

Job Description

Job Title:	Advanced Clinical Pharmacist (Biologics)
Band:	8a (p)
Division:	Pharmacy Department, Noble's Hospital
Job Evaluation	
Reference No:	1059/JE/19
Responsible to:	Lead Clinical Pharmacist (Oncology)
Responsible for:	N/a

Overview

The Pharmacy Department strives to provide a safe, effective, cost-efficient and comprehensive pharmaceutical service, for the benefit of patients, carers & family members and other stakeholders. This new role will contribute to these aims through detailed consideration of biologicals and other high cost drugs, with particular regard to: rational and cost-effective choices; communication with prescribers and patients prior to their introduction; and monitoring/reporting of both clinical and financial effectiveness. The role will be primarily based in the Pharmacy Department, but will clearly include time directly communicating with both patients and prescribers

CARE

In the DHSC we pride ourselves on being committed, appreciative, respectful and excellent. 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.

Job Purpose

The post holder will play a key role in the development and strategic delivery of medicines optimisation relating to biologicals, biosimilars and other high-cost medicines, including:

- The management of the medicines formulary used at Nobles Hospital, liaising with Lead Pharmacist for Procurement, ePMA Pharmacist, MI Pharmacist and others, particularly in relation to biologicals, biosimilars and other high-cost medicines.
- In promoting awareness of and adherence to hospital prescribing policies.
- In promoting the safe, rational, clinically effective and cost effective use of high cost medicines throughout the hospital, with particular reference to rheumatology, gastroenterology, neurology and dermatology.
- To "horizon-scan" for the planned licensing of biosimilars and to lead on their controlled introduction and use, according to policy
- Managing the patient-specific ordering process for biologicals and biosimilars.

- Work closely with the Consultants delivering services in rheumatology, gastroenterology, neurology and dermatology, in order to deliver clinical and cost benefits of medicines optimisation.
- Performing the professional role of a Practising Registered Pharmacist, including the supervision of dispensing and provision of advice for all the patients of the Hospital Service and all other agencies that the Pharmacy supplies e.g. Isle of Man Hospice, General Practitioners Surgeries, Dental Surgeries and other Primary Care organisations.

Duties and Responsibilities

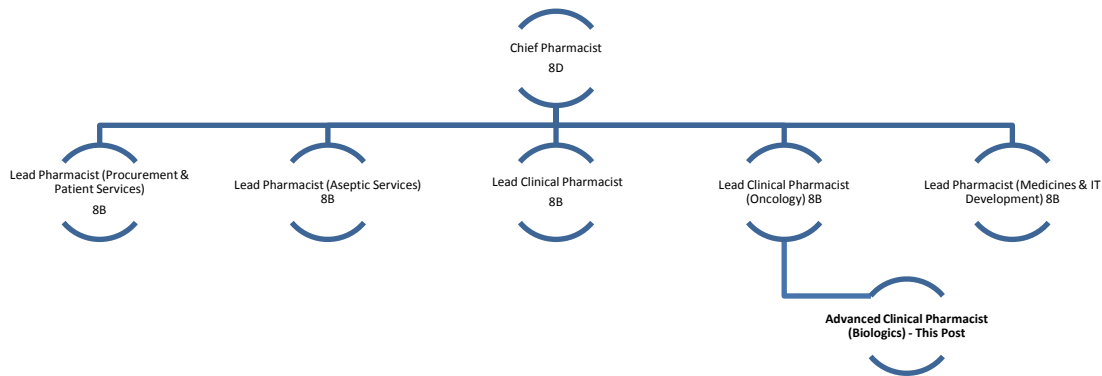
- To contribute to a safe and patient-focused clinical pharmacy service to rheumatology, gastroenterology, neurology and dermatology patients, with particular reference to the introduction and prescribing of biological medicines, ensuring safe practice in the prescribing and administration of these and other drugs. This includes assessing pharmaceutical needs; ensuring appropriate drug supply; and promoting the use of evidence-based, cost-effective prescribing.
- To contribute to the development and implementation of strategies to improve safe use of biological agents, including the safe introduction and transition from parent biologicals to biosimilars.
- To actively contribute to the management of the drug budget in the principle specialties through drug expenditure monitoring, forecasting, drug use audits and feedback to Healthcare professionals and managers, to ensure the most effective use of resources.
- To monitor savings and cost avoidance as a result of biosimilar introduction and to report on this regularly. To advise senior and junior medical staff and nurses on relevant medicines management issues relating to biologic agents.
- The post holder will also carry out the functions of a Practising Registered Pharmacist within the Department and will have the following responsibilities, in common with other Pharmacists:-
- 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. Medicines management is the whole process of how the patient receives the most appropriate medicine for their condition. It encompasses the selection, procurement, dispensing, delivery, prescribing, administration and review of medicines to optimise the contribution they make to produce informed and desired outcomes of patient care. It includes all the processes, activities and systems inside and outside of pharmacy undertaken by Hospital Doctors, Nurses, General Practitioners, Pharmacy Staff, and Porters.
- Maintain high standards of pharmaceutical care and maintain good working relationships with all Healthcare professionals who receive pharmaceutical services; to help to promote the profile of the Pharmacy Department.
- To participate in the Ward Pharmacy Service, providing clinical checking of prescriptions and pharmaceutical advice on allocated wards and in multidisciplinary meetings, case conferences and discharge planning meetings, as necessary.
- Advise on the suitability of patients' own medicines for re-use within the hospital, in accordance with the Medicines Policy and to advise medical staff from the multi professional team on the actions, properties and the safe, cost effective use of drugs, making recommendations about

