Royal Devon University Healthcare NHS Foundation Trust

JOB DESCRIPTION

JOB DETAILS	
Job Title	Specialist Pharmacist – Biologics
Reports to	Clinical Pharmacy Manager
Band	Band 8a (subject to matching)
Department/Directorate	Pharmacy / Specialist Services

JOB PURPOSE

- To lead and provide a responsive, safe and cost-effective clinical pharmacy service to clinical services and be an integral part of the multi-disciplinary team at Royal Devon University Healthcare NHS Foundation Trust.
- Responsible for providing specialist pharmacist advice on biological medicines use to prescribers, clinicians, nursing staff and patients including homecare across Northern and Eastern Services.
- To work as an independent prescriber managing biological medicines within a defined patient caseload including (but not limited to) dermatology, rheumatology, ophthalmology and gastroenterology services.
- To contribute to the development of medicines management and optimisation throughout the patient care pathway
- To lead biosimilar switches by supporting the clinical teams and through direct patient contact.
- Contribute to eligibility assessment process before initiation of new therapies. Undertake and oversee the addition of patients to BlueTeq where necessary and clinically validate biological medicines prescriptions.
- To co-ordinate and validate repeat prescribing of biological medicines, including through homecare provision, and the counselling of patients.
- To deliver high quality patient care in line with legislation, national guidance and service specifications.
- To participate in the wider pharmacy service and its development in response to patient care needs
- To monitor and provide evaluated information on drug expenditure and usage for biological medicines as required.

KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES

- Lead and manage the provision of inpatient and homecare pharmacy services for biological medicines within medical specialties including managing stock lists, procurement of high cost drugs (e.g. homecare) and lead the development of appropriate standard operating procedures for supply of biological medications from clinics.
- Ensure clinical pharmacy services for biological medicines are delivered consistently to the required standards ensuring a safe and cost-effective supply of medicines.
- Lead and support research, quality improvement and audit relating to clinical pharmacy across the relevant Trust services and implement recommendations for change
- Work as part of a multidisciplinary team to:
    - Provide better co-ordinated care to patients
    - Reduce hospital re-admissions
    - Improve medicines safety
    - Improve medicines compliance
    - Support safe discharge and transfer of care
- Conduct pharmacist medication reviews, engaging directly with patients as well as external stakeholders to optimise patient care.
- Provide expert advice to medical and nursing staff on the safe, effective use of biological medicines for relevant patient groups, including dosages and administration where information is lacking and medical opinion differs.

- Work with medical and nursing staff to report and investigate medication-related adverse events and formulate action plans to reduce errors and risks related to the use of medicines
- Participate in education programmes for wider clinical team, patients and carers within specialist area
- To assist in the implementation of efficient systems of biological medicine supply within the specialty.
- Support the assessment and safe introduction of new biological treatments and services by horizon-scanning and flagging implications for drug expenditure and pharmacy services
- To assist in the implementation of cost improvement programs to reduce waste and drug spend e.g. biological medicine switches.
- Participate in the discharge planning for patients at ward level, including patient and carer education prior to discharge and communication with GP, pharmacists and other healthcare professionals as needed to aid the smooth transfer of patients
- To develop, implement and maintain medicines protocols, clinical guidelines, policies, patient group directions (PGD's) and risk reduction initiatives relating to relevant pharmaceuticals across specialty areas
- Participate in flexible working arrangements e.g., late duties, on-call and 7-day service.

KEY WORKING RELATIONSHIPS

The post holder will be responsible for contributing directly to patient treatment by providing a comprehensive specialist clinical pharmacy service to inpatients.

The post holder will provide assurance on formulary compliance for the relevant specialty area and address areas of poor compliance within the clinical service lines and build engagement with the Devon Joint Interface Formulary.

