



JOB DESCRIPTION

1. JOB IDENTIFICATION

Job Title:	General Practice Clinical Pharmacist
Responsible to :	Lead Pharmacist - Primary Care
Department:	Pharmacy and Prescribing
Last Update :	May 2022

2. JOB PURPOSE

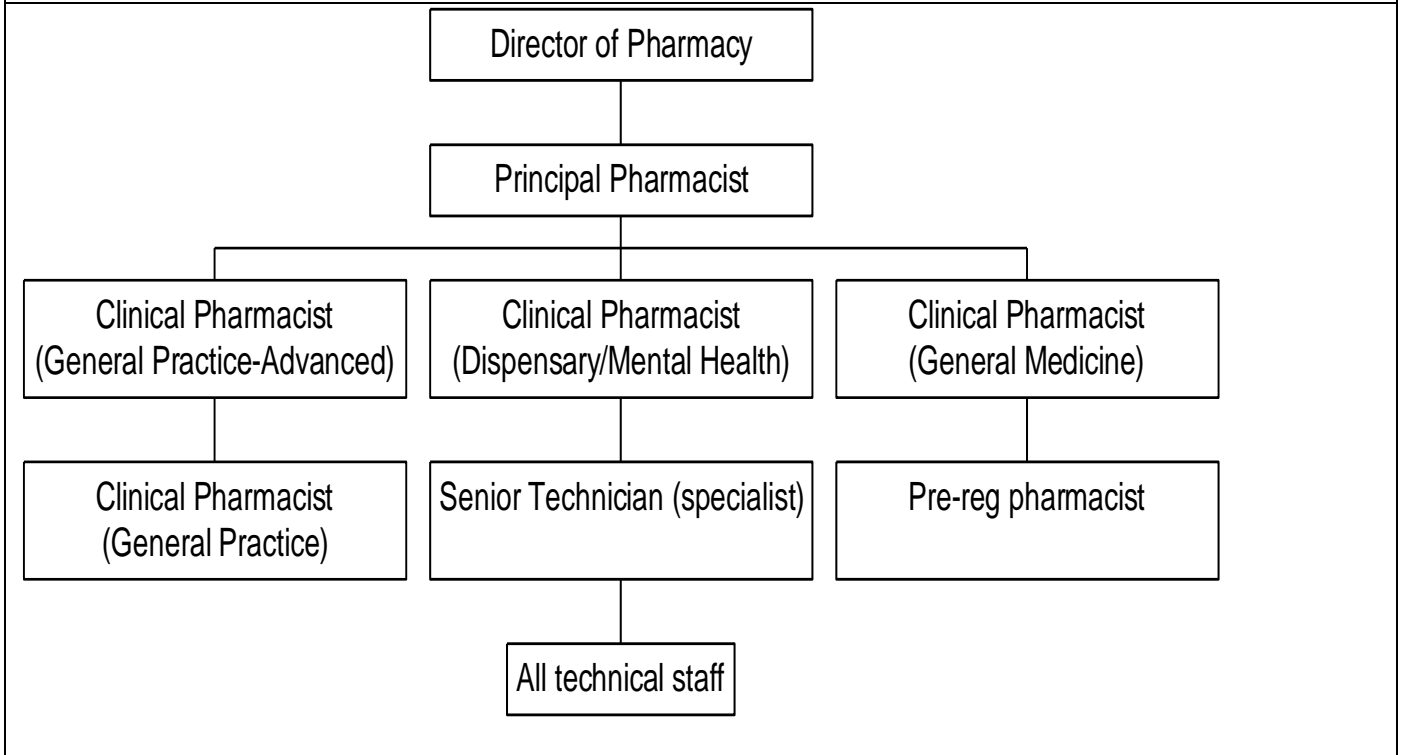
To provide a leadership role in the provision of Pharmaceutical Care and Pharmaceutical Public Health within the Primary Care sector of NHS Shetland. This will involve working with the other members of the Primary Care team, and in particular the prescribers, in establishing a patient centred approach which will ensure effective and safe use of medicines.

