

**JOB TITLE** Advanced Pharmacist and Teacher Practitioner

**BAND** 8a

### Job Summary

- Responsible for delivering, managing and developing high quality, specialist pharmacy service within an agreed locality and designated setting. Designated settings include: clinical, dispensary, teacher practitioner, medicines information, technical services, primary care and GP Practices.
- Provide prudent pharmaceutical care to patients using a patient-centred approach.
- Work as an honorary academic at the Swansea University Faculty of Medicine, Health and Life Science. Working within the University's pharmacy course team, contributing to the design, content development, delivery, assessment, and review of the MPharm programme.

### Responsible to

**Reporting:** Clinical Lead Pharmacist / Head of Pharmacy, Swansea University Medical School

**Accountable:** Pharmacy Site Manager

**Professionally:** Clinical Director of Pharmacy & Medicines Management

### Responsibilities and Duties

- Plans and coordinates provision of specialist pharmacy service across the designated area in cooperation with the Lead Pharmacist.
- Work as an independent prescriber within own competencies. This may include running patient-facing clinics within specialist area and within scope of practice.
- Participate as required in on call and emergency duty rotas providing advice, medicines information and supply of emergency medication as required outside of normal pharmacy operating hours in accordance with local agreements.
- Plan own workload and take a lead role in area of expertise.
- In partnership with medical colleagues, lead on cost effective prescribing, development of formularies and guidelines within allocated areas to ensure evidence-based medicine is followed at all times.
- Interprets information on prescriptions, prepares drug summaries, drug usage trends and prepares reports on a range of topics including complaints.
- Analyses drug and patient information in own specialist field to provide reports and advice to clinicians and managers.

- Communicate recommendations on drug therapy to doctors, nurses or other relevant healthcare professionals which is based on analysis of complex information.
- Assist in the investigation of complaints and errors, in conjunction with the Lead Pharmacist, to resolve any issues as close to source as possible.
- Report suspected adverse drug reactions to the Committee on Safety of Medicines using the Yellow Card reporting scheme and investigate significant events if required.
- Review medicines to ensure safe and effective use; including review of prescriptions for completeness, appropriateness and legality, problem identification and solving, contacting the prescriber if required.
- Responsible for resolving medicines supply issues, formulary queries, supply or formulation issues for designated area.
- Identify and report adverse incidents and ensure lessons learned are shared to promote improvements in performance and service.
- Develops and proposes changes to policies, protocols and guidelines for own area of expertise that may have an impact on other areas or disciplines.
- Works in partnership with service users, other health and social care colleagues to achieve optimum health outcome for service users.
- To be professionally and legally responsible and accountable for all own activities and decisions.

#### **Audit, Research and Service Improvement**

- Supports service change within the pharmacy and medicines management field across primary and secondary care and includes community.
- Support, co-ordinate, develop and supervise undergraduate projects (audit, quality improvement, research).
- Undertake audit, service development and investigate medicines related incidents to further improve the pharmacy service and reduce risk of medicines related incidents in their area of clinical expertise.
- Take part in original research including undergraduate MPharm projects.
- Publish and present research findings and articles relating to practice within the department or Health Board and externally at conferences.
- Supervise and undertake clinical audit as part of the multi-disciplinary audit process, including risk management issues. Integrate research evidence into practice.
- Providing recommendations for the long-term development of clinical pharmacy services.
- Plans and implements new working arrangements to meet service demands. Facilitates meetings with staff, clinicians, partner organisations and community pharmacies to take forward service development and address issues and concerns.
- Reports on a range of issues including prescribing trends, data analysis and queries within own specialist area, to a range of individuals and groups including executive directors, senior medical staff, staff and students.
- Reviews prescriptions and other medicines management data to inform service and prescribing patterns and identify measures to promote clinical and cost effectiveness and reduce readmissions.
- Review and monitor prescribing data, ensuring it is in line with guidance and maximises cost-effectiveness, providing advice and guidance on medicines management issues and influence prescribing.

#### **Education and People Development**

- Support the strategic work plan for education across HD UHB as directed by the HB Education and Training Lead Pharmacist.

