Job Description

1. **JOB DETAILS**

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| **Job Title:** | Care Home & Frailty Pharmacist |
| **Reports to:** | PCN Clinical Director & Practice Prescribing Leads |
| **Location:** | Eston PCN Practices |
| **Salary Scale /Grade:** | Band 8a |
| **Hours:** | Full-time / Part-time (Flexible) |

**2. JOB PURPOSE**

Develop the Medication Review Service for Care Homes residents and those with severe frailty within the Eston Primary Care Network (PCN). Support patients and carers to get the best out of prescribed medication and reduce polypharmacy.

Work with the GP practices and PCN MDT to provide care and advice for our Care Home and Frail population.

Work as a key member of the PCN Medicines Team, including Pharmacists Pharmacy Technicians and trainees to support general practitioners and the wider Primary Care Network workforce by providing expertise in medicines to increase access, improve care and health outcomes for patients.

Training and support will be provided in career development, including support to credential against the RPS Pharmacist Advance Practice Portfolio.

**3. KEY RESULT AREAS**

* 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 training to become a prescriber, and work with and alongside the multi-disciplinary team across a Primary Care Network, take responsibility for the care management of frail and care home patients and undertake structured medication reviews to proactively manage people with complex polypharmacy and high risk medications.
* Work with patients and their carers to optimise medicines. For example, attend care home ward rounds and run structured medication review clinics evaluating individual patients with complex medication needs, agree treatment changes, seeing patients in clinic appointments / home visits and discussing treatment changes with patients, carers and community pharmacists.
* To reconcile medicines at interfaces of care, most commonly discharge from hospital. To include, identifying and rectifying any unexplained changes, completing clinical medication review and arranging follow up such as follow up tests, dose titration and medication supply where appropriate.
* Lead on reducing medicines related hospital admissions and readmissions by proactively targeting structured medication reviews at patients identified as being at greatest risk. Specifically to include those with severe frailty, elderly in Care Homes and in receipt of domiciliary care.
* Clinical pharmacists will have a leadership role 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.
* Actively work with ICB to optimise quality of prescribing
* Conduct clinical audit and Quality Improvement as part of the multidisciplinary team and ensure implementation of any agreed actions.
* Develop relationships and work closely with other pharmacists across networks, hospital and community pharmacy and the wider health system.
* Contribute to clinical education of other healthcare professionals.

1. **CHANGES AND OBLIGATIONS**

This job description is intended as a guide to the duties and responsibilities of the post, and should not be regarded as a complete list of those requirements under the ‘written statement of the main terms and conditions of employment’. The contents may be amended from time to time, subject to developing service needs, although such amendments would occur following appropriate consultation with the post holder.

It is the responsibility of the individual to work in compliance with all health and safety legislation and Health and Safety policy. Also to attend any training requirements both statutory and mandatory in line with the Health and Safety at Work Act 1974 and the Health and Safety Regulations in the Workplace 1992.

**6. PERSON SPECIFICATION**

1. **Communication & relationship skills**
   1. Communicate with Clinical director, GPs, nurses, clinical pharmacists, pharmacy technicians, practice staff, patients, carers and community pharmacists. In the case of patients required to predominantly communicate with elderly patients and their carers, who have physical and/or mental disabilities and complex needs.
   2. Communicate sensitively and constructively with health care practitioners whose individual or groups performance may be being challenged / questioned
   3. Need to be able to communicate in hostile and antagonistic environments and situations.
2. **Knowledge, training & experience**

* Masters degree in Pharmacy (or equivalent pre 2000) +Pre-registration year + Specialist knowledge gained through post graduate diploma in clinical pharmacy / therapeutics or equivalent level of knowledge / qualification.
* Registered member of General Pharmaceutical Council
* Evidence of on-going commitment and undertaking of continuing professional development to maintain advanced theoretical and practical therapeutic knowledge
* Registered independent prescriber. (Desirable)
* Minimum of 3 years post registration experience in primary, community or secondary care pharmacy.
* Proven verbal and written communication skills.
* Ability to plan and work independently.
* Understanding of the data protection act and patient confidentiality, clinical governance, information governance and caldicott requirements
* Good interpersonal skills

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**3. Analytical & judgemental skills**

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* In relation to drug treatments of individual patients required to consider highly complex drugs / regimens, patient/social factors, co-morbidity and evidence based practice in order to make informed judgement on appropriate course of action / recommendation for care plan.

1. **Planning and organisation skills**

* Complex work schedule with need to run several pieces of work concurrently and in several practices.

**5. Physical Skills**

Needs keyboard skills and the ability to drive.

**6. Responsibilities for patient/client care**

Undertake medication reviews of individual patients. This involves generating a pharmaceutical care plan to improve care, outcomes and reduce risks in relation to medicines usage. Implementation of the care plan will involve a complex interaction with patients, social care professionals, GPs, community pharmacists, nurses and secondary care staff.

**7. Responsibilities for policy and service development implementation**

Responsible for implementation of GP practice policies. Propose policy changes within practice.

**8. Responsibilities for information resources**

Records personally generated information. Deals with sensitive / confidential information related to patients and staff.

1. **Freedom to act**

Accountable for own professional actions. Bound by national guidelines and medicines legislation.

**13. Physical effort**

Light physical effort. Visit patients in own homes. Ability to drive.

**14. Mental effort**

Frequently required to concentrate for prolonged periods in reviewing clinical and medicines information, reports and documents. May be frequently interrupted to deal with requests.

**15. Emotional effort**

May work occasionally with distressed patients and carers who are struggling to cope with their medicines.

16. **Working conditions**

Occasional unpleasant working conditions e.g. odour on home visit

Prolonged periods working at computer / VDU

**Clinical Pharmacist – Band 7/8a**

Person Specification

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| --- | --- | --- | --- |
|  | **Essential** | **Desirable** | **Assessment Method** |
| Qualifications |  |  |  |
| Member of General Pharmaceutical Council | XXX |  | C |
| Masters degree in Pharmacy (or equivalent pre 2000) + Pre-registration year | XXX |  | AF |
| Specialist knowledge (gained / working towards) through post graduate diploma in clinical pharmacy / therapeutics/ Primary Care Pharmacy Education Pathway or equivalent. | XXX |  | AF |
| Evidence of an on-going commitment to continuing professional development to maintain advanced theoretical and practical therapeutic knowledge | XXX |  | SI, AF |
| Registered independent prescriber |  | XXX | C |
|  |  |  |  |
| **Experience** |  |  |  |
| Minimum of 3 years post registration experience in community primary, or secondary care pharmacy | XXX |  | AF, R |
| Evidence of continuing professional development in clinical areas. | XXX |  | SI |
| Developed consultation skills | XXX |  | SI |
| Understanding of the data protection act and patient confidentiality, clinical governance, information governance and caldicott requirements |  | XXX | AF, SI |
| Experience of use of general practice computer systems |  | XXX | AF, SI |
|  |  |  |  |
| **Aptitudes / Disposition / Abilities** |  |  |  |
| Excellent written and verbal communication skills. | XXX |  | AF, SI, R |
| Good interpersonal skills | XXX |  | SI, R |
| Ability to plan and work independently on complex tasks in a busy, environment | XXX |  | SI, R |
| Ability to constructively challenge the views and practices of clinicians and managers | XXX |  | SI, R |
| Computer literate (e.g. Word, Excel, Outlook) | XXX |  | AF, SI |
|  |  |  |  |
| **Circumstances** |  |  |  |
| Car owner with valid driving licence | XXX |  | O – copy license to be taken at interview |
| Able to work flexible hours |  | XXX | SI |

Assessment Method Key:

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| --- | --- | --- | --- | --- |
| AF | Application Form |  | SI | Structured Interview |
| P | Presentation |  | O | Other selection method (please specify) |
| R | References |  | CRB | Criminal Records Bureau check |
| HC | Health Check |  | C | Certificates |