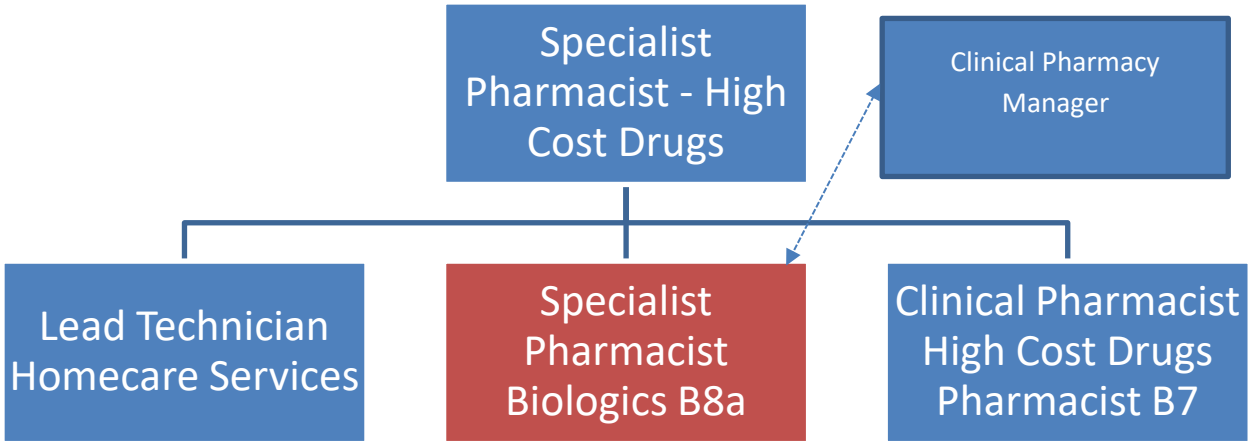
The post holder will be responsible for promoting a responsive, high quality, safe and cost-effective pharmacy service within the speciality in order to optimise clinical outcomes, minimise adverse reactions and improve medicines safety.

The post holder is required to deal effectively with staff of all levels throughout the Trust as and when they encounter on a day to day basis. In addition, the post holder will deal with the wider healthcare community, external organisations and the public. This will include verbal, written and electronic media.

Of particular importance are working relationships with:

Internal to the Trust	External to the Trust
• Pharmacy senior management team and multi-disciplinary team within department • Lead Clinicians for specialty areas • Lead Nurse for specialty areas • MDT staff working within specialty area • Community Services Clinical Pharmacy Manager and community-based team • Specialist High Cost Drugs Pharmacist • Lead Education and Training Pharmacist • Pharmacy staff within Northern Services and Eastern Services • Medical Staff • Non-registered staff e.g. healthcare assistants, administration team • Distribution staff • Foundation pharmacists • Specialist clinical pharmacists • Procurement Lead • Care group management staff	• Staff from partner organisation (e.g. other NHS hospitals, Devon Partnership Trust)) • GP practices • Community Pharmacies • NHS England • Homecare providers • Establish relationships with regional and national networks.

ORGANISATIONAL CHART



FREEDOM TO ACT

- Discretion to work within scope of professional competence and expertise to support relevant specialist services and provision of advice.
- Professionally accountable to the Specialist Pharmacist High Cost Drugs (Eastern) for delivery of safe, effective and efficient clinical pharmacy service.
- To participate in flexible working arrangement including late nights, bank holidays and on call as appropriate. In order to deliver high standards of care to patients the pharmacy service operates 7 days a week and staff are therefore required to work some weekends as part of their contracted hours.
- Responsible for ensuring compliance with safety, legal, professional and organisational requirements of clinical pharmacy service delivery within post holder's remit.

COMMUNICATION/RELATIONSHIP SKILLS

- Provide and receive highly complex and highly sensitive information on a number of professional and clinical issues relating to medicines where there may be barriers to understanding.
- Demonstrate a variety of skills to facilitate communication of information to include persuasion, negotiation, training, influencing, motivation and reassuring in order to develop collaborative working and agreement across pharmacy team, Trust staff and relevant external stakeholders e. g. clinicians
- Participate fully and where required, in meetings e.g. specialty governance, multi-disciplinary team meetings, meetings with commissioners and finance teams.
- To assist medical and prescribing staff to adjust prescribing practices in line with the evidence base and local formulary requirements.
- Ensure that the Clinical Pharmacy Manager is made aware of any circumstances that would, or may, compromise safe standards of clinical practice.
- Work with the Specialist Pharmacist for High Cost Drugs to ensure biological medicines programmes of work are managed in line with national priorities and local Trust objectives.
- Work collaboratively with the Education and Training Lead Pharmacist to co-ordinate and monitor provision of training for clinical pharmacists to include post-graduate training and undergraduate clinical placements
- Mentor and support clinical and post-graduate clinical diploma pharmacists as necessary

- Communicate effectively with partner organisations and other healthcare providers to improve patient care.
- Effective communication between pharmacy team and other organisations (e.g. the outpatient pharmacy), to fulfil contractual requirements in a professional manner and to meet contractual requirements of SLA agreements.
- To adapt personal communication style and approach when providing advice and information to patients, to respond to patient needs where there may be communication challenges and barriers to understanding and advice may be challenged.
- Develop and maintain relationships with neighbouring providers to ensure clear pathways for patients. This will include primary and secondary care.
- Communicate information from sources such as medication safety bulletins; product recalls and recommend actions to the relevant teams.