- Work closely with the academic staff at Swansea University to review, update, and deliver, and assess the MPharm Pharmacy programme. This may include some administrative roles as appropriate.
- Provide lectures, tutorials, clinical workshops (or similar) on the Swansea University MPharm Pharmacy programmes, and, where appropriate, to other programmes within the Faculty of Medicine, Health and Life Science.
- Provide academic and pastoral support to MPharm Pharmacy students, including as a personal tutor.
- Support the University in all aspects of placement design and delivery across different sectors and regions when appropriate
- Be a foundation pharmacist educational supervisor as necessary, ensuring that the training provided is in line with GPhC requirements.
- May be an accredited foundation or post foundation Pharmacist supervisor and be responsible for the teaching and delivery of training of foundation and post foundation pharmacists, and Pre-registration trainee pharmacy technicians on a range of subjects or a specific specialty as required by local needs.
- Provide supervision, training and assessment of undergraduate pharmacy students on practice placement.
- Develop and implement educational methods and assessment tools to enable undergraduate pharmacy students to develop their clinical knowledge and application of skills.
- Be the contact person for arranging student placements in your clinical setting consistent with the directorate's Education and Training strategic approach.
- Provide support to others to improve their knowledge and understanding and shares own knowledge, skills and experience with others during induction and training sessions for staff.
- Provide teaching, coaching & supervision of less experienced pharmacists, pharmacy technicians, students and wider pharmacy support staff.
- Support the development of qualified pharmacists and other healthcare professionals within HD UHB, including induction, revalidation, prescribing and mandatory training.
- Engage other specialist pharmacists and healthcare professionals in delivering teaching as appropriate, ensuring opportunity for inter-professional education and shared learning.
- Support and train pharmacy staff/designated supervisors involved in the education and training of pharmacy undergraduates to the standard required by the education provider.
- Work in accordance with University policies when delivering training for Swansea University.

### **Communication**

- Provide advice on dosages and drug regimens where diplomacy and communication skills are required at an appropriate level to convey messages effectively. Some of the medicine related problems will be of a highly complex nature and subject to challenge by others, including doctors.
- Providing information to 'all health professionals including consultants, GPs, managers, community pharmacists and clinicians' and influencing and negotiating with others in order to progress changes in prescribing patterns which may be controversial and there is resistance to change.
- Deliver Patient-Centred care through shared decision making and ensure information communicated to patients is at a suitable level and supports informed choice.
- Makes presentations to patient groups e.g. CHC on relevant medicines management issues which could be controversial.

- Utilises appropriate means of communication to present information to a range of health professionals and patients e.g. PowerPoint presentations.

### **Finance and Resources**

- Monitors drug expenditure, to reduce waste and comply with evidence-based medicine, and resources to make sure that they are used appropriately for specialist area.
- Proactively identify areas of high pharmaceutical expenditure and outliers in prescribing then develop strategies to improve prescribing in line with the finance and performance agenda.
- Co-ordinate facilities and resources for teaching sessions and manage frequent changes to the pre-planned teaching schedule to meet demands of the University, Health Board and students.

## **PERSON SPECIFICATION**

### **Qualifications and Knowledge (Application form)**

#### **Essential**

- Master's degree in Pharmacy
- Registered Pharmacist with GPhC
- Postgraduate MSc or Diploma in area of practice or equivalent experience or qualifications
- Independent Prescriber

#### **Desirable**

- Member of the Royal Pharmaceutical Society
- Membership of specialist body e.g. UKCPA.
- Post-graduate teaching qualification or equivalent experience
- Accredited foundation or post foundation supervisor
- Demonstrate specialist knowledge in more than one field.

### **Experience (Application form and interview)**

#### **Essential**

- Specialist knowledge of medicines management systems and process in an integrated NHS.
- Knowledge and experience of healthcare.
- Specialist knowledge of own field of practice gained through diploma level training and experience

#### **Desirable**

- Practice Research Experience

- Training and education of pharmacy staff and other HCPs
- Experience of managing change
- Experience of service improvement

## Skills and Attributes (Interview)

### Essential

- Able to set and meet deadlines
- Able to prioritise and delegate
- Problem solving skills
- Able to make decisions
- Able to demonstrate situations where effective leadership and management skills have been used
- Be able to demonstrate tact and diplomacy when working with others
- Highly developed communication skills
- Evidence of undertaking presentation to groups

### Desirable

- Evidence of successful management of people
- Teaching and presenting skills

## Other (Application form and/or interview)

### Essential

- Flexible approach to needs of the service to undertake on call work, weekend and evening opening.

### Desirable

Welsh Speaker (*Level 1*)

**Listening/Speaking:** Pronounce Welsh words, place names, department names, etc. Greet and understand a greeting. Use basic every day words and phrases, e.g. thank you, please, excuse me, etc. Understand / pass on simple verbal requests of a routine / familiar / predictable kind using simple language, e.g. 'May I speak to...'. State simple requests and follow up with extra questions / requests in a limited way.

**Reading/Understanding:** Understand simple key words and sentences on familiar / predictable matters relating to own job area, e.g. on signs, in letters.

**Writing:** Fill in simple forms, note down simple information, e.g. date and venue of a meeting, Welsh address, etc.