|  |
| --- |
|  |
| **JOB DESCRIPTION** |
| 1. **JOB IDENTIFICATION**
 |
| Job Title: | Pharmacotherapy Pharmacist |
| Responsible to (insert job title): | Cluster Lead Technician - Pharmacotherapy |
| Department(s): | Pharmacy - Remote Working or Pharmacotherapy Hub |
| Directorate: |  |
| Operating Division: | Corporate Services |
| Job Reference: | 7258 |
| No of Job Holders: |  |
| Last Update (insert date): | May 2024 |

|  |
| --- |
| **2. JOB PURPOSE*** To provide specialist pharmacotherapy service remotely to NHS Borders GP practices ensuring safe, appropriate and cost-effective use of medicines in line with local and national guidelines, including population-wide and individual face-to-face medicine reviews within those practices. This may involve prescribing of medication.
* To deliver the NHS Scotland Pharmacotherapy service objectives by managing the delivery of acute and repeat prescriptions, medicines reconciliation, serial prescriptions and undertaking poly-pharmacy reviews
* To support and facilitate the delivery of NHS Borders strategic and operational prescribing priorities within practices and localities.
* To provide education, advice and support to the GP practice multidisciplinary team on medicine related issues.
* To provide advice to patients and/or carers regarding medicine related issues and health promotion material so that patients are treated holistically.
 |

|  |
| --- |
| **3. ORGANISATIONAL STRUCTURE** |
|  |
| 1. **SCOPE AND RANGE**

The post holder will:* Provide remote prescribing and pharmaceutical input within primary care settings; principally individual GP practices or GP practice clusters to ensure quality, safe, appropriate and cost effective use of medicines in line with local and national guidelines.
* Provide specialist pharmaceutical services to a defined patient group, which may include working across traditional hospital / primary care boundaries.
* Ensure the quality, safe, appropriate and cost-effective provision of medicines and professional advice in line with current legislation and local and national policies.
* Highlight and address prescribing management issues to relevant prescribers/GP practice teams to improve the quality, safety and effectiveness of prescribing.
* Provide education, advice and support to the GP practice multidisciplinary team on medicine related issues.
* Provide advice to patients and/or carers regarding medicine related issues and health promotional material so that patients are treated holistically.
* Empower patients and/or carers regarding medicine related issues and health promotional material by providing appropriate information within a person-centred context.

 |
|  1. **MAIN DUTIES/RESPONSIBILITIES**
2. Patient/client care
* To act as a credible and independent source of highly specialised, up to date, pharmaceutical advice to promote high quality evidence-based cost-effective prescribing to GPs, community services, care homes, and other healthcare colleagues, pharmacy technician members of the Pharmacotherapy Team and the public. This advice involves obtaining, interpreting, and evaluating medical research and other technical information in order to promote the clinical and cost-effective use of medicines within safe management systems.
* To advise prescribers (or possibly prescribe) to optimise patient medicines to maximise treatment outcomes and minimise medicines-related risk and waste, either through medication review or clinical audit within agreed protocols. This involves reviewing:
* drug choice and dosage,
* drug interactions,
* appropriateness of therapy, including identification of therapeutic duplications or omissions,
* formulary issues,
* patients requiring monitoring for medicine efficacy or toxicity e.g. blood pressure, blood tests,
* medicines administration issues e.g. poor compliance,
* patient concomitant medical problems,
* social issues.
* Routine activities expected in this role:
	+ Medicine Reconciliation following hospital discharge
	+ Dealing with acute and repeat prescription requests
	+ Managing Serial Prescriptions including Treatment Care summaries where ensuring monitoring of medicines or condition is completed prior to reissue.
	+ Complex Poly-pharmacy Reviews
* To advise on legal and ethical aspects of prescribing and the clarity and accuracy of prescriptions e.g. legal requirements for controlled drugs.
* To promote compliance with medicines legislation and related NHS Borders policies e.g. use of unlicensed drugs.
* To report adverse drug reactions (ADR) to the Committee on the Safety of Medicines.
* To advise and support the practices on safety warnings and relevant licence changes relating to medicines, including discussion with the relevant medical staff and informing patients as necessary.
* To promptly and efficiently answer medicines information enquiries from GPs and other health and social care colleagues.
* To organise and action drug changes in practices for quality and cost reasons, communicating changes in medicines to patients either by letter, telephone, or in person and documenting changes made.

