Stage 2) or documented evidence of equivalent competency.

## **12. JOB DESCRIPTION AGREEMENT**

**Job Holder's Signature:**

**Date:**

**Head of Department Signature:**

**Date:**

# Person Specification

ESSENTIAL	DESIRABLE
<p><b>QUALIFICATIONS:</b></p> <ul style="list-style-type: none"> <li>• MSc / MPharm or equivalent</li> <li>• Registration with GPhC</li> <li>• Working towards attainment of Scottish Hospital Vocational Training or documented evidence of equivalent competency</li> <li>• Willing to undertake non-medical prescribing qualification</li> </ul>	<ul style="list-style-type: none"> <li>• Membership of Royal Pharmaceutical Society of GB</li> <li>• Completion of Scottish Hospital Vocational training or Post Grad qualification in Clinical Pharmacy</li> <li>• Pharmacist non-medical prescriber</li> </ul>
<p><b>SKILLS:</b></p> <ul style="list-style-type: none"> <li>• High level of accuracy</li> <li>• Excellent communication skills</li> <li>• Computer literacy</li> <li>• Good numeracy and literacy skills</li> <li>• Works to deadlines</li> </ul>	<ul style="list-style-type: none"> <li>• Good organisational skills</li> <li>• Project management</li> <li>• Leadership skills</li> <li>• Excellent computer skills</li> </ul>
<p><b>EXPERIENCE:</b></p> <ul style="list-style-type: none"> <li>• Post registration experience in delivery of patient centred clinical services within a hospital setting</li> </ul>	<ul style="list-style-type: none"> <li>• Experience in practice research or clinical audit</li> <li>• Experience of teaching</li> <li>• Experience in specialty of post</li> </ul>
<p><b>KNOWLEDGE:</b></p> <ul style="list-style-type: none"> <li>• Good understanding of clinical pharmacy knowledge and able to apply in practice at an individual patient level</li> <li>• Committed to continuing CPD</li> </ul>	<ul style="list-style-type: none"> <li>• Established clinical pharmacy knowledge and able to apply in practice to improve the care of a patient group</li> </ul>
<p><b>PERSONAL CHARACTERISTICS:</b></p> <ul style="list-style-type: none"> <li>• Honest and trustworthy</li> <li>• Good work ethic – enthusiastic and motivated</li> <li>• Flexible and adaptable</li> <li>• Good team player</li> </ul>	<ul style="list-style-type: none"> <li>• Innovative</li> </ul>

