

**BETTER TOGETHER**

**NHS**

**Royal Devon  
University Healthcare**  
NHS Foundation Trust



*Make a difference*

as part of the **Pharmacy** team at the Royal Devon

While you care for our patients, we'll support and invest in you to take your career further than you ever imagined.

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## Welcome from our head of service

At the Royal Devon, pursuing a career in Pharmacy offers fast progression, exceptional training, and the chance to delve into various specialisms in a collaborative and supportive setting. You'll be working alongside like-minded professionals who have access to state-of-the-art facilities and a flexible work culture that promotes a balanced work-life relationship.

We are a renowned pharmaceutical training hub that offers apprenticeships, training courses, and advanced practice programs. Additionally, we offer several trainee pharmacist placements annually in our acute sites, community pharmacies, and the local mental health trust.

We can't wait to welcome you on board.

# About the Royal Devon

It's a very exciting time to join us. The Royal Devon University Healthcare NHS Foundation Trust is renowned for ground-breaking research, dynamic innovation and strong links to leading universities.

Stretching across Northern, Eastern and Mid Devon, we have a workforce of over 15,000 staff, making us the largest employer in Devon. Our core services, which we provide for over 615,000 people, cover more than 2,000 square miles across Devon, while some of our specialist services cover the whole of the peninsula, extending our reach as far as Cornwall and the Isles of Scilly.

We deliver a wide range of emergency, specialist and general medical services through North Devon District Hospital and the Royal Devon and Exeter Hospital (Wonford). Alongside our two acute hospitals, we provide integrated health and social care services across a variety of settings including community inpatient hospitals, outpatient clinics, and within people's own homes. We also offer primary care services, a range of specialist community services, and Sexual Assault Referral Centres (SARC).

You'll be joining a team of like-minded professionals to provide personalised care, making a huge difference to the patients we see.



# Careers in Pharmacy

Whether you are an experienced professional or taking your first steps as a new Pharmacy Assistant, we will help you to achieve your career aspirations. We have three pharmacy career routes available at the Royal Devon:

## Aseptic careers

When you become a part of our Aseptic team, you'll work in a sterile environment where we develop injectable medications like chemotherapy, immunotherapies, and other specialised medications. Your role will be crucial, whether you join us as a Band 2 Aseptic Assistant, as a Science and Manufacturing Apprentice, or as a qualified technician growing your expertise as a Specialist Aseptic Technician.

## Pharmacy Technician careers

The Royal Devon is a perfect place to develop your career thanks to our dedicated pathways for Pharmacy Assistants and qualified Pharmacy Technicians. You'll refine your skills under the guidance of our supportive team, making a real difference to our patients with state-of-the-art technology at your fingertips including our pharmacy robots and specialist systems.

## Pharmacist careers

At the Royal Devon, Pharmacists are highly valued for their expertise and insights that shape our services and drive innovation in medicines. Whether you are a leader in the department, an inspiring mentor for the next generation of Pharmacists, or a key contributor to life-changing clinical research, we offer progression opportunities to support your career aspirations.



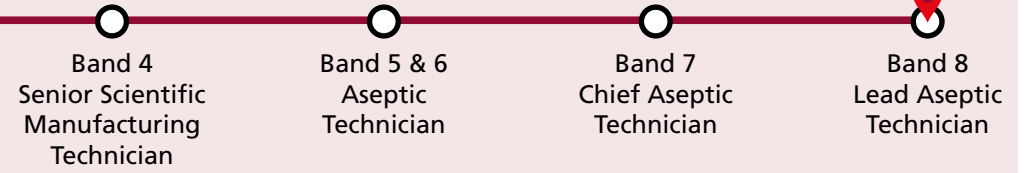
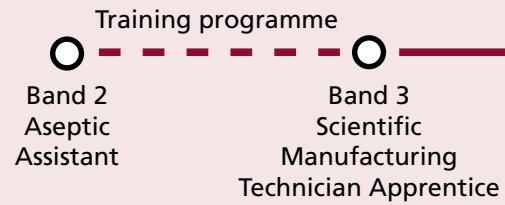
# Explore where your future can take you

What does success look like for you? There are so many ways to achieve a fulfilling and rewarding career as a pharmacy professional at the Royal Devon.



