

Isle of Man  
Public Service  
**Careers**



# **Specialist Pharmacist - Medicines Information and Medicines Safety**

Integrated Diagnostics and Cancer Services

**Job Information**

Working together for the Isle of Man

### Job Description

<b>Job Title:</b>	Specialist Pharmacist - Medicines Information and Medication Safety
<b>Band:</b>	8a
<b>Division:</b>	Diagnostics and Cancer Services
<b>Job Evaluation Reference No:</b>	1127v2/JE/21
<b>Responsible to:</b>	Lead Clinical Pharmacist
<b>Responsible for:</b>	Medicines Information + Safety

### 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 role will contribute to these aims through management and provision of the Medicines Information Service and lead for all aspects of medicines safety and governance throughout the hospital.

### CARE

In Manx Care 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

To be committed to and responsible for the strategic delivery and development of the medicines information service provided by the Pharmacy at Noble's Hospital.

- 📍 To ensure the availability of up to date relevant information on medicines to support medicines management in the hospital.
  - Information and advice are communicated to healthcare professionals to aid clinical problem-solving in the form of answers to formal enquiries, active provision of news / updates and formal teaching.
  - Support is provided to other colleagues in Pharmacy when more extensive, complex or lengthy searches are required.
- 📍 To promote awareness and understanding of and adherence to hospital prescribing policies.
- 📍 To lead on all aspects of medicines safety and governance throughout the hospital and promote a positive culture around reporting medicines incidents.
- 📍 To be the designated Medication Safety Officer for the hospital.
- 📍 To lead for clinical risk management for pharmacy.
- 📍 To lead on audit and assurance programmes in relation to safe and secure handling of medicines.
- 📍 To implement change to reduce the risk of preventable harm caused by medications

- ♥ To promote and drive a positive safety culture with regard to medicines use.
- ♥ To act as a pharmacy contact for medicines management and medication safety issues across the primary and secondary care interface

To perform 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**

### **Medicines Information:**

- ♥ To ensure that the current reference sources recommended by the United Kingdom Medicines Information Pharmacists Group (UKMi) are available for use in answering medicines information enquiries.
- ♥ To ensure that all medicines information requests are processed systematically using current sources of information, in accordance with UKMi standards.
- ♥ To manage the use of the UKMi approved computer database (MiDatabank) for the recording and storage of medicines information enquiries.
- ♥ To ensure that all requests and responses are recorded in the medicines information database (MiDatabank).
- ♥ To train Pharmacy staff in the use of MIDatabank and other complex information resources.
- ♥ To communicate professional, clinical and scientific information and advice to the multidisciplinary healthcare staff, patients, and carers, to support individual patient care and medicines management.
  - Make recommendations tailored to the context of specific patients or situations.
  - Address issues of co-existing medical diseases and conditions such as kidney and liver impairment, pregnancy, breastfeeding, and concurrent medications.
  - Make recommendations in high-risk areas of prescribing, including use of medicines in pregnancy, breastfeeding and intravenous medications.
  - Critically evaluate and interpret evidence from the searches, and use clinical expertise to apply it to the patient context.
  - Provide advice following medicines related misadventures such as medicines which have been stored incorrectly, given in error, or at the incorrect dose.
- ♥ Review and development of evidence based treatment protocols for use in the hospital where appropriate
- ♥ To maintain links with the UKMi as an affiliate centre, specifically through the North West Medicines Information Centre in Liverpool and to access their specialist skills when appropriate.
- ♥ To inform colleagues and other Healthcare professionals of relevant information from bulletins and other communications either personally or by issuing information bulletins on relevant current issues as appropriate.
- ♥ To be a member of the mi-uk miltalk e-mail forum and post requests and responses to other Mi pharmacists' requests as appropriate.
- ♥ To develop the Medicines Information service in line with the UKMi Executive overall strategy and the changing health service environment.