3. DIMENSIONS (Job Facts and Figures)

Primary Health Care in Shetland is undertaken through one large town health centre (approximately 9000 patients) in Lerwick, and nine rural health centres. Seven of these are run by General Practitioners who also provide a dispensing service. Dispensing of repeat prescriptions is done remotely in community pharmacy in 5 of these practices. . Clinical Pharmacists working as prescribers form an integral part of the multidisciplinary team in GP practices. Innovative ways of working have also been developed in helping to support dispensing practices with remote dispensing of repeat medicines, as well as communication solutions between community pharmacy and social care using Attend Anywhere. The pharmacy team works across as sectors in an integrated way.

Prescribing support and staff training is provided to all Shetland practices and will be part of this role.

4. ORGANISATIONAL POSITION



5. ROLE OF DEPARTMENT

The role of NHS Shetland Pharmacy & Prescribing Department is to:

- Ensure that patients derive maximum benefit and minimum harm from their medicines
- Provide a single system approach to pharmacy and prescribing policy issues, including integration of systems within pharmacy and prescribing support functions
- Support clinicians in their provision of high quality, effective and efficient pharmaceutical care to individual patients at whatever their point of need in their healthcare journey
- Provide prescribers and managers with high quality, timely information, analysis and advice to assist them to deliver effective prescribing management
- Ensure that medicines are purchased, stored, dispensed and prescribed as cost effectively as possible

6. KEY RESULT AREAS

Main duties applicable to Clinical Pharmacist in Primary Care

I. Quality

- a) Responsibility for provision of high quality pharmaceutical care across primary and secondary care across Shetland.
- b) Provide advice and training in dispensing procedures for Dispensing Doctors practices
- c) Supporting prescribers to ensure the appropriate uptake of evidence based efficient medicines.
- d) Assist in the implementation and monitoring of Grampian formulary use in Shetland

II. Education and Training

- a) Participating in and maintaining own personal development plan in line with Board procedures.
- b) Undertaking of CPD as per guidelines of General Pharmaceutical Council
- c) Contributes to training of prescribers and other healthcare staff in medicines management and prescribing issues.

III. Service maintenance and development

- a) Working with GP practices to develop/improve repeat prescribing systems.
- b) Working with the Lead Pharmacist - Primary Care and Secondary Care Pharmacists to implement area wide prescribing strategy.
- c) Developing evidence based prescribing policies with appropriate use of guidelines and formularies.
- d) Interface working between primary, secondary and social care on medicines management issues and admission/discharge procedures.
- e) Promoting the need for regular review of patient medication, undertaking this where appropriate and providing support and training for others carrying out medicine review.
- f) Ensuring that relevant policies and procedures are applied correctly in work area, escalating difficulties that may arise to an appropriate colleague.

IV. Human Resources Management

- a) Providing professional support and workplace training for Technical staff working in Primary Care

V. General Duties

- a) Ensuring that policies and procedures are in place and are up to date for Medicines management processes in NHS Shetland.
- b) Undertake work activities and related training as defined in employers Health & Safety Policies and Procedures.
- c) Must attend Annual Manual Handling Refresher Training.
- d) Actively participating in team meetings and discussions with colleagues and manager to make constructive suggestions as to how services could be improved within own work area, and implementing such changes with guidance from line manager.

VI. Specialist Services

- a) communication with other members of healthcare team, and in particular with the prescribers, in matters relating to use of medicines.
- b) Discussions with other healthcare staff to establish training needs and delivering this to appropriate staff/staff groups. This training will centre around pharmaceutical care and medicines management.
- c) Communication directly with patients or their representatives, in the course of clinical work i.e. conducting medicine review clinics.
- d) Where the post holder has a prescribing qualification this may be included in clinical work, within their area of competency
- e) Using appropriate clinical assessment skills during clinical work within the post holder's competency (this includes, but is not limited to; performing venepuncture and phlebotomy; manual blood pressure; spirometry etc.)
- f) Communication with other Pharmacy personnel on matters pertinent to primary care.
- g) Use of the prescribing information database to provide information on the quality and effectiveness of prescribing.
- h) Use of EMIS prescribing database while working in health centres, to access individual patient data as well as use of the search function to provide collective data on prescribing.
- i) Medicines Reconciliation at all care interfaces

- j) Clinical review of discharge prescriptions in secondary care, accuracy checking of dispensed medicines.
- k) Following of stock control and supply procedures in secondary care.