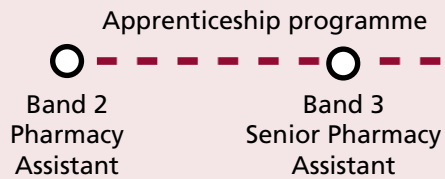
## Aseptic careers

No previous experience required



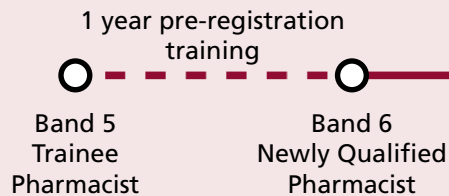
## Pharmacy Technician careers

No previous experience required



## Pharmacist careers

Mpharm degree



# Training and development with funded qualifications

If you're looking for a career and not just a job, the Royal Devon is the perfect place for you. We'll welcome you into the fold with bespoke learning and development opportunities and a package of support, mentorship, and guidance to enhance your wellbeing and transform your skillset.

## Aseptic careers

You can join the team as a Band 2 Aseptic Assistant and gain your Level 2 qualification. This will place you in an excellent position for joining our apprenticeship programme to become a Band 3 Scientific Manufacturing Technician (SMT). From here, you can gain further experience and training to become a Band 4 Senior SMT.

If you are a Band 5 Aseptic Technician, we will help you achieve your career goals as you progress your career.

## Pharmacy Technician careers

The Royal Devon offers excellent career routes for Pharmacy Technicians.

You can start your career by applying for a Band 2 Pharmacy Assistant role and gaining valuable experience before joining our apprenticeship programme. You will be studying and working as a Pre-Registration Trainee Pharmacy Technician whilst completing the level three course. This is fully funded via the apprenticeship levy.

Qualified Technicians must register with the General Pharmaceutical Council (GPhC).

## Where this could take you

We offer excellent career progression for Pharmacy and Aseptic Technicians through dedicated learning opportunities. For Technicians, you can achieve further qualifications and experience to equip you with advanced skills and specialist knowledge to take on senior posts.

## Pharmacists

Pharmacists complete a four-year Masters of Pharmacy (MPharm) degree programme at University.

Your course must be recognised by the General Pharmaceutical Council (GPhC), and the entry criteria are set by the relevant university. Usually, the requirement is for A-B grade A-levels in chemistry and two further A-levels in an approved science subject.

For those who don't meet the entry criteria, you may be able to access a GPhC-accredited foundation degree as an alternative route to enter the MPharm degree.

## Trainee Pharmacists

Trainee Pharmacists join the Royal Devon as a Band 5 and will need to complete pre-registration training over the course of a year and pass the GPhC exam to achieve registration status.

We offer a number of trainee pharmacist placements each year within our acute sites, our community pharmacies, and the local mental health trust. We also offer a limited number of cross-sector foundation trainee pharmacists in general practice posts.

Following this, you will become a Band 6 Newly Qualified Pharmacist.

## Where this could take you

For Qualified Pharmacists, you can explore post-graduate diplomas and non-medical prescribing as well as education, academia, and research. We'll help you work towards advanced practice, supporting you with credentialing and providing lots of opportunities for portfolio-based activities.

Level	Equivalent qualification example
Level 2	GCSE (Grades 9 – 4 or A* – C)
Level 3	A-Levels
Level 4	Certificate of higher education
Level 5	Foundation degree
Level 6	Bachelors' degree
Level 7	Masters' degree



# Aseptic careers

Our aseptic units are state-of-the-art sterile facilities where injectable medicines are manufactured, such as chemotherapy treatment and specialist treatment for specialties such as ophthalmology, rheumatology and gastroenterology.

Collaborating with a team of dedicated professionals, you'll work together to manufacture specialist injectable medications in a controlled environment, using your meticulous approach and impressive attention to detail to follow strict protocols with support from your colleagues.

## Band 2 Aseptic Assistants

If you have a passion for science and would like to use your technical mindset to make a real difference to our patients, then why not start your career as part of our aseptic team? Situated at the heart of the hospital, we produce injectable medicines in sterile environments for specialties such as Oncology, Paediatrics, and Rheumatology.

As an Aseptic Assistant, you'll be working under the guidance of Aseptic Technicians, Scientific Manufacturing Technicians and other senior members of the department. Your role will rotate between stores, assembly, and clean room environments, contributing to the manufacturing of drug therapies and clinical trials medicines.

## What do I need to do?

You don't need experience to get started! We'll provide all training on the job to help you build your confidence and learn and develop aseptic manufacturing techniques. You will work towards achieving a level-2 qualification in Pharmacy Manufacturing. This can provide opportunities to progress to a Band 3 Aseptic Assistant role.

