

Job Summary

Stanford-le-Hope and Corringham PCN is situated in a scenic, semi-rural part of South West Essex, comprising six close knit GP surgeries. The successful candidate will join a team of not only GPs and nurses but existing clinical pharmacists, physiotherapists, physicians’ associates, paramedics and pharmacy technicians.

The post-holder will support the PCN with prescription and medication queries and deliver structured medication reviews in line with the national GP contract, driving improvements in medicines optimisation, safety, and cost-effectiveness. They will contribute to the implementation and delivery of the Primary Care Network Contract DES, provide expert medicines advice to the multidisciplinary team to support safe, evidence-based prescribing, and action acute prescription requests alongside medicines reconciliation to maintain accurate records

With teaching and dispensing member practices, there is a great opportunity for learning and further development. There is a wide scope of work from audits, chronic disease management, structured medication reviews, triaging minor ailments and managing polypharmacy in care homes. This post represents plenty to challenge and further develop an experienced Clinical Pharmacist who is ideally already a prescriber. This post is about integrating with an experienced team and we are looking for a team member to grow with our enthusiastic and innovative PCN.

**Responsible to:** Clinical Director and Non-clinical lead (who themselves will

reflect thoughts / comments from PCN Practices)

Primary Responsibilities

1. The Clinical pharmacist will work as part of a multi-disciplinary team in a patient facing role to clinically assess and treat patients using their expert knowledge of medicines for specific disease areas.
2. They will be prescribers, or will be completing training to become prescribers, and will work with and alongside the general practice team. They will take responsibility for the care management of patients with chronic diseases and undertake clinical medication reviews to proactively manage people with complex polypharmacy, especially the elderly, people in care homes, those with multiple comorbidities (in particular frailty, COPD and asthma) and people with learning disabilities or autism (through STOMP – Stop Over Medication Programme).
3. Provide specialist expertise in the use of medicines whilst helping to address both public health and social care needs of patients to address inequalities.
4. The Clinical pharmacist will provide leadership on person centred medicines optimisation (including ensuring prescribers in the practice conserve antibiotics in line with local antimicrobial stewardship guidance) and quality improvement, whilst contributing to the quality and outcomes framework and enhanced services. Through structured medication reviews, the clinical pharmacist will support patients to take their medications to get the best from them, reduce waste and promote self-care.
5. The Clinical pharmacist will have a leadership role in supporting further integration of general practice with the wider healthcare teams (including community and hospital pharmacy) to help improve patient outcomes, ensure better access to healthcare and help manage general practice workload. The role has the potential to significantly improve quality of care and safety for patients.
6. They will develop relationships and work closely with other pharmacy professionals across PCNs and the wider health and social care system.
7. Facilitate the delivery of the local enhanced services for medicines on behalf of the PCN

Qualifications

Clinical pharmacist being employed through the Network Contract DES funding will either be enrolled in or have qualified from an accredited training pathway that equips the clinical pharmacists to be able to practice and prescribe safely and effectively in a primary care setting (currently the CPPE Clinical Pharmacist training pathways), and in order to deliver the key responsibilities outlined above.

Service development / Training

1. Attending any relevant training organised by the PCN Manager/CD for continuous professional development.
2. Attend relevant education courses and study days.
3. Be self-motivated with regards to personal development.
4. Often appropriate training is on a National Level therefore there is an expectation of a willingness to travel and stay overnight when needed.
5. Be involved within clinical supervision sessions with peers and superiors.
6. Contribute to the maintenance of a good clinical climate for learners and assist in the in-service training for fellows or trainee
7. Participate, attend and promote multi-professional training and learning environment
8. Train and assist where practical and reasonable with PCN DES, NSS [National Service Specification] and SNS [Supplementary Network Services] etc.
9. Keep up to date with professional research in the relevant areas like – when necessary; participate in pilot projects like LTC.
10. The post holder may be asked to provide specific training/mentorship to students.

Professional Development:

1. Work with your line manager to undertake continual personal and professional development, taking an active part in reviewing and developing the role and responsibilities
2. Involved in one to one meetings with line manager monthly to discuss targets and outcomes achieved
3. Adhere to organisational policies and procedures, including confidentiality, safeguarding, lone working, information governance, and health and safety
4. Work with your line manager to access regular clinical supervision, to enable you to deal effectively with the difficult issues that people present
5. Review yearly progress and develop clear plans to achieve results within priorities set by others
6. Participate in the delivery of formal education programmes
7. Demonstrate an understanding of current educational policies relevant to working areas of practice and keep up to date with relevant clinical practice

