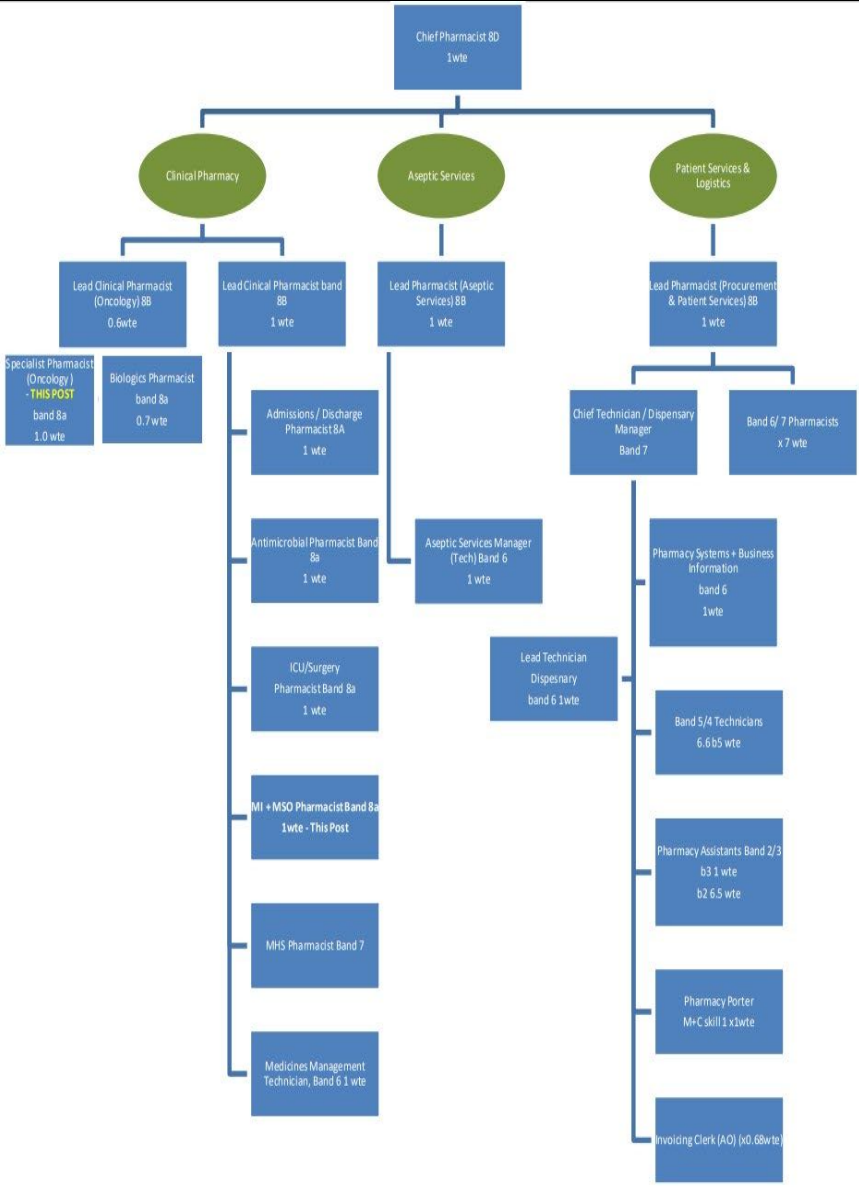


JOB DESCRIPTION

Job Title	Specialist Pharmacist - Haematology
Accountable to	Lead Clinical Pharmacist - Oncology
Location	Pharmacy, Noble's Hospital
Pay Band	8a
Job Evaluation Reference No.	1356/JE/24
Organisation Chart	 <pre> graph TD CP8D[Chief Pharmacist 8D 1 wte] --> CP[Clinical Pharmacy] CP8D --> AS[Aseptic Services] CP8D --> PSL[Patient Services & Logistics] CP --> LCP8a[Lead Clinical Pharmacist (Oncology) 8B 0.6 wte] CP --> LCP8b[Lead Clinical Pharmacist 8B 1 wte] LCP8a --> SP8a[Specialist Pharmacist (Oncology) band 8a - THIS POST band 8a 1.0 wte] LCP8a --> B8a[Biologics Pharmacist band 8a 0.7 wte] LCP8b --> AD8a[Admissions / Discharge Pharmacist 8A 1 wte] LCP8b --> AP8a[Antimicrobial Pharmacist Band 8a 1 wte] LCP8b --> IS8a[ICU/Surgery Pharmacist Band 8a 1 wte] LCP8b --> MMSO8a[MI + MSO Pharmacist Band 8a 1 wte - This Post] LCP8b --> MHS7[MHS Pharmacist Band 7] LCP8b --> MMT6[Medicines Management Technician, Band 6 1 wte] AS --> LPS8B[Lead Pharmacist (Aseptic Services) 8B 1 wte] LPS8B --> ASM6[Aseptic Services Manager (Tech) Band 6 1 wte] LPS8B --> LTD6[Lead Technician Dispensary band 6 1 wte] PSL --> LPP8B[Lead Pharmacist (Procurement & Patient Services) 8B 1 wte] LPP8B --> CTM7[Chief Technician / Dispensary Manager Band 7] LPP8B --> B7[Band 6 / 7 Pharmacists x 7 wte] CTM7 --> PSM6[Pharmacy Systems + Business Information band 6 1 wte] CTM7 --> BT6[Band 5/4 Technicians 6.6b5 wte] CTM7 --> PA23[Pharmacy Assistants Band 2/3 b3 1 wte b2 6.5 wte] CTM7 --> PP1[Pharmacy Porter M+C skill 1 x 1 wte] CTM7 --> IC6[Invoicing Clerk (AO) x0.68 wte] </pre>
Overview	<p>The Pharmacy Department is committed to providing the best of care for haematology patients. This post will facilitate integrated working between pharmacy and the wider clinical haematology team, with opportunities to develop services together through collaborative working. The post holder will provide a highly specialist clinical pharmacy service to all haematology and haemato-oncology patients requiring systemic</p>

	anti-cancer treatment and supportive medication. They will show versatility, being involved in prescribing, screening and dispensing as well as offering expert advice to patients and colleagues. The role will be based between the Pharmacy department and the Eric and Marion Scott Oncology Day Unit.
