**COAST & COUNTRY**

**PRIMARY CARE NETWORK**

**JOB DESCRIPTION**

**JOB TITLE: Clinical Pharmacist**

**SALARY: Band 7 – 8a, £40,056 - £47,125 pro rata**

**(Depending on experience)**

**HOURS: 37.5 hours**

**REPORTS TO: Clinical Director/s**

1. **Summary**

Primary Care Networks (PCNs) have been created to build on the core of current primary care services and enable greater provision of proactive, personalised, coordinated and more integrated health and social care. They cover defined geographical areas to enable them to better respond to the needs of local populations and build relationships across wider primary care within ‘natural neighbourhoods’. By design they are small enough for relationships to flourish, but large enough to provide a broad scope of services.

The Coast & Country PCN spans two counties and two CCGs, serving approximately 39000 patients. The geography is largely rural with no acute hospitals within the PCN boundaries; the population is therefore reliant on community based services. This role therefore provides an excellent opportunity for an individual to help shape a network of services, designed on the needs of the population with a significant need and to support local services as part of this process.

1. **Job responsibilities**

The job description, person specification and description of duties and responsibilities are an outline of the role; these may change as the demands on PCNs evolve. The post holder will therefore be expected to carry out other duties as may reasonably be required by the PCN.

The PCN requires support to help it:

1. Design innovative services that meet local need.
2. Deliver operational workstreams as per local and national requirements.
3. Build relationships within and beyond the PCN geography.
4. Optimize PCN operational efficiency and administration.
5. Evolve and thrive as a provider organization.

The PCN Clinical Pharmacist will support GP practices within the Primary Care Network, working within professional and clinical boundaries as part of an established multi-disciplinary team to provide expertise in all areas of medicine related practice, and deliver key objectives of the Primary Care Network DES across the Network.

Core responsibilities:

* To work as a clinical pharmacist across network practices and within GP approved defined local protocols.
* Deliver key objectives of the Primary Care Network DES across the Primary Care Network.
* Work as part of a multi-disciplinary team in a patient facing role to clinically assess and treat patients using expert knowledge of medicines for specific disease areas.
* Be a prescriber, or completing training to become prescribers, and work with and alongside the general practice teams.
* Be responsible for the care management of patients with chronic diseases and undertake clinical medication reviews to proactively manage people with complex polypharmacy, especially the elderly, people in care homes, those with multiple co-morbidities (in particular frailty, COPD and asthma) and people with learning disabilities or autism
* Provide specialist expertise in the use of medicines whilst helping to address both the public health and social care needs of patients at the PCN’s practice, and to help in tackling inequalities.
* Through structured medication reviews, clinical pharmacists will support patients to take their medications to get the best from them, reduce waste and promote self-care.
* Provide leadership in supporting further integration of general practice with the wider healthcare teams (including community and hospital pharmacy) to help improve patient outcomes, ensure better access to healthcare and help manage general practice workload..
* Provide leadership on person centered medicines optimization (including ensuring prescribers in the practice conserve antibiotics in line with local antimicrobial stewardship guidance) and quality improvement, whilst contributing to the quality and outcomes framework and enhanced services.
* Develop relationships and work closely with other pharmacy professionals across PCNs and the wider health and social care system.
* Take a central role in the clinical aspects of shared care protocols, liaising with specialist pharmacists (including mental health and reduction of inappropriate antipsychotic use in people with learning difficulties) and community pharmacists as appropriate.
* Be part of a professional clinical network and will have access to appropriate clinical supervision. Appropriate clinical supervision means:
  + - each clinical pharmacist must receive a minimum of one supervision session per month by a senior clinical pharmacist;
    - the senior clinical pharmacist must receive a minimum of one supervision session every three months by a GP clinical supervisor;
    - each clinical pharmacist will have access to an assigned GP clinical supervisor for support and development; and
    - a ratio of one senior clinical pharmacist to no more than five junior clinical pharmacists, with appropriate peer support and supervision in place.
* Work on own initiative within professional boundaries and within national protocols and legislation.
* To be responsible and accountable for own actions, working independently within professional and defined organisational boundaries.

## Strategy and Leadership:

* Understand the pharmacy role in governance and is able to implement this appropriately within the workplace
* Understands, and contributes to, the PCN strategic plan.
* Able to improve quality within limitations of service.
* Understands the implications of national priorities for the team and/or service
* Demonstrates understanding of, and conforms to, relevant standards of practice
* Demonstrates ability to identify and resolve risk management issues according to policy/protocol.

## Professional Development

* Clinical pharmacists being employed through the Network Contract DES funding will either be enrolled in or have qualified from an accredited training pathway that equips the pharmacist to be able to practice and prescribe safely and effectively in a primary care setting.
* Demonstrates self-development through continuous professional development activity
* Participates in the delivery of formal education programmes
* Demonstrates an understanding of current educational policies relevant to working areas of practice and keeps up to date with relevant clinical practice
* The post-holder will participate in any training programme implemented by the PCN as part of this employment, such training to include:
* Participation in an annual individual performance review, including taking responsibility for maintaining a record of own personal and/or professional development.
* Taking responsibility for own development, learning and performance and demonstrating skills and activities to others who are undertaking similar work.