ANALYTICAL/JUDGEMENTAL SKILLS

- Use patient information, test results, consultation skills to make clinical and prescribing decisions
- Prepare and deliver reports e.g. finance and biological medicines usage reports, medicines reconciliation data, pharmacist intervention summary reports to Trust groups that provide clear information, recommendations and action plans about medicines issues impacting on the service.
- To undertake risk assessments and implement risk reduction measures where appropriate, to review and update safe systems of work on a regular basis.
- Frequent use of clinical judgement to challenge and influence decisions to ensure patient care is optimised e.g. prescribing decisions, medicines use in pathways
- Support the Trust Medication Safety Officer by undertaking investigations into medication incidents, share learning and implement any agreed actions to improve medicines safety
- Provide pharmaceutical advice to support production of guidelines, policies or protocols on medicine use and therapeutics to facilitate safe service delivery
- Frequent requirement to solve highly complex problems where there may be various options to consider and conflicting views on best course of action
- Review prescribed medications and recommend appropriate treatment reviews, dose adjustments and or treatment switches according to national and local policies.

PLANNING/ORGANISATIONAL SKILLS

- Plans and prioritises own workload to ensure high priority patients or issues are dealt with first e.g. medication supplies for biological medicines, high risk drugs, prescription reviews and prescribing completed on time.
- Frequent management and prioritising of own workload to tight deadlines and ensuring urgent work is completed within relevant timescales to provide high standards of patient care e.g. biological medication changes completed in a timely manner
- Ensure provision of training and support for trainees is planned and delivered in partnership with pharmacy and service colleagues
- Ensure clinical pharmacy service provision with respect to biological medicines and is delivered consistently to the required standards.
- Plan and organise complex activities such as complex medication reviews ensuring effective communication with patients, clinicians and pharmacists of medication changes to ensure patient safety

PATIENT/CLIENT CARE

- Provide a highly specialised clinical technical service and highly specialist advice, acting as an expert within scope of professional competence to support service delivery and provision of advice to patients
- Ensure provision of appropriate medication to support delivery of safe and effective patient care for all patients receiving care from relevant specialty areas
- Provide information to support ward-based pharmacists and other clinicians for patients requiring specialist support
- Direct and telephone contact with patients. This will involve pharmacist-led reviews.
- Provision of medicines information to patients and carers on the appropriate use of medication.

- Making evidence-based decisions, in partnership with patients and other professionals within the specialist area.
- Liaise with other providers in primary and secondary care to ensure continuity of medicines management when patients are transferred to other services. This will involve developing and reviewing patient pathways.
- Ensure clinical practice is evidence based, shared and patient focused
- Lead and support provision of pharmacy service to agreed service specifications and ensure high level provision to meet KPI requirements.
- Provide leadership to clinical team , reducing avoidable harm from e.g. hospital admissions.
- Promote and support national and ICS patient safety initiatives to improve medicines safety and outcomes in specific therapeutic areas e.g. antimicrobial prescribing; valproate safety.

POLICY/SERVICE DEVELOPMENT

- Responsible for interpreting clinical pharmacy policy within own area of expertise; developing and reviewing guidelines, PGD's policies and protocols within the relevant clinical specialty and services that involve biological medication.
- Responsible for service development with regards to medication aspects within clinical service provision which will involve consulting with relevant organisations.
- Implement pharmacy and medicines-related policies and procedures within specialist clinical areas e.g. Medicines Management Policy.
- Work proactively and collaboratively to improve sustainability through implementation of identified and agreed changes to support the Trust Green Plan.

FINANCIAL/PHYSICAL RESOURCES

- Responsible for identifying possible cost reduction and/or efficiency initiatives in biological medicines usage, without adversely affecting the quality of the service provided.
- Have a personal duty of care for equipment and resources used in course of work
- Minimise medicines wastage by developing and implementing efficient working systems
- Actively leading on biological drug prescribing efficiency programmes delivering best cost-effective changes to prescribing programmes and clinical pathways within area of expertise.
- Ensure clinical team support implementation of biological medicines-related delivering best value schemes and consider financial aspects in relation to service and pathway development
- Advising clinicians on cost efficient ways to source and prescribe items such as unlicensed drugs.

