

**Job Title:** PCN Clinical Pharmacist

**Reports To:** Senior Clinical Pharmacist

**Hours:**  37.5 hours per week

**Contract:** Fixed Term Contract – 1 year maternity cover

**Salary:** Dependent on experience

North Bedford PCN is a unitary Primary Care Network serving a population of circa. 39,000 patients across six sites of The De Pary’s Group in the Bedford area. Our teams work together to delivery high quality primary care services, at scale, for our registered patients. We are passionate about the NHS and the essential role that primary care plays in the wider healthcare system.

You will be a pharmacist, who acts within their professional boundaries, supporting and working alongside a team of pharmacists in general practice. In this role you will be supported by the Senior Clinical Pharmacist who will develop, manage and mentor you.

You will work as part of a multi-disciplinary team in a patient-facing role and will take responsibility for areas of chronic disease management within the practice and undertake clinical medication reviews to proactively manage patients with complex polypharmacy.

You will provide primary support to general practice staff with regards to prescription and medication queries and help support the repeat prescription system, deal with acute prescription requests, and medicines reconciliation on transfer of care and systems for safer prescribing, providing expertise in clinical medicines advice while addressing both public and social care needs of patient in the GP practice (s).

You will provide clinical leadership on medicines optimisation and quality improvement and manage some aspects of the quality and outcomes framework and enhanced services.

You will ensure that the practice integrates with community and hospital pharmacy to help utilise skill mix, improve patient outcomes, ensure better access to healthcare and help manage workload. The role is pivotal to improving the quality of care and operational efficiencies, so requires motivation and passion to deliver an excellent service within general practice.

**Job Purpose**

The Clinical Pharmacist will work within their competencies to:

* Increase safety and quality of prescribed medicines
* Provide support on medicine related issues to the whole practice team/PCN
* Be a point of contact for patients regarding medication queries
* Link between pharmacists (community, hospital and service commissioner)
* Support medication reviews
* Enhance continuity of care for patients
* Provide lead on audits and target reviews

You will work as part of North Bedford PCN Clinical team to improve value and outcomes from medicines and consult with and treat patients directly. This includes providing extra help to manage long-term conditions, advice for those on multiple medicines, better access to health checks and treating patients with more complex conditions.

You will provide expertise in clinical medicines review and address public health and social needs of patients in the PCN whilst reducing inappropriate and wasteful prescribing through clinical medication reviews. This includes reconciling medicines following hospital discharge and working with patients and community pharmacists to ensure patients receive the medicines they need post discharge. Contributing to reductions in medicine related hospital admissions and readmissions by supporting patients to get the best outcomes from their medicines and identifying and addressing medicines related issues. Create an interface with community and hospital pharmacy colleagues and develop referral processes between primary care professionals.

You will support the management of the repeat prescribing reauthorisation process by reviewing requests for repeat prescriptions and medicines reaching review dates as required to ensure a streamlined service.