VII. Other responsibilities

- a. There will be a requirement to take part in the on-call pharmacy rota for NHS Shetland.
- b. To work as part of the integrated pharmacy team alongside secondary care colleagues should the need arise.

7a. EQUIPMENT AND MACHINERY

Responsible for appropriate use, maintenance, repair and documentation of equipment by self and others

Equipment used within this job:

- IT equipment, Laptop, Desktop PC and Printers
- Fax, Photocopier and telephone
- Telephone systems, printers, fax machine

7b. SYSTEMS

Responsible for appropriate use and documentation of systems by self and others

Systems used within this job:

- Microsoft Office, Excel, Word, Powerpoint. Used extensively in the production, analysis, interpretation and presentation of prescribing information.
- PRISMS and PIS Software – Prescribing Information Database that holds information on GP prescribing. Analysis and interpretation of prescribing information.
- Emis software system – the post holder is expected to be competent in the use of prescribing support computer systems used in Scottish General Practice.
- Docman – software enabling scanning and inclusion of written information in patient record.
- Emergency care summary and use of SCI store databases
- Use of JAC stock control and ordering software and HEPMA prescribing and software
- E-mail to communicate quickly and effectively on a daily basis
- Internet/Intranet

Manual records

8. ASSIGNMENT AND REVIEW OF WORK

The post holder will be responsible for the planning, co-ordination, management and assessment of work relating to prescribing within primary care as delegated by the Lead Pharmacist - Primary Care. This will include work within all NHS Shetland GP Practices as well as work related to the Community Pharmacy Contract. Work relating to Secondary Care will be delegated by the Lead Pharmacist – Primary Care. Overall Line Management will be through the Lead Pharmacist - Primary Care

The post holder will manage allocated staff, and plan service delivery and development to achieve objectives. The post holder will develop a work plan with the Lead Pharmacist - Primary Care and be responsible for generating reports to inform Senior Management and the Pharmacy & Prescribing Department of progress.

9. DECISIONS AND JUDGEMENTS

- The post holder works within professional standards and uses experience and professional knowledge to make decisions for the service, self and other as required. Uses own judgement on when to refer to senior members of staff. Is responsible for development and delivery of specialist service including resolving service and staffing issues
- The post holder ensures work practices in the specialist area are regularly reviewed, audited, updated and implements changes ensuring where the change affects other areas all stakeholders are included in the planning of the implementation.
- To ensure regular updating of skills by self-directed learning and undertaking of CPD as required for professional registration.
- The post holder and the Lead Pharmacist - Primary Care will meet annually to conduct development review in line with the KSF outline, to produce a Personal Development Plan.

10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

- Provide analysis of prescribing and devise/deliver appropriate training to prescribers in a sensitive and constructive manner.
- Encourage and maintain engagement of stakeholders in GMS and Community Pharmacy contract
- Work with wide variety of health and social care staff across all sectors.

