

JOB DESCRIPTION

JOB DETAILS	
Job Title	Cancer Services/Aseptic Pharmacist (Northern)
Reports to	Cancer Services Pharmacist
Band	Band 7
Department/Directorate	Pharmacy / Clinical Services/Support Services

JOB PURPOSE
<ul style="list-style-type: none"> To act as the specialist pharmacist for cancer services homecare medicines, providing professional input into trust activities to deliver a safe and effective homecare service of cancer services patients. To work with the relevant clinicians to develop, implement and audit homecare provision to maximise savings through the use of patient access schemes. Responsible for contributing directly to patient treatment by providing a comprehensive specialist clinical pharmacy service to the cancer services patients receiving treatment at NDDH either onsite or via homecare provision. To participate in the day-to-day running of the Aseptic Unit under the direction of the Accountable Pharmacist as an authorised pharmacist including SACT verification and final product release. To ensure compliance with the standards in the Quality Assurance of Aseptic Preparation Services and any other current legal or national guidance on aseptic services. To participate in the department rota to ensure a pharmacy service is provided efficiently over 7 days including 'on-call' commitment, weekend and late duty.

KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES
<p>Homecare</p> <ul style="list-style-type: none"> To clinically screen prescriptions received for cancer services patients on various protocols to ensure the dose is appropriate for the indication and considering previous lines of therapy and lab results. To ensure adherence to NHS England standard operating procedures in relation to drugs supply through the Cancer Drugs Fund (CDF) and other commissioning arrangements, including the use of Blueteq for managing high cost drugs for homecare and cancer patients. Adherence to the Trust Formulary, unlicensed medicines policy and high cost drug procedures. Participating in audit, data collection and quality improvement projects as required by the Cancer Services Pharmacist. <p>Aseptic Services</p> <ul style="list-style-type: none"> Act as an Authorised Pharmacist within the aseptic unit supervising the aseptic process and aseptic unit staff. Undertake product approval and final release of cytotoxics, monoclonal antibodies, and clinical trials on a sessional basis. Carrying out product approval and final release of items prepared within the aseptic unit or outsourced from an external supplier. Undertake aseptic verification of SACT prescriptions.

Based on JM0660 Senior Pharmacist, matched 06/12/2023, consistency checked 01/02/2024, checked by JE team 22/05/2025

- Monitor the environment and working practices of the Aseptic Unit, investigate and take corrective action for failed test results to ensure quality assurance guidelines and MHRA requirements are met.
- Maintain, develop and approve standard operating procedures and policies, staff training and approval records, physical and microbiological monitoring records and any other records deemed necessary by the Accountable Pharmacist.
- Take an active role in the training of aseptic unit staff including pharmacy assistants, pre-registration pharmacists, pharmacists, student technicians and technicians to meet national requirements and to promote continuing professional development.
- Participate in external audits from regional Quality Assurance
- Participate in the implementation of the actions raised from the external and internal audits.
- Updating and implementing quality management systems within the aseptic unit including change control, document control and product assessments.

Clinical duties

- Clinically check prescriptions received for Oncology/Haematology patients attending outpatient clinics ensuring that:
 - SACT is prescribed following approved protocols.
 - SACT prescribing is, where appropriate, in accordance with NICE guidelines
 - Funding arrangements are in place prior to treatment commencing.
 - Doses are correct, considering laboratory results, dose reductions, previous treatment
 - Any supportive medicines required, have been prescribed.
- Respond to medicine related queries from patients and other members of the healthcare, referring to medicines information when appropriate.
- Support the implementation of new NICE guidance and assist in managing requests for non-formulary medicines, providing critically appraised evaluations of the drugs and alternative therapies.
- Support the lead pharmacists in service development projects.
- Be a registered non-medical prescriber (or willing undertake training for this) and to make prescribing decisions, including de-prescribing, and prescribe for patients under their care if required to meet the needs of the service.

Pharmacy support

- To participate in dispensary, weekend, bank holiday, late, and on-call rotas.
- Respond with flexibility to the needs of the service and to requests for support from colleagues. Including undertaking any additional duties, including providing ward cover as agreed with your line manager and commensurate with the grade.
- To comply with department's Health and Safety Policy and ensure all work is done within department SOPs
- To ensure the services comply with current legislation and General Pharmaceutical Council guidelines.

