

Vacancy Clinical Pharmacist

Job description

The Glebe Surgery - Clinical Pharmacist

Salary: Depending on experience

Job Summary

The post holder is an experienced pharmacist, who will work as part of a multi-disciplinary team in a patient-facing role. The post holder will take responsibility for areas of chronic disease management within the practice and undertake clinical medication reviews to proactively manage patients with complex polypharmacy. The post holder should be an independent prescriber who can provide specialist clinics within their area of expertise.

The post holder will provide support to general practice staff with regard to prescription and medication queries. They will help support and develop the prescribing team.

The post holder will provide clinical leadership on medicines optimisation and quality improvement and manage some aspects of the quality and outcomes framework and locally commissioned services.

The post holder must have experience in driving change as well as writing and implementing policies and guidelines.

The role is pivotal to improving the quality of care and operational efficiencies so requires motivation and passion to deliver excellent service within general practice.

Primary Duties and Areas of Responsibility

Patient facing long-term conditions clinics

See patients in multi-morbidity clinics and in partnership with primary healthcare colleagues and implement improvements to patient's medicines, including de-prescribing.

Manage own caseload and run long-term condition clinics (e.g. hypertension, coronary heart disease, atrial fibrillation, diabetes).

Review the ongoing need for each medicine to ensure they get the best use of their medicines (i.e. medicines optimisation).

Support achievement of relevant QOF targets, IIF, DES requirements and LCS contracts.

Clinical Medication Review

Undertake clinical medication reviews with patients with multi-morbidity and polypharmacy and implement own prescribing changes (as an independent prescriber) and order relevant monitoring tests.

Care home clinical medication reviews

Support and work with Medicines Optimisation in Care Home (MOC) Team to undertake clinical medication reviews with patients with multi-morbidity and polypharmacy and implement own prescribing changes (as an independent prescriber) and order relevant monitoring tests.

Patient facing medicines support

Provide patient facing clinics for those with questions, queries and concerns about their medicines in the practice.

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Telephone medicines support

Provide telephone support for patients with questions, queries and concerns about their medicines.

Medicine information to practice staff and patients

Act as a source of medicines information for all of the practice team and patients.

Risk stratification

Design, development and implementation of computer searches to identify cohorts of patients at high risk of harm from medicines.

Working with patients and the primary care team to minimise risks through medicines optimisation.

Information management

Analyse, interpret and present medicines data to highlight issues and risks to support decision-making.

Medicines Quality Improvement programmes

Identify and provide leadership on areas of prescribing and medicines optimisation.

Conduct clinical audits.

Present results and provide leadership on suggested changes. Contribute to national and local research initiatives.

Care Quality Commission

Provide leadership to the general practice team to ensure the practice is compliant with CQC standards where medicines are involved.

Undertake risk assessment and management and ensure compliance with medicines legislation.

Implementation of local and national guidelines and formulary recommendations

Monitor practice prescribing against Sussex Partner Formulary identifying medicines that should not be prescribed/not recommended.

Education and Training

Provide education and training to primary healthcare team on therapeutics and medicines optimisation.

Provide training to visiting medical, nursing, pharmacy and other healthcare students where appropriate.

Public health

To support public health campaigns. To provide specialist knowledge on all public health programmes available to general public.

Collaborative Working Relationships

- Recognises the roles of other colleagues within the organisation and their role to patient care.
- Demonstrates use of appropriate communication to gain the co-operation of relevant stakeholders (including patients, colleagues, and other professionals, other NHS/private organisations).
- Demonstrates ability to lead a team.
- Is able to recognise personal limitations and refer to more appropriate colleague(s) when necessary.
- Actively work toward developing and maintaining effective working relationships both within and outside the practice and locality.
- Demonstrates ability to integrate general practice with community and hospital pharmacy teams.

- Liaises with ICB colleagues including on prescribing related matters to ensure consistency of patient care and benefit.
- Liaises with other stakeholders as needed for the collective benefit of patients including but not limited to patients named GP, nurses and other practice staff.