11. COMMUNICATIONS AND RELATIONSHIPS

- The postholder will communicate with patients and carers, other healthcare staff and will report back to line managers as appropriate. Where a patient/carer does not speak English as their first language the postholder will be expected to find a way to overcome this barrier in order to communicate effectively.
- The information may relate to clinical conditions and medicines, prescribing or contractual issues and other healthcare related issues.
- The information will be complex and it will cover all areas of prescribing and pharmaceutical care.
- The post holder will also support the Department in the induction of new staff and trainees aligned to roles and responsibilities, and supervises staff working in the specialist area

12. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB

Physical Skills

- Working with computers and keyboards
- Regular driving involved, therefore must have access to a vehicle
- Use of a keyboard is required to a level of proficiency to enable the use of spreadsheets and databases which require accurate input of information

Physical Effort

- Carriage of paperwork, relevant folders, laptop from office to car or home visit

Mental demands

- Time management can also be complex due to the diverse pressures and demands from a wide spectrum of personnel. The post holder will work in numerous settings, i.e secondary care/care homes/GP practices/home visits.
- Continuous interruptions and prioritisation of staffing requirements, workload and provision of feedback
- Frequent concentration is required for reading patient records, consulting with patients/carers, preparing information and participating in meetings
- Preparation of detailed reports – including baseline data collection.

Emotional demands

- The post holder is required to handle sensitive information.
- The post holder has a clinical role with responsibility to improve patient care.
- Required to provide feedback on performance assessments to individuals
- Working to tight deadlines
- Dealing with difficult situations and circumstances, including dealing with practice staff, carers, and family members.
- Working to tight deadlines over which the person has no control and is thereby under a degree of pressure
- Concordance reviews, emotional effort may be required when talking to patients about their medication.
- Occasional exposure to verbal aggression by patients or family members

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

- Experience in hospital or primary care clinical pharmacy.
- Experience in community pharmacy
- Masters Degree in pharmacy and registration with General Pharmaceutical Council
- Postgraduate qualification in clinical pharmacy or equivalent
- Current Driving licence
- Knowledge of GP and Community Pharmacy contracts with NHS Scotland
- Excellent communication skills
- Ability to analyse and scrutinise data
- Ability to act independently
- Attention to detail
- Methodical and well organised
- Discretion and understanding of confidentiality
- Enthusiasm and commitment to get the job done well.

14. JOB DESCRIPTION AGREEMENT

A separate job description will need to be signed off by each jobholder to whom the job description applies.

Job Holder's Signature:

Date:

Head of Department Signature:

Date:

Person Specification

ATTRIBUTES	ESSENTIAL	DESIRABLE
Qualifications	Pharmacy Degree Member GPhC Evidence of commitment to CPD	Foundation Vocational training. Postgraduate qualification in clinical Pharmacy Full driving licence.
Experience	Post registration experience	
Special Aptitude and Abilities	Able to work as part of a multidisciplinary team. Able to work under pressure. IT skills (including Microsoft office).	Presentation skills. Audit/ Research skills.
Disposition	Good Communication skills. Self motivated. Pleasant disposition.	Confident Outgoing personality
Physical Requirements	Good general health. Meets Board 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. Able to prioritise own workload.	



JOB DESCRIPTION

1. JOB IDENTIFICATION

Job Title:	Clinical Pharmacist – Advanced (General Practice)
Responsible to:	Lead Clinical Pharmacist – Primary Care
Department:	Pharmacy
Directorate:	Health and Social Care
Last Update:	June 2019

