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| **JOB IDENTIFICATION**  **Job Title: Senior Advanced Pharmacist - Alcohol and Drug Recovery Services (ADRS)**  **Grade: 8B**  **Responsible to: Mary Clare Madden, Lead Pharmacist, ADRS**  **Department: Central Pharmacy Team, Alcohol and Drug Recovery Services**  **Directorate: Greater Glasgow & Clyde (GGC)** |
| **2. JOB PURPOSE** |
| To manage, deliver, develop and evaluate high quality pharmaceutical care within Alcohol and Drug Recovery Services across a number of sites within NHS Greater Glasgow and Clyde, in line with local and national policies.  The post is the senior pharmacy post within the ADRS Central Pharmacy Team and NHS Greater Glasgow and Clyde Alcohol & Drug Recovery Services. The post holder will deputise for and support the work of the GGC ADRS Lead Pharmacist, at both a local and national level. The post holder will assist the Lead pharmacist to support 289 community pharmacies on all aspects of substance use and to provide professional support and liaison on pharmacy issues to a wide range of senior management structures, staffing groups, treatment and care services, primary and Tier 4 services, statutory services, voluntary agencies, and to 6 Alcohol and Drug Partnerships (ADPs) and HSCPs in GGC.  The post holder will provide clinical, professional and operational line management to the ADRS Central Pharmacy Team and the EDTS dispensary team and act as the Accountable Aseptic Pharmacist when needed. The post holder will work directly with the ADRS Senior Medical team to develop & professionally manage the pharmacist prescriber workforce and liaise with the Pharmacy Leads for Primary Care to support the delivery of drug and alcohol services within Community Pharmacy. The post holder will sit on a number of national strategic groups and inform policy and practice that pertains to the delivery of high quality pharmaceutical care, home office license applications & renewal, prescription management, policy and practice, and non medical prescribing within the field of drug and alcohol use.  The post holder will lead and develop a programme of research, audit and risk assessments within Non Medical Prescribing (NMP) and Community Pharmacy in areas relevant to ADRS. The post holder will inform strategic and operational planning within the ADRS service to ensure the delivery of agreed standards of pharmaceutical care.  The post holder will ensure that, where appropriate, service users, carers and other relevant stakeholders are consulted in the development of pharmaceutical services within ADRSs.  The post holder will ensure that clinically effective pharmacy services are developed and delivered in line with the strategy of ADRSs in 6 Alcohol and Drug Partnerships (ADPs) in the health board.  The post is hosted in Glasgow City ADP but is responsible for developing and interpretation of pharmacy aspects of local and national strategies and guidelines across all 6 HSCPs and ADPs in NHS GGC. |
| **3. ROLE OF DEPARTMENT** |
| Glasgow City HSCP is responsible for the provision of primary care and community services to the people of Glasgow City, and for improving health and well-being. The HSCP covers the geographical area of Glasgow City Council, a population of 588,470, and includes 154 GP practices, 136 dental practices, 186 pharmacies and 85 optometry practices. The CHP has 3,140 whole time equivalent (wte) staff, and a combined budget of approximately £520m. Services within the HSCP are delivered in three geographical sectors:  • North East Glasgow with a population of 177,649;  • North West Glasgow with a population of 190,332; and  • South Glasgow with a population of 220,489.  The Corporate and three Sector Offices are the main managerial centres for the HSCP  The primary/ community health service is delivered in Health Centres, Clinics and through a variety of office bases across each of the Sectors.  The purpose of the HSCP is to:   * manage local NHS services; * improve the health of its population and close the inequalities gap; * drive the local implementation of the quality strategy ensuring person centred, safe and effective care; * achieve better specialist health care for its population; * ensure an effective NHS process to engage in community care and children’s service planning; * work closely with Glasgow City Council to deliver effective integrated services where appropriate * lead NHS participation in joint and community planning in Glasgow City; * modernise community health services; * integrate community and specialist health care through clinical and care networks; * deliver effective engagement with primary care contractors; * work with local communities to ensure they influence decisions; and, * ensure patients and frontline health care professionals are fully involved in service delivery, design and decisions   Alcohol and Drug Recovery Services (ADRS) in GG&C have developed over the past 10 years and will continue to adapt to the changes and challenges ahead. Alcohol and Drug Recovery Services deliver care within an integrated setting between Social Work and NHS. Glasgow City ADRS employ 550 staff with a total caseload of over 10000.  ADRS has routes into both local and national groups that comprise of various stakeholders involved in all aspects of the pharmaceutical care of people who use drugs and alcohol.  The post is hosted within Glasgow City HSCP but has an NHS board wide responsibility to support with the management of the pharmacy services and related education and training programmes for Alcohol and Drug Recovery Services (ADRS) in Inverclyde, Renfrewshire, East Dumbarton, West Dumbarton and East Renfrewshire.  The post is hosted within Glasgow City HSCP but has an NHS board wide responsibility to support and lead on the development of alcohol and drug pharmacy programme for ADRSs in Inverclyde, Renfrewshire, East Dumbarton, West Dumbarton and East Renfrewshire. |