HUMAN RESOURCES

- Deliver biological medicines prescribing related training to other healthcare professionals, including doctors, nurses, pharmacists and independent prescribers.
- Responsible for developing and supporting delivery of training to undergraduate pharmacy students, rotational pharmacists and foundation pharmacists within area of expertise
- Deputise for other senior pharmacists in the team as appropriate
- Support the work of other members of the pharmacy team when necessary, including providing professional leadership to medicines management technicians and foundation pharmacists when required

INFORMATION RESOURCES

- Requirement to prepare drug expenditure reports using appropriate software systems (e.g. Rx Info).
- To support clinical specialties through the provision of appropriate analysis, audits and reviews, suitable to inform decision making, to allow evidence-based service planning and provision.
- Demonstrate knowledge and proficiency in the use of pharmacy and hospital computer systems e.g. EPIC, Datix,
- Records personally generated medicines-related information e.g. medicines reconciliation information, summarises drugs information

RESEARCH AND DEVELOPMENT

- To support relevant medical, nursing and pharmacy staff to ensure that any clinical trials involving medicinal products that are related to biological medicines run efficiently and effectively.

- Develop ways of assessing guidelines, locally and nationally (e.g. clinical audits, usage data).
- Ensure that appropriate actions are taken to comply with National Institute for Health and Care Excellence (NICE) and Care Quality Commission (CQC) assessments.
- To undertake and collaborate on clinical research and audits projects within own area as required for role.

PHYSICAL SKILLS

- High level of accuracy and skill required for handling and dispensing of particular medicines (e.g. biological medications).

PHYSICAL EFFORT

- Combination of sitting, standing and frequent moving between clinical areas to deliver service and liaise with staff.
- Ability to travel to all Trust sites and regional meetings as required to fill responsibilities of the role.

MENTAL EFFORT

- Frequent requirement for concentration e.g. producing reports, reviewing policy documents, guidelines and protocols, clinical data, consultations and prescribing decisions.
- May be interrupted by urgent requests for advice e.g. responding to phone calls, interruptions from colleagues while working in clinical setting.

EMOTIONAL EFFORT

- Occasional direct exposure to distressing or emotional circumstances e.g. may work with distressed patients
- Work in an outpatient environment where sensitive information (e.g. health conditions, safeguarding concerns) are discussed.

WORKING CONDITIONS

- Frequent exposure to patients or relatives, who may be emotionally distressed
- Frequent VDU use for IT systems work e.g. electronic clinical system (EPIC).
- Occasional exposure to cytotoxic medicines.

OTHER RESPONSIBILITIES

Take part in regular performance appraisal.

Undertake any training required in order to maintain competency including mandatory training, e.g. Information governance.

Contribute to and work within a safe working environment

You are expected to comply with Trust Infection Control Policies and conduct him/herself at all times in such a manner as to minimise the risk of healthcare associated infection

As an employee of the Trust, it is a contractual duty that you abide by any relevant code of professional conduct and/or practice applicable to you. A breach of this requirement may result in action being taken against you (in accordance with the Trust's disciplinary policy) up to and including dismissal.

You must also take responsibility for your workplace health and wellbeing:

- When required, gain support from Occupational Health, Human Resources or other sources.
- Familiarise yourself with the health and wellbeing support available from policies and/or Occupational Health.
- Follow the Trust's health and wellbeing vision of healthy body, healthy mind, healthy you.
- Undertake a Display Screen Equipment assessment (DES) if appropriate to role.

DISCLOSURE AND BARRING SERVICE CHECKS

This post has been identified as involving access to vulnerable adults and/or children and in line with Trust policy successful applicants will be required to undertake a Disclosure & Barring Service Disclosure Check.

GENERAL

This is a description of the job as it is now. We periodically examine employees' job descriptions and update them to ensure that they reflect the job as it is then being performed, or to incorporate any changes being proposed. This procedure is conducted by the manager in consultation with the jobholder. You will, therefore, be expected to participate fully in such discussions. We aim to reach agreement on reasonable changes, but if agreement is not possible, we reserve the right to insist on changes to your job description after consultation with you.

Everyone within the Trust has a responsibility for, and is committed to, safeguarding and promoting the welfare of vulnerable adults, children and young people and for ensuring that they are protected from harm, ensuring that the Trusts Child Protection and Safeguarding Adult policies and procedures are promoted and adhered to by all members of staff.

At the Royal Devon, we are committed to reducing our carbon emissions and minimising the impact of healthcare on the environment, as outlined in our Green Plan available on our website. We actively promote sustainable practices and encourage colleagues to explore and implement greener ways of working within their roles.