- To develop, maintain and continually review all standard operating procedures and information management systems relating to the provision of a relevant and comprehensive medicines information service, in line with the national UKMi strategy.
- To be a member of local committees relevant to medicines use and patient safety.
  - To provide relevant and evaluated information on medicines to assist in decision-making for the management of the entry of newly licensed medicines into the hospital.
  - To participate in the decision making process.
  - To provide medicines information support for the maintenance of the Hospital Formulary.
  - To be responsible for updates to the local Intranet version of the British National Formulary when local Formulary decisions necessitate
  - To promote the use of the Hospital Formulary and to advise hospital colleagues on changes to the Formulary when they occur.
- To liaise with appropriate health care professionals in Primary Care to ensure the effective and efficient use of resources across the primary/secondary care interface.

#### **Medication Safety:**

- Act as the designated Medication Safety Officer for the hospital.
- Promote the safe use of medicines across the organisation and be the main expert in this area.
- Actively network with IOM primary care providers, UK NHS Trusts, healthcare organisations, the National Medication Safety Officer network and academic institutions with regard to medication safety issues
- Deliver the organisation's medicines safety programme and ensure it develops in line with local and UK national directives
- Plan, manage and ensure delivery of clinical risk management within the Pharmacy Department in line with UK national and local standards in agreement with the Chief Pharmacist.
- Lead, manage and develop the medication safety education and training framework with appropriate competencies, for all hospital staff involved in the handling of medicines and ensure it is delivered throughout the hospital.
- Proactively manage, promote and improve medication incident reporting in the hospital and ensure that effective learning is achieved.
- Lead the monthly Medicines Safety Group incident meetings to review medication incidents, and ensure that agreed actions are implemented.
- Coordinate the investigations carried out by other healthcare staff of all medication incidents that have occurred throughout the hospital and agree relevant action, including introducing or amending policies or procedures.
- Work with other professionals to reduce the number and severity of medicines related adverse events throughout the hospital by identifying and implementing new systems of work. Analyse short and long-term data on medication errors, producing reports, making recommendations and implementing clinical governance strategies to decrease risks associated with medicines use.

- Lead on the development and update of medicines safety related policies. Work with the Chief Pharmacist, to ensure that all Medicines Management policies are updated and available for reference by medical staff, nursing staff, and allied health professionals, ensuring staff awareness.
- Ensure appropriate audits (including Controlled Drug Audits) are conducted within the hospital in relation to the safe and effective use of medicines and to ensure national safety initiatives and guidelines are met.
- Be on the 'hospital floor' on a regular basis to identify medication safety breaches as well as to help promote a safety culture.
- Co-ordinate the implementation of medicines related safety alerts and medicines recalls.
- Ensure that the hospital staff are made aware of medicine related alerts and adverse events through use of bulletins and other communications and are engaged in improvement initiatives and learning to improve medication safety.
- , providing timely medicines governance reports including medication incidents and security reports.
- Support the Chief Pharmacist in the management of the safe use of controlled drugs.
- To advise on the safe handling and legal storage of medicines, including infusion fluids and medical gases.
- To promote the reporting and monitoring of adverse drug reactions and to follow up enquiries relating to adverse drug reactions.
- 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 maintain a record of adverse reaction reports from Isle of Man Hospitals, where these are reported to or by Pharmacy