Job Purpose	The post holder will be an integral member of the multidisciplinary haematology team, providing a highly specialist clinical pharmacy service to haematology and haemato-oncology patients, through contributing to evidence-based practice and optimal service delivery. This role requires an understanding of how to deliver integrated services and a willingness to drive excellence and explore innovative ways of working.
Communication & Relationship Skills	<ul style="list-style-type: none"> • To liaise closely with colleagues within the wider haematology team within Manx Care, and also with our partners at tertiary centres such as the Royal Liverpool Hospital and Clatterbridge Cancer Centre in Liverpool • Use tact and diplomacy when communicating sensitive medicines information and reviewing treatment plans with patients • Attend and report back from Organisational/regional/national meetings relating to own specialist clinical area, and implement any changes in practice agreed by the Lead Pharmacist, Oncology • Communicate effectively with other healthcare professionals involved in the care of this specialist patient group. Delivery of complex, specialist information will be both verbal and written and need to be at the correct level of understanding for the recipient on a daily basis • Act as source of specialist knowledge, working with the wider healthcare team to ensure safe, effective and cost-effective use of medicines, making recommendations to improve patient outcomes • Convey information and influence prescribing in line with locally agreed policies • Maintain good working relationships with all healthcare professionals who receive pharmaceutical services and help promote the profile of the department • Attend meetings, forums and committees as required, in order to provide expert pharmaceutical advice and opinion and to represent the Department as appropriate • Deliver training and presentations to pharmacy staff and other HCP's as a way of sharing knowledge gained through attendance at courses or other learning.
Knowledge Training & Experience	<ul style="list-style-type: none"> • Master of Pharmacy or equivalent • Postgraduate diploma in clinical pharmacy or equivalent • Qualified independent prescriber • Excellent pharmaceutical care knowledge • Appropriate post qualification hospital experience • Experience in supervising or mentoring less experienced pharmacists • Excellent pharmaceutical care knowledge and skills • Advanced communication skills • Experience in supervising/mentoring less experienced pharmacists. • Good interpersonal skills