PERSON SPECIFICATION

Job Title	Specialist Pharmacist – Biologics

Requirements	Essential	Desirable
QUALIFICATION/ SPECIAL TRAINING		
• Master's degree in Pharmacy or equivalent	E	
• Registered pharmacist with General Pharmaceutical Council	E	
• Postgraduate clinical specialist knowledge acquired through diploma level training or equivalent experience	E	
• Evidence of Continuing Professional Development in relevant specialty area	E	
• Registered Independent Prescriber	E	
• Management training qualification e.g. NHS Leadership Qualification		D
KNOWLEDGE/SKILLS		
• Understanding of medication and pharmaceutical problems	E	
• Knowledge of national policies and current developments in biological medicines	E	
• Knowledge of medicines funding streams and commissioning arrangements e.g. NHS E specialised commissioning	E	
• Education techniques and presentation skills	E	
• Good general knowledge of healthcare systems	E	
• Understanding of hospital pharmacy systems	E	
• Clinical pharmacy knowledge	E	
• Understanding of primary care pharmacy systems and interface	E	
• Excellent current knowledge of best pharmacy practice	E	
• Excellent interpersonal skills across all grades of staff	E	
• Leadership skills	E	
• Quality improvement knowledge and experience	E	
• Able to negotiate, influence and motivate	E	
• Able to make effective decisions	E	
• Knowledge of national and local commissioning arrangements for medicines	E	
• Excellent written and verbal communication skills	E	
• Ability to interpret information and provide advice	E	
• Adaptable and innovative in approach to work	E	
• Excellent organisation and prioritisation skills	E	
• Excellent keyboard skills and familiar with routine office software packages e.g. word, Excel, PowerPoint	E	
EXPERIENCE		
• Previous clinical pharmacy experience	E	
• Previous hospital pharmacy experience	E	
• Evidence of service development, clinical audit or guideline implementation	E	
• Working as an independent prescriber	E	
• Extensive experience of communication with prescribers, nursing and other MDT staff	E	
• Previous experience prioritising and organising own work in busy clinical environment	E	
• Prior experience managing change		D
• Experience in managing medicines budgets through regular reporting, analysis and horizon scanning		D

PERSONAL ATTRIBUTES		
• Able to work as a team member and organise work of others	E	
• Professional attitude and role model – honest, trustworthy, reliable, respectful	E	
• Commitment to improving the quality of care for patients	E	
• Commitment to Continuous Professional Development	E	
• Responds positively to service deadlines	E	
• Able to plan and manage own workload	E	
• Possesses good verbal and written communication skills	E	
• Able to work under pressure	E	
• Self-motivated, enthusiastic and flexible	E	
• Display an understanding of and ability to deal with patient confidential and sensitive information on a daily basis	E	
• Ability to communicate complex medication issues to staff, patient and carers	E	
• Compassionate	E	
• Flexible and willing to adapt approach if required to support change	E	
• Demonstrate understanding and ability to communicate and deal with all patients and/or carers.	E	
• **OTHER REQUIREMENTS**		
• The post holder must demonstrate a positive commitment to uphold diversity and equality policies approved by the Trust.	E	

WORKING CONDITIONS/HAZARDS		FREQUENCY (Rare/ Occasional/ Moderate/ Frequent) R	O	M	F
Hazards/ Risks requiring Immunisation Screening					
Laboratory specimens	N				
Contact with patients	Y				
Exposure Prone Procedures	N				
Blood/body fluids	N				
Hazard/Risks requiring Respiratory Health Surveillance					
Solvents (e.g. toluene, xylene, white spirit, acetone, formaldehyde and ethyl acetate)	N				
Respiratory sensitisers (e.g. isocyanates)	N				
Chlorine based cleaning solutions (e.g. Chlorclean, Actichlor, Tristel)	N				
Animals	N				
Cytotoxic drugs	Y		✓		
Risks requiring Other Health Surveillance					
Radiation (>6mSv)	N				
Laser (Class 3R, 3B, 4)	N				
Dusty environment (>4mg/m3)	N				
Noise (over 80dBA)	N				
Hand held vibration tools (=>2.5 m/s2)	N				
Other General Hazards/ Risks					
VDU use (> 1 hour daily)	Y				✓
Heavy manual handling (>10kg)	N				
Driving	N				
Food handling	N				
Night working	N				
Electrical work	N				
Physical Effort	Y		✓		
Mental Effort	Y				✓
Emotional Effort	Y		✓		
Working in isolation	N				
Challenging behaviour	Y		✓		