

Consultant Pharmacist, Mental Health

Department: Health and Community Services (HCS)

Section: Pharmacy

Reports to: Pharmacy Services Manager

JE Ref: HCS1095

Grade: CS13

JE Date: 30/03/2022

Job purpose

To be the lead and expert pharmacist for HCS Mental Health Services. The role will provide a dynamic link between clinical practice, leadership and service development by delivering patient care to ensure the best experience and outcomes for patients from their medicines whenever and wherever their care is delivered.

Job specific outcomes

1. Provide a direct clinical pharmacy service to Mental Health, optimising patient outcomes and improving the patient experience, working within patient care pathways across sectors and healthcare boundaries.
2. Lead, manage and co-ordinate the pharmacy team in the provision of a safe, effective and efficient clinical pharmacy service to HCS Mental Health, in accordance with local and national standards and strategy.
3. Work to improve health outcomes for patients using a holistic approach to care, ensuring the safe and effective use of medicines through provision of medicines-related aspects of patient care.
4. Promote improvements in quality, safety and cost effectiveness of medicines use and support holistic management of clinical conditions, influencing the wider community of practice. This includes:
 - Supporting the Medicines Safety and Governance agenda in managing risk, incidents and promoting learning and just culture in Mental Health Services
 - Utilising an evidence-based approach to influence prescribing practice and ensure patient-centred and cost-effective pharmacological therapy
 - Analysis of medicines usage trends to identify cost improvement initiatives and provide advice to the mental health care group on the cost-effective use of medicines and improvement plans
 - Ensuring medicines are used appropriately, safely and cost-effectively in accordance with organisational policies, standard operating procedures and medicines legislation

- Support the managed introduction of new medicines to Mental Health, by supporting clinicians in making submissions to the relevant committees
5. Ensure systems and processes are in place for training and supervising all pharmacy staff providing medicines service to Mental Health to ensure that they are trained and competent for their role. Lead and deliver education and training for all healthcare professionals in relation to mental health medicines and pharmacy.
 6. Performance manage direct reports and enable personal and professional development that underpins the strategic direction of Pharmacy Services and HCS and ensures the delivery of a high-quality, clinical service to patients. Participate in staff recruitment to maintain service provision.
 7. Work with a high degree of autonomy, reviewing own complex caseload to optimise patient care, accepting case referrals for medicines optimisation in Mental Health, managing and making referrals to other members in the multidisciplinary team.
 8. Practice as a registered prescriber, prescribing within the HCS formulary in line with the organisation's policies and prescribing guidelines.
 9. Work as a member of the multi-professional health and care teams, providing highly complex clinical pharmacy advice and expertise to peers, patients, and management to ensure that best practice is promoted and delivered to patients, across Mental Health.
 10. Act as a role model as an expert clinical pharmacist and inspire others to excel in clinical pharmacy practice in mental health both within the pharmacy department and beyond. To be recognised locally and nationally as having attained the highest levels of pharmaceutical expertise in Mental Health.
 11. Continuously monitor advances in clinical practice and identify areas for future development, using innovation to support effective patient outcomes, safety and experience. Produce and implement business plans, and contribute to business case development within Pharmacy and Mental Health, liaising with the pharmacy senior staff to ensure any impact on the clinical and operational aspects of pharmacy services are fully identified and resourced, as well as colleagues across the health economy and relevant national organisations.
 12. Lead on the development, review and implementation of guidelines, policies and audits relating to the delivery of pharmacy services across Mental Health services. Set up education and training programmes to support these.
 13. Identify, co-ordinate the collection of, and critically analyse data required to monitor and evaluate the impact of Mental Health Clinical Pharmacy Services in order to inform practice and service improvement.
 14. Contribute to local, national and international specialist interest groups and conferences/meetings and relevant networks.

Statutory responsibilities

- The postholder will have to comply with all relevant States Laws, such as the Health and Safety at Work (Jersey) Law 1989 and any other associated legislation, Standing Orders, Financial Directions, and other relevant Codes of Practice, in respect of managing the key project deliverables of programmes and costs through the active management of procurement, approval, financial and administrative procedures.
- To be responsible for your own health and safety and that of your colleagues, in accordance with the Health and Safety at Work (Jersey) Law, 1989
- To work in accordance with the Data Protection (Jersey) Law;
- This role is politically restricted. The jobholder is not permitted to undertake political activity involving standing for election to the States or as a Parish Constable, or publicly supporting someone who is standing for election or playing a public part in any political manner.

Organisational structure



Person Specification

Specific to the role

ATTRIBUTES	ESSENTIAL	DESIRABLE
Qualifications	<p>Vocational (four year) master's degree in pharmacy.</p> <p>and Registration with the General Pharmaceutical Council (obtained by completing one-year post-graduate pre-registration training with final examination).</p> <p>And Post-graduate MSc or Diploma in mental health therapeutics or equivalent.</p> <p>And Qualified Pharmacist Prescriber.</p>	<p>Member of the College of Mental Health Pharmacists.</p> <p>Credentialing as Consultant-ready pharmacist</p> <p>Management qualification or equivalent experience.</p>
Knowledge	<p>Expert theoretical and practical knowledge of mental health clinical pharmacy and therapeutic use of medicines.</p> <p>Able to identify a vision for the delivery of pharmaceutical services to Mental Health.</p> <p>Highly specialist knowledge of therapeutics of common disease states and frequently used therapeutic regimes.</p> <p>Deep, specialist understanding of medicines governance, safety and management, including relevant legislation – particularly with regard to mental health.</p> <p>Up to date knowledge of national guidelines and legislation relating to medicines use and pharmacy practice.</p> <p>Practical knowledge of maintaining records according to confidentiality and data protection protocols.</p> <p>An understanding of the techniques of change in the context of service development. Understands how to adapt a service to changes in health care practices.</p> <p>Demonstrable knowledge and specialist understanding of standards relating to Clinical Pharmacy.</p>	

Technical / Work-based Skills	Able to demonstrate a range of information technology skills i.e. an ability to effectively use IT equipment and role critical software.	
General Skills/Attributes	<p>Highly developed, expert practical, clinical pharmacy skills.</p> <p>Excellent interpersonal skills are essential in order to deal with patients, clinicians, nursing and medical staff at all levels. Proven ability to develop, motivate and manage staff and the ability to command respect and support of the team.</p> <p>Highly resilient and have well developed coping mechanisms to deal with stress when necessary.</p> <p>Strong relationship building with both internal and external stakeholders, up to and including at a senior level.</p> <p>Able to understand and manage a range of complex facts or situations requiring analysis.</p> <p>Strong problem-solving acumen.</p> <p>Excellent communication; verbal and written.</p> <p>Communicates effectively across all levels.</p> <p>Ability to adapt personal style in order to influence others and gain support for ideas.</p> <p>Supports the development of and shares learning with other members of staff.</p> <p>Able to remain professional and effective under pressure.</p> <p>Committed to continuous service improvement and also continued professional development for themselves and their team.</p> <p>Self-directed and resourceful.</p> <p>Flexible approach to work</p>	
Experience	A minimum of 6 years post-registration experience in hospital practice, including at least 3 years' experience in mental health pharmacy practice, at senior level.	

	<p>Recognition as an advance practitioner in mental health through publication or presentation</p> <p>Completed comprehensive rotations in hospital pharmacy including significant clinical pharmacy.</p> <p>Experience of leading protocol/guideline development</p> <p>Experience of supervising and managing others.</p> <p>Experience of practice research or audit.</p> <p>Experience of working effectively within a multidisciplinary team.</p> <p>Facilitation and tutoring of pharmacy staff.</p>	
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