2. JOB PURPOSE

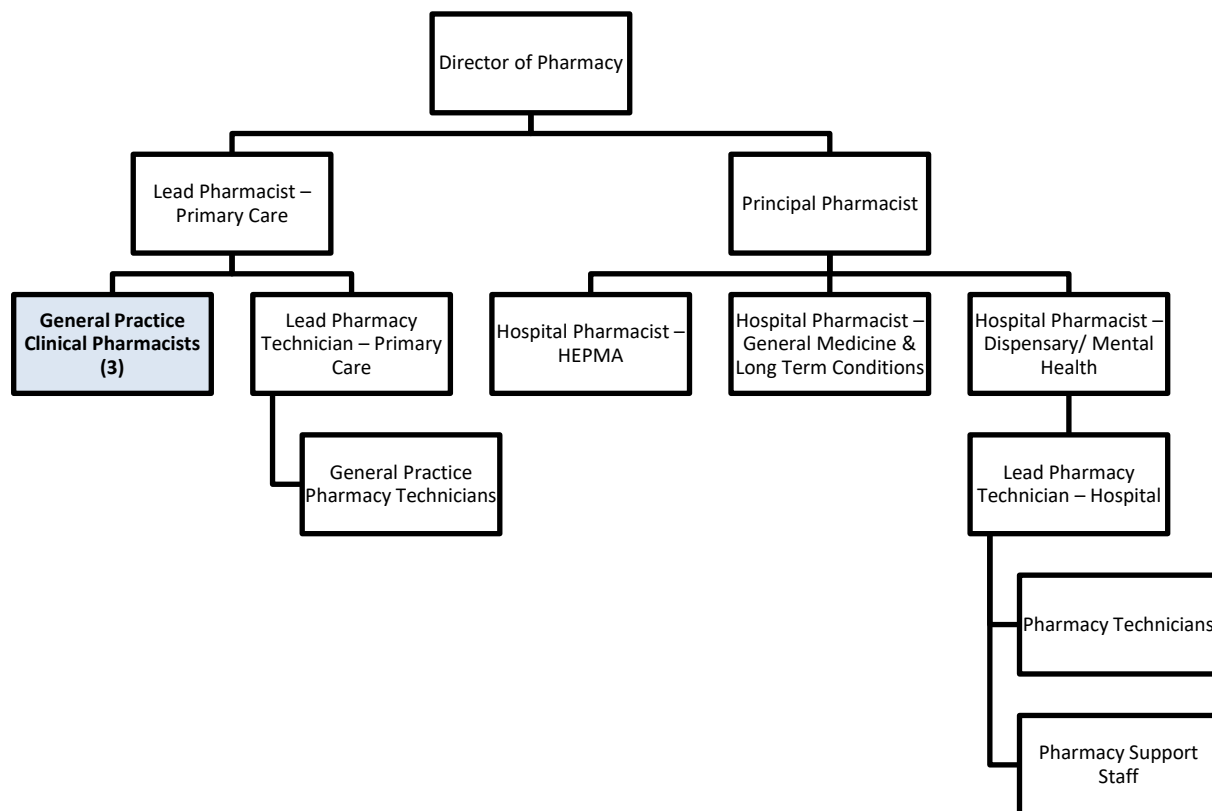
- To participate fully in the management of a range of clinical conditions within GP Practices in Shetland to augment the clinical pharmacy team based in the Gilbert Bain Hospital, supporting them when required with emergency cover.
- To lead specified improvements in prescribing practice in Shetland and to work with other senior Pharmacists to achieve an integrated and consistent approach to pharmacy service provision in both Primary and Secondary Care giving prescribing advice and support to clinicians and GP practices. In so doing, this will contribute to the cost effective use of medicines and prescribing budget management arrangements.
- To participate in developing and implementing integrated Medicines Management and Prescribing Support policies for NHS Shetland including provision of expert advice on prescribing issues to a variety of prescribers within primary care. This will involve interpreting GP prescribing data and individual practice data in order to advise on changes in prescribing practice to achieve high quality, evidence-based, cost-effective long term treatment choices for our population.
- To work with clinical colleagues in the development of clinical guidelines and policies to optimise medicines usage, and to develop opportunities to provide educational input to healthcare professionals on key prescribing issues on an ongoing basis. To work with Primary and Secondary Care colleagues in promoting formulary prescribing.
- To work as part of the multi-disciplinary team in primary care to plan and carry out pharmacotherapy work appropriate to the GP practice.
- To work as a prescriber running chronic disease clinics appropriate to the needs of the practice.

- To take part in an on-call rota should this be required out of pharmacy opening hours for NHS Shetland.

3. DIMENSIONS (Job Facts and Figures)

There are ten GP practices in Shetland. Seven of these are dispensing practices. The practices range in size from 500-9000 registered patients. There are around 25 GPs. Prescribing costs associated with these practices exceed £4.5M p.a. Clinical Pharmacists working as prescribers form an integral part of the multidisciplinary team in General Practice. Innovative ways of working have also been developed in helping to support dispensing practices with remote dispensing of repeat medicines, as well as communication solutions between community pharmacy and social care using Attend Anywhere. The pharmacy team works across as sectors in an integrated way.