| **4. ORGANISATIONAL POSITION** |
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| **5. SCOPE AND RANGE** |
| The post holder will support pharmaceutical service delivery for individuals with problem alcohol and drug use across GG&C.  The post holder will:   * Support medical, nursing and pharmacist prescribers in their provision of high quality care and promote effective and efficient pharmaceutical care for individual patients at whatever their point of need in their recovery journey. * Provide professional support to 291 community pharmacies (Currently 284 providing supervised methadone / buprenorphine dispensing, 60 Injecting Equipment Pharmacy Providers (IEPs) and 20 ADRS Pharmacist Independent Prescribers (PIP). * Provide professional pharmaceutical support to a range of services including the community ADRS teams, GP’s participating in the National Enhanced Service for Patients suffering from Problem Drug Use , 218 Criminal Justice Project, Glasgow Alcohol and Drug Crisis Service, Stabilisation Service , Complex Needs Team, Drug Court, Secondary Services and purchased services. * Maintain close links with the NHS Greater Glasgow and Clyde Pharmacy Services, Community Pharmacy Development, Controlled Drug Governance and Medicines Management Teams. * Provide prescribers, ADRS service managers and other relevant health board leads with high quality, timeous information, analysis and advice to assist them to deliver effective prescribing management. * Will work autonomously and manage own workload. * Will provide holiday and emergency locum cover for the Enhanced Drug Treatment Service.   The service requires support from an innovative pharmacist with demonstrable leadership qualities, capable of working in a multidisciplinary, multiagency environment. To provide clinical leadership, professional advice and support to further develop the role of pharmacist prescribers and community pharmacy drug and alcohol related services within NHS GG&C ADRS. |
| **6. MAIN TASKS, DUTIES AND RESPONSIBILITIES** |
| General DutiesClinical Pharmacy Leadership, Team Management and Practice The post holder will have responsibility for the following:  To lead and provide support and clinical, professional and operational line management to:   * ADRS Central Pharmacy Team Advanced Pharmacists * Enhanced Drug Treatment Service (EDTS) Dispensary Team.   To provide professional supervision and leadership to:   * ADRS Central Pharmacy Team Advanced Pharmacists * Enhanced Drug Treatment Service (EDTS) Dispensary Team * Pharmacist Independent Prescribers (PIP) within ADRS * Community Pharmacy Staff who provide care & treatment to service users with problem drug and alcohol use.   Develop, implement and evaluate strategies to ensure high quality pharmaceutical care across all sectors and HSCPs in NHS GGC, HSCPs and other key workers in line with local and national priorities.  Evaluate new health and social care models to support people who use drugs and alcohol  To undertake personal development planning and review, training needs assessment, competency framework development, training plan development and performance management and assessment with the ADRS Central Pharmacy Team, PIP and EDTS Pharmacy workforce.  To act as a role model for the ADRS Central Pharmacy Team, EDTS Pharmacy Team and PIPs working within ADRS.  To support the work of the Lead Pharmacist and deputise when required at a local and national level.  Maintain a broad level of pharmacy practice and expert knowledge in the specialist area of drug and alcohol use.  Personally fulfil the General Pharmaceutical Council continuing professional development requirements.  Understand and appreciate all associated risks and legal requirements for all classes of medicines and illicit drugs.  Carry out responsibilities professionally in a way which is consistent with statutory, legal and ethical obligations.  Comply with NHS GGC and HSCP policies and procedures. Clinical Input The post holder will be expected to undertake the following responsibilities:  Provide clinical pharmacy support and direction for relevant transformational change programmes.  To provide a highly specialist clinical pharmacist service, documenting care and risk management issues, to optimise medicines use in individual patients within a specialist area.  To directly influence the care of patients by providing highly specialist advice to medical staff and the multidisciplinary team on medicines, including drug regimens, adverse drug reactions, drug interactions and contra-indications.  To apply expert clinical knowledge and judgement to analyse complex patient information and to negotiate optimal clinical outcome where information and evidence may be lacking and expert opinion may differ.  To provide highly specialist advice and education to patients and carers to ensure the safe and effective use of medicines. Audit, Research and Development The post holder will be expected to undertake the following responsibilities:  To develop a programme of research, audit and risk assessments in relation to ADRS pharmacy services.  Regularly undertake audit and research in pharmaceutical care, including collaboration with universities, implementing evidence and presenting and publishing at a national level.  Using national and local plans develop, implement and audit quality standards for the provision and monitoring of pharmaceutical care within ADRS.  Identify areas for research and audit within specialist area and supervise and support ADRS pharmacy staff undertaking research and audit including undergraduate, pre-registration, vocational training scheme and MSc students.  Participate in multi-disciplinary research and audit. Education & Training The post holder will identify and support the training needs of:   * ADRS Central Pharmacy Team members * ADRS Workforce * EDTS Pharmacy Team members * Pharmacist Independent Prescribers * Community Pharmacists * Pharmacy Students   The post holder will have responsibility for the following:  To plan, develop, implement and evaluate strategies to meet these needs in order for staff to undertake roles required and provide high quality care to drug and alcohol patients.  Establish peer review, provide support for pharmacists working within ADRS and ensure staff are participating in continuous professional development.  Plan, develop, implement and evaluate training in pharmaceutical care of people who use drugs and alcohol for undergraduates, post graduate foundation trainee pharmacists and all grades of pharmacists and MSc students.  Plan, develop, implement and evaluate education and training for the ADRS multi-disciplinary team, including pharmacy, medical, nursing and social care staff, in relation to safe, clinical and cost-effective prescribing and application of medicines legislation.  Undertake formal student and trainee assessments.  Maintain and develop the induction programme for new members of the ADRS Central Pharmacy Team, EDTS Pharmacy Team and PIPs within ADRS CD Governance The post holder will have oversight of local and national CD Governance practice & processes within GGC ADRS, which will be supported by regular monitoring and audit of practice, and will liaise directly with the NHS GGC CD Governance Team. Prescription Management The post holder will have oversight of prescription management processes & audit across GGC ADRS and EDTS. Significant Adverse Events The post holder will lead/participate in investigation of Significant Adverse Event Reviews and support ADRS Advanced pharmacists during their investigations. ADRS Central Pharmacy Team The post holder will be responsible for the following:  Use expert clinical knowledge to advise senior health and social care management and prescribers, and develop and implement policies and guidelines to ensure the safe, clinical and cost-effective use of medicines ensuring compliance with Medicines legislation.  Responsible for the pharmaceutical input to the management of the drugs budget through:   * Interpretation and review of financial reports * Identifying and implementing cost improvement programmes * Using expert clinical knowledge to advise senior management team and prescribers on the cost-effective use of medicines.   Identify new treatments in liaison with Medicines Information and use expert clinical knowledge to advise the ADRSof the impact of these treatments  To participate in review of adverse clinical incidents and use expert clinical knowledge to advise the Clinical Governance Committee, on strategies to minimise medicines risks.  To undertake final approval of ADRS reported ‘Pharmacy Only’ Datix incidents following review, where appropriate.  Maintain an overview of the delivery and reporting of:   * ORT services * Disulfiram Services * Harm reduction Services: * Naloxone * IEP   To develop, implement and monitor ADRS Central Pharmacy Team processes, SOPs, service specifications.  To develop and oversee the maintenance of ADRS Central Pharmacy Team individual and team work plans.  To develop, monitor and maintain the ADRS Central Pharmacy Team action log and risk register.  To develop, implement and monitor the Community pharmacy services delivered to ADRS patients – as below. Community Pharmacy The post holder will be expected to undertake the following responsibilities:  To provide highly specialist advice and education to community pharmacists and their staff to ensure the safe and effective care of ADRS patients. Links with other groups Represent the ADRS Central Pharmacy Team at board wide meetings such as:   * Community Pharmacy Development Team (CPDT) * CD Governance Team * Area Pharmaceutical Committee * Local Intelligence Network * Pharmacy Champions * Prescribing Monitoring * Prescription Management & Pharmacotherapy * Public Health.  Audits Develop implement and produce reports on a variety of pharmacy audits:   * OST Self audits * OST Missed Dose audit * Disulfiram missed dose audit   To identify trends and / or learning from audits, report and escalate to various groups including CPDT, CD Governance etc, to use this information to inform various reports and wider learning.  Support the development and implementation of the Standards for Drug and Alcohol Services in Community Pharmacy  Support pharmacies undergoing CD governance or GPHC investigations, where appropriate.  Provide an overview of medication incidents, act as a mediator and provide support for both ADRS and community pharmacy staff. Pharmacist Independent Prescribers The post holder will be expected to lead, develop, implement and evaluate strategies that support pharmacist prescribing and delivery of pharmaceutical care and harm reduction interventions for people who use drugs and alcohol. Such strategies will impact across ADRS community and secondary services, community pharmacies and third sector agencies across NHS GGC.  The post holder will provide professional leadership, alongside the ADRS Lead Pharmacist, for the ADRS PIP workforce and undertake the following responsibilities:   * Chair ADRS NMP Steering Group * Develop and implement board wide ADRS NMP Strategy & Policy * Lead on ADRS PIP recruitment, induction, training * Provide professional supervision and appraisal of ADRS PIP workforce * Support ADRS DPP workforce. * Inform and support other ADRS NMP workforces & out with. * Lead and coordinate ADRS NMP Forum * Support university independent prescribing programme * Support Pharmacy Advanced Programme, Experiential Placements and Clinical Fellowships * Liaise with GPhC & RPS colleagues to develop and implement NMP frameworks, competencies and practice standards   Provide clinical pharmacy support and direction for relevant transformational change programmes.  To provide a highly specialist clinical pharmacist service, documenting care and risk management issues, to optimise medicines use in individual patients within a specialist area.  To directly influence the care of patients by providing highly specialist advice to medical staff and the multidisciplinary team on medicines, including drug regimens, adverse drug reactions, drug interactions and contra-indications.  To apply expert clinical knowledge and judgement to analyse complex patient information and to negotiate optimal clinical outcome where information and evidence may be lacking and expert opinion may differ.  To provide highly specialist advice and education to patients and carers to ensure the safe and effective use of medicines. Enhanced Drug Treatment Service The post holder has professional responsibility to support the Enhanced Drug Treatment Service (EDTS) in Glasgow and will be expected to act as the Accountable Aseptic Pharmacist when needed.  The post holder will have involvement and oversight of the following responsibilities in relation to EDTS: Legislation Responsible for oversight and checking of the:   * Annual renewal application for the Home Office CD Premises licence, and continued compliance with the terms of the licence. * Application for new, and renewal of existing, Scottish Government Prescribers licences * Monitoring and oversight of new and the renewal of Disclosure Barring Service certificates for those named within the Home Office CD premises licence.  Legislative Reports Responsible for the oversight and checking of reports as part of the legislation requirements:   * Home Office Annual Report * Pharmacy element of the Scottish Government Annual Report * Monitoring of all Legislative reports and deadlines.  Management Reports Oversight and monitoring of:   * Pharmacy Management Reports * EDTS Operational Executive Group Reports.  Aseptic As an accountable pharmacist within EDTS, this post is responsible for:   * Compliance with guidelines regarding the preparation of patient doses within an aseptic environment * Oversight and compliance with national and local requirements for the development and implementation of a Quality Management System * Oversight and compliance with National and Local guidance and standards relating to Quality Assurance * Oversight and monitoring of audits * Oversight and monitoring of SOPs * Oversight and monitoring of staff training in all aspects of the service, and compliance with National Accreditation Framework Requirements * Ensure compliance with product approval guidelines * Oversight and management of product non-compliance processes, error detection and intervention.  Project Management The post holder will be expected to undertake the following responsibilities:  Develop project management documentation, and oversee implementation, including:   * Service specifications * SOPs * Governance arrangements * Risk assessments * Equality Impact Assessments (EQIA) * Compliance with infection control policies   Develop IT solutions for Community Pharmacy / ADRS services:   * NEO OST Module * NEO Naloxone Provision Module * BBV Module   Oversee and support the development of pilot projects within ADRS and NHS GG&C:   * Buvidal administration within Community Pharmacies * COPD testing * BBV testing * Drug checking |
| **7. SYSTEMS** |
| The post-holder will utilise the following resources on a regular basis:   * Patient information systems * E-mail to communicate quickly and effectively on a daily basis * Microsoft O365 including Word, Excel, Forms, Powerpoint & Teams * Internet/Intranet * Manual records * Clinical Portal, ECS, Trakcare, Ascribe, EMIS Web, EMIS PCS, HEPMA * Department worksheets in relevant areas * Adverse drug reaction reporting – through nationwide reporting system * Patient records e.g. health and social care notes, drug prescription charts * DATIX for the reporting, review and approval of local incidents * NEO 360 * SSTS * eESS |
