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| **Job Description** |
| 1. JOB IDENTIFICATION

SC06-320 | Job Title | **General Practice Specialist Clinical Pharmacist, Band 8a**  |
| Department(s)/Location | **Dundee, Perth & Kinross and Angus** |
| Number of job holders | **Various** |
| JOB PURPOSE1. To lead, co-ordinate, develop and deliver pharmacy services to meet the needs of patients within the Locality of attachment (including general medical practice/s, community and acute hospital/s, patients’ homes). The need to maintain strong links with Community Pharmacy is essential.
2. To optimise pharmaceutical care to patients in the area of responsibility to maximise benefit and minimise risk to patients from their medicines, in accordance with local and national priorities.
3. To actively contribute to strategic and operational planning, development and implementation of local policy and to implementation of national strategy in order to achieve best use of medicines and related resources to meet the needs of patients within area of responsibility.
4. Co-ordination and Implementation of Pharmacy initiatives as identified in the Pharmacy Strategy.
5. Delivery of NHS Tayside key objectives for medicines management
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| ORGANISATIONAL POSITION  |
| SCOPE AND RANGEThe postholder will be the responsible pharmacist to take a lead role in the development and delivery of effective, efficient and responsive pharmacy services that address patient need to the area of responsibility. * The area of responsibility may include: GP Practices, Community and Acute Hospitals and ensuring close links with Community Pharmacy.
* The postholder will be an integral member of the multidisciplinary team within the defined area of responsibility.
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| MAIN DUTIES AND RESPONSIBILITIES1. To lead in the provision and analysis of medicines information and the provision of pharmaceutical opinion, undertake medicines utilisation review and provide high quality pharmaceutical, clinical and therapeutic advice to the multidisciplinary health care team within the Locality.
2. To be actively involved in the assessment of individual patients care needs and to deliver a high level of clinical services to them, in order to optimise patient care in a planned manner, as well as in response to immediate, unpredictable pharmaceutical needs. Provide a clinical pharmacy service including risk management, patient medication reviews and to provide highly specialised advice to medical and other clinical staff on dosage, side effects and evidence based medicine for patients in the area of responsibility. To assure a smooth transition of care between care boundaries.

To participate and take a lead role in the implementation NHS Tayside’s Strategic Plan, national guidelines, evidence based medicine, inter-disciplinary audit and development of practice-based protocols to improve standards of patient care.1. To take a lead role in the implementation of defined quality prescribing work streams. To lead in facilitating specific prescribing outcomes in order to deliver high quality cost-effective care. To contribute to the monitoring of and provide advice on the effective and efficient use of medicines in order to achieve high quality, cost effective patient care.
2. To implement joint working with colleagues in the managed and contracted sectors across disciplines and other departments both within and outwith NHS Tayside to facilitate consistent standards, to deliver efficient and effective pharmaceutical care to local population.
3. Fulfills the role of independent prescriber with the patient client group relevant to the post. The postholder practices within the policies, procedures and guidelines of NHS Tayside and the postholder’s professional body. The postholder should have, or be willing to work towards, an independent prescribing qualification.
4. To actively contribute to the GP Clinical Pharmacy Service and Tayside prescribing/clinical groups in order to integrate pharmacy aspects into policy and to assure efficacy, safety and economy in the use of medicines. To contribute to the strategic, operational and business planning within the Locality as agreed by the Lead Pharmacist.

To contribute to the development and delivery of clinical and corporate governance within the Locality in order to assure adherence to professional, legal, and health and safety requirements and standards. 1. To identify, plan, provide and deliver inter-disciplinary education and training to ensure service needs are met, and to maintain a high level of personal clinical practice through continuing professional development.To implement and develop practice research, and to participate in inter-disciplinary practice research to improve the standards of patient care
2. To be responsible for the line management, competencies and performance management of appropriate staff within the Locality Pharmacy Service

To manage the risks and any critical incidents associated with pharmaceutical care within the Locality. To contribute to the effective working of the Area Drug and Therapeutics Committee, Medicines Advisory Groups, and Scottish Medicines Consortium to assure efficacy, safety and economy in the use of medicines.1. Comply with data protection and IT security policies and procedures so that local policies and national codes of practice are adhered to.
2. Co-ordination and Implementation of Pharmacy initiatives as identified in the Pharmacy Strategy as per Tayside priorities.
3. The postholder will take a lead role in the planning of pharmaceutical services within their area of responsibility and across the wider pharmaceutical service.
4. The postholder will undertake quality defined prescribing work streams

