**Royal Devon University Healthcare NHS Foundation Trust Gastroenterology and Inflammatory Bowel Disease (IBD) Pharmacist (Band 7 to 8a) Development Pathway**

The pathway below identifies the criteria for progression from a Band 7 to Band 8a Gastro and IBD pharmacist. Following appointment at band 7 and being able to demonstrate the key competencies (expected 1-2 years depending on experience) the pharmacist will be eligible for progression to a band 8a post. An aim of the training and responsibilities for this role is to progress the individual from successful completion of the Royal Pharmaceutical Society (RPS) foundation curriculum level of experience to evidencing practice of the RPS core advanced curriculum.

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| Year | Pay Band | Key Responsibilities |
| Year 1-2 | 7 | Completion of department and clinical inductionPass 6-month probation periodComplete agreed objectivesComplete postgraduate clinical diploma (with Independent Prescribing) funded by Royal DevonDevelop specialist knowledge of gastro and IBD servicesDevelop capability to provide more complex care as part of the gastro and IBD service MDT which should include evidence of:* Applying Clinical Knowledge and Skills
* Professional Accountability
* Evidence-informed Decision Making
* Person-Centred Care
* Communication and consultation skills
* Collaborative working
* Leadership and management
* Education
* Research and Evaluation
* Resilience and Adaptability
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| Year 2-3 | 8a | * Successful completion of agreed objectives for role
* To manage clinical caseload within the gastro and IBD service where there is a high degree of complexity, in collaboration with MDT colleagues by applying clinical reasoning and decision making to manage uncertainty and clinical risk.
* To apply clinical reasoning and shared decision making in holistic management of an individual’s episode of care, using clinical assessment skills and independent prescribing for acute and long-term conditions.
* To demonstrate well-developed communication and collaboration skills, communicating highly complex information in challenging situations while maintaining and developing relationships.
* Interpret and where necessary, adapt regional and national policy; providing medicines-focused leadership to the MDT within the service/Trust.
* To influence and lead on improving the delivery of local gastro and IBD services, demonstrating creativity and innovation, using robust and sustainable QI methodologies and deliver better value healthcare.
* To lead and manage the service to effectively deliver pharmaceutical care.
* To supervise, support and mentor development of pharmacy and other healthcare professionals including acting as a Designated Prescribing Supervisor.
* To develop and deliver educational interventions for a range of professional audiences.
* To interpret and apply new and emerging evidence in delivery of pharmaceutical care at service level.
* Generate new evidence by undertaking, contributing to and disseminating research and improvement activities.
* Role model practice that contributes to environmental sustainability and act to reduce environmental impact of healthcare delivery.
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