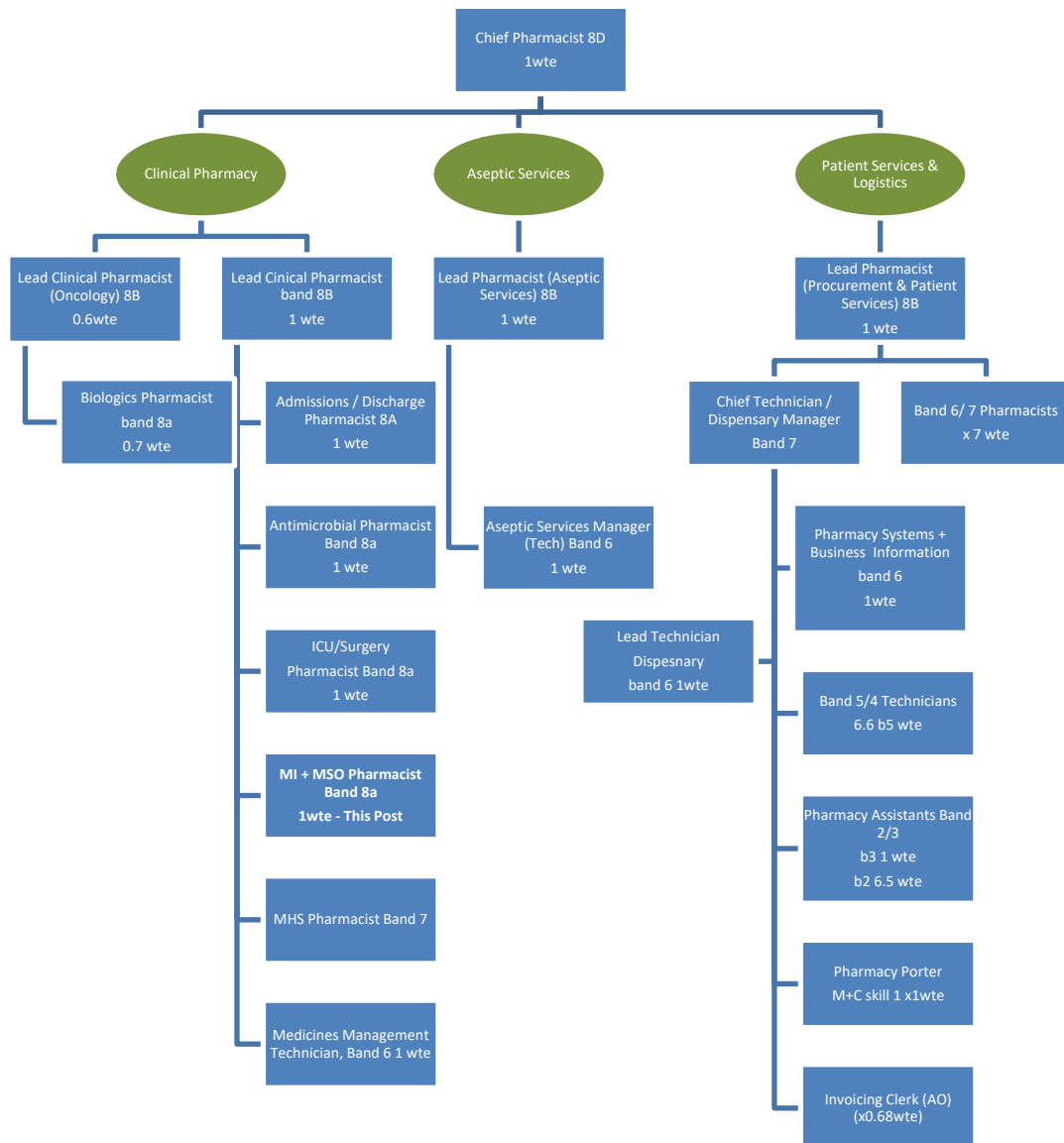
**Responsibilities in common with other Pharmacists:**

- 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 maintain high standards of pharmaceutical care.
- To 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.
- To work in conjunction with self-medication / Patients Own Drugs systems with technicians and nurses to promote the re-use of medicines, in order to reduce delays at discharge and medicines' waste

- To participate in multidisciplinary meetings, case conferences and discharge planning meetings, as necessary.
- To advise on the suitability of patients' own medicines for re-use within the hospital, in accordance with the Medicines Policy.
- To 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.
- To take part in the rota for working on weekends.
- 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.
- To be an authorised signatory for pharmacy orders, (as delegated by the Chief Pharmacist).
- 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 (including pre-registration pharmacy graduates, pharmacy university undergraduates, pharmacists, pharmacy technicians and pharmacy assistants) medical and nursing staff, other disciplines and patients as required.
- 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 Medicines Recalls as necessary from the Medicines and Healthcare products Regulatory Agency (MHRA) during normal working hours and “out of hours” as the on-call pharmacist.
- (duplicated)
- To provide support and leadership for less experienced members of staff, and contribute to maintenance of morale within the Department.
- To participate in clinical audits as necessary.

### Organisational Structure



## Communication and Relationship Skills

The communication and relationship skill requirements of this role are:

- To communicate highly sensitive and/or highly complex specialist medicines-related information to patients and carers, consultants and their medical teams and other healthcare professionals.
  - 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 potentially be aggressive, disagree with or challenge one's view – this requires a high level of influencing and negotiating/ persuasion skills.
- To understand that 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 liaise with appropriate health care professionals and carers to ensure the effective and efficient use of resources across the primary/secondary care interface.
- 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 (eg Management Accountant).
- 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 speciality.
- To evaluate and communicate changes in medicines legislation and medicines related policies (local and national).
  - To communicate highly specialist expert pharmaceutical advice orally, by presentation or by written instruction to members of the multi professional team.

