

Practice Pharmacist – Ashgrove Surgery & Penrhiwceiber Medical Centre

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Organisation: Ashgrove Surgery

Website: [Ashgrove Surgery](#)

Location: Pontypridd

Post code: CF37 2DR ([View on a map](#))

Salary: 40 – 50k pro rata dependent qualifications and experience

Practice Pharmacist, Pontypridd

Ashgrove Surgery is an established multi-professional training practice with a patient population of circa 16,000 patients including a student population from the University of South Wales. Ashgrove provides long-term stability and unique opportunities for Practice Pharmacists to develop their skills for the future.

Following the acquisition of Penrhiwceiber Medical Centre (with 4,000 patients), we are looking at recruiting an additional pharmacist to our team.

The practice boasts an excellent multi-professional team including 9 GP Partners, 2 pharmacists, a Pharmacy Technician, 3 salaried GPs, Physician Associate and enhanced nursing team, complimented by a supportive reception and administration team.

With a strong emphasis on education & training, the practice hosts training for Independent Prescribing, Foundation Pharmacy Training and pre-registration pharmacy students. The practice is also a high-tiered research centre with a purpose-built research facility and also offers Enhanced Services such as Near Patient Testing, Substance Misuse, Anti-Coagulation (DOAC & Warfarin – initiation and monitoring of both), Denosumab, Gonadorelins, and Gender Identity treatments, with opportunities for the pharmacy team to lead with these.

The partners are passionate about supporting their team to enjoy a quality of life at work with a healthy work-life balance. Working patterns are designed to allow flexibility and the development of specialist interests and/or a portfolio career.

The Surgery

- A balanced multi-professional team
- GP Training practice
- Designated operating theatre and research facility
- High QAIF achieving

- Vision Clinical System, Docman, Online Services
- 20-30 mins to Cardiff

Your Role

- Practice Pharmacist
- 6-10 Sessions per week
- Realistic appointments with a structured rota that promotes flexible working thanks to increasing online services inc. eConsult, MHOL, Video Consulting Software

The Benefits

- Excellent financial package
- NHS pension
- Indemnity through the Welsh Government Scheme
- 6 weeks' annual leave + bank holidays FTE
- Independent Prescriber training available and specialist interests supported
- Career progression
- Superb working environment

To arrange an informal visit to the practice or for further information, please contact the Practice Manager on 01443 404444 asking for Ceri Rowland or email direct to:

Practice.Manager.w95024@wales.nhs.uk.

JOB TITLE: PRACTICE PHARMACIST

**REPORTS TO: SENIOR PRACTICE PHARMACIST (Professionally)
PRACTICE MANAGER (Line Manager)**

HOURS: 6-10 Sessions

Job summary:

The post-holder will be an experienced pharmacist, ideally with experience in general practice. The role will include performing medication reviews, supporting medicines management of long-term conditions alongside the nursing team, managing acute medication requests and overseeing discharge summary medicines alignment. The role involves an opportunity to develop skills in supporting pharmacy technicians, develop skills to manage enhanced services and QAIF activities related to prescribing. The role will work alongside the multi-disciplinary primary care team, including formal MDT meetings, to

manage a wide range of health needs in a primary care setting, ensuring the highest standards of care for all registered and temporary patients.

Clinical responsibilities:

- Undertake patient consultations by telephone, video, eConsultation or face to face, as appropriate, pertaining to:
 - General medication and polypharmacy reviews
 - Long term conditions – reviewing compliance, effectiveness, side effects, progression of symptoms, recommending monitoring and changes to medication in accordance with local and national guidelines, and practice protocols
 - Acute medication requests
- Independently prescribe and sign prescriptions within a growing scope of specialist practice, supported by lead GP. IP training is available for the right candidate.
- Providing advice to members of the clinical team regarding medication management with reference to local and national guidelines, online resources and pharmacy resources
- Liaising with community and health board pharmacists regarding medication management
- Ensuring all patients on shared care medications have appropriate documentation and treatment plans in place and that these are adhered to with recommended monitoring in place
- Developing care plans for health in consultation with patients and in line with current practice disease management protocols
- Providing counselling and health education relating to medication, including polypharmacy review and deprescribing
- Identifying patients with poor compliance or high risk use for clinical review
- Recording clear and contemporaneous consultation notes to agreed standards
- Collecting data for audit purposes
- Compiling and issuing computer-generated acute and repeat prescriptions

Support the Senior Practice Pharmacist in:

- Reviewing national and local guidance for pharmacists in general practice and recommending changes in practice to the partners
- Develop practice policies and protocols for safe and effective use of medicines, delivering prudent healthcare
- Direct contribution to enhanced service provision e.g. Near Patient Testing, Substance Misuse, Anti-Coagulation (DOAC & Warfarin – initiation and monitoring of both), Denosumab, Gonadorelins, and Gender Identity treatments
- Lead on practice prescribing in accordance with the practice prescribing formulary (or generically) whenever this is clinically appropriate

Education & Training:

- Support supervision to practice employed pharmacy technician and cluster pharmacy technician in accordance with GPhC standards
- Contribute to education and training of the wider MDT regarding prescribing and medication management generally
- Contribute to providing meaningful experience to undergraduate pharmacists undertaking placements in general practice
- Undertake Continuing Professional Development in accordance with requirements for continued registration with the GPhC

Other responsibilities within the organisation:

- Awareness of and compliance with all relevant practice policies/guidelines, e.g. prescribing, confidentiality, data protection, health and safety
- A commitment to life-long learning and audit to ensure evidence-based best practice
- As part of the pharmacy team, contribute to cluster plans pertaining to prescribing and medications management
- Contributing to evaluation/audit and clinical standard setting within the organisation
- Contribute to maintaining the practice performance within the prescribing incentive schemes
- Contribute to clinical governance of the practice, clinical audit and participate in the reporting of incidents to the clinical governance lead
- Contributing to the development of computer-based patient records, including searches in Vision where relevant to prescribing
- Contributing to the summarising of patient records and read-coding patient data
- Attending training, clinical meetings and events organised by the practice or other agencies, where appropriate.

Confidentiality:

- In the course of seeking treatment, patients entrust us with, or allow us to gather, sensitive information in relation to their health and other matters. They do so in confidence and have the right to expect that staff will respect their privacy and act appropriately
- In the performance of the duties outlined in this job description, the post-holder may have access to confidential information relating to patients and their carers, practice staff and other healthcare workers. They may also have access to information relating to the practice as a business organisation. All such information from any source is to be regarded as strictly confidential

- Information relating to patients, carers, colleagues, other healthcare workers or the business of the practice may only be divulged to authorised persons in accordance with the practice policies and procedures relating to confidentiality and the protection of personal and sensitive data.

Health & safety:

The post-holder will implement and lead on a full range of promotion and management of their own and others' health and safety and infection control as defined in the practice health & safety policy, the practice health & safety manual, and the practice infection control policy and published procedures. This will include (but will not be limited to):

- Using personal security systems within the workplace according to practice guidelines
- Awareness of national standards of infection control and cleanliness and regulatory / contractual / professional requirements, and good practice guidelines
- Providing advice on the correct and safe management of the specimens process, including collection, labelling, handling, use of correct and clean containers, storage and transport arrangements where appropriate
- Correct personal use of Personal Protective Equipment (PPE) and ensuring correct use of PPE by others, advising on appropriate circumstances for use by clinicians, staff and patients.
- Management of the full range of infection control procedures in both routine and extraordinary circumstances (e.g. pandemic or individual infectious circumstances)
- Hand hygiene standards for self and others
- Managing directly all incidents of accidental exposure
- Management and advice relating to infection control and clinically based patient care protocols, and implementation of those protocols across the practice
- Active observation of current working practices across the practice in relation to infection control, cleanliness and related activities, ensuring that procedures are followed and weaknesses/training needs are identified, escalating issues as appropriate to the responsible person
- Identifying the risks involved in work activities and undertaking such activities in a way that manages those risks across clinical and patient process
- Making effective use of training to update knowledge and skills, and initiate and manage the training of others across the full range of infection control and patient processes
- Monitoring practice facilities and equipment in relation to infection control, ensuring that proper use is made of hand-cleansing facilities, wipes etc., and that these are sufficient to ensure a good clinical working environment. Lack of facilities to be escalated as appropriate to the responsible manager
- Safe management of sharps use, storage and disposal
- Maintenance of own clean working environment

- Using appropriate infection control procedures, maintaining work areas in a tidy, clean and sterile and safe way, free from hazards. Initiation of remedial / corrective action where needed or escalation to responsible management
- Actively identifying, reporting, and correcting health and safety hazards and infection hazards immediately when recognised
- Keeping own work areas and general/patient areas generally clean, sterile, identifying issues and hazards/risks in relation to other work areas within the business, and assuming responsibility in the maintenance of general standards of cleanliness across the business in consultation (where appropriate) with responsible managers
- Undertaking periodic infection control training (minimum twice annually)
- Correct waste and instrument management, including handling, segregation, and container use
- Maintenance of sterile environments
- Demonstrate due regard for safeguarding and promoting the welfare of children.

Equality and diversity:

The post-holder will support the equality, diversity and rights of patients, carers and colleagues, to include:

- Acting in a way that recognises the importance of people's rights, interpreting them in a way that is consistent with practice procedures and policies, and current legislation
- Respecting the privacy, dignity, needs and beliefs of patients, carers and colleagues
- Behaving in a manner which is welcoming to and of the individual, is non-judgmental and respects their circumstances, feelings priorities and rights.

Personal/professional development:

In addition to maintaining continued education through attendance at any courses and/or study days necessary to ensure that professional development requirements for GPhC Registration are met, the post-holder will participate in any training programme implemented by the practice as part of this employment, with such training to include:

- Participation in an annual individual performance review, including taking responsibility for maintaining a record of own personal and/or professional development
- Taking responsibility for own development, learning and performance and demonstrating skills and activities to others who are undertaking similar work.

Quality:

The post-holder will strive to maintain quality within the practice, and will:

- Alert other team members to issues of quality and risk
- Assess own performance and take accountability for own actions, either directly or under supervision
- Contribute to the effectiveness of the team by reflecting on own and team activities and making suggestions on ways to improve and enhance the team's performance
- Work effectively with individuals in other agencies to meet patients' needs
- Effectively manage own time, workload and resources.
- Contribute to the clinical governance of the practice and to fully participate in the reporting of incidents to the clinical governance lead.

Communication:

The post-holder should recognize the importance of effective communication within the team and will strive to:

- Communicate effectively with other team members
- Communicate effectively with patients and carers
- Recognise people's needs for alternative methods of communication and respond accordingly.

Contribution to the implementation of services:

The post-holder will:

- Apply practice policies, standards and guidance
- Discuss with other members of the team how the policies, standards and guidelines will affect own work

- Participate in audits and significant event analysis where appropriate.

Person Specification Practice Pharmacist Ashgrove Surgery			
Attributes	Essential	Desirable	Method of Assessment
Academic/ Vocational Qualifications	Master Degree in Pharmacy or Equivalent Registered with GPhC	Member of Royal Pharmaceutical Society Independent non medical prescriber Additional qualifications in substance misuse/ anticoagulation management/ Diploma in Clinical Pharmacy or equivalent experience in assessment and management of Long Term Conditions QIST training	<i>Application Form/ Certificate Check/Interview</i>
Experience	Substantive post registration pharmacy experience Previous experience with direct patient contact Experience in a range of clinical specialties Experience of multidisciplinary working	Experience of using INPS (Vision) Hospital Pharmacy Experience Running searches, performing audits and presenting results	<i>Application form/references</i>
Knowledge/ Skills	Excellent communication skills, both verbal and written Good organisational skills Ability to work under pressure Ability to work as part of a team Motivational & Negotiation skills	Good IT skills People management Ability to make decisions Teaching skills	<i>Application Form/Interview/ References</i>

	Time management skills Ability to plan, prioritise and organize workload		
Qualities/ Attributes	Excellent clinical knowledge Knowledge of audit and research Dedication to development of pharmacy in general practice	Understanding of clinical governance and risk management Awareness of Medicines Management Agenda	<i>Application Form/Interview/References</i>
Other	Ability to work flexibly with the ability to travel between sites	Innovative Ability to speak Welsh	<i>Application Form/Interview/References</i>