## Band 3 Aseptic Assistants

Once you have achieved the level 2 qualification in Pharmacy Manufacturing you are eligible to take on a Scientific Manufacturing Technician training programme. Once completed, this apprenticeship route will open up the potential to become a Scientific Manufacturing Technician.

## At a Glance

**Working Bands:** 2

**Experience:**  
No experience needed

**Next steps:**  
Band 3 Aseptic Assistant

Band 3 Scientific  
Manufacturing  
Technician  
Apprenticeship



## Band 3 Scientific Manufacturing Technician Apprentice

Based in the aseptic department, Band 3 Scientific Manufacturing Technician Apprentices are vital for how we run our services. You'll be directly assisting production, whether this is by operating systems and helping with technology, preparing sterile environments, or guiding the delivery of prescriptions.

### What do I need to do?

Once you have achieved the level 2 qualification in Pharmacy Manufacturing you are eligible to take on a Scientific Manufacturing Technician training programme. This is an apprenticeship, where you will be working as a Band 3 as you train on the job. From here, you will to a Band 4 Scientific Manufacturing Technician.

## Band 4 Senior Scientific Manufacturing Technician

As you grow in confidence, you'll be able to master new skills and gain essential experience. You'll also be able to take on increased responsibility, taking part in pre and in-process checking, and making sure best practice is at the forefront of all activities.

Achieving Band 4 Senior Scientific Manufacturing Technician (SMT) status will see you providing training and sharing expertise as well as contributing to the running of the department.

### At a Glance

**Working Bands:** Band 3

**Route to role:** Scientific Manufacturing Technician training programme

**Qualifications:** Four GCSEs at grade A\* – C / 9-4

**Next steps:** Band 4 Senior Scientific Manufacturing Technician

## Aseptic Pharmacy Technicians

Aseptic Pharmacy Technicians use their profound knowledge and diverse skillset to keep things running smoothly. You'll be carefully creating the infusions needed for injectable medications, following standard operating procedures to carefully manage prescriptions. Accuracy is key, and you'll have dedicated support from your colleagues.

### Band 5

Band 5 Aseptic Pharmacy Technicians enter the role following completion of the Pharmacy Technician Apprenticeship programme and developing specialist Aseptic knowledge. You will also need to register with the General Pharmaceutical Council (GPhC).

### Next steps

Aseptic Technicians can advance to a Senior Technician role by taking on further study such as diplomas and checking courses. This is alongside gaining in-depth knowledge and acting within a management capacity as you progress.

### At a Glance

**Working Bands:** Band 5

**Route to role:** Pharmacy Technician Apprenticeship

**Qualifications:** Registration with GPhC

**Next steps:** Band 6 Aseptic Technician



**Sarah-Jane Toms**  
*Aseptic Specialist  
Technical Officer*

I'm at the end of the second year of the pre-registration pharmacy technician course with Bradford College. The course has allowed me to complete on-the-job funded training, which was a fantastic opportunity to study while working. If you're interested in progressing in pharmacy or you're thinking of starting a new career, this course is ideal.

The most important thing about pharmacy is that no matter what department you're in you have an impact on a patient's life, you're helping them to manage their existing or new conditions through medications. There's no better feeling than helping patients.

The team at the Royal Devon is great, from the moment I started in the Trust I was welcomed with friendly faces. By doing the pre-registration technician course I was able to rotate into the different pharmacy sections and meet new faces and learn from them. Pharmacy is a demanding role and can be busy but it also gives you job satisfaction.

## Band 6 Aseptic Pharmacy Technicians

Registered Band 6 Aseptic Pharmacy Technicians have greater responsibility, contributing to the management of the department, supporting colleagues, and product approval.

We will support you with guidance, mentorship, and dedicated time to study, as well as provide opportunities to explore your area of interest and learn from other professionals within your chosen field.

Once you have achieved Band 6 status, you can continue your professional development and may have the opportunity to become Band 7 Chief Aseptic Technician.

## Band 7 Chief Aseptic Pharmacy Technician

Band 7 Chief Aseptic Technicians are responsible for running the aseptic department, managing capacity, maintenance, and liaising with stakeholders.

You'll act as an integral mentor for new starters, assisting with the training of Band 2 – Band 6 professionals as well as taking responsibility for protocols and procurement.

You'll also have the opportunity to advance to further senior positions by accessing in-house training and external courses as well as building your experience.