	<ul style="list-style-type: none"> • Understanding of the financial and health and safety regulations relating to pharmacy • Non-medical prescriber qualification • Computer literacy, sufficient to use appropriate IT systems relating to Manx Care and Clatterbridge <p>The desirable knowledge, training and experience requirements of this role are:</p> <ul style="list-style-type: none"> • Haematology related qualification, diploma or equivalent • Haematology pharmacy practice experience • Knowledge of current and future developments in cancer treatment • Physical examination skills • Presentation skills.
Main Duties & Responsibilities	<ul style="list-style-type: none"> • Apply specialist knowledge to a designated patient group to develop and support the pharmacist prescribing role within a multidisciplinary team of prescribers, undertaking the clinical management and drug treatment of patients under an agreed management plan following diagnosis by a medical practitioner • Participate in the provision and development of pharmaceutical services to Haematology, including acting as a prescriber and developing protocols or guidelines • To participate in multidisciplinary meetings, case conferences and discharge planning meetings, as necessary • To perform the professional role of a practising registered pharmacist, being as a positive role model through the provision of advice and supervision of dispensing for all the patients of Noble's Hospital and associated organisations.
Physical Skills	<ul style="list-style-type: none"> • Keyboard and IT skills are required to fulfil the role • Prolonged periods at computer workstations are required • Physical examination skills • Working within the aseptic unit, checking and final releasing systemic anti-cancer treatments and biologics individually prepared for patients. This requires a high level of precision, and handling doses which have exceptionally narrow margins of error/tolerances.
Analytical & Judgemental Skills	<ul style="list-style-type: none"> • Identify and discuss the clinical pharmacy issues, related to the prescribing and administration of medicines with patients, oncologists and the wider health care team • Work independently in prescribing for patients or reviewing their therapy, and understand boundaries of knowledge and when to refer patients for Consultant Oncologist review • The interpretation of blood and other physiological results • Assessing each patient to make clinical judgements and treatment decisions, which will involve assessing the risks of treatment compared to not having treatment • Autonomous decision making as the treating clinician • Advising nursing or medical colleagues on clinical decisions as part of a multi-disciplinary.
Planning & Organisational Skills	<ul style="list-style-type: none"> • To organise clinical commitments to ensure continuity of patient care and efficient use of time • To attend relevant Haematology service meetings within Manx Care and provide pharmacist support to treatment developments

	<ul style="list-style-type: none"> • Joint responsibility for planning, organising and delivering the safe provision of Systemic Anti-Cancer Treatment (SACT) on a daily basis through the Oncology Day Unit to all Manx Care patients requiring treatment led by the Clatterbridge Cancer Centre Clinicians • Determine how to effectively allocate staff resources to provide the service, reacting to absence/leave, making adjustments as required • Directly participate in the delivery of patient care • Liaise with clinicians at the Royal Liverpool Hospital and Clatterbridge Cancer Centre as well as Manx Care clinical and non-clinical staff within Haematology Services and Pharmacy Services • Fulfil the needs of this role by maintaining and developing the service • To develop links and work collaboratively with pharmacists and other healthcare professionals across the healthcare pathway in order to support haematology and haemato-oncology patients through their treatment journey • Within the immediate work area, ensure all actions and activities of oneself and other pharmacy staff members are performed and checked in accordance with departmental procedural guidelines, local policies, current medicines legislation and guidelines issued by the Medicines Inspectorate or other appropriate body • To be responsible for maintaining accurate patient records for patients reviewed and prescribed for • To undertake risk management and clinical governance activities as appropriate • To assist in the development and implementation of new Departmental policies and to contribute suggestions and ideas for the development of the service • To work as a member of the integrated pharmacy team, covering screening, clinical ward activity and supervising dispensing in the dispensary and aseptic unit as required • To develop and update standard operating procedures for tasks within own area of responsibility.
Patient/Client care	<ul style="list-style-type: none"> • Document general and specialist pharmaceutical care issues and care planning in patient's case notes, verbally informing medical/nursing staff or urgent/important actions to be taken • Provide clinical pharmacy service as part of multidisciplinary team to fulfil the pharmaceutical care needs of the patients via clinic reviews or inpatient wards • Provide specialist support and input into haematology and haemato-oncology clinics • Participate in multidisciplinary meetings, and contribute to the treatment decisions • Provide clinical input and professional checks in the aseptic unit to help in the timely delivery of chemotherapy to clinics • Within the role as a Non-medical Prescriber, the post holder will be expected to assume responsibility for clinical assessment of haematology patients, and prescribing of medication following treatment plans devised by Haematology Consultants and in accordance with agreed hospital protocols