KEY WORKING RELATIONSHIPS

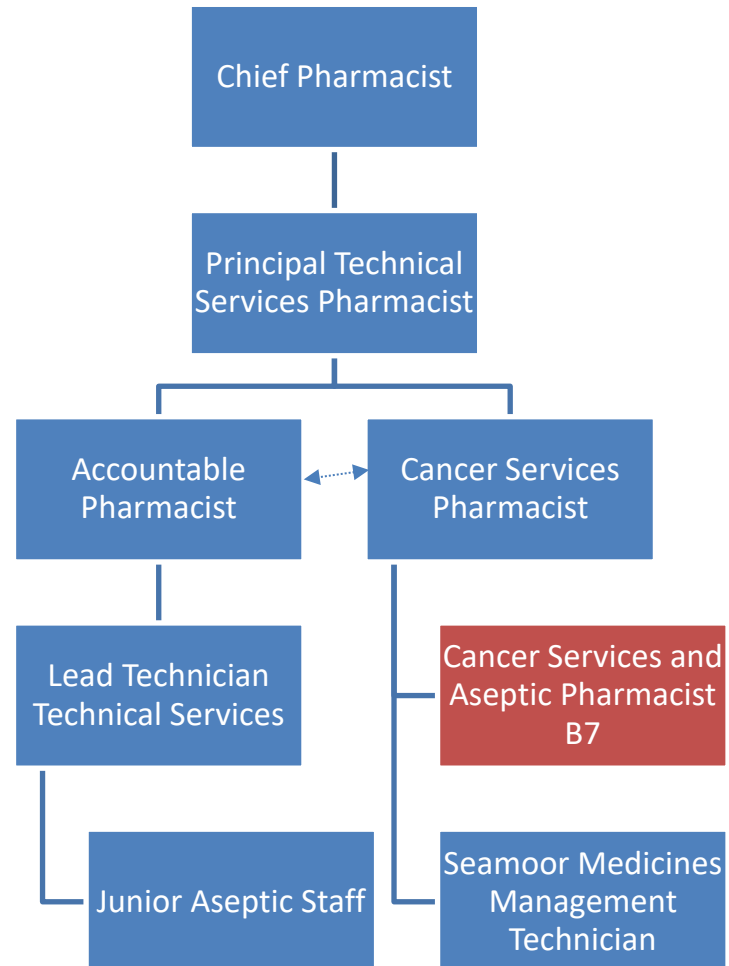
The post holder is required to deal effectively with staff of all levels throughout the Trust as and when they encounter on a day to day basis.

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
<ul style="list-style-type: none">• Accountable Pharmacist (Northern)• Cancer Services Pharmacist• Lead Technician-Technical Services• Lead Homecare Technician• Senior QA Technician• Operations Manager• Clinical Pharmacy Manager• Dispensary Manager• Dispensary pharmacy staff (registered and non-registered)• Aseptic pharmacy staff• Medicines Management Technicians• Nursing Staff• Medical Staff• Lead Education and Training Pharmacist	<ul style="list-style-type: none">• Staff from partner organisations (e.g. Devon Partnership Trust, Hospice, other acute hospitals)• GP practices• Primary Care Networks• Community Pharmacies• Patients• Homecare providers

ORGANISATIONAL CHART



FREEDOM TO ACT

- Accountable for own professional actions: guided by national protocols, legislation and local formulary such as NICE Guidance, GPhC Standards for pharmacy professionals and the Devon joint formulary
- Works to clearly defined organisational policy e.g. Trust Medicines Management Policy
- Work is managed, rather than supervised and outcomes are assessed and reviewed periodically by lead pharmacists

COMMUNICATION/RELATIONSHIP SKILLS

- Frequently communicates and receives complex and sensitive medicines related information to/from prescribers, clinicians, other health and social care colleagues, patients and carers. Patients may have barriers to understanding such as language difficulties, physical or mental disabilities (e.g. elderly or frail patients)
- Communication methods will include verbal, written and electronic.
- Liaise with and support other pharmacy professional colleagues within the Trust and external organisations as required for role
- Communicate advice regarding medication storage with wards staff and registered professionals.
- Liaise with medical and nursing staff on the availability of medicinal products.
- Communicate with ward non-registered staff to facilitate patient discharge from hospital.
- Communication skills may include persuasion, negotiation, empathy and providing reassurance eg communicating with patients to explain how to take new medicines or providing reassurance regarding medication side effects and drug interactions