As a guide, the proportion of time spent on these tasks can be apportioned into the following categories:* Clinical care of individual patients 60%
* Practice development 25%
* Management 15%
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| COMMUNICATIONS AND RELATIONSHIPSThe need for highly developed interpersonal communication skills, written and verbal, formal and informal is essential. The postholder will be required on a regular basis to influence prescribing behaviour in medical and non-medical prescribers, and to inform and influence independent contractors and clinicians at all levels of NHS Tayside and partner organizations such as the local authority. These issues may be of a highly contentious nature, where there may be differences of professional opinion.The post holder must be able to communicate with patients and their representatives. Diplomacy, tact and empathy need to be used as well as an ability to convey highly complex information in a form readily understood by a variety of target audiences. The post holder will be required to negotiate with other clinicians, practice managers and independent contractors.**Internal** – colleagues from all disciplines and professions within the Locality and NHS Tayside.**External** – Pharmacy and other professional colleagues: Social Services and other Council departments; Academic and NHS colleagues both within and outwith Tayside. Patients and patients’ representatives. |
| KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOBPracticing membership of the General Pharmaceutical Council (GPhC), requiring a first degree of M Pharm or equivalent and completion of foundation training programme.The postholder will be an experienced pharmacist who can demonstrate a high level of professional practice, possess post-graduate qualification such as a post-graduate qualification in Advanced Pharmacy Practice or equivalent experience. Equivalent experience may be demonstrated through development and completion of a relevant pharmacist advanced practice portfolio e.g. RPS Faculty. NES GPCP framework or NES Expert Professional Practice framework.They will have a working knowledge of the NHS and experience in one or more branches of pharmacy.The postholder should have, or be willing to work towards, an independent prescribing qualification.The postholder will have a working knowledge of the NHS including General Medical Services and General Pharmaceutical Services Contracts, management and operational policies, partnership and governance policies and procedures and can demonstrate an understanding of how pharmacy links with other healthcare professions.The postholder should have a good working knowledge and understanding of the relevant legislation e.g. Medicines Act, Misuse of Drugs Act, Data Protection Act, Health & Safety at work Act and local policies e.g. Safe and Secure Handling of Medicines.The postholder will be required to travel between work locations across the locality and to local and area meetings. The postholder will be proficient in the use of standard Microsoft applications such as Word, Excel and PowerPoint. |
| SYSTEMS AND EQUPMENTThe postholder will be required to operate a computer, using standard Microsoft packages, internet search facilities and medical databases, as well as a specialist programmes such as prescribing analysis databases and statistical tools.The postholder will have the ability to obtain and interpret prescribing data from the Information and Statistics Division PRISMs system.A working knowledge of general medical practice clinical systems as well as clinical support software, is desirable, alongside an understanding of community pharmacy systems.The postholder may be required to independently operate technical equipment used in patient assessment including (but not limited to) sphygmomanometers, near patient testing equipment, spirometry and vacutainer venepuncture system and to interpret and provide advice on the results obtained. This involves work-requiring precision. Systems the postholder will be required to operate for the organisation include:* Clinical governance and health & safety
* Risk management
* Prescribing support databases
* General Medical Practices computer system(s)
* General Pharmaceutical Council on line Continuing Professional Development
* NHS Tayside Monitor and eDD systems
* TURAS and Learnpro

**Responsibility for Records Management****All records created in the course of the business of NHS Tayside are corporate records and are public records under the terms of the Public Records (Scotland) Act 2011. This includes email messages and other electronic records. It is your responsibility to ensure that you keep appropriate records of your work in NHS Tayside and manage those records in keeping with the NHS Tayside Records Management Policy and with any guidance produced by NHS Tayside specific to your employment.** |
| PHYSICAL DEMANDS OF THE JOBMental effort – concentration for long periods often equating to 3-4 hours at a time, e.g. meetings, interpreting prescribing data, writing reports, implementing policy documents and working to tight deadlines.The postholder is required to operate a computer more or less continuously on most days and is frequently required to sit for long periods while operating the General Medical Practice/community hospitals computer system, producing reports/analysing and interpreting data.The postholder may be exposed to body fluids (such as blood, sputum, urine,) when operating some technical equipment and/or obtaining biological samples. They must be aware of, and comply with, infection control procedures. The postholder may be required to have Hepatitis B vaccination where appropriate.The workload is subject to constant interruption. Work is not predictable as priorities change at very short notice according to the needs of the service/management. Requests for formal and informal advice are frequent by email, telephone and in person. The postholder shall prioritise this workload effectively.On infrequent occasions, the post holder may be subjected to verbal and/or physical aggression.The postholder will be required to travel between work locations across the locality and to local and area meetings and owning a car would be desirable.The postholder may be required to carry items that may exceed 10kg. |
| DECISIONS AND JUDGEMENTSThe postholder is expected to act decisively and autonomously in their professional capacity, being accountable for their actions. They will have to devise, recommend, implement and adjust care plans for individual patients after assessment and analysis of clinical, pharmaceutical and social information further to the identification of options for improvement of care. They are expected to contribute to the delivery of Tayside and National strategies, with minimal supervision although peer support is available if required.The postholder is expected to interpret highly complex clinical data from clinical trials, published papers and other sources. They will be expected to clarify areas of uncertainty, and inform medical practitioners, and other health care professionals about the key issues and outcomes as they relate to the delivery of safe and cost-effective prescribing. The postholder is expected to deputise for the Lead Pharmacist.Objectives are set with the Lead Pharmacist. |
| MOST CHALLENGING/DIFFICULT PARTS OF THE JOBTo build effective relationships in an evolving structure that allows the delivery of integrated, high quality, patient-focused and effective pharmaceutical services.To influence behaviour changes in medical practitioners, and non medical prescribers around good prescribing practice.To work in relative professional isolation as the sole source of pharmaceutical input. Maintain intense concentration in a variety of situations, particularly under emotional effort connected with handling patient complaints, occasionally distressing situations such as with palliative care patients, critical incidents (drug near misses, adverse events) and discussing unwelcome/contentious issues with professional colleagues, patients and their carers.  |
| JOB DESCRIPTION AGREEMENTA separate job description will need to be signed off by each postholder to whom the job description applies. |
| **Job Holders Signature:** | **Date:** |
| **Head of Department’s Signature:** | **Date:** |