



Come to Cornwall for a unique experience

Create a portfolio career that works for you, for patients and the wider healthcare system

Be the pharmacist you want to be



For pharmacists who are looking for something different.....

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# Welcome to Cornwall

We are joining together as system partners to share our resources to ensure pharmacists are working where they want to be, to support the part of the system that needs them, and are provided with the right skills and support. We are offering new ways of working with exciting opportunities to enable you to develop and grow your skills in our beautiful county.

Working to support a population of 500,000 rising to 1 million patients during peak summer, Cornwall operates under one STP to deliver its pharmacy services to a mixed demographic, ranging from frail and elderly complex care patients, to a growing student population.

Acute and specialist care services are provided by the Royal Cornwall Hospital, our busy, in demand on site pharmacy provision. Community hospital pharmacy is provided by Cornwall Partnership NHS Foundation Trust to a range of mental and physical health services through Community hospitals across the county, both on the wards and in the local community. Our CCG commissions pharmacy services to fulfil the varying needs of those in the community.

Primary care services are delivered by 59 GP practices, forming 13 PCN's across the county. Our Practices are diverse in terms of patient population, demographics and patient need, offering a variety of opportunities and locations. Community pharmacist services are provided across the county, ranging from in practice provision to supermarkets and other providers. In addition there are approximately 300 care homes and residential homes providers requiring pharmacy services.

If you are looking for the opportunity to design a portfolio role in the settings you enjoy, with the added benefit of beautiful beaches, stunning landscape and all that the Cornish lifestyle has to offer, then Cornwall is the place for you.

## How does a portfolio career work in Cornwall?

System working across Pharmacy in Cornwall enables a fluid workforce, allowing you to work with more than one organisation and in more than one part of the sector. It encourages partner providers to work together to support pharmacists across the system in a collaborative and collective way.

There are two ways in which this works:

1. One organisation becomes your Lead Employer and you will receive an honorary contract to work in the host organisation. Both organisations will be signed up to an over-arching portfolio agreement which sets out details of how they will work together. Terms and conditions will be in line with the Lead Employer.
2. Each organisation will issue you with an employment contract with their own terms and conditions and you will have two separate employers. However, each employer will be signed up to an over-arching portfolio agreement which sets out the details of how they will work together to support you in both your roles.

# A day in the life of.....

## *A Pharmacist with the CCG....*

My name is Marco and I am a pharmacist currently working as a Pharmaceutical Advisor for the Medicine Optimisation Prescribing Team at Kernow CCG.

I have been working in this role for 15 months since I moved to Cornwall. Before this I was working on a remote island in the south pacific called Vava'u where I was managing a medical clinic-pharmacy. You might think I was crazy to leave such a paradise, but I have always thought Cornwall was actually my place and I wasn't wrong.

I don't have a "typical day" because every day is different. My job role has so many different aspects and my skills and knowledge grow every single day. As an example, I support GPs to make clinical decisions, analyse Cornwall prescribing budgets, and create protocols to review the prescribing in primary care (I am the lead in cardiovascular, renal, antimicrobial and dermatology). As you can imagine, there is a lot to do, which is always very exciting and brings new daily challenges.

I am involved in many projects and thanks to my role I am also able to publish papers reflecting my work within the organisation. My team is fantastic and is led by Georgina Praed, who is always very supportive, ready to listen and gives me free rein to let loose my creative side.

The countryside here is fantastic so if you like outdoor living, it's perfect. I love working here because after 5pm I can close my laptop, walk to the beach, meet with some friends and surf. For me, it's all I want in life.

## *A Mental Health Pharmacist...*

I joined Cornwall Foundation Trust 18 months ago as a mental health pharmacist. As my job role was new, I didn't know what to expect and have had to work hard to integrate myself into already established ward teams.

I spend all day every day on the wards, speaking to various healthcare professionals, patients and learning from the staff around me. I work closely with our physical health nurse which ensures I continue to expand my physical health knowledge. It also allows me to have a good understanding about the patient as a whole rather than just solely looking at their mental health diagnosis. I work alongside Responsible Clinicians, junior doctors, mental health nurses and healthcare assistants. I work closely with our fantastic occupational therapists, psychology team and social inclusion team every day, which again furthers my learning and most importantly help me get a good understanding of each patient as a whole – their diagnosis, their physical and mental health history, their needs – the level of support they may need on discharge and what support and benefits are available to them.

I try and attend as many MDT's daily as I can. Attending these is my means of learning more about psychiatry as a speciality as well as keeping me up to date about each of the patients' ongoing treatment and discharge plans.