### At a Glance

**Working Bands:** Band 6

**Route to role:**  
Training and experience

**Qualifications:**  
Apprenticeship or training programme

Registration with GPhC

**Next steps:**  
Band 7 Chief Aseptic Technician

## Band 8 Lead Aseptic Pharmacy Technician

Band 8 Lead Aseptic Technicians use their specialist experience to create intricate medications for complex medical needs across a range of clinical services. You'll have the opportunity to innovate and transform patient care, leading the department with your excellent management skills and inspiring the next generation of pharmacy professionals.

You'll have dedicated support for your continued professional development (CPD), and the opportunity to further your career in the direction you choose.

### At a Glance

**Working Bands:** Band 8

**Route to role:**  
Training and experience

**Qualifications:**  
Apprenticeship or training programme

Registration with GPhC

**Next steps:**  
Research, education, and service development.

Post Graduate Diploma in Pharmaceutical technology and Quality Assurance





# Pharmacy Technician careers

Pharmacy Technicians work alongside Pharmacists throughout our acute and community services, supporting our busy dispensaries, clinical settings, and the wider pharmacy department.

Alongside preparing medicines, checking prescriptions, and delivering supplies, you will play a vital role in making sure patients and carers understand how to take their medication. This will include instructing on dosage, duration, and frequency as well as providing advice to specialties across the Trust.

On the wards, you will support by maintaining patient drug charts and helping with queries such as missed dosage or supply as well as making sure patients have everything they need ready for discharge.

## Band 2 Pharmacy Assistants

Begin your career journey as a Pharmacy Assistant and learn how to safely dispense and distribute medicines, transforming the way our patients can access our services.

You'll be ensuring the safety and recovery of our patients by providing impeccable service across our acute sites and within our communities, making sure the right person receives the right medication at the right time.

You'll be supported every step of the way by a team who feel just like a family.

## How do I get started?

You don't need any experience to get started! We'll provide all training on the job to help you build your confidence and learn and develop essential skills. You will work towards achieving a level-2 qualification whilst building practical knowledge, helping you to earn as you learn.

## Next steps

Band 2 Pharmacy Assistants can progress to a Band 3 Senior Pharmacy Assistant position after achieving the relevant level 2 qualification. This opens up opportunities to further develop your dispensing skills, learn about controlled drugs, and master complex dispensing procedures whilst gaining essential underpinning knowledge needed for the role.

You may be interested in becoming a Pharmacy Technician. To do so, you will need to complete a Pharmacy Technician apprenticeship.

## At a Glance

**Working Bands:** 2

**Experience:**  
No experience needed

**Next steps:**  
Band 3 Pharmacy Assistant  
or  
Band 4 Pharmacy Technician via apprenticeship



## Band 4 Pharmacy Technician

Pharmacy Technicians are equipped with an impressive set of skills including dispensing, medicines management, and in-depth knowledge about specialist areas. Alongside their technical capabilities, Pharmacy Technicians are compassionate about patient care, ensuring that those who use our services receive individualised care and professional counsel.

The Royal Devon can support you with dedicated apprenticeship and non-apprenticeship routes to become a Band 4 Pharmacy Technician.

### How do I get started?

You will need four GCSEs at grade A\* – C / 9 – 4, (three of which must include English language, Mathematics and one Science subject, Biology or Chemistry), to join the apprenticeship programme. You will need to complete an access exam before starting the course, which we will support you with.

### Next steps

Once complete, you'll be able to register with the GPhC by completing an application to confirm you have a GPhC-approved qualification, and that you have achieved two years of experience working under the guidance of an Educational Supervisor.

### At a Glance

**Working Bands:** Band 4

**Route to role:**  
Apprenticeship or training programme

**Qualifications:**  
Registration with GPhC

**Next steps:**  
Band 5 Medicines Management Technician

Band 5 Senior Pharmacy Technician



**Lucie Adcock**  
*Trainee Pharmacy Technician*

I joined the Royal Devon in November 2021 as a rotational pharmacy assistant, but have since been given the fantastic opportunity to undertake the two-year Trainee Pharmacy Technician Apprenticeship, where at the end of the two years, I will be a GPhC registered Pharmacy Technician. I am four months into the course, which is a combination of training on the job and one day a week studying online at college.

My career journey started about four years ago when I started within the community where I completed my NVQ level 2 as a Pharmacy Assistant, and then moved to a commercial Community Pharmacy. I decided to try a hospital setting in Barnstaple and I can honestly say I haven't looked back since!

For me, working in pharmacy is particularly exciting because of the amount of knowledge and skills you gain. I am currently studying a module with Bradford College about the actions and uses of medicines, which is really interesting to learn about, and I am so excited to be able to apply my newfound knowledge when I qualify.

Working with the Royal Devon has changed my life. Everyone is so friendly, encouraging, and empowering. They have allowed me to come out of my comfort zone, explore my own interests under the supervision of my line manager, and discover interests I never knew I had. My line manager has already encouraged me to begin thinking about anything I would like to specialise in for my own personal development prospects. I am aware of multiple routes I could take to progress.



## Band 5 Medicines Management Technician

Reaching a Band 5 position will reward you with great autonomy and responsibility. As a Medicines Management Technician, you'll have direct patient contact and specialist skills in medicines reconciliation.

You'll have the backing of your friendly team, whether you are working within our busy acute sites, or in a community setting.

As you grow and learn, you will have the opportunity to take on further responsibilities and build your knowledge including completing a course approved by Pharmacy Workforce Development South. This would put you in good stead when applying for a Band 6 position.

### Other roles for Pharmacy Technicians

Pharmacy Technicians have the potential to embark on a wide range of courses, achieving in-house training and other courses. This is an excellent way to become eligible for Band 6 roles following the successful completion of courses offered by Pharmacy Workforce Development South.

Your development can include leadership and management training alongside building specialist knowledge, whether you are interested in dispensing services or specific clinical areas.

### At a Glance

**Working Bands:** Band 4

**Route to role:**  
Apprenticeship or training programme

**Qualifications:**  
Registration with GPhC  
Pharmacy Workforce Development South courses

**Next steps:**  
Band 6 Lead Pharmacy Technician





## Band 6 Lead Pharmacy Technician

Band 6 Lead Pharmacy Technicians act within a management capacity, taking on further responsibilities within our busy dispensaries and clinical services under the supervision of senior pharmacy professionals.

You may be interested in developing specialist knowledge about an area you are passionate about, such as cancer services or rheumatology. You'll also have the opportunity to access in-house training and courses whilst you build your experience.

### At a Glance

**Working Bands:** Band 6

**Route to role:**  
Apprenticeship or training programme

**Qualifications:**  
Registration with GPhC  
Pharmacy Workforce Development South courses

**Next steps:**  
Band 6 Lead Pharmacy Technician

## Band 7 Senior Management Pharmacy Technician

As a Band 7 Senior Management Pharmacy Technician, your diverse experience will lead and manage your team, providing expert guidance and support to ensure services run smoothly and efficiently. You'll contribute to innovative projects, collaborating with fellow healthcare professionals and paving the way when it comes to Quality Improvement.

In terms of building your skills, we will provide in-house training and dedicated study time to build on your dynamic leadership skills. You'll also receive first-hand experience of exciting advances and the profound impact this has on our communities.

## Band 8 Senior Management Pharmacy Technician

Band 8 Senior Management Pharmacy Technicians demonstrate excellent leadership and management skills, efficiently leading our services alongside fellow senior professionals. Impeccable service delivery is your specialty, and you'll take the lead when it comes to planning our department strategy for the benefit of our patients.

Alongside continued professional development (CPD), you will have protected time to teach, inspiring the next generation of pharmacy professionals. Innovation is hugely important for your role, whether you are contributing to research on the cutting-edge of pharmaceutical science or mapping future services that meet the growing needs of our communities.

### At a Glance

**Working Bands:** Band 8

**Route to role:**  
Training and experience

**Qualifications:**  
Apprenticeship or training programme  
Registration with GPhC

**Next steps:**  
Research, education, and service development

### Andy Edwards Renal Pharmacy Technician

As a Renal Pharmacy Technician, my day-to-day role can include completing medicines reconciliation for newly admitted patients, arranging discharge medication, counselling on new medication, and attending transplant clinics to answer any medication queries that patients and colleagues might have.

I enjoy problem-solving and the challenge of explaining things to people with different levels of understanding. It's rewarding to help a patient understand how important their medication can be and help them create a system that works for them. We have a great team with a good relationship between Pharmacy and the wider multi-disciplinary team. We share resources and discuss how to move forward with patient care.

Training has widened the scope of my role! Everyone in my team has been offered the chance to complete extra qualifications and there is plenty of support.

# Pharmacist careers

Pharmacists work alongside Pharmacy Technicians to make sure all medication is carefully managed from admission to discharge. The majority of our inpatient wards will be visited daily by a Clinical Pharmacist, who will work alongside Doctors, Nurses and other healthcare professionals to make sure our patients receive the right medication and dosage for their individual needs. This also includes careful consideration of previous medication taken at home, contraindications, and relationships between simultaneous drug therapies.