	<ul style="list-style-type: none"> • The post-holder will work within published treatment protocols, assessing patients prior to each supply of therapy, withholding or adjusting treatment as necessary according to the patient's clinical status • The post-holder will adjust prescriptions and prescribe further therapy where required and report back to the local team, and supervising consultant to ensure seamless and safe patient care • Physical Examination skills are required to assess patients on the ward and in clinic settings • Advise on the suitability of patient's own medicines for re-use within the hospital, in accordance with the Medicines Policy • Identify and resolve medication issues ahead of treatment which might otherwise cause delays or drug wastage • Use medicines optimisation skills to ensure treatments are appropriate for individual patients • Participate in the Ward Pharmacy Service, providing clinical checking of prescriptions and pharmaceutical advice, including patient counselling regarding the optimal use of medication • Participate in the delivery of medicines management by the staff within the Pharmacy Department on the wards/departments and external agencies, which are served by the Pharmacy • Provide cover for colleagues as necessary • To audit the use of Controlled Drugs to ensure they are used in a safe and legal manner in Pharmacy, on the wards and in outpatient areas across Manx Care • Complete or assist with medicines information enquires as necessary; respond to enquiries from doctors, nurses and the general public which may occasionally be urgent • Take part in the emergency On-call Pharmacist rota. This involves working alone as the On-call Pharmacist, providing medicines information, advice and supply of medicines "out of hours" and sourcing of urgently required drugs from external suppliers. This is a 24-hour, non-residential service which necessitates the Pharmacist being called into the hospital to dispense urgently required medication. The On-call Pharmacist will also be contacted in the event of a Major Incident to assess the situation and request other Pharmacy staff to attend, as appropriate • Take part in the rota for working on weekends • Be involved in the ordering process for partner companies who provide dispensing and home delivery services to some groups of Manx Care patients, taking responsibility for resolving queries when necessary • To action any MHRA drug alerts as necessary whilst on call • The post-holder, in relation to Haematology and haemato-oncology patients will review prescriptions, dispense and supply drugs to patients in own area of expertise, provide highly specialist advice to clinical colleagues on doses and side effects of drugs in critical areas, undertake risk management and ensure compliance with medicines legislation • The post-holder will also be involved in the direct delivery of patient care as a clinician within the senior non-medical clinical team model,
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	<p>assessing patients as fit for treatment, ordering tests as appropriate and documenting outcomes.</p>
Policy/Service Development	<ul style="list-style-type: none"> • Participate in the implementation, communication and delivery of the clinical governance and medicines management objectives of Manx Care. Take the lead in implementing such objectives in own area of responsibility (e.g. implementing and monitoring adherence to new product guidance, and safe, cost-effective, appropriate prescribing initiatives) • Collaborate with the wider team including the lead pharmacist, Oncology on the development and implementation of new guidelines and policies and the review of existing ones • Participate in achieving the departmental objectives and the requirements of other external agencies, in order to meet clinical governance targets, develop patient care, improve clinical outcomes and ensure compliance with all standards expected for hospital pharmacy services.
Financial & Physical Resources	<ul style="list-style-type: none"> • When required, work with the wider haematology team to monitor and report back to Manx Care on the use of recently introduced therapeutic regimens or medicines • To maintain cost-effective and efficient pharmacy services to Manx Care as a member of the pharmacy team, and to participate in regular reviews and development of pharmacy services to meet the future needs of the organisation • To be an authorised signatory for pharmacy orders to the value of £20,000 • To encourage adherence to the Hospital formulary, local protocols and national guidelines where agreed to facilitate cost effective prescribing at all times.
Human Resources	<ul style="list-style-type: none"> • The education, mentoring and supervision of all pharmacy staff, notably Rotational Pharmacists on a daily basis, within the post-holders specialist area of expertise. This will include shared learning with colleagues, conference presentations (twice per year), and teaching regarding new developments within this area of expertise • Coaching lower graded Pharmacists who are developing in Haematology, and Student Pharmacists who are new to this specialism • Responsibility and small work allocation for junior banded staff (Band 2 Pharmacy Assistants up to Band 6 Pharmacy Technicians). This will involve their supervision in the main dispensary, which may be up to a quarter of their time, depending on the needs of the wider team • To demonstrate and utilise leadership skills to influence culture and facilitate change within the pharmacy department, Haematology team and Manx Care.
Information Resources	<ul style="list-style-type: none"> • Record as appropriate, clinical interventions and activities using in-house documentation and patient case notes • To use patient management resources such as Meditech to assist the post holder in prescribing for patients • To record and share any errors, incidents or near misses using Datix to allow the organisation to learn and improve • To be accountable for the privacy and dignity of all patients, and to comply with legal requirements around the use of personal data