**Primary Duties and Areas of Responsibility**

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| **Patient facing Long-‐term condition Clinics** | See (where appropriate) patients with single or multiple medical problems where medicine optimisation is required (e.g. COPD, asthma). Review the on-going need for each medicine, a review of monitoring needs and an opportunity to support patients with their medicines taking ensuring they get the best use of their medicines (i.e. medicines optimisation). Make appropriate recommendations to Senior Pharmacists or GPs for medicine improvement. |
| **Patient facing Clinical Medication Review** | Undertake clinical medication reviews with patients and produce recommendations for senior clinical pharmacist, nurses and/or GP on prescribing and monitoring. |
| **Patient facing care home medication reviews** | Undertake clinical medication reviews with patients and produce recommendations for the senior clinical pharmacist, nurses or GPs on prescribing and monitoring.Work with care home staff to improve safety of medicines ordering and administration. |
| **Patient facing domiciliary clinical medication review** | Undertake clinical medication reviews with patients and produce recommendations for the senior clinical pharmacists, nurses and GPs on prescribing and monitoring.Attend and refer patients to multidisciplinary case conferences. |
| **Management of common/minor/self-limiting****ailments** | Managing caseload of patients with common/minor/self-limiting ailments while working within a scope of practice and limits of competence.Signposting to community pharmacy and referring to GPs or other healthcare professionals where appropriate. |
| **Patient facing medicines support** | Provide patient facing clinics for those with questions, queries and concerns about their medicines in the practice. |
| **Telephone medicines support** | Provide a telephone help line for patients with questions, queries and concerns about their medicines. |
| **Medicine information to practice staff and patients** | Answers relevant medicine-‐related enquiries from GPs, other practice staff, other healthcare teams (e.g. community pharmacy) and patients with queries about medicines. Suggesting and recommending solutions. Providing follow up for patients to monitor the effect of any changes. |
| **Unplanned hospital admissions** | Review the use of medicines most commonly associated with unplanned hospital admissions and readmissions through audit and individual patient reviews.Put in place changes to reduce the prescribing of these medicines to high‐risk patient groups. |
| **Management of medicines at discharge from hospital** | To reconcile medicines following discharge from hospitals, intermediate care and into care homes, including identifying and rectifying unexplained changes and working with patients and community pharmacists to ensure patients receive the medicines they need post discharge.Set up and manage systems to ensure continuity of medicines supply to high‐risk groups of patients (e.g. those with medicine compliance aids or those in care homes). |
| **Signposting** | Ensure that patients are referred to the appropriate healthcare professional for the appropriate level of care within an appropriate period of time e.g.pathology results, common/minor ailments, acute conditions, long term condition reviews etc. |
| **Repeat prescribing** | Produce and implement a practice repeat prescribing policy.Manage the repeat prescribing reauthorization process by reviewing patient requests for repeat prescriptions and reviewing medicines reaching review dates and flagging up those needing a review.Ensure patients have appropriate monitoring tests in place when required. |
| **Risk stratification** | Identification of cohorts of patients at high risk of harm from medicines through pre-prepared practice computer searches.This might include risks that are patient related, medicine related, or both. |
| **Service development** | Contribute pharmaceutical advice for the development and implementation of new services that have medicinal components (e.g. advice on treatment pathways and patient information leaflets). |
| **Information management** | Analyse, interpret and present medicines data to highlight issues and risks to support decision making. |
| **Medicines quality improvement** | Undertake clinical audits of prescribing in areas directed by the GPs, feedback the results and implement changes in conjunction with the practice team. |
| **Medicines safety** | Implement changes to medicines that result from MHRA alerts, product withdrawal and other local and national guidance. |
| **Implementation of local and national****guidelines and formulary****recommendations** | Monitor practice prescribing against the local health economy’s RAG list and make recommendations to GPs for medicines that should be prescribed by hospital doctors (red drugs) or subject to shared care (amber drugs).Assist practices in seeing and maintaining a practice formulary that is hosted on the practice’s computer system.Auditing practice’s compliance against NICE technology assessment guidance.Provide newsletters or bulletins on important prescribing messages. |
| **Education and Training** | Provide education and training to primary healthcare team on therapeutics and medicines optimisation. |
| **Care Quality Commission** | Work with the general practice team to ensure the practice is compliant with CQC standards where medicines are involved. |
| **Public health** | To support public health campaigns. To provide specialist knowledge on all public health programmes available to the 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, senior and peer colleagues, and other professionals, other NHS/private organisations e.g. CCGs)
* Demonstrates ability to work as a member of 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
* Foster and maintain strong links with all services across locality
* Explores the potential for collaborative working and takes opportunities to initiate and sustain such relationships
* Demonstrates ability to integrate general practice with community and hospital pharmacy teams
* Liaises with CCG colleagues including CCG Pharmacists on prescribing related matters to ensure consistency of patient care and benefit
* Liaises with CCG pharmacists and Heads of Medicines Management/ Optimisation to benefit from peer support
* Liaises with other stakeholders as needed for the collective benefit of patients including but not limited to Patients, GP, nurses and other practice staff
* Other healthcare professionals including CCG pharmacists, pharmacy technicians, optometrists, dentists, health and social care teams and dieticians etc.
* Locality / GP prescribing lead
* Locality managers
* Community nurses and other allied health professionals
* Community and hospital pharmacy teams
* Hospital staff with responsibilities for prescribing and medicines optimisation
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| **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
* Promotes diversity and equality in people management techniques and leads by example.
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| **Management** |
| * Demonstrate understanding of the implications of national priorities for the team and/or service
* 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
* Follows professional and organisational policies/procedures relating to performance management
* Demonstrate ability to extend boundaries of service delivery within the team
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| **Education, Training and Development** |
| * Understands and demonstrates the characteristics of a role model to members in the team and/or service
* Demonstrates understanding of the mentorship process
* Demonstrates ability to conduct teaching and assessment effectively according to a learning plan with supervision from more experience colleague
* Demonstrates self-development through continuous professional development activity; working alongside senior clinical pharmacist to identifying areas to develop
* Participates in the delivery of formal education programmes
* Demonstrates an understanding of current educational policies relevant to working areas of practice and keeps up to date with relevant clinical practice.
* Ensures appropriate clinical supervision is in place to support development
* Enrolled into review and appraisal systems within the practice
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| **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
* Demonstrates understanding of principles of research governance.
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| **Health and Safety/Risk Management** |
| * The post-holder must comply at all times with the Practice’s Health and Safety policies, in particular by following agreed safe working procedures and reporting incidents using the organisations Incident Reporting System.
* The post-holder will comply with the Data Protection Act (1984) and the Access to Health Records Act (1990).
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| **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.
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| **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.
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| **Special Working Conditions** |
| * The post-holder is required to travel independently between practice sites (where applicable), and to attend meetings etc. hosted by other agencies.
* The post-holder will have contact with body fluids i.e. wound exudates; urine etc. while in clinical practice.
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*This job description is not exhaustive and may be adjusted periodically after review and consultation. You will also be expected to carry out any reasonable duties which may be requested from time-to-time.*

**Qualifications**

*Essential*

* Masters degree in pharmacy (MPharm) (Or equivalent)
* Mandatory registration with General Pharmaceutical Council

*Desirable*

* A member of or working towards Faculty membership of the Royal Pharmaceutical Society
* Independent prescriber or working towards gaining independent prescribing qualification
* Specialist knowledge acquired through postgraduate diploma level or equivalent training/experience

**Experience**

*Essential*

* Minimum 2 years post qualification experience

*Desirable*

* Recent General Clinical Pharmacy Activity relevant to Primary Care
* Previous experience of providing prescribing advice or support in primary or secondary care
* Experience of delivering patient clinics or services, especially within the care home setting

**Skills & Knowledge**

*Essential*

* In depth therapeutic and clinical knowledge and understanding of the principles of evidence- based healthcare
* Excellent interpersonal, influencing and negotiating 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
* Computer literate with an ability to use the required GP clinical systems (desirable) and Microsoft office packages (essential)
* Able to obtain and analyse complex technical information
* Recognises 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
* Produce timely and informative reports

*Desirable*

* An appreciation of the nature of primary care prescribing, concepts of rational prescribing and strategies for improving prescribing

**Other**

*Essential*

* Immunisation status
* Safeguarding adult and children level three
* Disclosure Barring Service (DBS) check
* Flexibility to work outside of core office hours

*Desirable*

* Access to own transport and ability to travel across the locality on a regular basis, including visiting people in their own home
* Basic life support training