Knowledge, Skills and Experience Required

1. Excellent communication skills.
2. Good IT skills
3. Good negotiating skills
4. Empathy and good listening skills
5. Capability to manage general anxiety, frustration and manage crisis situations in a positive and proactive manner.
6. Work well under pressure and a good sense of humour
7. Prioritisation skills
8. Recognises priorities when problem-solving and identifies deviations from normal pattern and can refer to seniors or GPs when appropriate
9. Able to follow legal, ethical, professional and organisational policies/procedures and codes of conduct
10. Involves patients in decisions about prescribed medicines and supporting adherence as per NICE guidelines
11. The practices use the clinical system software

Education, Training and Development

1. Understands and demonstrates the characteristics of a role model to members in the team and/or service
2. Demonstrates self-development through continuous professional development activity
3. 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

Leadership

1. Demonstrate understanding of, and contributes to, the workplace vision
2. Demonstrates ability to improve quality within limitations of service
3. Reviews yearly progress and develops clear plans to achieve results within priorities set by others.
4. Demonstrate ability to motivate self to achieve goals
5. Promotes diversity and equality in people management techniques and leads by example.

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).

Equality and Diversity

The post-holder will support the equality, diversity and rights of patients, carers, and colleagues to include:

- Acting in a way that recognises the importance of people’s rights, interpreting them in a way that is consistent with PCN procedures and policies and current legislation.

- Respecting the privacy, dignity, needs and beliefs of patients, carers, and colleagues.

- Behaving in a manner which is welcoming to and of the individual, is non-judgmental and respects their circumstances, feelings, priorities, and rights.

Respect for Patient Confidentiality

Patients entrust clinicians with sensitive information about their health and other matters, given in confidence with the expectation that their privacy will be respected. Staff must always act appropriately.

In carrying out the duties of this role, the post-holder may access confidential information relating to patients, carers, practice staff, other healthcare professionals, and the practice as a business. All such information, regardless of source, must be treated as strictly confidential.

Information about patients, carers, colleagues, healthcare workers, or the business may only be shared with authorised individuals, and only in line with company policies and procedures on confidentiality and the protection of personal and sensitive data

Safeguarding

The post-holder will play an active role in promoting and protecting the welfare of children and adults at risk. This includes, recognizing and reporting concerns about:

* Vulnerable adults, including issues related to social care and mental health, to the appropriate authorities.
* Child protection, including possible abuse, to the appropriate authorities.

All staff must complete mandatory safeguarding training and ensure safeguarding is an integral part of daily practice.

In line with Section 11 of the Children Act 2004 and Working Together to Safeguard Children (2018), all NHS staff must carry out their duties with due regard to safeguarding and promoting the welfare of children

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.

**Person Specification**

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|  | Essential | Desirable |
| Qualifications and Experience | Pharmacy Degree  Registration with the General Pharmaceutical Council (GPhC)  Centre for Pharmacy Postgraduate Education primary care Pharmacy Education Pathway (PCPEP) qualification or working towards/ willing to enrol | Membership of the Royal Pharmaceutical Society  Postgraduate diploma in Clinical Pharmacy or equivalent experience  Primary Care experience  Experience of working with clinical management systems, especially SystmOne.  Registered non-medical prescriber |
| Knowledge and understanding | Relevant theoretical and practical knowledge of Primary Care Networks, General Practice and evidence-based medicine  An appreciation of NHS agenda, national policies and government targets  An understanding of the current PCN DES specifications  A wide range of IT skills especially Microsoft 365 | Awareness of GP budget management and funding systems to enable GP clinical pharmacist services to assist delivery of PCN and NHS priorities and requirements for financial balance and quality  Awareness of systems to support management of patients in a primary care setting, delivering pharmaceutical input and support in the context of pathways of care and the business of the organisations.  Can plan, manage, monitor, advise and review medication for patients in core areas, including long term conditions. |
| Other | Be able to organise workload, multi-task and work under pressure to achieve tight deadlines  Work autonomously and within a team  Ability to be flexible with hours if required  Clear understanding of confidentiality  Excellent interpersonal and communication skills, both written and verbal  Clear, concise record keeping and report writing skills  Demonstrates the ability to communicate complex and sensitive information in an understandable form to a variety of audiences  Have a flexible working attitude and willingness to adopt new ways of working  Self-motivated  Friendly and approachable  Ability to drive/ have own car |  |

**Disclosure and Barring Service Check**

This post is subject to the Rehabilitation of Offenders Act 1974 (Exceptions) Order (as amended) and as such it will be necessary for a submission for Disclosure to be made to the Disclosure and Barring Service (DBS) to check for any previous criminal convictions.

This job description is a guide to the role and does not form part of the employment contract or represent a complete list of duties. It will be reviewed periodically to reflect evolving requirements, with the post-holder participating in the review process

SLH PCN Pharmacist JD 2025.08.12