b) Policy/service development* To assist in the provision of pharmacotherapy support for all NHS Borders GP practices, including tasks such as:
* Working on Pharmacotherapy Team Protocols
* Shared Care Protocols to support safe use of medicines in primary care
* To identify suitable issues and write articles for NHS Borders prescribing bulletins.
* To be involved in identifying, developing and then conducting agreed clinical audits and reviews within practices as part of integrated projects across NHS Borders as well as practice-specific medication audits, individually negotiated with each practice.
* To clarify and reinforce to primary care professionals prescribing recommendations in national policies (e.g. Scottish Intercollegiate Guideline Network (SIGN) and NICE guidance), evaluate local relevance and provide local interpretation where necessary.
* To reinforce local recommendations relating to prescribing including compliance with the East Region Formulary.
* To identify significant primary care prescribing issues for the Primary Care Prescribing Group to assist with strategic planning around the appropriate use of medicines.
* To identify hospital led influences on primary care prescribing for the prescribing group to facilitate integrated approaches to achieve co-ordinated and consistent prescribing in NHS Borders.
* To expand prescribing support to new areas, which may include community hospitals, care homes and non-medical prescribers in a range of locations and involving community pharmacists.
* To develop the role of the pharmacist in a primary care setting e.g. independent prescribing, intermediate care.
* To assist with the maintenance of the local Formulary on GP IT systems and associated IT support systems.
* To work with local community pharmacists to integrate services locally.
* To undertake any other duties assigned by the Pharmacotherapy Co-Ordinator considered commensurate with the post.

c) Financial and Physical Resources * To undertake drug use review and drug expenditure review as part of the realistic medicine audit cycle.
* To advise on the safe and secure storage/handling of medicines, including controlled drugs, to minimise waste.

d) Staff, Human Resources, Leadership, Training * Supervise pre-registration pharmacy technicians’ in the pharmacotherapy hub

Supervise pharmacy support workers in pharmacotherapy hub* Support delivery of experiential learning
* Support the induction of new staff members into the team
* Engage in and work towards and advanced practice framework

e) Information* To retrieve pharmaceutical information and evidence from the internet, specialised on-line and in-house databases, standard texts, up-to-date guidelines from authoritative bodies (e.g. SIGN) and other reference sources in order to provide tailored specialist medicines and pharmaceutical information to GPs, members of the primary healthcare team and patients in individual surgeries either proactively or in response to queries.
* To provide prescribing analysis as requested, understanding the limitations of the data and summarising sometimes complex data in a way that will enable clinicians to review their prescribing.
* To monitor changes to prescribing practice and report on the findings to general practice and members of the/prescribing and medicines management team.
* To use practice based computerised system (EMIS or Vision) to input necessary clinical information into clinical records and templates
* To set up and use spreadsheets, databases and presentations, and use word processing skills as appropriate.
* To provide written or verbal reports to the Pharmacotherapy co-ordinator or other senior staff on work undertaken and progress made towards any targets set and agreed.