I work as a band 7 pharmacist and cover 3 wards (each of which has 12-15 beds). I am responsible for my own learning and development. Day to day a lot of my time is spent signing drug charts, asking for drug charts to be re-written, reviewing and requesting bloods and chasing leave and discharge medication for the nurses. I try and make sure I offer patients 1:1 so that we can discuss their treatment, their concerns and educate them around the importance of their medication in keeping them well and out of hospital.

# A day in the life of.....

## *A Mental health pharmacist....*

My name is Paige; I have been working in Cornwall Foundation Trust for 2 years as a pharmacist. Typically my day involves working on the wards with one of our experienced medicines management technicians to clinically screen patients' charts and to give advice to nurses and doctors around medication queries. I also support writing guidelines, patient group directions and delivering education to various members of the multidisciplinary team.

I enjoy working here because the pharmacy team is very supportive and the wards really value our input in to patient care. Working for CFT also enables me to live in Cornwall which is a beautiful county and I have a great work-life balance.

## *An Acute Hospital pharmacist....*

My name is Robin and I have worked at the Royal Cornwall Hospital Pharmacy Department for 5 years and have in the last year been appointed as the Lead Pharmacist for Emergency Medicine.

As Lead Pharmacist I am actively engaged in both clinical and non-clinical duties and some of the responsibilities include formulating strategies to improve clinical practice, leading clinical audits, investigating and reviewing medicine safety incidents, monitoring drug budgets and undertaking education and training for junior staff.

Most of my time however, will be spent on the shop floor seeing patients in the Acute Medical Unit (AMU) or the Emergency Department (ED). Emergency Medicine wards are always a busy environment; it's where you get the most medication errors, because errors occur at the boundaries where patients move from one care setting to another

Our aim is to 'get it right' as early as possible in the patient's stay so that means completing the medicines reconciliation, making sure that the correct medication is prescribed and ensuring that it is available on the ward.

On a typical day I start by dealing with queries from nurses, for example administering an unusual intravenous medicine, medicines that a patient needs that haven't been prescribed, or have been altered. I then work with the medicine optimisation technicians, junior rotational pharmacists and the senior pharmacists who make up the rest of the Emergency Medicine Pharmacy team to undertake medicine reconciliations. As I am a non-medical prescriber much of my time is spent prescribing medication to resolve the discrepancies identified during medicines reconciliation.

The medical consultants and junior doctors usually have questions for me during their ward rounds. The junior pharmacists will also bring me problems that they found such as discrepancies which require senior input or advice. I will then help the junior pharmacist by jointly looking at the reasons for admission, checking through the notes and checking the blood results before I advise them on the best course of action. Then by mid-morning and early afternoon we'll start doing discharge prescriptions. By then there will be a queue of new patients being admitted on to the ward and the process starts over again. You barely have time to breathe!

I love working in Emergency Medicine because I enjoy the challenge of working in a very busy unit where there's always lots to do. There's a diverse mix of patients and every day is different so it keeps me interested. Also, you get to work alongside a multitude of staff and become a very valued part of the Emergency Medicine multi-disciplinary team. Additionally, I feel very fortunate to work at the Royal Cornwall Hospital and being part of the excellent and established, forward thinking Pharmacy team.

# A day in the life of.....

## *A pharmacist in a Primary Care Network....*

My name is Paul and I am a Clinical Pharmacist and partner at St Austell Healthcare, a GP surgery and its own primary care network with 31,000 patients. I have been in this clinical role for five years supporting the practice with prescribing and medicines optimisation activities. I line manage two further clinical pharmacists, a pharmacy technician and a team of prescription clerks. My pharmacist colleagues and I operate both face to face clinics and phone clinics supporting patients with their medicines which may involve for example polypharmacy review, medicines titrations, and opioid prescribing reviews.

My own specialist areas of practice include the management of Parkinson's disease, heart failure and anticoagulation. As an experienced pharmacist prescriber I will often initiate or switch medicines and/or change doses during my consultations. I also act as the non-medical prescribing lead for the practice supporting my nurse and physiotherapist colleagues.

The clinical pharmacists and I oversee the practice repeat prescribing processes; perform medicines reconciliation for new patients and action changes from discharge summaries. We manage all requests for high risk repeat medicines including immunosuppressant's such as methotrexate, checking all requiring therapeutic monitoring is up to date. We often liaise with colleagues within different hospital specialities to manage individual patients and their medicines.

In 2019/20 I acted as tutor for a pre-registration pharmacist on a split placement with Treリス hospital. We have another pre-registration pharmacist joining us in August 2020 to begin their training.

I find my job immensely fulfilling, working with professional colleagues and being able to make a difference to the lives of patients. I'm also fortunate to be able to do this in an amazing part of the country.

