



The James Cochrane Practice

GENERAL PRACTICE CLINICAL PHARMACIST

JOB DESCRIPTION

JOB PURPOSE

- Provide expertise in clinical medicines review for target patient groups
- Reduce inappropriate poly-pharmacy and wasteful prescribing through clinical medication review
- Reconcile medicines following hospital discharge and work with patients and community pharmacists to ensure patients receive the medicines they need post discharge.
- Contribute to reductions in medicine related hospital admissions and readmissions by supporting patients to get the best outcomes from their medicines and identifying and addressing medicines related issues
- Interface with health and social care team in Integrated Care Communities to ensure that the patients have the support required to manage their medicines
- Interface with community and hospital pharmacy colleagues and develop referral processes between primary care professionals including the promotion of the repeat dispensing service
- Manage the repeat prescribing reauthorisation process by reviewing requests for repeat prescriptions and medicines reaching review dates
- Increase quality and safety of prescribing through mechanisms such as audit and PDSA cycles
- Contribute to multimorbidity reviews and multidisciplinary reviews
- Provide medicines information and training to Practice healthcare professionals and admin staff
- Act as a source of medicines information for all of the practice team and patients (e.g. around doses, side effects, adverse events, possible alternatives e.g. around out of stocks)

CORE RESPONSIBILITIES

- Working within the practice based team to undertake medication reviews particularly in high risk groups such as:
 - Frail elderly
 - Poly-pharmacy
 - Patients on high risk medicines
 - STOPP/START identified patients
 - Revolving door Hospital admissions
- Improve prescribing practice through educational support for all prescribers within the practice
- Lead on where changes in evidence require changes in prescribing across patient population e.g. where a drug is withdrawn or indications change
- Liaise with colleagues in community pharmacy to align support for medicines adherence such as MUR and NMS
- Support improvements in clinical care through practice based audit and implementing change
- Prescribing advice to prescribers in practice
- Ensure patient safety when they are transferred between care providers through reconciliation of prescribed medicines

QUALIFICATIONS & TRAINING

NB: it is anticipated that the level of qualification held may vary according to the level of position and the components of the role being carried out

- Completion of an undergraduate degree in Pharmacy, and registration with the General Pharmaceutical Council
- Minimum of 2 years post graduate experience in pharmacy, as demonstrated within a practice portfolio
- Current registration with the General Pharmaceutical Council (GPhC)
- May hold or be working towards a prescribing qualification
- May hold or be working towards a postgraduate pharmacy qualification
- Has an awareness of the breadth of common acute and long term conditions that are likely to be seen in a general medical practice

BEHAVIOURAL COMPETENCIES AND SKILLS FOR THIS JOB

- Demonstrates general pharmaceutical skills and knowledge in core areas
- Is able to plan, manage, monitor, advise and review general pharmaceutical care programmes for patients in core areas, including disease states / long term conditions identified by local JSNA
- Demonstrates accountability for delivering professional expertise and direct service provision as an individuals
- Demonstrates ability to use skills in a range of routine situations requiring analysis or comparison of a range of options
- Recognises priorities when problem-solving and identifies deviations from the normal pattern and is able to refer to seniors or GPs when appropriate
- Is able to follow legal, ethical, professional and organisational policies/procedures and codes of conduct
- Involves patients in decisions about prescribed medicines and supporting adherence as per NICE guidance

COLLABORATIVE WORKING RELATIONSHIPS

- Recognises the roles of other colleagues within the organisation and their role to 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 pharmacists and practice Medicines Optimisation Pharmacists and Medicines Mangers on prescribing related matters to ensure consistency of patient care and benefit
- Liaises with CCG pharmacists and practice Medicines Optimisation Pharmacists to benefit from peer support
- Liaises with other GP Practices and staff as needed for the collective benefit of patients

LEADERSHIP

- Demonstrates understanding of the pharmacy role in governance and is able to implement this appropriately within the workplace
- Demonstrates understanding of, and contributes to, the workplace vision
- Demonstrates ability to improve quality within limitations of service
- Reviews last year's progress and develops clear plans to achieve results within priorities set by others
- Demonstrates ability to motivate self to achieve goals

MANAGEMENT

- Demonstrates understanding of the implications of national priorities for the team and/or service
- Demonstrates understanding of the process for effective resource utilisation
- Demonstrates understanding of, and conforms to, relevant standards of practice
- Demonstrates ability to identify and resolve risk management issues according to policy/protocol
- Follows professional and organisational policies/procedures relating to performance management
- Demonstrates ability to extend boundaries of service delivery within the team

EDUCATION, TRAINING AND DEVELOPMENT

- Understands and demonstrates the characteristics of a role model to members in the team and/or service
- Demonstrates understanding of the mentorship process
- Demonstrates ability to conduct teaching and assessment effectively according to a learning plan with supervision from a more experienced colleague
- 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

RESEARCH AND EVALUATION

- Demonstrates ability to critically evaluate and review literature
- Demonstrates ability to identify where there is a gap in the evidence base to support practice
- Demonstrates ability to generate evidence suitable for presentation at local level
- Demonstrates understanding of the principles of research governance
- Demonstrates ability to apply the research evidence base into working practice
- Demonstrates ability to work as a member of the research team