	<ul style="list-style-type: none"> • To competently use the Pharmacy computer system for dispensing of medicines, stock control and ordering • To use computer databases and records to ensure optimal patient care. This might include resources such as Pathology results and scans or the patient's primary care records • To use the internet for communication purposes i.e. send and receive emails • To maintain records relating to Controlled Drugs and unlicensed medicines in accordance with the law relating to Pharmacy and local procedures.
Research & Development	<ul style="list-style-type: none"> • To actively encourage and to participate in practice research and audit projects within the department to help in the improvement of the service provided by the department • To share best practice within the department and externally • Regular in-house audits (1 or 2 per year) to ensure best practice, using Gold Standards to measure and ensure quality of the haematology service provided by both the post-holder individually and the wider haematology team to ensure optimal patient outcomes are achieved • Noble's Hospital does not currently take part in patient / medication clinical trials.
Freedom to Act	<ul style="list-style-type: none"> • The post holder is expected to achieve performance objectives and tasks set. Work is autonomous rather than supervised • The post holder is a specialist practitioner who is accountable for their clinical and professional judgement and decisions made in relation to patient care • The post holder will be authorised to request bloods and other tests in line with their clinical practice, interpreting results appropriately. • The post holder practices in accordance with the Code of Ethics of the General Pharmaceutical Council • The post holder is a designated "code holder" to allow access to the Pharmacy Department, having responsibility for opening up the Department when necessary and ensuring that the premises are secure, including setting the alarm system, when leaving • To contribute to the day to day operational running of the Pharmacy Department e.g. by assuming statutory professional responsibility whilst working in the Dispensary.
Confidentiality	<p>In the course of your duties you may have access to confidential material about patients, members of staff or other business of Manx Care. On no account must information relating to identifiable patients be divulged to anyone other than authorised persons, for example, medical, nursing or other professional staff, as appropriate, who are concerned directly with the care, diagnosis and /or treatment of the patient. If you are in any doubt whatsoever as to the authority of a person or body asking for information of this nature, you must seek advice from your manager. Similarly, no information of a personal or confidential nature concerning individual members of staff should be divulged to anyone without the proper authority having first been given. Failure to observe these rules will be regarded by your employers as gross misconduct which could result in disciplinary action being taken against you. In the case of information held on computer systems, you may be held personally liable</p>

	if you in any way knowingly contravene the appropriate terms of the Data Protection Act 2018.
Health & Safety	It is the duty of all employees to work in such a way that accidents to themselves and to others are avoided, and to co-operate in maintaining their place of work in a tidy and safe condition, thereby minimising risk. Employees will, therefore, refer any matters of concern through their respective line managers. Similarly, it is each person's responsibility to ensure a secure environment and bring any breaches of security to the attention of their managers.
Safeguarding	The Isle of Man is committed to safeguarding and promoting the welfare of children, young people and adults at risk and expects staff to share this commitment. Staff must work in accordance with all health and social care policies relating to safeguarding.
CARE	In Manx Care we pride ourselves on being Committed and passionate, Accountable and Reflective, Respectful and Inclusive and Excellent and Innovative. CARE represents what we are about, what we stand for and what we value. All our recruitment, performance management and development is based on our CARE ethos.
<p>JOB DESCRIPTION AGREEMENT</p> <p>I have read and agree with the content of this job description, and accept that the role will be reviewed annually as part of the development review process.</p> <p>Job holder's name (please print) </p> <p>Job holder's signature </p> <p>Line manager's name (please print) </p> <p>Line manager's signature </p>	
	<p>Date </p> <p>Date </p>