f) Research and Development * To design and undertake clinical audit of medicines management systems where appropriate e.g. adherence to SIGN guidance, adherence to local Medicines Policies and the East Region Formulary
* To plan, devise and undertake clinical audits relating to prescribing to improve evidence-based, rational prescribing.
 |
| **6. SYSTEMS AND EQUIPMENT** The post holder:* must be computer literate in Microsoft Word, Excel, Outlook, PowerPoint and must be able to retrieve information from internet software, medical literature search engines and e-library in order to provide written material to support information provided to healthcare staff and patients as detailed in part 5;
* Must be able to use the main prescribing computer systems used in Borders GP Practices,
* should be able to use other office-based equipment in order to facilitate the dissemination of information, e.g. computers, printers, photocopier, telephone systems and data projectors, which will vary between practices and remote connections.
* should be able to use clinical equipment and pharmaceutical devices where necessary in the clinical environment.

  |
| **7. DECISIONS AND JUDGEMENTS**The post-holder :* The post-holder is an independent professional who is accountable for their professional, prescribing and clinical decisions. All pharmacists must work within the Code of Ethics and Standards from the General Pharmaceutical Council.
* Work carried out for GP practices remotely is unsupervised, requiring professional discretion.
* The pharmacist has a high degree of autonomy and independent working regarding prescribing advice and clinical judgments that are made on an individual patient basis to routine GP practice enquiries. The pharmacist is accountable for recommendations made and information provided.
* The pharmacist will have to explain the evidence base for any medicine information provided and justify and reply to opinions where the advice differs or where is a lack of published evidence.
* The post-holder’s workload is predominantly self-directed and planned within the bounds of the agreed work streams both practice specific and area wide some of which can be of a complex nature. This includes regular evaluation and adjustment in response to changing priorities. Work within GP practices may occasionally be prioritised in consultation with the Lead Pharmacist for Medicines Utilisation and Planning. The post holder will work independently within this structure.
* The pharmacist will have to provide advice to GP practices in response to urgent needs and will be responsible for any advice offered and actions taken as a result e.g. MHRA guidance, drug alerts and actions from critical incidents

Freedom to Act * The post-holder works autonomously as the sole provider of prescribing support to the allocated practices, and as such are accountable for:
* their own professional actions,
* organising their own work and managing their workload on a daily basis
* identifying and prioritising prescribing support need for individual practices
 |
|  **8. COMMUNICATIONS AND RELATIONSHIPS**The post holder:* Must liaise, collaborate and negotiate with the primary care multidisciplinary team regarding the optimal pharmaceutical care of individual patients. This involves conveying highly complex scientific and clinical information, which may be of a contentious nature. The multidisciplinary team consists of General Practitioners, practice and treatment room nurses, health visitors, district nurses, business and practice managers, reception staff, community pharmacists, community psychiatric nurses, social services, visiting consultants and ancillary staff. This work will in the main be done remotely.
* Must have highly developed communication skills to facilitate negotiation with relevant prescribers to effect change in prescribing habits, to maintain cost-effective, rational, evidence-based use of medicines.
* Should develop a good working relationship with the local community pharmacist(s) to promote integrated approaches to on-going prescribing review, especially with regard to Pharmacy First and Medicines, Care and Review service. This relationship will be complex in nature due to the post-holder being remote.
* May carry out domiciliary medication reviews with complex patients, their Carers and other support and advise them in their use of medicines; this will require involvement with the multidisciplinary team, including; GP, Consultant, Discharge Liaison, as well as the Medicines Support Pharmacy Technician and other members of the Health and Social Care Pharmacy team.
* Contacts secondary care professionals to resolve prescribing or medicines management queries arising.
* Will be working across the interface between primary and secondary care.
* Should support other pharmacotherapy staff by sharing ideas and working methodology and to be a supportive team member.
* Should communicate with other relevant health professionals about drug changes, altered or discontinued medications etc.
* Should have the ability to engage empathetically with patients and their carers on wide-ranging medication related issues.
* Contacts Medicines Information professionals, pharmaceutical companies and national resources to facilitate provision of medicines information in an appropriate form and at an appropriate level for health professional and patient/carer enquirers.