## 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)
- Registration as a pharmacist with the UK General Pharmaceutical Council following 1 year pre-registration experience.
- To be able to provide evidence of continuing professional development which meets the requirements of the General Pharmaceutical Council
- To be in possession of certificate in Clinical Pharmacy or equivalent

- IT skills to European Computer Driving License (ECDL) or equivalent experience (computer literate and competent in the use of word-processing, spreadsheet, presentation software).
- Competent in the use of UKMi recommended enquiry and resource database software (e.g. advanced searching techniques for databases such as Medline/Embase).
- Critical appraisal skills relevant to medical research literature.
- Experience in providing medicines information
- Thorough understanding of clinical governance and clinical risk management.
- Awareness of current medications safety issues in the NHS.
- Working knowledge of legislation relating to medicines (particularly The Medicines Act and The Misuse of Drugs Act).

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

- Training in medicines information to UKMi standard.
- To have working knowledge of recommendations of key publications and evidenced based literature that will influence pharmacy service provision in the specialist area.
- To possess postgraduate qualification and/or significant relevant experience, e.g. at least 3 years post-registration working in hospital pharmacy
- Experience in managing medication safety initiatives.

### **Analytical and Judgement Skills**

The analytical and judgement skill requirements of this role are:

- Critical appraisal skills relevant to medical research literature.
- Excellent analytical skills to analyse interpret and evaluate highly complex specialist medicines-related information or data, using clinical and professional judgement. This information could be about an individual patient's drug treatment or relate to protocols and guidelines developed for a particular division or specialty.
- Excellent analytical skills to analyse interpret and evaluate medicines usage data and advise divisional managers on management of the drug budget.
- To be able to demonstrate advanced level of clinical reasoning and judgment
- 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.
- The technical knowledge and skills to make, or instruct others, in the preparation of injections, intravenous infusions, epidural infusions, non-intravenous products and extemporaneous products, such as mixtures and creams
- The technical knowledge regarding the formulation of pharmaceutical products to be able to advise health professionals and patients on their safe and effective use.

### **Planning & Organisational Skills**

The planning and organisation skill requirements of this role are:

- To ensure that all medicines information requests are processed systematically and efficiently.
- To assess complex material within urgent deadlines for multiple queries.
- To ensure that all relevant Pharmacy staff are aware of and familiar with the use of the MiDatabank database and communicate any changes to the process.
- To contribute to the planning, development and implementation of systems to ensure effective and ethical medicines management.

- To manage own time effectively, prioritising workload to meet objectives within agreed timescales.

### Physical Skills

The physical skill requirements of this role are:

- Ability to read printed and hand-written documents (e.g. prescriptions) which may not be clear and on-screen information.
- Ability to communicate clearly with other healthcare professionals, patients and carers and understand what they are attempting to communicate to you both verbally and in writing
- Fast and accurate keyboard data entry is required.
- Dexterity and manipulation of pharmaceutical measuring devices is occasionally required.
- Movement between wards and pharmacy and prolonged standing in the Dispensary.
- Driving is required to respond to on-call requests to attend the Hospital "out of hours".

### Patient/Client Care

The patient/client care requirements of this role are:

- To provide information and advice to healthcare professionals to aid clinical problem-solving in the care of patients
- To challenge prescribing decisions in order to promote excellent and ethical use of medicines
- To communicate with patients and carers to support individual patient care and medicines management
- Management of risk in the clinical use of medicines

### Policy and Service Development

The policy and service development requirements of this role are:

- To develop the Medicines Information service in line with the UK Medicines Information (UKMi) principles and standards and the changing health service environment
- To develop, maintain and continually review all standard operating procedures and information management systems relating to the provision of a relevant and comprehensive medicines information service, in line with the national UKMi strategy.
- To write business cases for required developments in relation to medicines information and medication safety
- To actively contribute to the management of the drug budget in all areas of the Division through drug expenditure monitoring, forecasting, drug use audits and feedback to Healthcare professionals and managers, to ensure the most effective use of resources
- To identify areas of potential cost-savings within medicines optimisation, and to promote innovations to contain prescribing costs and realise these savings
- To assist in the development and implementation of new Departmental policies and to contribute suggestions and ideas for the development of the service
- Lead on the development and update of medicines safety related policies.
- Work with the Chief Pharmacist, to ensure that all Medicines Management policies are updated and available for reference by medical staff, nursing staff, and allied health professionals, ensuring staff awareness.

### Financial and Physical Resources

The financial and physical resource requirements of this role are:

- To ensure that reference sources recommended by the United Kingdom Medicines Information Pharmacists Group (UKMi) are available for use in answering medicines information enquiries.
- To be an authorised signatory for pharmacy orders (as delegated by the Chief Pharmacist).
- To write business cases for required developments in relation to medicines information
- 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.
- To be responsible for the secure, safe and appropriate storage of stock and assets within the Pharmacy Department.
- To occasionally handle cash in relation to NHS prescription charges for outpatients
- To identify areas of potential cost-savings, and to implement systems to contain prescribing costs and realise these savings
- To deal appropriately with patients’ own medicines brought into hospital which may no longer be appropriate (e.g. ensuring consent is obtained for destruction)

### Human Resources

The Human Resource requirements of this role are:

- To contribute to the multi-disciplinary training of Healthcare professionals (including junior doctors and nurses) and to give lectures as required to both hospital staff and to various groups of Healthcare professionals in the Community on hospital medicines related matters.
- To train, develop and manage junior pharmacists, pre-registration pharmacist trainees, and other pharmacy staff and students in relation to the medicines information service, providing them with relevant information skills, literature searching techniques and critical evaluation skills necessary for the provision of evaluated information on medicines.
- To provide support and leadership for less experienced members of staff.
- To ensure that all relevant Pharmacy staff are aware of and familiar with the use of the MiDatabank database
- To be responsible for quality assurance of medicines information provided by the Pharmacy Department and following up any untoward incidents or complaints.

### Information Resources

The information resource requirements of this role are:

- To ensure that up to date reference sources recommended by the United Kingdom Medicines Information Pharmacists Group (UKMi) are available for use in answering medicines information enquiries, including the purchase of new editions of books and renewal of online subscriptions.
- To ensure all relevant staff are aware of and able to access new resources that become available from time to time and when existing resource recommendations change.
- To manage the use of the MiDatabank database for the recording and storage of medicines information enquiries and responses, including maintenance of users, security and reference tables.

- To communicate professional, clinical and scientific information and advice to the multidisciplinary healthcare staff, patients, and carers, to support individual patient care and medicines management.

### **Research and Development**

The research and development requirements of this role are:

- To undertake research necessary to provide information and advice to healthcare professionals to aid clinical problem-solving in the form of answers to formal enquiries, active provision of news / updates and formal teaching.
- To initiate and participate in clinical audits as necessary.
- To undertake research necessary to ensure the continued development and innovation of the medicines information service.

### **Freedom to Act**

The freedom to act requirements of this role are:

- To work unsupervised on a daily basis and make decisions as appropriate in the interests of patient care and safety.
- 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 weekend 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.

### **Confidentiality**

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 if you in any way knowingly contravene the appropriate terms of the Data Protection Act 2018.

### **Health & Safety/Security**

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.

## Job Description Appendix 1

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

#### Physical Effort

- Combination of sitting, standing, walking; occasionally lifting and moving pharmacy boxes, fluids etc. weighing over 15kg.
- There is a requirement to stand for long periods within the dispensary whilst completing prescription validation.
- There is a requirement to work on the wards, which will necessitate movement between locations throughout the hospital and the Pharmacy Department.
- There is a requirement to use a computer keyboard regularly throughout every working day.

#### Mental Effort

- There is a regular requirement to concentrate whilst performing analyses and producing reports and policy documents.
- 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.
- Preparing teaching materials and giving lectures. To teach small groups of junior medical staff, using Microsoft PowerPoint and other visual aids, and providing handouts.
- Assessing complex material within urgent deadlines for multiple queries.
- 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 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.
- Rare exposure to potential 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 communicate 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 the whole 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.
- Ⓢ Driving in emergency situations e.g. On-call.