JOB DESCRIPTION APPENDIX 1

Physical, mental & emotional demands of the job and working conditions

Physical effort	<ul style="list-style-type: none"> • Standing in restricted position when releasing and performing aseptic products final check • Moving boxes weighing between 5 to 10kg for several short periods of time while releasing aseptic products • Occasional moving and handling of equipment
Mental effort	<ul style="list-style-type: none"> • Requires sustained concentration when performing clinical and calculation checks on chemotherapy prescriptions. There are often other interruptions during this activity to deal with urgent queries or offer advice • Writing or checking prescriptions is mentally demanding, requiring focus and an ability to identify and deal with problems such as drug interactions or dealing with patients with comorbidities which might affect how a patient responds to their medication
Emotional effort	<ul style="list-style-type: none"> • There will be frequent exposure to patients and relatives who may have terminal illnesses or going through other emotional and traumatic situations • There may be a requirement to discuss medicines with patients and relatives while they are in a distressed or emotional state • Rarely, there post holder may be required to deal with verbal aggression from patients and carers • There may be a need to offer peer support to colleagues and trainees
Working conditions	<ul style="list-style-type: none"> • The post holder will be dealing with cytotoxic medication in a controlled environment. Working practices will keep exposure to a minimum, but potential hazards could arise from spillages or from breached containers • The post holder may occasionally come into contact with unpleasant odours or bodily fluids
<p>Agreement of above description</p> <p>I have read and agree with the content of this job description, and accept that the role will be reviewed annually as part of the development review process.</p> <p>Job holder's name (please print)</p> <p>Job holder's signature Date</p> <p>Line manager's name (please print)</p> <p>Line manager's signature Date</p>	





Person Specification

Attributes	Essential (E) or Desirable (D)	Method of Assessment
<ul style="list-style-type: none"> • Qualifications • Master of Pharmacy or equivalent • Postgraduate diploma in clinical pharmacy or equivalent • Qualified independent prescriber • Non-medical prescriber • Advanced communication skills training • Haematology related qualification/diploma 	<p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">D</p>	<p style="text-align: center;">CV</p> <p style="text-align: center;">CV</p> <p style="text-align: center;">CV</p> <p style="text-align: center;">CV</p> <p style="text-align: center;">CV / INT</p> <p style="text-align: center;">CV</p>
<ul style="list-style-type: none"> • Experience • Post qualification hospital experience • Experienced in supervising or mentoring less experienced pharmacists • Haematology pharmacy practice experience • Good interpersonal skills • Presentation skills 	<p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">D</p> <p style="text-align: center;">E</p> <p style="text-align: center;">D</p>	<p style="text-align: center;">CV</p> <p style="text-align: center;">CV</p> <p style="text-align: center;">CV</p> <p style="text-align: center;">Interview</p> <p style="text-align: center;">Interview</p>
<ul style="list-style-type: none"> • Attributes • Excellent pharmaceutical care knowledge • Enthusiasm • Advanced communication skills 	<p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">E</p>	<p style="text-align: center;">Interview</p> <p style="text-align: center;">Interview</p> <p style="text-align: center;">Interview</p>
<ul style="list-style-type: none"> • CARE • Commitment to CPD • Ability to work with professional colleagues to achieve excellent patient care • Demonstrates empathy and understanding for patients in all aspects of the role 	<p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">E</p>	<p style="text-align: center;">Interview</p> <p style="text-align: center;">Interview</p> <p style="text-align: center;">Interview</p>
<ul style="list-style-type: none"> • Circumstances and Interests • Able to participate in the on call and weekend rota • Interested in being involved in patient care and able to input into how services can be developed and improved. • Satisfactory Police Check • Isle of Man Worker 	<p style="text-align: center;">D</p> <p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">D</p>	<p style="text-align: center;">Interview</p> <p style="text-align: center;">Interview</p> <p style="text-align: center;">Pre-Employment Checks</p> <p style="text-align: center;">Application</p>