4. ORGANISATIONAL POSITION



5. ROLE OF DEPARTMENT

The pharmacy department is the hub for prescribing governance and pharmaceutical care. The provision of medicines and vaccines are coordinated by the department. There is a Shetland wide approach to medicines governance and the pharmacy facilitates an integrated approach to safe and efficient use of medicines across primary and secondary care with a particular role in efficiency, antimicrobial prescribing and patient safety.

6. KEY RESULT AREAS

- Demonstrates experiential learning whilst delivering services such as medication reconciliation services, polypharmacy reviews and pharmacotherapy work in primary care.
- Visibly autonomous with responsibilities for direct clinical management of patients with multiple long term conditions.
- Demonstrate effective working in multidisciplinary team / multiagency teams and development of the pharmacy service within Primary Care
- Responsibility for delivery of chronic disease clinic within the needs of the GP practice

7a. EQUIPMENT AND MACHINERY

- The postholder will be required to use a computer, telephone, printer, scanner, fax machine, copier, videoconferencing equipment and other communication devices.
- In addition, have familiarity with pharmacy equipment such as balances.
- Independent operation of equipment used in the clinical assessment of patients such as sphygmomanometers, stethoscope, peak flow devices, spirometers etc.

7b. SYSTEMS

- The range of IT systems are extensive and include: Formulary and medicines management systems, Clinical risk management systems, including incident and error reporting, adverse drug reaction reporting and clinical audit, Data and information management systems in particular PRISMS, PIS. Microsoft systems i.e. Excel and Access..The Pharmacy stock control system is JAC and HEPMA is expected to be implemented within 2020. Scottish Therapeutics Utility, INRStar Docman, EMIS, and SCI Store
- The postholder will also be required to enable appropriate staff access to information and data management systems including and in particular GP systems to produce complex reports, and handle data.
- There is a requirement to access Emergency Care Summary, Patient Safety and infection control systems on the intranet. SCI store and other hospital databases, Clozapine monitoring and Scriptswitch for prescribing efficiency.
- Routinely the postholder will communicate electronically and must have a working knowledge of Microsoft Office Programmes

8. ASSIGNMENT AND REVIEW OF WORK

- The majority of the work will be self-generated and driven by the needs of general practices, the practice quality cluster and the Social Care operational groups within an integrated service.
- The postholder is directly responsible for own prioritisation and management of workload.
- Work will also be allocated by the Lead Pharmacist – Primary Care but work may also be assigned by the Director of Pharmacy, who may also assign the postholder work from outside Shetland
- The Lead Pharmacist – Primary Care is responsible for regular review of work.

9. DECISIONS AND JUDGEMENTS

- There will be a significant degree of deputising for the Lead Pharmacist – Primary Care, as necessary, to provide continuity of pharmaceutical advice, which will require urgent and significant decisions to be made.
- Judgements in leadership on workforce and capacity planning to ensure appropriate staffing and skill mix to meet identified patient need while balancing the needs of work within the GP practices.
- Complex judgements around medicines will be required on a daily basis, based on clinical assessment and appreciation for both social and pharmaceutical care needs of patients. For example: advising on the polypharmacy issues of a patient with a history of noncompliance; or advising on the risk/benefits of stopping treatment in an older person; as well as actively managing clinical conditions in individuals.
- The postholder will be expected to request and interpret relevant biochemical, haematological and therapeutic drug monitoring tests and respond appropriately to these.
- The postholder will be expected to critically appraise the evidence base for treatments and respond to, and inform on complex issues relating to the delivery of safe and cost-effective prescribing.
- As line manager, the promotion and encouragement of continuous professional and personal development of staff. This will mean decisions on objectives with pharmacists/technicians working in GP practices. Exercising judgement in conducting annual appraisals with managed staff. Ensuring that staff have annual personal development plans and eKSFs and that, so far as is possible, these plans are delivered.
- The post holder will work in a largely self-directed fashion within the parameters of national and local priorities and policies for pharmacy, for health and other regulatory frameworks. This includes all legal and professional frameworks governing pharmacy practice and clinical practice in relation to the procurement, storage, handling, prescribing and use of medicines.