**Agreement of above description**

I have read and agree with the above description

**Job Holder's Name** (please print) \_\_\_\_\_ **Date:**

**Job Holder's Signature** \_\_\_\_\_ **Date:**

**Line Manager's Name** (please print) \_\_\_\_\_

**Line Manager's Signature** \_\_\_\_\_





Person Specification		
<b>Job Title:</b>	Specialist Pharmacist - Medicines Information and Medication Safety	
<b>Department:</b>	Manx Care	
<b>Division:</b>	Diagnostics and Cancer Services	
<b>Band:</b>	8a	
Attributes	Essential (E) or Desirable (D)	Method of Assessment
<b>Qualifications</b> <ul style="list-style-type: none"> <li>♥ Pharmacy degree (BPharm, BSc (Pharm), MPharm or equivalent)</li> <li>♥ Registration as a pharmacist with the UK General Pharmaceutical Council following 1 year pre-registration experience</li> <li>♥ Postgraduate qualification in a relevant subject area</li> <li>♥ Specialist knowledge acquired through Clinical Pharmacy diploma level training; or equivalent knowledge &amp; skills</li> <li>♥ MRPharmS</li> <li>♥ Management or leadership qualification or equivalent practical experience</li> <li>♥ CPD and other requirements of GPhC for continued registration</li> </ul>	<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;">D</p> <p style="text-align: center;">D</p> <p style="text-align: center;">E</p>	<p style="text-align: center;">CV, Pre-employment checks, Interview</p>
<b>Experience</b> <ul style="list-style-type: none"> <li>♥ Relevant hospital pharmacy experience</li> <li>♥ Experience in Medicines Information</li> <li>♥ Experience in Medication safety</li> <li>♥ Service/personnel management/ supervision</li> <li>♥ Formulary management</li> <li>♥ Teaching/training experience</li> <li>♥ Sufficient command of the English language</li> <li>♥ Good verbal and written communication skills</li> <li>♥ Logical thought processes</li> <li>♥ Ability to work under pressure</li> <li>♥ Ability to prioritise appropriately</li> <li>♥ Good organisational skills</li> <li>♥ Ability to meet deadlines</li> </ul>	<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;">D</p> <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;">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;">CV, Interview</p>



<ul style="list-style-type: none"> <li>📍 Ability to work alone and as part of a team</li> <li>📍 Ability to thrive in a changing environment</li> <li>📍 Ability to manage change</li> <li>📍 Computer literacy</li> <li>📍 Teaching/training/mentoring skills</li> <li>📍 Understanding of Clinical Governance</li> <li>📍 Management of risk in the clinical use of medicines</li> <li>📍 Audit skills</li> <li>📍 Demonstrable leadership skills</li> <li>📍 Ability to negotiate a positive outcome with senior pharmacy, medical, nursing staff and patients</li> <li>📍 Good presentational skills</li> <li>📍 An understanding of purchasing and stock control</li> </ul>	<p>E E E E E E E E E E E D</p>	
<p><b>Attributes</b></p> <ul style="list-style-type: none"> <li>📍 Trustworthy and respectful of confidential information about both patients and colleagues</li> <li>📍 Adaptable to change in working practices and flexible in terms of working hours on an occasional basis</li> <li>📍 Enthusiastic and committed</li> <li>📍 Positive attitude to ongoing training and development</li> <li>📍 Clear logical thought</li> <li>📍 Ability to contribute to change management</li> <li>📍 Appropriately assertive</li> </ul>	<p>E E E E E E D</p>	<p>CV, Interview</p>
<p><b>CARE</b></p> <ul style="list-style-type: none"> <li>📍 This role will demonstrate COMMITMENT to providing information and advice to Healthcare professionals to aid clinical problem-solving, to ensuring safe practice in the prescribing and administration of drugs and the professional responsibilities of a practising registered pharmacist</li> <li>📍 This role will demonstrate APPRECIATION of colleagues in Pharmacy, other healthcare professionals, patients and carers in the way excellent and ethical advice is provided</li> <li>📍 This role will demonstrate RESPECT for the opinions and decisions of colleagues in Pharmacy, other healthcare professionals,</li> </ul>	<p>E E E</p>	<p>CV, Interview</p>