Knowledge, Skills and Experience Required

- Has an experience/awareness of the breadth of common acute and long-term conditions that are likely to be seen in a general medical practice.
- Minimum of 5 years post graduate experience, with at least 1 years' experience in General Practice.
- Holds an independent prescribing qualification.
- Able to plan, manage, monitor, advise and review general pharmaceutical care programmes for patients across core areas, including disease states/long term conditions.
- Accountable for delivering professional expertise and direct service provision.
- Uses skills in a range of routine situations requiring analysis or comparison of a range of options.
- Recognises priorities when problem-solving and identifies deviations from normal pattern and is able to refer to seniors or GPs when appropriate.
- Able to follow legal, ethical, professional and organisational policies/procedures and codes of Conduct.
- Involves patients in decisions about prescribed medicines and supporting adherence as per NICE guidelines.

Leadership

- Demonstrate understanding of the pharmacy role in governance and is able to implement this appropriately within the workplace.
- Demonstrate understanding of, and contributes to, the workplace vision.
- Engages with Patient Participation Groups (PPGs) and involves PPGs in development of the role and practices.
- Demonstrates ability to improve quality within limitations of service.
- Reviews yearly progress and develops clear plans to achieve results within priorities set by others.
- Demonstrate ability to motivate self to achieve goals.
- Demonstrates ability to lead a team and provide support to others.
- Provides a leadership style which is underpinned by strongly held values of the organisation and around equality, diversity and openness; effectively builds and maintains relationships with key individuals across the organisation.

Management

- Demonstrate understanding of the implications of national priorities for the team and/or service and manage the team through these changes.
- Demonstrate understanding of the process for effective resource utilisation.
- Demonstrate understanding of, and conforms to, relevant standards of practice.

- Demonstrates ability to identify and resolve risk management issues according to policy/protocol.
- Demonstrate ability to extend boundaries of service delivery within the team.
- Mentor the prescribing team.

Research and Evaluation

- Demonstrates ability to critically evaluate and review literature.
- Demonstrates ability to identify where there is a gap in the evidence base to support practice.
- Demonstrates ability to generate evidence suitable for presentations at practice and local level.
- Demonstrates ability to apply research evidence base into working place.

Equality and Diversity

- The post-holder must co-operate with all policies and procedures designed to ensure equality of employment. Co-workers, patients and visitors must be treated equally irrespective of gender, ethnic origin, age, disability, sexual orientation, religion etc.

Respect for Patient Confidentiality

- The post-holder should respect patient confidentiality at all times and not divulge patient information unless sanctioned by the requirements of the role.

Special Working Conditions

- The post-holder is required to travel independently to the site of practice and where needed to other locations for meetings etc.
- The post-holder may have contact with body fluids i.e., wound exudates; urine etc. while in clinical practice.

Essential - Professional registration

Registered with the GPhC

Qualifications

Holds a Masters in Pharmacy
Completed Clinical Diploma
Independent Prescriber

Skills and Knowledge

Minimum 5 years post qualification experience
At least 1 year General Practice Experience
Previous secondary care experience
In depth therapeutic and clinical knowledge and understanding of the principles of evidence-based healthcare

An appreciation of the nature of primary care prescribing, concepts of rational prescribing and strategies for improving prescribing
Excellent interpersonal, influencing and negotiating skills
Excellent written and verbal communication skills
Demonstrate the ability to communicate complex and sensitive information in an understandable form to a variety of audiences (e.g. patients)
Is able to plan, manage, monitor, advise and review general medicine optimisation issues in core areas for long term conditions.
Good IT skills
Able to obtain and analyse complex technical information
Recognise priorities when problem solving and identifies deviations from the normal pattern and is able to refer to seniors or GPs when appropriate
Able to work under pressure and to meet deadlines
Work effectively independently and as a team member
Demonstrates accountability for delivering professional expertise and direct service provision

Other

Full driving licence
Full-time, Permanent
Monday to Friday

Application deadline: 31/12/2024