10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

- Investigating and resolving complaints, and complex and sensitive personnel management problems. Balancing the conflicting demands from a range of stakeholders.
- The workload is frequently subject to interruptions and the need to respond to changing and sometimes conflicting priorities, often at very short notice.
- Requests for formal and informal advice are frequent and may be complex from a number of different perspectives (e.g. clinical, scientific, technical, legal, ethical or pharmacoeconomic).
- Clinical and management decisions involving highly complex facts or situations which require the analysis, interpretation and comparison of a range of options which may involve uncertainty.
- Prioritising the level and provision of pharmaceutical care to meet the needs of different patient groups.
- Dealing with challenge and having difficult conversations with GPs and other senior clinicians.
- Creating effective working relationships across different organisations and various staff groups.
- Influencing change in the prescribing practices and behaviours of a range of medical and non-medical prescribers, to ensure the provision of good quality, evidence based and cost-effective prescribing practices.
- Making decisions to conduct clinical audit, benchmarking and development studies and designing these in order to make these applicable to developing the service.
- Identifying areas of current or potential future prescribing practices requiring response and initiatives which can improve the cost-effective, safe and appropriate use of medicines.

11. COMMUNICATIONS AND RELATIONSHIPS

- The postholder will have highly developed interpersonal and communication skills, these will be written and verbal, formal and informal.
- The postholder will be required to communicate, consult, negotiate, facilitate and influence effectively to deliver the strategic agenda and establish and maintain good working relationships in a sometimes challenging environment.
- Diplomacy, tact and empathy are needed for a range of audiences, staff, patients and public, who will require advice, judgement and sometimes sensitive information, with evidence of a professional attitude to practice.
- A member of key committees where advice may be challenged and the postholder will be required to negotiate with managers and clinicians.

- The postholder will be able to motivate their team, to persuade and influence behaviour change, to address staff performance and disciplinary issues, as well as dealing sensitively with staff, patients and carers.
- The postholder will act as a role model for advanced clinical practice and patient care delivery.
- Demonstrates the ability to meet deadlines and work effectively under pressure with limited supervision.
- On a daily basis, the post holder will be required to communicate with other senior pharmacists, senior staff including Medical and Nursing Director, Managed Clinical Networks, the Area Pharmaceutical Committee, a range of Committees, trade unions and professional organisations; pharmacy staff; and individual clinicians and managers. Organisation's outside Shetland will include, Special Health Boards, Professional and Regulatory Bodies (e.g. The Royal Pharmaceutical Society, General Pharmaceutical Council, University Schools of Pharmacy and other Colleges).
- The postholder will be required to communicate, consult, negotiate, facilitate and influence effectively to plan and deliver the strategic agenda and establish and maintain good working relationships.
- Within the context of the Service and in agreement with the Lead Pharmacist – Primary Care, the post holder is expected to act decisively and autonomously in their professional and managerial capacity, and to provide leadership to their team, being accountable for their actions, without regular need to refer to line management.

12. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB

Physical Skills

- Key board Skills with a requirement for accuracy (daily)
- Operation of technical equipment used in patient assessment including (but not limited to) sphygmomanometers, near patient testing machinery, spirometer.(weekly)
- Ability to travel, due to training sessions/meetings being held outside normal working hours. The postholder is required to drive safely between multiple locations. (daily)
- Manual handling of laptop computers/projectors/heavy files to meeting venues. (daily)

Physical Effort

- Daily requirement to sit in a restricted position for a substantial proportion of the working day whilst reviewing patient notes and using computer for producing reports/ analysing and interpreting data etc.

