

GENERAL PRACTICE BASED PHARMACIST

JOB PURPOSE

- Provide expertise in clinical medicines review¹ and address public health and social needs of patients in GP practices
- Reduce inappropriate poly-pharmacy and wasteful prescribing through clinical medication review
- Reconcile medicines following hospital discharge and work with patients and community pharmacists to ensure patients receive the medicines they need post discharge.
- Contribute to reductions in medicine related hospital admissions and readmissions by supporting patients to get the best outcomes from their medicines and identifying and addressing medicines related issues
- Interface with community and hospital pharmacy colleagues and develop referral processes between primary care professionals including the promotion of the repeat dispensing service
- Manage the repeat prescribing reauthorisation process by reviewing requests for repeat prescriptions and medicines reaching review dates
- Manage patients and health care professionals medicine queries
- Increase quality and safety of prescribing through mechanisms such as audit and PDSA cycles
- Manage practice formularies to improve the quality, safety and cost effectiveness of prescribing
- Implement drug withdrawals and alerts e.g. MHRA aimed at improving medicines safety
- Work with primary care professional and patients to implement NICE and other evidence based guidelines
- Run clinics where medicines are the main interventions e.g. anticoagulant monitoring clinics.
- Contribute to multimorbidity reviews and multidisciplinary reviews
- Provide medicines information and training to Practice healthcare professionals and admin staff
- Review daily Pathology results for patients on known medicines
- Act as a source of medicines information for all of the practice team and patients (e.g. around doses, side effects, adverse events, possible alternatives e.g. around out of stocks)
- Undertake minor ailments triage: dealing with minor ailments and triaging patients appropriately

¹ This would be a level 3 clinical medication review as per the Room for review document 2002/03. Looks at the patient's full clinical condition, blood monitoring, interface care arrangements, social isolation etc.

CORE RESPONSIBILITIES

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

QUALIFICATIONS & TRAINING FOR THIS JOB

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

- Completion of an undergraduate degree in Pharmacy, and registration with the General Pharmaceutical Council
- Minimum of 2 years post graduate experience in pharmacy, as demonstrated within a practice portfolio
- Member of the Royal Pharmaceutical Society (RPS)
- Member of or working towards (through foundation) RPS Faculty membership
- May hold or be working towards a prescribing qualification
- May hold or be working towards a postgraduate pharmacy qualification

- Has an awareness of the breadth of common acute and long term conditions that are likely to be seen in a general medical practice

BEHAVIOURAL COMPETENCIES AND SKILLS FOR THIS JOB

EXPERT PROFESSIONAL PRACTICE

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

COLLABORATIVE WORKING RELATIONSHIPS

- Recognises the roles of other colleagues within the organisation and their role to patient care
- Demonstrates use of appropriate communication to gain the co-operation of relevant stakeholders (including patients, senior and peer colleagues, and other professionals, other NHS/private organisations e.g. CCGs)
- Demonstrates ability to work as a member of a team
- Is able to recognise personal limitations and refer to more appropriate colleague(s) when necessary
- Liaises with CCG colleagues including CCG Pharmacists on prescribing related matters to ensure consistency of patient care and benefit
- Liaises with CCG pharmacists and Heads of Medicines Management/ Optimisation to benefit from peer support
- Liaises with other GP Practices and staff as needed for the collective benefit of patients

LEADERSHIP

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

MANAGEMENT

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

EDUCATION, TRAINING AND DEVELOPMENT

- Understands and demonstrates the characteristics of a role model to members in the team and/or service
- Demonstrates understanding of the mentorship process
- Demonstrates ability to conduct teaching and assessment effectively according to a learning plan with supervision from a more experienced colleague
- Demonstrates self-development through continuous professional development activity
- Participates in the delivery of formal education programmes
- Demonstrates an understanding of current educational policies relevant to working areas of practice and keeps up to date with relevant clinical practice

RESEARCH AND EVALUATION

- Demonstrates ability to critically evaluate and review literature

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