medication to improve patient outcomes.

- ♥ Take part in the emergency On-call Pharmacist rota and to take part in the rota for working on Saturday mornings. (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.)
- ♥ Promote, and adhere to, all applicable Organisational and Departmental policies and procedures and to encourage adherence to the Hospital Formulary, local protocols and national guidelines.
- ♥ Assist in the development and implementation of new Departmental policies and to contribute suggestions and ideas for the development of the service.
- ♥ To be 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. Professional responsibility includes addressing issues of co-existing medical diseases and conditions such as kidney and liver impairment, pregnancy, breastfeeding, and checking for interactions with other medications. Also assessment of each prescription for clinical appropriateness and legal accuracy prior to dispensing and a final accuracy check of the dispensed medication.
- ♥ To provide cover for colleagues as necessary.
- ♥ To observe regulations in respect of Fire, Health and Safety at Work Act, COSHH and Data Protection Act and to promote safe working practices of staff under your control.
- ♥ To undertake risk management and clinical governance activities as appropriate.
- ♥ To participate in the education and training of Pharmacy staff, other disciplines and patients if required.
- ♥ To complete drug information enquiries as necessary; to respond to enquiries from Doctors, nurses and the general public, this may occasionally be urgent.
- ♥ To be responsible on a day to day basis for the receipt, secure storage and issue of Controlled Drugs and to ensure that correct procedures are followed for receipt, storage, checking and administration of Controlled Drugs on Wards and Departments.
- ♥ To carry out Controlled Drug stock checks on allocated Wards and Departments when necessary.
- ♥ To order and issue NHS Prescription pads (HS10) on behalf of Hospital Directorates and to ensure their secure storage within the Department.
- ♥ To attend meetings, forums and committees as required, in order to provide expert pharmaceutical advice and opinion and to represent the Department as appropriate.
- ♥ To action Drug Alerts as necessary from the Medicines and Healthcare products Regulatory Agency (MHRA) during normal working hours and “out of hours” as the On-call Pharmacist.

Organisational Structure

A copy of the organisational structure and its relevance to this role is shown below.



Communication and Relationship Skills

The communication and relationship skill requirements of this role are:

- To negotiate with Division, Specialty, Chief Pharmacist or Pharmacy team in order to achieve desired outcomes, from an individual patient level to a directorate-wide level when policy needs to be changed or implemented.
- To present either verbal or written reports, or formal presentations to the Chief Pharmacist, Division, speciality or financial managers (e.g. Management Accountant).
- To communicate sensitive and/or complex specialist medicines-related information (as described in Knowledge, Skills, Training and Experience) to patients and carers, consultants and their medical teams and other healthcare professionals. Complex medicines-related information may need to be translated into simple language appropriate for the individual e.g. patients with physical or mental disabilities, or language difficulties.
- To attend Drugs and Therapeutics Committee, in relation to formulary management regarding high cost drugs
- To attend any future Area Prescribing Committee or equivalent, in relation to high cost drugs
- To attend Pharmacy Departmental and Scheduled Care Group meetings and contribute as appropriate.
- To liaise with Ward-based Pharmacy staff (for example, Lead Clinical Pharmacist) on matters relating to medicines management in rheumatology, gastroenterology, neurology and dermatology.
- To maintain good working relationships with all Healthcare professionals who receive pharmaceutical services; to help to promote the profile of the Pharmacy Department.
- To advise on the suitability of patients' own medicines for re-use within the hospital, in accordance with the Medicines Policy.
- To complete drug information enquires as necessary; to respond to enquiries from Doctors, nurses and the general public which may occasionally be urgent.
- To liaise with appropriate health care professionals and carers to ensure the effective and efficient use of resources across the primary/secondary care interface.