Mental Effort

- Frequent requirement for prolonged concentration or 3-4 hours at a time, meetings, interpreting prescribing data, writing reports, attending presentations, developing and implementing protocols, and working within time constraints.
- The work is not predictable as priorities change at very short notice according to the needs of the service/management.

- Demands stem both from the range of live and often complex issues which have to be dealt with at any one time and from prioritising simultaneous demands on the service. An example would be a need for urgent advice on the potential use of a very expensive new medicine (e.g. £25,000 per patient per year), balancing clinical and ethical considerations with financial feasibility. Requests for formal and informal advice are frequent by mail, email, telephone, and in person.
- Delivering presentations to large groups of people.

Emotional Demands

- Working in isolation
- Managing difficult and often confrontational meetings with other professionals.
- There will be challenges in developing a specialty pharmacy service to patients of the Board to ensure that pharmaceutical care needs are appropriately met. This may result in challenge, sometimes unreasonable, from senior clinicians which will need to be met in a calm and professional manner.
- Dealing with patients in an appropriate manner.
- Dealing with critical incidents and discussing unwelcome/contentious issues with staff (e.g. related to pay and conditions of service, complaints, grievances or disputes/incidents between staff, capability and disciplinary issues) and other members of the health and healthcare organisations (e.g. inappropriate prescribing or complaints about quality or level of service).
- Handling grievances, disputes, capability and disciplinary issues directly exposes the postholder to highly emotional and distressing circumstances.

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

- Pharmacist registered with General Pharmaceutical Council of Great Britain
- MSc in Advanced Pharmacy Practice or undertake formal training to postgraduate level to achieve competencies of a specialist practitioner
- Registered Practising Independent Prescriber
- Working towards an Advanced Clinical Assessment qualification
- Working towards an Advanced consultation skills qualification
- Supervise/leadership and contribute to the performance review of members of staff
- Adult Basic Life Support (BLS) qualification
- Able to influence and lead within a complex multidisciplinary organisation
- Competent to manage autonomously a range of disease states and to deliver pharmaceutical care¹ in situations of complexity that are agreed with the primary care team
- Demonstrate the ability and effectiveness of working autonomously
- Experience of leading or contributing to the development of new services and demonstrate experiential learning whilst delivering other services such as medication or polypharmacy reviews in primary care or working in hospital services providing a clinical pharmacy service (5 years+).
- Experience of autonomous and direct clinical management of patients with multiple long term conditions
- Experience of working within a multidisciplinary team / multiagency team
- Experience of, and commitment to, training and educating other pharmacists or healthcare professionals

- Competent to request and interpret appropriate tests to enable optimal management of a range of disease states
- Trained to use and competent to interpret data from clinical equipment when it is used to monitor the effects of medication or patient response to medication. For example
 - ECG
 - Otoscope
 - Blood pressure measuring equipment
 - Spirometer/PEFR
 - A range of disease specific scoring systems
 - Equipment for phelbotomy
- Demonstrate the knowledge and skills required to assess patients responses to medicines in a range of clinical conditions
- Competent in the interpretation of complex laboratory investigations and diagnostic results in relation to a range medicines and disease states
- Demonstrates ability to use own initiative and judgement to deliver direct patient care with an awareness of own limitations and when to refer.
- Medicines Information experience, application of evidence based medicine, providing clinical advice
- Involvement in the development, implementation and review of clinical guidelines and protocols
- Medicines Management experience including formulary implementation, submission and review
- Experience of undertaking clinical audit
- Knowledge of Clinical IT systems including electronic prescribing systems
- Well developed interpersonal and communication skills and the ability to act with tact and diplomacy
- Well developed co-ordination, organisational and facilitation skills
- Supervise and contribute to the performance review of members of staff

14. JOB DESCRIPTION AGREEMENT

A separate job description will need to be signed off by each jobholder to whom the job description applies.

Job Holder's Signature:

Head of Department Signature:

Date:

Date: