

Job description

Job title: Lead Clinical Pharmacist – Unity Healthcare

Reports to: Clinical Services Manager

Worker Category: Site Worker

Primary Location: Haverhill Hub

Job Purpose: The Lead Clinical Pharmacist will act as an expert autonomous practitioner and senior medicines optimisation lead within general practice. The post holder will provide strategic and clinical leadership for all aspects of pharmacy services, including dispensary operations, medicines optimisation, prescribing governance and structured medication reviews.

The role involves responsibility for safe, effective and cost-efficient use of medicines, leading structured medication reviews, complex polypharmacy and dispensary operations, overseeing prescribing governance, and supporting the development and supervision of the pharmacy team. The role is pivotal in improving patient outcomes, reducing medicines-related harm, supporting QOF and enhanced services and driving operational efficiencies across the practice.

Main Duties & Responsibilities

Key Leadership Responsibilities

- Provide clinical and strategic leadership for medicines optimisation.
- Act as professional lead for pharmacy staff; supervise, mentor, and support pharmacists, pharmacy technicians, and prescribing support staff.
- Lead on prescribing governance, safety, and quality improvement initiatives.
- Provide leadership and oversight of dispensary operations, supporting the dispensary manager, ensuring safe, efficient, cost effective and compliant medicines supply and workflow.
- Oversee systems for safe prescribing, monitoring, and repeat prescribing processes.
- Implement national and local prescribing guidance, formulary changes, and shared care protocols.
- Act as the practice's medicines optimisation liaison with ICB pharmacists and external stakeholders.
- Share leadership responsibility on elements of QOF, enhanced services and local incentive schemes.
- Develop and maintain standard operating procedures and safe, standardised pharmacy processes.
- Improve prescribing quality through audit, education, and staff training.

Clinical Responsibilities

Structured Medication Reviews & Medicines Optimisation

- Conduct and oversee SMRs for patients with complex polypharmacy.
- Review patients with long-term conditions (such as diabetes, asthma, COPD, hypertension).
- Assess medication need, monitoring, adherence, and therapeutic effectiveness.
- Provide patient-focused recommendations and follow-up after medication changes.

Prescribing & Therapeutic Decision-Making

- Independently prescribe within scope of competence, legislation, and organisational policy.
- Provide clinical advice and prescribing recommendations to the practice team.
- Manage a caseload of patients with minor or common ailments.
- Signpost patients to community pharmacy, GPs, or other healthcare professionals as needed.

Medicines Safety & High-Risk Medicines

- Lead on monitoring and optimisation of high-risk medicines.
- Review medicines associated with unplanned admissions or readmissions.
- Implement strategies to reduce high-risk prescribing in vulnerable groups.
- Oversee therapeutic drug monitoring and recall systems.
- Ensure appropriate monitoring tests and patient safety measures are in place.

Prescribing Governance & Systems

- Lead on MHRA alerts, product withdrawals, and safety communications.
- Oversee medicines reconciliation and continuity of supply, including post-discharge and care home patients.
- Manage repeat prescribing systems and medication review processes.
- Identify high-risk patient cohorts using clinical systems and data.

Service Development & Quality Improvement

- Contribute to development of clinical services, treatment pathways, and prescribing protocols.
- Analyse and interpret prescribing data to identify risks and improvement opportunities.
- Lead clinical audits and implement changes based on national guidance and local priorities.
- Support practice formulary development and cost-effective prescribing initiatives.

Education & Training

- Provide structured education and training on medicines optimisation and therapeutics.
- Deliver updates on formulary changes, prescribing safety, and national guidance.
- Support development of trainee and newly appointed pharmacy staff.
- Promote continuous professional development within the pharmacy team.

Collaborative Working

- Build strong relationships across primary, community, and secondary care.
- Liaise with ICB pharmacists, prescribing leads, and community pharmacies.
- Support integration between general practice and wider system pharmacy services.

Professional Requirements

- Registered Pharmacist with the General Pharmaceutical Council.
- Independent Prescriber qualification.
- Experience in primary care pharmacy.
- Experience in clinical leadership, supervision, or service development.

Amending the job description: It is expected that as the organisation develops and changes it may be necessary to vary the tasks and/or the responsibilities of the post holder. This will be done in consultation with the post holder and it is hoped that agreement can be reached to any reasonable changes.

Confidentiality: The post holder must at all times maintain complete confidentiality of the material and information that they handle. Any matters of a confidential nature, or in particular, information relating to diagnoses and treatment of patients and individual staff records must not, under any circumstances, be divulged or passed on to any unauthorised person or persons. The post holder must respect patient named confidentiality in keeping with “Caldicott principles”.

Data Protection: The post holder must at all times respect the confidentiality of information in line with the requirements of the General Data Protection Regulation. This includes, if required to do so, obtaining, processing and/or using information held on a computer in a fair and lawful way, holding data only for the specified registered purposes and using or disclosing data only to authorised persons or organisations as instructed.

Policies & Procedures: The post holder will be expected to comply with all statutory legislation, the organisations governance framework and approved national and local policy. All employees are expected to comply with all of the organisations Policies and Procedures.

General: The post holder will be expected to be responsible for his/her continuing professional development and to take a proactive approach to maintaining personal and professional effectiveness in an evolving role.

The duties and responsibilities described in this Job Description are intended to be indicative but not exhaustive of the responsibilities of the post holder. As the organisation develops, the requirements of the job may change and the post holder is expected to adapt to these changes.

Health & Safety: Employees must share responsibility for abiding by health and safety policies and regulations, infection prevention and control policies and act in accordance with the Risk Management Policy. This includes compliance with The Health Act 2006 Code of Practice for the prevention and control of healthcare associated infection. In addition, be aware of the responsibilities placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedure is carried out to maintain a safe environment for themselves, other employees and visitors.

Infection Prevention: Employees have a personal obligation to act to reduce Healthcare Associated Infections (HCAI's) and must attend mandatory training in infection prevention and control. You must comply with SGPF Infection Control policies as they apply to your duties, including the Hand Decontamination Policy, Dress Code and Personal Protective Equipment Policy.

Equal Opportunities Policy and Anti-Harassment: The post holder will immediately report to their line manager any breach or suspected breach of both equal opportunity and anti-harassment guidelines

Safeguarding: Everyone employed by the Organisation regardless of the work they do has a duty to safeguard and promote the welfare of vulnerable adults and children. When patients and/or their carers use our services, it is essential that all protection concerns are both recognised and acted on appropriately. You have a responsibility to ensure you are familiar with and follow relevant policies in relation to safeguarding vulnerable adults and children. To ensure you are equipped to carry out your duties effectively, you must also attend mandatory safeguarding training and updates at the competency level appropriate to the work you do

Organisation Structure Chart