| **8. DECISIONS AND JUDGEMENTS** |
| * The post-holder is a senior independent practitioner who is responsible for managing their workload autonomously without supervision guided only by local and national policies and principles. * The post-holder has significant discretion to modify these policies and principles as required according to patient and service need. * The post holder will act as a role model and provide expert pharmaceutical advice on the safe and effective use of medicines. This will often involve analysis of highly complex clinical situations, including evaluation of treatment options before decisions are made. * The post-holder interprets service strategies and policies that determine the delivery of pharmaceutical care to patients and the safe and effective use of medicines. These strategies and policies will have an impact across multiple ADRS sites and primary care settings. * The post holder will determine clinical pharmacy service levels and priorities using professional judgement and negotiation with senior managers. * The post holder will act as an independent/supplementary prescriber * The post holder will be subject to formal annual review by the ADRS Lead Pharmacist. |
| **9. COMMUNICATIONS AND RELATIONSHIPS** |
| * The post holder provides and receives highly complex, highly sensitive or highly contentious information e.g. agreeing best treatment options for patients with complex medication, clinical and social care needs. Agreement or cooperation is often required and advice given may be challenged e.g. in presenting information to senior clinicians on prescribing protocols which will affect patient care across multiple sites. * There is often the need to communicate with patients, carers and staff from external organisations with a diverse educational background and to tailor the information provided to meet their needs. * There are often barriers to understanding and acceptance. * The post holder will represent ADRS pharmacy team at local, regional and national level. * The post holder will deputise for the Lead Pharmacist locally and nationally.   The post holder will be expected to communication with the following groups:   * Patients, carers and relatives   + To ensure patients are educated on all aspects of their medicines in such a way that is easily understood.   + There are often barriers to understanding:     - Educational background, language, deafness, blindness, cognitive impairment.     - Drug or alcohol use. * Consultants, GP’s and other grades of doctors and non-medical prescribers.   + Discussing drug therapy and ensuring safe and effective prescribing practice.   + Opinions may be divided any information may be sparse. Negotiate consensus view. * Nursing staff   + Discussing drug therapy and ensuring safe and effective administration of medicines   + Ensuring effective communication across teams. * Social Care Staff   + Discussing drug therapy, medication supply and Medicines regulations.   + Ensuring full understanding and implications for patients of the legal requirements of medicines for care managers and other staff from a social care, not a health, background. * Senior management team e.g. Head of Service, Associate Medical Director, Nurse team leaders, operational managers.   + Clinical Governance issues and analysis of financial information on the use of medicines.   + Difficulties communicating information which the recipient may not agree with. * Lead Pharmacist , ADRS   + Planning and management of pharmaceutical services and pharmacy team within ADRS.   + Difficulties in communicating when there are competing priorities, budgets and a limited staff resource. * Other Pharmacist Team Managers within Pharmacy Services   + Strategic planning and development of community and other pharmaceutical services for people who use drugs and alcohol.   + Difficulties in communicating when there are multiple competing priorities and budgets. * Pharmacy team e.g. other pharmacists, technicians working in other sections of pharmacy   + To ensure the timely supply of medicines and advice to meet the needs of ADRS patients.   + Difficulties in communicating across boundaries. Lack of infrastructure to support transfer of information. * Regional and National Bodies e.g. Managed Clinical networks,   + Specialist pharmacist groups, guideline development groups.   + Expert panels   + Expert knowledge of medicines uses to define national frameworks to improve care of patients who use drugs and alcohol. |
| **10. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB** |
| **Physical skills**   * Travel across multiple sites. * Prolonged periods of working on personal computer. * Car driver/owner is desirable to maximise efficiency of cross health board working. * **Physical demands** * Advanced keyboard use. * Manipulation skills where accuracy is essential e.g. dispensing of medicines or preparation of injections. * **Mental demands** * Prolonged periods of concentration with frequent interruptions. * Carry out difficult calculations and analysis of highly complex patient and other relevant data. * Recall of knowledge to make effective and safe clinical decisions. * Unpredictable workload, frequent interruptions and reprioritisation required eg responding to urgent requests for advice. * Excellent critical appraisal and numeracy skills, the ability to provide and receive large amounts of highly complex information. * **Emotional demands** * Dealing with distressed patients/relatives/staff. * Dealing with drug misadventures. * Dealing with aspects of alcohol use and illicit drug use. * Dealing with complaints from patients, carers and public groups. * Occasional exposure to verbal aggression from members of the public. * The post holder may be required to attend public meetings and to promote the pharmaceutical care needs of Greater Glasgow & Clyde ADRS patients and of people who use drugs and alcohol to a potentially hostile audience. * **Working conditions** * Potential exposure to infection within ADRS treatment areas. * Exposure to potential distressing information and situations. |
| **11. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB** |
| * Adapt to new models of multi-disciplinary and agency working and be able to respond to a continually evolving agenda. * To establish and maintain effective relationships within the ADRS and with other internal and external partner agencies. * Maintenance of effective communication to deliver a clinical pharmacy service across a number of sites. * Breaking down misconceptions related to people who use drugs and alcohol and using effective negotiating skills in potentially confrontational situations. * Working with limited information, to short timescales within stressful environments. * The post-holder will be required to work under pressure on a regular and frequent basis, in order to meet deadlines set by senior clinicians and management to provide expert pharmaceutical advice and for the preparation of reports and papers. * The post-holder will be required to manage, analyse and act professionally when faced with difficult and ambiguous problems. * Providing professional support to NMPs who may be exposed to potentially distressing situations. |
| **12. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB** |
| See attached Person Specification |

PERSON SPECIFICATION

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| Job Title: Senior Advanced Pharmacist 8B – Alcohol and Drug Recovery Services (ADRS) | | |
| Base: Festival Business Centre, 150 Brand Street, Glasgow G51 1DP | | |
| **Requirements** | **Attribute** | **Essential (E)**  **Desirable** **(D)** |
| **QUALIFICATIONS** | Masters Degree in Pharmacy or equivalent | E |
|  | Membership with the General Pharmaceutical Council | E |
|  | Post graduate diploma/MSc in relevant discipline or equivalent qualification/experience  Independent Prescriber | E  E |
|  | Experience of tutoring/mentoring | E |
|  | Membership of the Faculty of Royal Pharmaceutical Society | D |
| **EXPERIENCE** | Considerable post registration management experience, clinical, professional and operational | E |
|  | Active prescribing experience in alcohol & drug services | D |
|  | Substantial post registration experience in alcohol and drug services. | E |
|  | Demonstrable experience as a highly specialist practitioner. | E |
|  | Demonstrable evidence of influencing senior members of the multidisciplinary team in delivering high quality pharmaceutical patient care. | E |
|  | Demonstrable effective leadership. | E |
|  | Demonstrable experience of successfully delivering education and training to undergraduates and postgraduates of various health and social care professions. | E |
|  | Demonstrable evidence of directing research and audit and using the results to improve patient care and clinical pharmacy services. | D |
| **KNOWLEDGE** | Expert knowledge and understanding of relevant national standards and guidelines. | E |
|  | Knowledge of legislation/guidance relating to medicines usage and illicit drugs. | E |
|  | Expert knowledge on Controlled drugs and Home office licensing | E |
|  | Maintains a broad level of pharmacy practice and commitment to continuing professional development. | E |
|  | Knowledge of Aseptic Preparation Standards | E |
| **SKILLS** | Demonstrable ability to process and utilise complex information to improve patient outcomes. | E |
|  | Demonstrable expert level of clinical reasoning and judgement | E |
|  | Appropriate IT skills are required to utilise clinical information systems, pharmacy computer systems, databases and other software to improve patient care. | E |
|  | Excellent communication and negotiation skills – written and verbal and be able to communicate effectively with other health and social care professionals, patients, third sector, criminal justice and a wide range of external agencies. | E |
|  | Excellent numeracy skills. | E |
|  | Excellent organisational skills. | E |
| **ABILITY** | Ability to identify and prioritise own workload | E |
|  | Ability to manage and develop staff | E |
|  | Ability to apply logical and analytical skills to manage clinical and other risks during the use of medicines. | E |
|  | Ability to work autonomously and evaluate own work. | E |
|  | Ability to integrate research into practice. | D |
|  | Demonstrable ability to work quickly, accurately and to deadlines while under pressure. | E |
|  | Ability to travel is essential to meet demands of this role | E |