## Relationships:

* Recognises the roles of other colleagues within the organisation and their role in patient care
* Demonstrates use of appropriate communication to gain the co-operation of relevant stakeholders (including patients, senior and peer colleagues, and other professionals, other NHS/private organisations e.g. CCGs)
* Demonstrates ability to work as a member of a team
* Is able to recognise personal limitations and refer to more appropriate colleague(s) when necessary
* Liaises with CCG colleagues including CCG Pharmacists on prescribing related matters to ensure consistency of patient care and benefit
* Liaises with practice pharmacists, CCG pharmacists and Heads of Medicines Management/Optimisation to benefit from peer support
* Liaises with other GP Practices and staff as needed for the collective benefit of patients

1. **Confidentiality**

* In the course of seeking treatment, patients entrust us with, or allow us to gather, sensitive information in relation to their health and other matters. They do so in confidence and have the right to expect that staff will respect their privacy and act appropriately
* In the performance of the duties outlined in this Job Description, the post-holder may have access to confidential information relating to patients and their carers, PCN staff and other healthcare workers. They may also have access to information relating to the PCN as a business organisation. All such information from any source is to be regarded as strictly confidential
* Information relating to patients, carers, colleagues, other healthcare workers or the business of the PCN may only be divulged to authorised persons in accordance with the PCN policies and procedures relating to confidentiality and the protection of personal and sensitive data

1. **General Data Protection Regulation (GDPR)**

* All members of staff are bound by the requirements of the General Data Protection Regulation 2018 and any breaches of the Act or of the confidential nature of the work of this post could lead to dismissal.

1. **Health & Safety**

The post-holder will assist in promoting and maintaining their own and others’ health, safety and security as defined in the Network’s Core Practices Health & Safety Policies, to include:

* Using personal security systems within the workplace according to PCN guidelines.
* Identifying the risks involved in work activities and undertaking such activities in a way that manages those risks.
* Making effective use of training to update knowledge and skills.
* Using appropriate infection control procedures, maintaining work areas in a tidy and safe way and free from hazards.
* Reporting potential risks identified.

1. **Equality and Diversity**

The post-holder will support the equality, diversity and rights of patients, carers and colleagues, to include:

* Acting in a way that recognizes the importance of people’s rights, interpreting them in a way that is consistent with PCN procedures and policies, and current legislation.
* Respecting the privacy, dignity, needs and beliefs of patients, carers and colleagues.
* Behaving in a manner which is welcoming to and of the individual, is non-judgmental and respects their circumstances, feelings priorities and rights.

1. **Quality**

The post-holder will strive to maintain quality within the PCN, and will:

* Alert other team members to issues of quality and risk.
* Assess own performance and take accountability for own actions, either directly or under supervision.
* Contribute to the effectiveness of the team by reflecting on own and team activities and making suggestions on ways to improve and enhance the team’s performance.
* Work effectively with individuals in other agencies to meet patient’s needs.
* Effectively manage own time, workload and resources.

1. **Communication**

The post-holder should recognize the importance of effective communication within the team and will strive to:

* Communicate effectively with other team members.
* Communicate effectively with patients and carers.
* Recognize people’s needs for alternative methods of communication and respond accordingly.

1. **Contribution to the Implementation of Services**

The post-holder will:

* Apply PCN policies, standards and guidance.
* Discuss with other members of the team how the policies, standards and guidelines will affect own work.
* Participate in audit where appropriate.

**COAST & COUNTRY**

**PRIMARY CARE NETWORK**

**Person Specification: Clinical Pharmacist**

| **Criteria** | **Description** | **Essential** | **Desirable** |
| --- | --- | --- | --- |
| **Professional Registration** | Mandatory registration with General Pharmaceutical  Council | E |  |
| Membership of the Royal Pharmaceutical Society |  | D |
| A member of or working towards Faculty membership of the Royal Pharmaceutical Society |  | D |
| **Qualifications** | Masters degree in pharmacy(MPharm) (or equivalent) | E |  |
| Appropriate specialist knowledge acquired through postgraduate diploma level or equivalent training/experience |  | D |
| Independent prescriber or working towards/intent of gaining independent prescribing qualification |  | D |
| **Skills**  **knowledge and experience** | Minimum of 2 years postqualification experience. | E |  |
| In depth therapeutic and clinical knowledge and understanding of the principles of evidence-based healthcare. |  | D |
| An appreciation of the nature of GPs and general practices | E |  |
| An appreciation of the nature of primary care prescribing, concepts of rational prescribing and strategies for improving prescribing | E |  |
| Excellent interpersonal,  influencing and negotiating skills | E |  |
| Excellent written and verbal communication skills | E |  |
| Demonstrate the ability to communicate complex and sensitive information in an understandable form to a variety of audiences (e.g. patients) | E |  |
| Is able to plan, manage, monitor, advise and review general medicine optimisation issues in core areas for long term conditions |  | D |
| Good IT skills | E |  |
| Able to obtain and analyse complex technical information | E |  |
| Recognises priorities when problem solving and identifies deviations from the normal pattern and is able to refer to seniors or GPs when appropriate | E |  |
| Able to work under pressure and to meet deadlines | E |  |
| Produce timely and informative reports | E |  |
| Work effectively independently and as a team member | E |  |
| Demonstrate accountability for delivering professional expertise and direct service provision | E |  |
| **Other** | Full driving license and ability to travel between the network practices. | E |  |
| Self-motivation | E |  |
| Adaptable | E |  |