## *A Community Pharmacist....*

*Awaiting information*

Organisations offering portfolio roles



## Royal Cornwall Hospitals NHS Trust

The Royal Cornwall Hospital Treliske site provides acute care for 450,000 people across the whole of Cornwall and the Isles of Scilly, with a doubling of our population in the summer months. The Emergency Department has approximately 78,000 admissions annually with the Medical Admissions Unit seeing approximately 50-60 new patients each day. The top priority for the Trust and our department is to ensure patient safety, patient flow and good governance.

The Royal Cornwall Hospital pharmacy department is a forward thinking and friendly team with full deployment of electronic prescribing and administration in the inpatient and outpatient setting and fully automated dispensing. We provide an innovative clinical pharmacy service, combining technology and clinical pharmacy expertise. We are a recognised national leader for innovation in fields such as antimicrobial resistance and the adoption of Scan4Safety standards. In 2019 we won the Highly commended HSJ award for work on avoiding unnecessary antibiotics.

We have a vision of an integrated Cornwall pharmacy service and will expect our clinical pharmacists to work across organisational boundaries to achieve the best outcomes for our patients.

Visit: <https://www.royalcornwall.nhs.uk/>



## Cornwall Partnership NHS Foundation Trust

Cornwall Foundation Trust provides NHS community, mental health, dementia and learning disability services to approximately 450,000 children and adults living in Cornwall and the Isles of Scilly. During the busy summer months it is estimated that our population increases by 300,000. The majority of our services are provided in people's homes, the local community or from one of our 13 community hospitals by our 3,320 staff.

The Cornwall Partnership NHS Trust pharmacy team is a small friendly department, fully focused on providing a high quality clinical pharmacy service because we source all dispensing services from our two neighbouring trusts.

The Pharmacy team continues to grow and develop, supporting consultant ward rounds, patient & carer education, self-medication and are currently implementing electronic prescribing across the trust.

The pharmacy team work across community services and mental health within the trust and we work closely with the Pharmacy team at Royal Cornwall Hospitals NHS trust

Visit: <https://recruitment.cornwallft.nhs.uk/who-we-are>



### Kernow Clinical Commissioning Group

The Clinical Commissioning Group (CCG) contracts a wide range of health care services which fulfil the varying needs of those in the community.

We focus on the requirements of the entire population in Cornwall and the Isles of Scilly, with the aim being to reduce the demand on our health care services. By being proactive and encouraging and supporting positive health and wellbeing initiatives, the CCG seeks to move away from a reactive health care model, with an emphasis on prevention. The CCG seeks to ensure the provision of the highest quality and safest health and care services to those who need it most.

We are passionate about making a difference to people's lives and understanding their needs. With help from volunteers in the local community we seek to empower individuals, giving them a greater choice about when, where and how they access health services.

There is an opportunity to join our innovative prescribing and medicines optimisation team. As part of the prescribing team you will have the opportunity to contribute to the development and implementation of audit /review protocols and the annual prescribing incentive scheme. You will have the opportunity to work independently at various practices across the county.

## Arbenneck PCN

Arbennek health PCN has in the region of 36,000 patients, which is covered by rural practices, Brannel, Clays, Mevagissey, Probus and Roseland. A couple of the practices are based alongside the Cornish coach, and our geography provides the opportunity to work with a broad spectrum of patients, from affluent areas to those that live in more deprived areas.

Whilst working for the PCN you will work as a key part of the Primary Care network (PCN) multi-disciplinary team, to improve value and outcomes from medicines and consult with and treat patients directly. This includes providing extra help to manage long-term conditions, advice for those on multiple medicines and better access to health checks. The role is pivotal to improving the quality of care and ensuring the patient safety.

You will have a varied role, and work in a nurturing and supportive environment. You will have the opportunity to develop under the guidance of a clinical mentor. Your development will be specific to your individual needs and interests, with regular reviews and training sessions with your clinical mentor.

The PCN role is part funded via NHS England and the successful applicant will be enrolled onto an 18 month GP training pathway (CPPE).

## North Cornwall Primary Care Network

The newly formed North Cornwall Coast PCN includes Wadebridge and Camel Estuary Practice, Port Isaac Practice and Bottreaux Surgery. You will be based across these GP practices providing clinical pharmacist support as part of the practice clinical teams.

Our practices are committed to developing an exceptional integrated care team approach to better support people within the community setting. This will bring together a range of health and social care professionals to work together to provide enhanced personalised and preventative care for their local community. If you are interested in working as part of a clinical team within general practice then we are interested to hear from you.

This is an exciting opportunity to provide key pharmacist expertise to GP practices within the locality. As a Clinical Pharmacist in our network, you will manage your own clinics to see patients for medication reviews, assist the practice team with prescribing related issues and treat patients with uncomplicated acute illness. You will help support us with core medicine optimisation activities, and ensure the safe and effective use of medicines across the network.