We'll help you work towards advanced practice, supporting you with credentialing and providing lots of opportunities for portfolio based activities that will benchmark you against other professionals across the UK.

## Band 5 Trainee Pharmacists

Trainee Pharmacists enter as a Band 5 pre-registration professional having completed a Masters of Pharmacy (MPharm) degree that is accredited by the General Pharmaceutical Council (GPhC).

Guided by senior members of your team and working alongside Pharmacy Technicians and Pharmacy Support colleagues, you'll be using your theoretical knowledge and gaining hands-on experience as you undertake your year of professional registration training.

Following successful completion of pre-registration training, you will need to register with the GPhC by completing the exam and registration requirements. Registered Pharmacists become Band 6 after registration.



## Band 6 Newly Qualified Pharmacist

Following successful completion of your pre-registration training, you will register with the GPhC to become an official Newly Qualified Pharmacist.

Each day will present new and exciting challenges, whether you are involved with the assembly of medication and carrying out checking protocols, or visiting acute wards to clinically screen charts and discuss the medical history of newly admitted patients. You could also be working within a community setting.

Alongside patient contact, you'll work with many other professionals such as Consultants, Doctors, Nurses, Therapists and Healthcare Support Workers. Your combined expertise will make a huge difference to the patients we care for, transforming their quality of life and ensuring they have the right medication for their condition.

### At a Glance

**Working Bands:** Band 6

**Route to role:**  
MPharm degree

1 year pre-registration training

**Qualifications:**  
Registration with GPhC

**Next steps:**  
Further development including progression pathway to Band 7 Senior Pharmacist

## Independent prescribers

Did you know that there are healthcare professionals called Independent Prescribers who are qualified to prescribe medication? To become one, you can take an accredited program that equips you with the necessary skills to prescribe drugs safely and competently. If you're interested in pursuing this qualification, we'd be happy to assist you in checking the entry criteria with the course provider. As part of the new MPharm Degree, you will graduate with your prescribing qualification.



## Band 7 Senior Pharmacists

As a Band 7 Senior Pharmacist, you will have a range of specialist responsibilities that include leadership roles and clinical rotations. Your experience could lead to opportunities for further courses, in-house training, and clinical pharmacy qualifications.

Your duties may involve leading on medicines management, providing senior-level counselling to patients, and preparing complex prescriptions that include additional medications for symptom relief.

Your work will make a significant impact on patients receiving care, whether you're supporting the provision of antiemetics to alleviate nausea from chemotherapy or delivering a prescription of analgesia to improve a patient's comfort as part of their end-of-life care plan.

### At a Glance

**Working Bands:** Band 7

**Route to role:**  
Experience and training

**Qualifications:**  
Mpharm degree

1 year pre-registration training

Registration with GPhC

**Next steps:**  
Band 8a Specialist Pharmacist



**Heather Clarke**  
*Rotational Pharmacist*

I'm currently a Rotational Band 6 Clinical Pharmacist and I've secured a Band 7 post starting in September following a successful interview. I've participated in a wide range of rotations through my Band 6 and pre-registration rotations which have included cross-sector rotations as well as inpatient rotations such as surgery, oncology, radiopharmacy and aseptic services. I also participate in dispensary rotations, late nights and on-call shifts.

I completed my A Levels in biology, chemistry and sociology and went on to study a Masters of Pharmacy at University of Bath. Following completion of my oriel application, I started my pre-registration training year at the Royal Devon and have remained here throughout my early years as a junior pharmacist.

We have a very friendly department where everyone is willing to help regardless of what team they are in. I love living in Devon – the local attractions, beaches, and outdoor activities make living here very pleasant!

## Band 8a Specialist Pharmacist

If you're a Band 7 Senior Pharmacist, gaining valuable experience can pave the way towards achieving Band 8a status. You might have a keen interest in a specific medical field like cardiology, oncology, or diabetes, and building strong connections with our medical staff can prove to be highly beneficial.

You will be driving service delivery, embedding best value and innovation across all areas of your clinical specialty. This may involve contributing to diagnosis and treatment, supporting with high-cost medicine procurement, and shaping our scale of operation.

As for development, we will support you with opportunities to access the NHS Leadership Academy programmes and other exciting courses to further your career goals.



**Anh Nguyen**  
*Specialist Dermatology Pharmacist*

I have a shared job plan as a Clinical Pharmacist as well as a Dermatology Specialist Pharmacist. My role is to discuss with patients their treatment options, associated side effects, monitoring requirements, ordering tests and prescribing. My specialist interests are Atopic Dermatitis and Psoriasis but I do come across some very severe, rare skin conditions as part of my job.