- Internal contacts:
- To communicate highly specialist expert pharmaceutical advice orally, by presentation or by written instruction to members of the multi professional team. This will include:-
- Chief Pharmacist
- Care Group Manager
- Clinical Directors/Lead Clinicians and Consultants (e.g. discussing new services developments).
- Lead Consultant, Critical Care Unit Clinicians (e.g. discussing therapy options with individuals who have strong views on treatment choice, or advising on best treatment for patients).
- Divisional Manager (Surgical Division)
- Financial Managers (e.g. discussing drug budget issues in Surgical Division)
- Ward/Departmental Managers (e.g. informing of service changes).
- Ward-based Pharmacy staff (for example, Lead Clinical Pharmacist).
- Other staff (e.g. providing advice/instructions to other members of the healthcare team, translating complex terminology/policy into an understandable format).
- External contacts:
- Primary care organisations (e.g. Public Health Directorate, Pharmaceutical Adviser).
- Individual General Practitioners (e.g. confirming/ gathering patient specific information, liaising on patient discharge medication).
- Pharmacy Staff from other Trusts (e.g. discussing joint working, “Shared-care” patients).
- Patients and Carers (e.g. see Knowledge, Skills and Training section but also sensitively responding to complaints).

Knowledge, training and experience required to do the job

The essential knowledge, training and experience requirements of this role are:

- To be in possession of Pharmacy degree (BPharm, BSc (Pharm), MPharm or equivalent)
- To be in possession of a clinical diploma in Clinical Pharmacy or equivalent
- To be registered as a pharmacist with the General Pharmaceutical Council (GPhC) following 1 year pre-registration experience.
- Pre-registration training experience in hospital or community pharmacy.
- Commitment to Continuing Professional Development (CPD) and be able to provide evidence of continuing professional development which meets the revalidation requirements of the General Pharmaceutical Council.
- To possess postgraduate qualification and/or significant relevant experience, .
- To possess IT skills to European Computer Driving License (ECDL) or equivalent experience.
- To have excellent written and verbal communication, analytical and interpersonal skills
- To attend the Noble’s Hospital Mandatory Training Programme.
- To comply with the Royal Pharmaceutical Society of Great Britain’s Code of Ethics.

The desirable knowledge, training and experience requirements of this role are:

- Postgraduate qualification in a relevant subject area
- Specialist knowledge acquired through Clinical Pharmacy diploma level training; or equivalent knowledge & skills
- To possess working knowledge of legislation relating to medicines (particularly The Medicines Act and The Misuse of Drugs Act)
- To have experience in aspects of medicines management relating to biologicals and biosimilars.
- To have working knowledge of recommendations of key publications and evidenced based

literature this will influence pharmacy service provision in the specialist area.

- Experience and or knowledge of conducting and or analysing Audit results
- Experience and or knowledge of in financial analysis/reporting
- Experience in “horizon-scanning” for new drugs, using NICE tools and other methods
- Teaching and or training experience

Analytical and Judgement Skills

The analytical and judgement skill requirements of this role are:

- To analyse, interpret and evaluate highly complex specialist medicines-related information or data, using clinical and professional judgement. This includes interpretation of reports from the Pharmacy computer system e.g. about drug usage and expenditure, clinical intervention reports, data from clinical trials and published papers or evaluation of new drugs and therapies: this information could be about an individual patient’s drug treatment, or protocols and guidelines developed for a directorate or specialty.
- To evaluate and implement changes in medicines legislation and medicines related policies (local and national).
- To screen prescriptions for drug-related problems such as drug dosage, drug interactions and appropriateness of therapy, considering legality, clarity and risk associated with prescribed medicines and prescriptions and, when necessary, to make interventions to ensure safety and optimal therapy.
- To communicate highly sensitive and highly complex specialist medicines-related information and advice to consultants and their medical teams, other healthcare professionals and patients and carers. Types of sensitive and complex specialist medicines and pharmaceutical information may include: choice of therapy (including formulary issues), choice of formulation and route of administration, side effects, adverse drug reactions, use of drugs where their action and effects may be influenced by patient disease state, biochemical parameters, liver and kidney function, diet, gender, ethnicity, pregnancy, breast feeding, age related problems (very young or old). This could be in sensitive situations including cancer treatment, terminal illness, drug overdose, withdrawal from alcohol and the effect of drug administration, prescribing errors or other drug misadventures. Discussions may be on a one-to-one basis with patient, doctor or other healthcare professional, or by telephone, e-mail or letter. One may have to negotiate outcomes with individuals who could be potentially aggressive, disagree with or challenge one’s view – this requires a high level of influencing and negotiating/ persuasion skills.
- To counsel patients and carers about their medicines and treatment. Complex information relating to medicines may need to be translated into simple language appropriate for the individual.
- To apply sound professional judgement to complex legal and ethical issues and dilemmas.
- To advise senior and junior medical staff and nurses on medicines management issues relating to biologicals and biosimilars, particularly relating to (but not limited to) the specialties of rheumatology, gastroenterology, neurology and dermatology.
- To complete or advise on the completion of the Medicines and Healthcare products Regulatory Agency (MHRA) Committee on Safety of Medicines “yellow card” adverse drug reaction reports as appropriate.
- To advise medical and nursing staff on the actions, properties and the safe, cost effective use of drugs, making recommendations about medication to improve patient outcomes.
- To advise the Chief Pharmacist on strategic issues relating to biologicals, biosimilars and other high cost medicines.
- To participate in the Emergency Duty Commitment “out of hours” on-call rota, using professional judgement: to provide urgent pharmaceutical advice to hospital medical and nursing staff, to supply urgent medicines for inpatients if requested and to attend the Hospital if

required due to problems in the Pharmacy Department, such as activated fire/intruder or equipment malfunction alarms.

- To participate in the Saturday morning rota, using professional judgement, to provide pharmaceutical advice to hospital medical and nursing staff and to supervise the supply of medicines for inpatients and patients on discharge.
- To advise medical staff from the multi professional team on the actions, properties and the safe, cost effective use of drugs, making recommendations about medication to improve patient outcomes.
- To attend meetings, forums and committees as required, in order to provide expert pharmaceutical advice and opinion and to represent the Department as appropriate.
- To action Drug Alerts as necessary from the Medicines and Healthcare products Regulatory Agency (MHRA) during normal working hours and “out of hours” as the On-call Pharmacist.

Planning & Organisational Skills

The planning and organisation skill requirements of this role are:

- To have responsibility for the delivery of medicines management as it directly pertains to specialist area. Medicines management is the whole process of how the patient receives the most appropriate medicine for their condition. It encompasses the selection, procurement, dispensing, delivery, prescribing, administration and review of medicines to optimise the contribution they make to produce informed and desired outcomes of patient care. It includes all the processes, activities and systems inside and outside of Pharmacy undertaken by doctors, nurses, GPs, Pharmacy staff, porters.
- To manage own time effectively, prioritising workload to meet objectives within agreed timescales.
- 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.
- To manage own time effectively, prioritising workload to meet objectives within agreed timescales.

Physical Skills

The physical skill requirements of this role are:

- To have the necessary keyboard skills to be able to enter accurate patient medication details into the pharmacy computer system. This can be for inpatients, outpatients or for discharge.
- To have a working knowledge of Word, Excel and PowerPoint software, in order to produce reports and other documents.
- To be able to use the various printers within the Pharmacy Department (e.g. label printers, picking list printers) and replace the consumable items as necessary.
- To handle money and receipts, when patients pay for prescriptions.

Patient/Client Care

The patient/client care requirements of this role are:

- To participate in the Ward Pharmacy Service, providing clinical checking of prescriptions and pharmaceutical advice, including patient counselling regarding medication.
- To contribute to a safe and patient-focused clinical pharmacy service to rheumatology, gastroenterology, neurology and dermatology patients, with particular reference to the introduction and prescribing of biological medicines, ensuring safe practice in the prescribing and administration of drugs. This includes assessing pharmaceutical needs, ensuring appropriate

drug supply; and to promote the use of evidence-based, cost-effective prescribing.

