

PERSON SPECIFICATION - Independent Prescribing Pharmacist

Category	Essential	Desirable
Education	<ul style="list-style-type: none"> • Masters degree in pharmacy (or pre-2000 equivalent) • Member, in good standing, of General Pharmaceutical Council • GPhC Independent Prescribing Qualification or Working towards conversion of Supplementary Prescribing Qualification to Independent Prescribing Qualification • Extensive knowledge of medicines optimization or clinical pharmacist role, acquired through post graduate diploma or equivalent experience or training 	<ul style="list-style-type: none"> • Evidence of post qualifying and continuing professional development • Clinical Pharmacist training
Experience	<ul style="list-style-type: none"> • Current NHS experience • Good understanding of primary care 	<ul style="list-style-type: none"> • Evidence of experience in using independent prescribing or clinical pharmacist skills • Understanding of the current national policies impacting on medicines optimisation services • Experience of undertaking clinical reviews
Attitudes	<ul style="list-style-type: none"> • Ability to work both as a team member and independently • Able to work calmly under pressure and to deadlines • Conscientious with Strong attention to detail • Self-starter and proactive approach 	<ul style="list-style-type: none"> • Flexible to work in line with the needs of the service, to achieve a particular task • Ability to handle a variety of different workstreams at one time and prioritise accordingly • Embrace change as an opportunity to learn and develop
Skills and Abilities	<ul style="list-style-type: none"> • Developed verbal and non-verbal interpersonal / communication and persuasion skills. • IT literate and advanced working knowledge of all MS office packages • Demonstrates understanding of legal, governance and ethical frameworks within which pharmacists in primary/secondary work. • Excellent clinical knowledge and ability to apply to practice. • Understanding of the data protection act, GDPR and patient confidentiality, clinical governance, information governance and Caldicott requirements • Sound knowledge of medicines legislation and the vision for the development of pharmacist roles within primary care 	<ul style="list-style-type: none"> • Experience of communication, negotiating and influencing with a wide range of stake holders • Experience of SystemOne & EMIS practice IT systems • Ability to critically analyse complex information and evidence and communicate the findings clearly in simple terms • Ability to constructively challenge the views and practices of clinicians and managers • Ability to summarise and present information in relevant concise and proactive way • Experience of a patient focused role and consultation skills
Other Requirements	<ul style="list-style-type: none"> • Car owner (or with access to a car) and appropriate business insurance. • Current and valid UK driving license • To operate with a high level of autonomy, professionalism, passion and dedication. 	



JOB DESCRIPTION - Independent Prescribing Pharmacist

Job Title: Independent Prescribing Pharmacist

Responsible to: Lead Pharmacist / Clinical Services Manager

Place of Work: Within practice site (exact location to be confirmed, highlighted within job advert)

Job Summary

To improve patient's health outcomes and the efficiency of the Primary Care team by providing direct, accessible and timely medicines expertise. To pro-actively transfer workload relating to medicines optimisation issues from other clinical staff to improve patient care, safety and free up scarce clinical staff to spend more time on clinical care:

- To provide relevant support to the primary care team as An Independent prescriber or clinical pharmacist
- To promote safe, evidence based, cost effective prescribing in line with CCG requirements.
- To support effective management of practice prescribing budgets
- To provide expert pharmaceutical advice to practices and the medicines optimisation team
- To provide prescribing support to designated practices and team members in areas such as
 - Hospital discharge letters
 - Medication review
 - Implementation of prescribing changes
 - Review of repeat prescribing
 - Audit
- To act as a training resource for the primary care team

Duties and Responsibilities

Practice Role Objectives

- Provide pro-active leadership on medicines and prescribing systems to the practice multidisciplinary team, patients and their carers
- Develop and deliver patient facing services and clinics which improve patient outcomes, reflect the needs of the practice population and shift workload from other disciplines
- Deliver direct patient consultations and prescribing as part of the practice and cluster multidisciplinary team approach for acute illness
- Improve patient and carer understanding of, confidence in and compliance with their medicines
- Provide pharmaceutical consultations and home visits to patients with long term conditions as an integral part of the multidisciplinary team
- Field medicines and prescribing queries from patients and staff
- Organize and oversee the practice's medicine optimisation systems including the repeat prescribing and medication review systems
- Deliver high quality medication reviews and develop bespoke medicines treatment plans for patients (particularly the elderly, complex patients and those at high risk of admission)
- Improve the safety and quality of prescribing following hospital admissions and attendance
- Improve the quality and effectiveness of prescribing through clinical audit and education to improve performance against NICE standards, prescribing guidance and other clinical standards
- Develop yourself and the role through participation in clinical supervision, training and service redesign activities
- Contribute to patient safety culture through reporting and investigation of medicines related incidents and through pro-active measures such as the Primary Care Trigger Tool or PINCER
- Provide a clear and active link with community pharmacists and other stakeholders in the medicines supply chain to improve patient experience and manage issues
- Deliver training, mentoring and guidance to other clinicians and staff on medicines issues
- Contribute to the achievement and maintenance of Good to Outstanding CQC registration status.

Patient Facing Clinical Services and Care

- Manage a caseload of complex patients as required by GP Practices
- Develop specialist area(s) of interest
- Conduct face to face and other modes of medication reviews and agree medicines care plans in agreement with patients and carers
- Delivering long term conditions clinics and home visits particularly for patients with complicated medication regimes and prescribe accordingly within competency and agreed management plans
- Consult with patients for acute & long-term illnesses within defined levels of competence and prescribe medication within agreed management plans
- Prescribe appropriate medication for patient need within areas of competency and within agreed management plans
- Provide targeted support and pro-active review for vulnerable, complex patients and those at risk of admission and re-admission to secondary care
- Receive and resolve medicines queries from patients and other staff
- Contribute to public health campaigns (e.g. flu clinics) through advice or direct care
- Provide specific advice and support to patients in care homes and support staff
- Provide help and advice on medicines use to patients and their carers
- Promote self-management and develop patient support systems
- Manage therapeutic drug monitoring system and recall of patients taking high risk drugs i.e. anticoagulants, anticonvulsants and DMARDs etc
- Support virtual and remote models of consultation and support including e-consultations, remote medication review and telehealth and telemedicine.

Medicines Optimisation Systems

- Investigate and feedback on examples of best practice within the field and formulate how to apply these to the practice
- Organize and oversee repeat prescribing, repeat dispensing, electronic prescribing and medication review systems
- Provide leadership and support to prescription administrative staff
- Handle prescription queries and requests directly
- Oversee system for reconciliation of medicines from outpatient and discharge letters and support safe transfer of care through liaison with hospital and community colleagues
- Liaise with other stakeholders in the supply chain such as community pharmacists and appliance contractors to handle queries and manage supply problems
- Maintain and review a Medicines Handling Policy for the practice to ensure safe processes for self-administered medicines and controlled drugs
- Support the delivery of QOF, incentive schemes, QIPP and other quality or cost effectiveness initiatives
- Agree and review Prescribing Formularies and Protocols and monitor compliance levels
- Improve the data quality of medicines records and linking to conditions.

Quality

- Collection and review of KPI and performance monitoring data
- Monitor progress against the overall objectives of the programme and escalate any issues
- Ensure compliance with CQC and other professional standards
- Promote a culture of constant improvement and excellence
- Conduct regular clinical audits and other improvement activities
- Assess own performance regularly and make suggestions of how to improve personal and team performance
- Understand a risk management approach and apply it to all activities.

Communication and Relationships

- Support the Lead Pharmacist to deliver the individual practice and locality action plans in line with CCG requirements
- Provide high quality, evidence based, prescribing advice to individual GPs, nurse and patients, both individually and in meetings.

- Communicate effectively within primary care teams to gain agreement and commitment from GPs and wider team members to implement change, overcoming barriers where necessary
- Establish trusted and successful working relationships with GPs and practice staff to support delivery of objectives
- Discussion and recommendation regarding CCG prescribing initiatives with individual practitioners
- Act as point of contact with any specialist services as dictated by the action plan, e.g. care homes, community nursing services

Patient Care

- Carry out computer record searches related to prescribing initiatives
- Review patient medication records in general practice and/or care home setting
- Develop protocols to enable agreed changes to be implemented
- Deliver patient consultation to implement agreed changes where appropriate
- Develop and disseminate information to patients to support medicines optimisation
- Advise on appropriate drug choice

Planning and Organisation

- Organise and plan own workload in practices and adjust as needed to meet CCG requirements and deliver action plans
- Prepare and present summary reports for each practice regarding progress against actions plans and / or audit
- Support practices to implement and audit NICE and other evidence based guidance
- Review and improve practice repeat prescribing systems and systems for medication review

Analytical and Judgement

- Download and interpret practice level prescribing reports e.g. IPS, RAIDR
- Identify poor prescribing issues and provide facts and options to support remedial action
- Prepare and present summary reports for audits conducted as part of agreed action plans
- Promotion and review of compliance against local CCG formularies and prescribing guidance.
- Provision of advice around effective use of electronic transfer of prescriptions as agreed with the CCG
- Collation of information from practices regarding patterns and trends of medicines usage obtained through prescription searches and audit

Policy and Service Development

- Support development of tools and resources to implement agreed initiatives, e.g. SOPs, guidance
- Support development of medicines optimisation policies or guidance within practices or area, contributing to 'at scale' activities
- Provide support and feedback to practices on medicines related questions from patients and practices
- Support delivery of the medicine optimisation strategy, once agreed

Financial and Physical Resources

- Support effective management of practice prescribing budgets via delivery of practice and CCG action plans

Human Resources

- Fulfil mandatory CPD requirements



- Support wider team of pharmacists and technicians to deliver practice and CCG action plans as required by Lead Pharmacist

Information Resources

- Extract and manipulate clinical and financial prescribing data from relevant systems (EMIS, e-PACT, RAIDR), and present to GPs in an appropriate format
- Provide appropriate high quality and cogent reports to demonstrate progress and practice and CCG action plans
- Communicate effectively via the use of electronic media such as e-mail, Power-point, Excel or Word

Research and Development

- Develop and undertake audit in relevant therapeutic areas

Freedom to Act

- Accountable for own professional actions, broadly guided by national / local protocols and legislation
- Working within approved CCGs SOPs for medicines optimisation work

Physical Demands of the Role

- The post-holder will spend most of their time within a GP practice
- Work will be mainly in an office/consultation area using pc equipment
- Travel between GP practices will be a requirement of the post

Knowledge, Training & Experience

- Master's 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 (GPhC)
- GPhC Independent Prescribing Qualification (Desirable)
- Evidence of an on-going commitment and undertaking of continuing professional development to maintain advanced theoretical and practical therapeutic knowledge
- Minimum of 2 years post registration experience in primary care working within a GPs surgery.
- Knowledge of current NHS policies, processes and structures
- Ability to constructively challenge the views and practices of clinicians and managers.
- Proven verbal and written communication skills.
- Ability to plan and work independently.
- Understanding of the data protection act, GDPR and patient confidentiality, clinical governance, information governance and Caldicott requirements
- Good interpersonal skills
- Ability to use GP systems. SystemOne and EMIS Web

Health and Safety

The post holder is required to take reasonable care for the health and safety of themselves and other persons who may be affected by their acts or omissions at work. The post holder is also required to co-operate with their employing body to ensure that statutory and departmental regulations are adhered to.