What excites me about working in pharmacy is that there are no days the same. The patients you see are different, the conditions you treat are different, the problems you encounter are different, and the roles you play are constantly changing and evolving.

I find the Royal Devon a great place to work because of my colleagues. Everyone is so supportive and flexible, making teamwork so much easier and enjoyable and making you feel included straight away. Work-life balance is important here and after work social events are often arranged to bring the team closer, allowing you to get to know people better, and creating good friendships outside of work.

Devon is a great place to live and work. The warmth and sunshine definitely bring you lots of vitamin D happiness!

## Band 8b and 8c Pharmacist Management

Taking on a Pharmacy Management role will empower you to make a significant impact on our operations. Your contribution will help us enhance the quality of our pharmacy services and improve the health outcomes of the patients and communities we serve.

As a Band 8b or 8c Pharmacist, you could consider exploring opportunities in clinical pharmacy management and medicines safety, ensuring the safe and effective use of medicines across the Trust.

Your exceptional leadership skills will provide great scope for driving innovation, making our work more efficient and adaptable to the ever-changing healthcare environment. You will be working with leaders throughout the Trust to develop pharmacy services, responding to demands and providing innovative solutions to improve patient care. You'll contribute towards a team environment that nurtures and encourages training and development.

### At a Glance

**Working Bands:** Band 8a – Band 9

**Route to role:**  
Experience and training

**Qualifications:**  
MPharm degree

1 year pre-registration training

Registration with GPhC

**Next steps:**  
Progression routes to Band 8b, Band 8c and Band 9

Research, teaching and service development opportunities

## Band 9 Chief Pharmacist

Achieving Band 8a, Band 8b, or Band 8c positions can open doors for further growth and development towards becoming a Band 9 Chief Pharmacist. Upon reaching this position, you would be responsible for overseeing accountability of our services and offering expert pharmaceutical management across all levels.

As the service lead, you will be responsible for meeting the pharmacy service needs at the regional and national levels. You will ensure that all safety and regulatory requirements are met while collaborating with others to increase accessibility to pharmacy services and influence policy makers to improve how we deliver our services for the benefit of our communities.

Additionally, you will be overseeing medication management, cost-effectiveness, aseptic manufacturing, research and development, and all pharmacy professionals working under the Trust. Rest assured, you can trust in my ability to handle all of these responsibilities with confidence and expertise.



# What support can I expect?

We are proud to lead a culture where our colleagues collaborate and support each other, forming a network of professionals who genuinely care.

Alongside health and wellbeing initiatives, peer support and line manager guidance, you can expect a warm and welcoming team environment and plenty of other factors that make the Royal Devon a great place to work.

Choosing the Royal Devon for your career means that you will be joining a team who feel just like family.

## Leadership

Your Line Manager will provide continuous support for your growth and development through regular appraisals, 360-degree feedback, and personalised guidance specific to your role.

## Your team

You will have the support of your colleagues and senior leads, who are ready and willing to assist you. You can choose a mentor or a “buddy” who can provide you with valuable insights and advice on how to handle daily work situations as you continue to grow and develop in your role.

## Health and wellbeing

Our Occupational Health & Wellbeing team have a huge variety of services to support you within your role. This can be anything from counselling and employee assistance to physiotherapy or financial advice.

## Preceptorship

Our Preceptorship programme has been nationally recognised for helping our colleagues settle into their roles, whether you are new to the NHS or a returning practitioner.



## Funding

We provide outstanding funding opportunities to help you achieve your career aspirations. These include fully-funded apprenticeship programmes, paid tuition for qualifications, and funded study days so that you can focus on expanding your knowledge.

## Study days

We take great pride in offering exclusive study days for your benefit, which are safeguarded to ensure your success. Our team is dedicated to providing guidance and mentorship at all levels of training, including apprenticeships, in-house training programmes, and external courses.

## Career progression

We provide exceptional career progression opportunities to individuals at every stage of their professional journey. Whether you're just starting out or aiming to reach new heights, we offer exciting prospects for innovation, clinical research, and service delivery enhancements to help you excel in your field.

## Training and development

The Royal Devon is dedicated to providing a comprehensive selection of training programs and opportunities to gain clinical competencies. We don't just offer apprenticeships; we also facilitate external courses and accredited programs that will help you acquire new qualifications and skillsets. Our commitment to your professional growth is one of our top priorities.

# Pay banding explained

Known as 'Agenda for Change', NHS pay is structured around different bandings for a fair and transparent pay structure.