ANALYTICAL/JUDGEMENTAL SKILLS

- Demonstrate a range of analytical and judgemental skills which require review of complex facts and information or situations which require analysis, interpretation and comparison of a range of available options to inform clinical decisions.
- Clinical skills for analysing drug charts and patient information in order to provide advice on medicines, dosages, production requirements and medicines information
- Therapeutic drug monitoring for specific drugs with a narrow therapeutic window to ensure safe and effective therapy.
- Respond to a wide variety of complex medicines information enquiries.
- Ensure adherence to medicines legislation, trust policies and accurate record keeping.
- Use appropriate clinical and professional judgement skills to review medication using problem solving skills to determine the most appropriate course of action and make appropriate clinical recommendations to healthcare professionals
- Develop and apply knowledge of Good Manufacturing Practice & Quality Assurance when working in aseptic
- Monitor and influence the practice of other healthcare providers, including medical staff, to ensure that prescribing and medicines use is safe and effective for patients.
- Ensure controlled drugs are prescribed, supplied and dispensed in accordance with the Misuse of Drugs Act 1971.
- Clinical and accuracy checking of prescriptions.

PLANNING/ORGANISATIONAL SKILLS

- Plans own workload to ensure high priority patients or issues are dealt with first e.g. medicines reconciliation, medication supplies for high risk drugs.
- 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.
- Provide support for effective discharge planning and processes including authorisation of discharge prescriptions, ensuring appropriate medication supplies available, organising medication compliance aids and discharge medicines referral service.
- Carry a bleep to ensure availability for urgent requests for advice or pharmaceutical services throughout the working day.
- Respond to unexpected and unpredictable request from other hospital staff.
- Support the implementation of medicines management issues identified from national and local guidelines and initiatives
- Plan and carry out controlled drug medication destruction in line with legislation, professional standards and Trust Policy.

PATIENT/CLIENT CARE

Based on JM0660 Senior Pharmacist, matched 06/12/2023, consistency checked 01/02/2024, checked by JE team 22/05/2025

- Provide highly specialist clinical pharmacy services and advice which contributes to direct patient care e.g. medicines information, reviews prescriptions, dispenses and supplies drugs for and to patients; provides advice to patients, prescribers on doses, possible side effects, undertakes risk management and ensures compliance with medicines legislation.
- Dispensing and supervision of others in dispensing (by manipulation and reconstitution).
- Checking patients' own drugs for suitability to reuse to ensure safe and effective therapy.
- Completing medicines reconciliations for patients and communicating any discrepancies appropriately to the appropriate healthcare professional
- Take an active role in reporting of medication errors and near misses in line with Trust policy.
- Provide advice to patients on how to take their medicines and potential side effects to ensure safe and effective therapy.
- Prescribes within area of competence (once prescribing qualification achieved)
- Educate patients on their drug therapy to ensure compliance.

POLICY/SERVICE DEVELOPMENT

- Work to defined policies and procedures.
- Implement pharmacy and medicines-related policies and procedures within the ward and department areas e.g. Medicines Management Policy.
- Propose and implement changes to medicines-related policies and procedures within area of clinical responsibility which may impact on wider Trust service.
- Comment on proposed changes to policies and current practices/reviews protocols.

FINANCIAL/PHYSICAL RESOURCES

- Responsible for securing the department (including medicines stock) at the end of day as appropriate.
- Key holder for pharmacy department for on-call duties (opening up and locking department at start and end of day as required).

HUMAN RESOURCES

- Regularly undertakes supervision of junior pharmacy staff, technicians, foundation pharmacists, undergraduates and students within the pharmacy department and on wards as appropriate.
- Frequent contribution to education and training e.g. foundation pharmacists, pharmacist peer colleagues, junior staff and other members of the multidisciplinary team.

INFORMATION RESOURCES

- Records personally generated medicines-related information e.g. medicines reconciliation information, summarises drugs information, prescribing advice and recommendations
- Inputs patient related data into Trust ePMA system

RESEARCH AND DEVELOPMENT

- Participate in research, surveys or audit as required for role

PHYSICAL SKILLS

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

PHYSICAL EFFORT

- Frequent requirement for light physical effort for several short periods e.g. working on wards, walking to and from wards.
- Occasional requirement to travel to other Trust locations to provide clinical pharmacy service e.g. community hospital

MENTAL EFFORT

- Frequent requirement for concentration where work pattern is unpredictable e.g. reviewing and checking prescriptions, performing calculations and on call requirements.
- May be interrupted by urgent requests for advice e.g. responding to bleep and phone calls, interruptions from colleagues while working on wards.