We will provide you with professional mentoring and bespoke coaching support so you can expand your clinical skills and confidence to best support your patients. Ideally you will have a prescribing qualification and have undertaken post graduate clinical learning. However, key to this role is an innovative driven person that wants to develop into an effective clinician. This new role represents an exciting opportunity to support practices across the locality to deliver the networks vision and work plan.

## Watergate Primary Care Network

Watergate Primary Care Network (PCN) represents approximately 48,000 patients, encompassing a total of 3 friendly GP practices in Mid Cornwall. The PCNs vision is to expand its multidisciplinary team for the benefit of the patients.

We have a fantastic opportunity for a Clinical Pharmacist to join our dynamic MDT to work across the PCN in a patient-facing role to enhance the quality of care for our patients.

We are based in Mid Cornwall, which if you are not familiar with it, is a great place to come and work, with great beaches and beautiful countryside. It offers the seaside, small towns and rural communities, and alongside that we offer a good life/work balance.

As the role develops, you will take responsibility for areas of chronic disease management and undertake clinical medication reviews to proactively manage patients with complex poly-pharmacy, as well as support colleagues with prescription and medication queries.

As a GP based pharmacist, you can help the implementation of the enhanced services, preparation for CQC, training of staff in repeat prescription process and medicines information for other clinicians.

Our network is growing, and we are working towards having a cross network team of clinical pharmacists and pharmacy technicians, working alongside our GP's, nurse practitioners, first contact physios, paramedics, social prescribers, dispensers and administrative staff.



## Bosvena and Three Harbours Primary Care Network

The Bosvena 3 Harbours Primary Care Network provides medical cover for rural and semi-rural areas across the middle of Cornwall with a combined population of 41,700 patients. Our demographic is mixed, and geographically we cover the heart of the county incorporating moorland and coastal areas. All our practices are committed to providing Extended Hours and are working on plans to fulfil the requirements of Improving Access for the population of our Network.

We are GP training practices and we see this as a valuable resource for us in terms of supporting the future of primary care, but with the potential for offering and extending opportunities across the network moving forwards; we will offer Pharmacy training posts in the future.

As a Network we work with our strategic partners to ensure that our patients views and needs are represented and supported.

We are looking to recruit a Clinical Pharmacist to work across our 5 Practices. We have an exciting opportunity for a proactive pharmacist to join our supportive multidisciplinary team to improve the quality of general practice within the Network by improving the patient experience, maximising safety and contributing to resilience. The successful candidate will be supported by other Pharmacist colleagues and will meet regularly with the management team to enable individual and peer mentoring to take place.

This is a flexible role as you will be contributing to work that will benefit the Network as a whole and we are therefore looking for an individual who is motivated and has a desire to deliver excellent service within general practice.



## Community Pharmacy

Awaiting information

## Application and selection process

## System Wide Recruitment Process

- Applications are to be submitted via NHS Jobs. Please state clearly in your application which role(s) you are applying for and any location/organisation preference.
- Please state if you are looking for a portfolio role, or an individual role with one of the partner organisations.
- Applications for current and speculative jobs are welcome.
- Shortlisting will be undertaken by a by representatives from across the system matched to individual preferences where possible.
- Interviews will take place approximately 10 days after the application has been received.
- For single roles with one employer, applications will be passed to the recruiting employer, and recruitment will take place in accordance with that organisations processes.
- For portfolio roles, interviews will be via a Panel comprised of representatives from across the system. Observers from other employing organisations may also be in attendance. Interviews will be conducted via Microsoft Teams.
- Where applicants are looking for a portfolio role, discussion will take place between the interview panel members to determine potential options, which will be offered to the candidate by the Lead Interviewer for consideration. Where several PCN's are recruiting, the candidate can speak to each PCN representative to help inform their decision.
- The employment model for a portfolio role will be discussed between the interview panel and offered to the individual, taking into account any preferences from the individual about who may be the Lead Employer.

## Job Descriptions

## Current Available Vacancies

Partner Organisation	Job Description	Person Specification
Kernow CCG	 Microsoft Word Document	
Cornwall Foundation Trust	 Microsoft Word Document	 Microsoft Word Document
Royal Cornwall Hospitals Trust	No vacancies currently	
GP Practices and PCN's		
Arbenneck PCN	 Microsoft Word Document	
Bosvena and 3 Harbours PCN	 Microsoft Word Document	
North Cornwall Coastal PCN	 Microsoft Word Document	
Watergate PCN	 Microsoft Word Document	
Community Pharmacy	Please specify required location and further details will be made available	