Levels of pay vary within each band according to experience. As your career develops, you can expect to earn more and move to the top of your pay banding before working your way up to the next one.

- Aseptic/Pharmacy Assistants are usually paid within Band 2
- Scientific Manufacturing Technicians are paid at Band 3, advancing to Band 4 in a senior post.
- Pharmacy Technicians are paid at Band 4
- Trainee Pharmacists begin at a Band 5 level and become Band 6 after successful completion of their pre-registration year
- Specialist Pharmacists can be paid at Band 8a, Pharmacy Management roles can be Band 8b and Band 8c, and Chief Pharmacists can reach Band 9.

Full information on pay banding can be found here: [www.healthcareers.nhs.uk/working-health/working-nhs/nhs-pay-and-benefits/agenda-change-pay-rates](http://www.healthcareers.nhs.uk/working-health/working-nhs/nhs-pay-and-benefits/agenda-change-pay-rates)

Band	Earning cap
Band 2	Up to £22,383
Band 3	Up to £24,336
Band 4	Up to £27,596
Band 5	Up to £34,581
Band 6	Up to £42,618
Band 7	Up to £50,056
Band 8a	Up to £57,349
Band 8b	Up to £68,525
Band 8c	Up to £81,138
Band 8d	Up to £96,376
Band 9	Up to £114,949



# Benefits

Pharmacy professionals make a huge difference to the lives of patients every day and a role in Pharmacy professional will deliver a sense of purpose, fulfilment, as well as some fantastic benefits, including:

- A respectable salary
- Generous annual leave entitlement
- Incremental pay progression
- Experience across multiple diagnostic and therapy disciplines
- Bespoke training and development opportunities
- Opportunities for advancement
- Flexible working
- Salary sacrifice scheme
- Range of Family Leave entitlements
- Childcare support
- Wellbeing and occupational health support, including a staff physiotherapist
- Exclusive health service discounts for NHS staff
- A dynamic and ever-changing working environment
- The opportunity to be a part of a warm and supportive team
- Potential to be involved in ground-breaking research programmes

# Our flexible workforce (staff bank)

If you are a Pharmacy Professional and want the flexibility and freedom to choose when and where to work, then joining our staff bank could be the right move for you. Our flexible workforce helps us to respond to busy periods and helps to support us when staff are unwell.

We offer; staff bank shifts to suit your lifestyle, first choice of shifts, competitive pay rates, holiday allowance for every shift you work and a stakeholder pension scheme.

Staff bank vacancies are advertised every month on our recruitment website [www.royaldevon.nhs.uk/careers](http://www.royaldevon.nhs.uk/careers).





# Working and living in Devon

Boasting a stunning coastline, magnificent national parks and charming market towns, Devon offers a quality of life few other English counties can match. Add in excellent transport links, picture-postcard villages and outstanding countryside and you can see why our location has such appeal!

## Barnstaple

Barnstaple is the largest town in North Devon. Once a major trading port, it's a friendly town with many fine old buildings and a traditional covered Pannier Market. Northern Devon boasts some of the country's finest surfing beaches and the beautiful landscape of Exmoor National Park. There's also the 180-mile walking and cycling Tarka Trail, and excellent rail links to Exeter via the scenic Tarka Line.



## Exeter

Exeter is a small city that is consistently rated among the best places to live in the UK. A thriving, forward-looking city, Exeter is home to the world-leading Met Office, boasts Sandy Park Stadium, home to the Exeter Chiefs, one of the country's top rugby clubs and winner of the European Champions Cup in 2020.



## Towns and villages

Devon is one of the largest English counties so the Royal Devon covers a wide area, excluding the unitary authorities of Plymouth and Torbay. You may find yourself living and working close to our acute hospitals in Exeter and Barnstaple, or in one of our community hospitals or teams across North, West, East and Mid Devon. For a full list, please see our website.





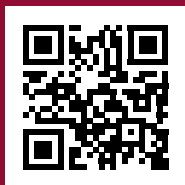
## What to do next

Our friendly recruitment team are on hand to provide advice and guidance about applying for a career in Pharmacy and would love to hear from you.

Email: [rduh.recruitment@nhs.net](mailto:rduh.recruitment@nhs.net)

You can find out more about working at the Royal Devon, including a list of our latest vacancies, by visiting our website.

[royaldevon.nhs.uk/careers](https://royaldevon.nhs.uk/careers)



If you don't see the job for you, then please get in touch. We may just be able to put you on the right path for your career journey.