EMOTIONAL EFFORT

- Occasional direct exposure to distressing or emotional circumstances e.g. may work with terminally ill, distressed patients.

WORKING CONDITIONS

- Occasional exposure to unpleasant working conditions e.g. aggressive behaviour of patients, clients, relatives, carers.
- Occasional exposure to smells from aseptic or cytotoxic production.

OTHER RESPONSIBILITIES

Take part in regular performance appraisal.

Undertake any training required in order to maintain competency including mandatory training, e.g. Manual Handling.

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 infections.

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.

PERSON SPECIFICATION

Job Title	Cancer Services/Aseptic Pharmacist
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Requirements	Essential	Desirable
QUALIFICATION/ SPECIAL TRAINING Master's Degree in Pharmacy Registration with the General Pharmaceutical Council Commitment to study for post graduate prescribing qualification (if not already achieved) Post graduate qualification in pharmacy practice or equivalent experience Accredited Product Approver or commitment to complete qualification within the first year of employment Pre & In process qualification in aseptic services	E E E E E	 D
KNOWLEDGE/SKILLS Understanding of hospital pharmacy systems Knowledge of clinical pharmacy practice Knowledge of dispensary working Knowledge of aseptic services Knowledge of medicines information service Knowledge of homecare pharmacy service Good written and verbal communication skills Ability to interpret information and provide advice Awareness of own limitations and when to refer to others for advice Dispensing and accuracy checking skills Good keyboard skills and familiar with routine office software packages e.g. word, Excel, PowerPoint Background pharmaceutical knowledge of chemotherapy Problem solving / error investigation skills Excellent organisational skills Accuracy and attention to detail Knowledge of working within and maintaining a Pharmaceutical Quality System Training & mentoring skills Service improvement skills including the ability to collaborate with others to identify changes required, and to lead on implementing changes in own area of practice	 E E E E E E E E E E E E E E E E	D D D D D D D D
EXPERIENCE Previous pharmacy dispensary experience Previous hospital pharmacy experience Previous clinical pharmacy experience Previous experience in key core hospital pharmacy services Previous experience prioritising work of self and others Experience of working in a multidisciplinary team Previous experience in haematology or oncology Experience in aseptic services Experience in releasing of aseptic products	E E E E E E	 D D D
PERSONAL ATTRIBUTES Able to work as a team member. Able to participate in flexible working, weekends and on call Commitment to improving the quality of care for patients Commitment to Continuous Professional Development Responds positively to service deadlines Able to plan and manage own workload	E E E E E E	

Possesses good verbal and written communication skills	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 patient and carers in order that they can understand and make best use of their medicines	E	
Demonstrate understanding and ability to communicate and deal with all patients and/or carers some of whom may have language, sensory or learning difficulties, or who may be dying or distressed	E	
Accuracy and precision are required to ensure safety and quality of approved products	E	
Self motivated	E	
Ability to work under pressure	E	
Enthusiastic, dedicated and reliable	E	
Flexible approach	E	
Leadership qualities	E	
Resourceful	E	
Commitment to CPD	E	
OTHER REQUIREMENTS		
The post holder must demonstrate a positive commitment to uphold diversity and equality policies approved by the Trust.	E	
Ability to travel to other locations e.g. community hospital	E	
Ability to travel in order to participate in on call rota	E	

		FREQUENCY			
		(Rare/ Occasional/ Moderate/ Frequent)			
WORKING CONDITIONS/HAZARDS		R	O	M	F
Hazards/ Risks requiring Immunisation Screening					
Laboratory specimens	N				
Contact with patients	Y				
Exposure Prone Procedures	N				
Blood/body fluids	N				
Laboratory specimens	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)	Y	✓			
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)	Y	✓			
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	Y		✓		
Food handling	N				
Night working	Y		✓		
Electrical work	N				
Physical Effort	Y		✓		
Mental Effort	Y				✓
Emotional Effort	Y		✓		
Working in isolation	Y		✓		
Challenging behaviour	Y		✓		