- To work closely with the Consultants working in rheumatology, gastroenterology, neurology and dermatology , in order to deliver clinical and cost benefits of medicines optimisation
- To contribute to a safe and patient-focused clinical pharmacy service to rheumatology, gastroenterology, neurology and dermatology patients, with particular reference to the introduction and prescribing of biological medicines, ensuring safe practice in the prescribing and administration of these and other drugs. This includes; assessing pharmaceutical needs; ensuring appropriate drug supply; and promoting the use of evidence-based, cost-effective prescribing.

Policy and Service Development

The policy and service development requirements of this role are:

- To observe regulations in respect of Fire, Health and Safety at Work Act, COSHH and Data Protection Act and to promote safe working practices of staff under your control.
- To comply with the principles of Good Manufacturing Practice, as specified by the Medicines and Healthcare products Regulatory Agency (MHRA).
- To be responsible for ensuring that applicable Hospital and Departmental policies and procedures are adhered to within the Pharmacy Department.
- To encourage adherence to the Hospital Formulary, local protocols and national guidelines.
- To promote, and adhere to, all applicable organisational and Departmental policies and procedures.
- To “horizon-scan” for the future licensing and marketing of biosimilars and to lead on their timely and controlled introduction, according to policy
- To work closely with the Consultants delivering services in rheumatology, gastroenterology, neurology and dermatology, in order to deliver clinical and cost benefits of medicines optimisation. To contribute to the development and implementation of strategies to improve safe use of biological agents, including the safe introduction and transition from parent biologicals to biosimilars.
- To promote, and adhere to, all applicable Organisational and Departmental policies and procedures.
- To assist in the development and implementation of new Departmental policies and to contribute suggestions and ideas for the development of the service.

Financial and Physical Resources

The financial and physical resource requirements of this role are:

- To be responsible on a day to day basis for the receipt, secure storage and issue of Controlled Drugs and to ensure that correct procedures are followed for receipt, storage, checking and administration of Controlled Drugs on Wards and Departments.
- To be 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 assist the Pharmacy Department in achieving good financial management of all allocated budgets, and particularly relating to biologicals, biosimilars and other high cost medicines.
- To be responsible for the secure, safe and appropriate storage of stock and assets within the Pharmacy Department.
- To be responsible for the security of confidential patient information within the Pharmacy Department.
- To manage the patient-specific ordering process for biologicals and biosimilars

- To order and issue NHS Prescription pads (HS10) on behalf of Hospital Directorates and to ensure their secure storage within the Department.

Human Resources

The Human resource requirements of this role are:

- 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.
- To identify and pursue personal training needs with the object of improving personal performance in accordance with General Pharmaceutical Council requirements for Continuing Professional Development. This may involve undertaking further postgraduate qualifications or attendance at courses which are relevant to the role:
 - To participate in the education and training of:-
 - Pre-registration Pharmacy graduates
 - Pharmacy University Undergraduates
 - Pharmacy Technicians
 - Pharmacy Assistants
 - Medical Staff
 - Nursing Staff
 - Patients
 - Work experience pupils
- To attend training courses and conferences as appropriate and provide feedback to colleagues.
- To provide support and leadership for less experienced members of staff, and contribute to maintenance of morale within the Department
- To participate in multidisciplinary meetings, case conferences and discharge planning meetings, as necessary.
- To encourage adherence to the Hospital Formulary, local protocols and national guidelines.
- To provide cover for colleagues as necessary.
- To participate in the education and training of Pharmacy staff, other disciplines and patients if required.

Information Resources

The information resource requirements of this role are:

- To be able to record untoward incidents on the appropriate system (eg, Datix®).
- To use the reports system within the Pharmacy computer system to analyse data and produce reports as required.
- To be responsible for the security of data within the Departmental IT system.
- To enter accurate ward stock requisitions and issues onto the Pharmacy computer system.
- To monitor savings and cost avoidance as a result of biosimilar introduction and to report on this regularly. To advise senior and junior medical staff and nurses on relevant medicines management issues relating to biologic agents.

Research and Development

The research and development requirements of this role are:

- To participate in clinical audits as necessary.
- To monitor savings and cost avoidance as a result of biosimilar introduction and to report on this regularly.
- To actively contribute to the management of the drug budget in the principle specialties through drug expenditure monitoring, forecasting, drug use audits and feedback to Healthcare professionals and managers, to ensure the most effective use of resources.

- To undertake risk management and clinical governance activities as appropriate.
- To carry out Controlled Drug stock checks on allocated Wards and Departments when necessary.

Freedom to Act

The freedom to act requirements of this role are:

- To be professionally and legally accountable for all aspects of work undertaken within the professional and legal framework of the General Pharmaceutical Council
- To take full responsibility for all pharmaceutical requirements for the Hospital Service out of hours, when on call.
- To work unsupervised on daily basis and make decisions as appropriate in the interests of patient care and safety.
- To 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. Medicines management is the whole process of how the patient receives the most appropriate medicine for their condition. It encompasses the selection, procurement, dispensing, delivery, prescribing, administration and review of medicines to optimise the contribution they make to produce informed and desired outcomes of patient care. It includes all the processes, activities and systems inside and outside of pharmacy undertaken by Hospital Doctors, Nurses, General Practitioners, Pharmacy Staff, and Porters.
- To participate in the Ward Pharmacy Service, providing clinical checking of prescriptions and pharmaceutical advice on allocated wards.
- 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. Professional responsibility includes addressing issues of co-existing medical diseases and conditions such as kidney and liver impairment, pregnancy, breastfeeding, and checking for interactions with other medications. Assessment of each prescription for clinical appropriateness and legal accuracy prior to dispensing and a final accuracy check of the dispensed medication.

Confidentiality

In the course of your duties you may have access to confidential material about patients, members of staff or other business of the Department. 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 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.

In the absence of Manager/ Deputy Manager, the Registered Nurse is responsible for all patients, staff, allied health professionals, the building and all safety protocols.

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.

Job Description Appendix 1

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

This section should describe the nature, level, frequency and duration with which you will be expected to deal with physical, mental and emotional effort and the nature, level, frequency and duration of demands arising from inevitably adverse environmental conditions.

Physical Effort

- Combination of sitting, standing, walking; occasionally lifting and moving pharmacy boxes and cartons of intravenous fluids weighing over 15kg.
- There is a requirement to stand for long periods (two hours or more) within the dispensary whilst completing prescription validation.
- There is a requirement to sit at a desk for long periods (two hours or more) to perform computer based tasks.
- There is a requirement to use a computer keyboard and VDU regularly throughout every working day.
- There is a requirement to work on the wards and in out-patient clinics, which will necessitate movement between locations throughout the hospital and the Pharmacy Department.

Mental Effort

- There is a regular requirement to concentrate whilst performing statistical analyses and producing reports and policy documents. There will be frequent interruptions for urgent requests for advice.
- There is a regular daily requirement to concentrate whilst checking patients' prescriptions, performing calculations and measuring volumes/quantities accurately.
- There are frequent interruptions by requests for advice or medical information and service related enquiries.
- Whilst working within the role there will be frequent unpredictable interruptions which require that task prioritisation is altered to meet service demands.
- To teach small groups of junior medical staff, using Microsoft PowerPoint and other visual aids, and providing hand outs.
- To have a working knowledge of Word, Excel and PowerPoint software, in order to produce reports and other documents.

Emotional Effort

- There will be direct exposure to patients on the wards and in clinics and patients attending the Dispensary, some of whom may have terminal illnesses and other distressing conditions.
- There may be a requirement to discuss adverse drug reactions with distressed patients.
- There may be rare exposure to verbal aggression from patients and carers when carrying out duties in the Dispensary and on the Wards/Departments (when solving issues and problems with medication supply and the Pharmacy Service).
- There may be a requirement to deal with patients or staff who may have complaints concerning Pharmacy service.

- There will be a requirement to provide peer support to colleagues.

Working Conditions

- Work in artificial light for part of the working day, reading hand-written prescriptions which may be poorly written and which demand a high degree of interpretation.
- Potentially exposed to body fluids, foul linen etc. e.g. MRSA patients on wards.
- Requirement to use visual display units daily.
- Occasional exposure to odours from aseptic unit.
- Potential exposure to cytotoxic drugs, which are used for the treatment of cancer.
- Potential exposure to monoclonal antibodies, which are used for the treatment of cancer, rheumatic disorders and Crohn's disease.
- Potential exposure to sharps e.g. needle-stick injury.
- Working alone as the On-call Pharmacist out of hours.

Agreement of above description

I have read and agree with the above description

Job Holder's Name (please print)

Job Holder's Signature

Date:

Line Manager's Name (please print)

Line Manager's Signature

Date:



Person Specification

Job Title:	Advanced Clinical Pharmacist (Biologics)
Department:	Health and Social Care
Division:	Pharmacy Department, Noble’s Hospital
Band:	8a

Attributes	Essential (E) or Desirable (D)	Method of Assessment
Qualifications		
<ul style="list-style-type: none"> • To be in possession of Pharmacy degree (BPharm, BSc (Pharm), MPharm or equivalent) 	E	Application
<ul style="list-style-type: none"> • To be in possession of certificate in Clinical Pharmacy or equivalent 	E	Application
<ul style="list-style-type: none"> • Registration as a pharmacist with the General Pharmaceutical Council following 1 year pre-registration experience. 	E	Application
<ul style="list-style-type: none"> • Postgraduate qualification in a relevant subject area. 	D	Application
<ul style="list-style-type: none"> • Specialist knowledge acquired through Clinical Pharmacy diploma level training; or equivalent knowledge & skills 	D	Application/ Interview
Experience		
<ul style="list-style-type: none"> • Pre-registration training experience in hospital or community pharmacy. 	E	Application
<ul style="list-style-type: none"> • Commitment to Continuing Professional Development (CPD). 	E	Application/ Interview
<ul style="list-style-type: none"> • Significant relevant hospital pharmacy experience. 	E	Application
<ul style="list-style-type: none"> • Good all round pharmaceutical knowledge and practical pharmaceutical skills. 	E	Interview

<ul style="list-style-type: none"> • Understanding of Clinical Governance and /or understanding of medicines management. • Previous experience of Clinical Pharmacy in a relevant environment • Audit skills. • Experience in financial analysis/reporting • Experience in “horizon-scanning” for new drugs, using NICE tools and other methods • Teaching/training experience. 	<p>E</p> <p>D</p> <p>D</p> <p>D</p> <p>D</p> <p>D</p>	<p>Interview</p> <p>Application/ Interview</p> <p>Interview</p> <p>Interview</p> <p>Application/Interview</p> <p>Application/Interview</p>
<p>Attributes</p> <ul style="list-style-type: none"> • Computer literate. • Ability to tackle routine tasks accurately. • Able to use a variety of computer software to organise and present information. • Able to work independently, prioritise, set goals and meet deadlines. • Able to identify issues and use own initiative to address them. • Able to maintain standards and accuracy whilst working under pressure. • Good interpersonal skills. • Excellent team working skills. • Excellent communication skills. • Excellent negotiating skills. • Ability to teach and give presentations to healthcare professionals and others. • Knowledge of DH structure. 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p> <p>D</p>	<p>Application</p> <p>Interview</p> <p>Application</p> <p>Application</p> <p>Application</p> <p>Application</p> <p>Interview</p> <p>Interview</p> <p>Interview</p> <p>Interview</p> <p>Application</p> <p>Interview</p>

<ul style="list-style-type: none"> • Demonstrable leadership skills. 	D	Interview
<ul style="list-style-type: none"> • Ability to negotiate a positive outcome with senior pharmacy, medical, nursing staff and patients. 	D	Interview
<ul style="list-style-type: none"> • Good presentational skills. 	D	Application
<ul style="list-style-type: none"> • A good understanding of purchasing, invoicing and stock control. 	D	Application
<p>CARE</p> <ul style="list-style-type: none"> • Patient-focussed at all times 	E	Assessment Centre
<ul style="list-style-type: none"> • Ability to communicate effectively with patients and their families, and colleagues. 	E	Interview
<ul style="list-style-type: none"> • Trustworthy and respectful of confidential information about both patients and colleagues. 	E	Interview
<ul style="list-style-type: none"> • Adaptable to change in working practices and flexible in terms of working hours on an occasional basis. 	E	Interview
<ul style="list-style-type: none"> • Enthusiastic, committed. 	E	Interview
<ul style="list-style-type: none"> • Positive attitude to ongoing training and development. 	E	Application/Interview
<ul style="list-style-type: none"> • Clear logical thought. 	E	Interview
<ul style="list-style-type: none"> • Ability to contribute to change management 	E	Application/Interview
<p>Circumstances and Interests</p> <ul style="list-style-type: none"> • Driving Licence and access to own vehicle 	D	Application
<ul style="list-style-type: none"> • Satisfactory Police Check 	E	Pre-employment Checks
<ul style="list-style-type: none"> • Isle of Man Worker 	D	Interview