 **KEY WORKING RELATIONSHIPS*** Cluster Lead Pharmacists and Pharmacy Technicians, Pharmacotherapy Co-Ordinator & members of the senior pharmacy team, and other clinical pharmacists at BGH, general practitioners, practice and business managers and surgery staff, multidisciplinary members of primary healthcare teams, community pharmacists and their staff, Social Services and Care Home staff.
 |

|  |
| --- |
| **9. PHYSICAL AND EMOTIONAL DEMANDS OF THE JOB**Emotional effort is required in dealing directly with patients, carers and relatives in implementing medication changes and reviews. It is also required in influencing the prescribing practice of a range of prescribers including independent practitioners, to diplomatically resolve differences of opinion with healthcare staff, presenting potentially unpopular and challenging prescribing data with the aim of negotiating a change in prescribing behaviour. |
| **10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB****Negotiation with prescribers*** Negotiating with GPs and secondary care doctors, to reach a consensus of opinion on important clinical decisions involving change, many of which can be contentious.

**Mental effort*** Required for the majority of the working day in, for example, answering queries from GPs and other healthcare professionals, analysing clinical records including making prescribing decisions, reading and understanding scientific papers, contributing to meetings, writing protocols/guidance relating to medicines, maintaining and utilising up-to-date clinical knowledge to effect change.

**Time management**: * Prioritising workload and achieving rapid recall of on-going work when moving between several sites spread over NHS Borders each week.

**Isolation from other members of the pharmacy team*** Because of the large rural area and that this post is remote communication has to be by Microsoft Teams, email or telephone which is time consuming but crucial to maintain contact. Monthly meetings help in resolving some of this. Working closely with the integrated pharmacy team is crucial in meeting pharmacy objectives, as well as medicines management and pharmacotherapy objectives, whilst making the most efficient use of available resources

**Communication with patients*** Explaining the reasons for prescribing decisions in a sensitive and empathetic manner and responding to concerns appropriately.
* Required to counsel patients and their carers on wide-ranging medication related issues, from adverse effects to medication changes which may be needed for various reasons, including difficulties with supply/drug withdrawals and addiction issues.
 |

**PERSON SPECIFICATION**

**PERSON SPECIFICATION: NHS Borders**

|  |  |
| --- | --- |
| **Job Title:** Pharmacotherapy Pharmacist – Remote Working |  |
|  |  |
| **Department:** | Pharmacy |
|  |  |
| **Location:** | Remote Working/Pharmacotherapy Hub |

**QUALIFICATIONS AND/OR EXPERIENCE SPECIFIED FOR THE POST**

|  |
| --- |
| **E**SSENTIAL* 1. An undergraduate master’s degree (or equivalent) in Pharmacy.
	2. Pharmacist registered with the General Pharmaceutical Council (Practising).
	3. Pharmacist registered as an independent pharmacist prescriber with the General Pharmaceutical Council or willing to commence training as a prescriber.
	4. Commence Advanced Practice via RPS Framework
	5. At least 3 years post qualification experience
	6. The ability to demonstrate a high level of professional practice and expert clinical knowledge, reasoning, and judgement.
	7. Knowledge and understanding of pharmacy practice across all care settings, including ethical and legal requirements.
	8. Excellent oral and written communication skills (including presentation skills and report writing).
	9. Ability to work under pressure, to prioritise and to manage time effectively.
	10. Evidence of commitment to continuing professional development in accordance with General Pharmaceutical Council requirements.
	11. Knowledge of Primary Care and working understanding of other NHS structures.
	12. Experience of using Microsoft Office Programmes (including Word, Excel, PowerPoint), e-mail, ability to use and search internet.
	13. A good team worker with the ability to motivate others, The post holder will also have the ability to act independently and methodically.

DESIRABLE1. Experience of delivering Educational and Training packages and supervising students
2. Experience in accessing data from TRAK, Order Comms, VISION, EMIS, and Scottish Therapeutics Utility
3. Full driving licence.
4. Previous experience of line management
5. Post-graduate qualification in appropriate area of pharmacy practice or equivalent experience.
 |