

## Associate Chief Pharmacist, Medicines Optimisation

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**Department:** Health and Community Services (HCS)

**Division:** Pharmacy

**Reports to:** Chief Pharmacist

**JE Ref.:** HCS1258

**Grade:** CS14

**JE Date:** 16/11/2023

### Job purpose

The Associate Chief Pharmacist, Medicines Optimisation provides strategic, clinical, and professional leadership for medicines optimisation services across HCS. The postholder will be responsible for developing medicines optimisation policies for HCS as well as integrating medicines optimisation strategies and policies across the Island.

The post holder is responsible for overseeing the operational delivery of medicines optimisation services across HCS to ensure that medicines use, and prescribing is of high quality, safe, and cost-effective. They will provide professional leadership to optimise the use and minimise the risk of medicines.

### Job specific outcomes

1. Lead the strategic and operational management for the medicines optimisation service across HCS. This will be through clinical and patient engagement, linking with national policy and ministerial priorities, to deliver maximum value and outcomes for patients, Islanders and HCS.
2. Create an infrastructure that supports medicines optimisation in all professions across HCS, including governance on prescribing, medicines spend, key national policies such as antimicrobial resistance and overprescribing, and research.
3. Responsible for the development and delivery of medicines optimisation services to HCS and to ensure that the prescribing and use of medicines is of high quality, safe, and cost-effective. This includes oversight of medicines policy and formulary development, medicines safety and governance, high-cost drugs management and the teams that deliver these functions.
4. Continuously improve the prescribing and use of drugs across HCS (including Mental Health) by ensuring that emerging best practice is adopted for the benefit of HCS, patients and Islanders. Establish systems of monitoring and audit.
5. Provide support and professional leadership to ensure the management of electronic systems associated with medicines optimisation, such as EPMA.
6. Develop high performing managers and teams of professional staff, inspiring and motivating pharmacists and technical staff in the evaluation and implementation of innovations in technology and professional practice to develop and advance the delivery of medicines optimisation services. Performance manage direct reports and enable personal and professional development that

underpins the medicines optimisation strategy and ministerial priorities to deliver of a high-quality, safe, effective, and cost-effective service to patients.

7. Responsible for providing and receiving the highest level of confidential, highly complex and highly sensitive information relating to drugs and patients, to have highly developed interpersonal skills to be able to communicate across hostile, antagonistic, and highly emotive atmospheres across system wide meetings and forums. Be able to reason and progress where there is disagreement with the message and information, to ensure the communication is accurately and successfully conveyed.
8. Lead strategic planning for medicines management standards and policies for HCS. Ensure effective operation, monitoring and feedback of HCS medicines formulary, new drugs policy and other policies and guidelines approved by the Medicines Optimisation Committee. Monitor financial and clinical risk issues related to the use of medicines.
9. Act as the Controlled Drugs Accountable Officer for HCS. Ensure that HCS establishes and operates, appropriate governance arrangements for securing the safe management and use of controlled drugs. Ensure that appropriate monitoring and review of controlled drug use is undertaken.
10. Foster relationships to develop medicines optimisation strategies across the Islands and outside of Jersey. Work in partnership with key identified partners to lead defined system wide medicines optimisation work streams.
11. Undertake themed reviews to identify and share learning with the wider sector, including generating insights and sharing notable practice case examples.
12. Lead on securing funding through Departmental business planning processes to deliver pharmaceutical policy and strategic objectives.
13. Identify opportunities to participate in collaborative research.

## Statutory responsibilities

- Active engagement, participation and compliance with any other statutory responsibilities applicable to the role, as amended from time to time.
- 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.

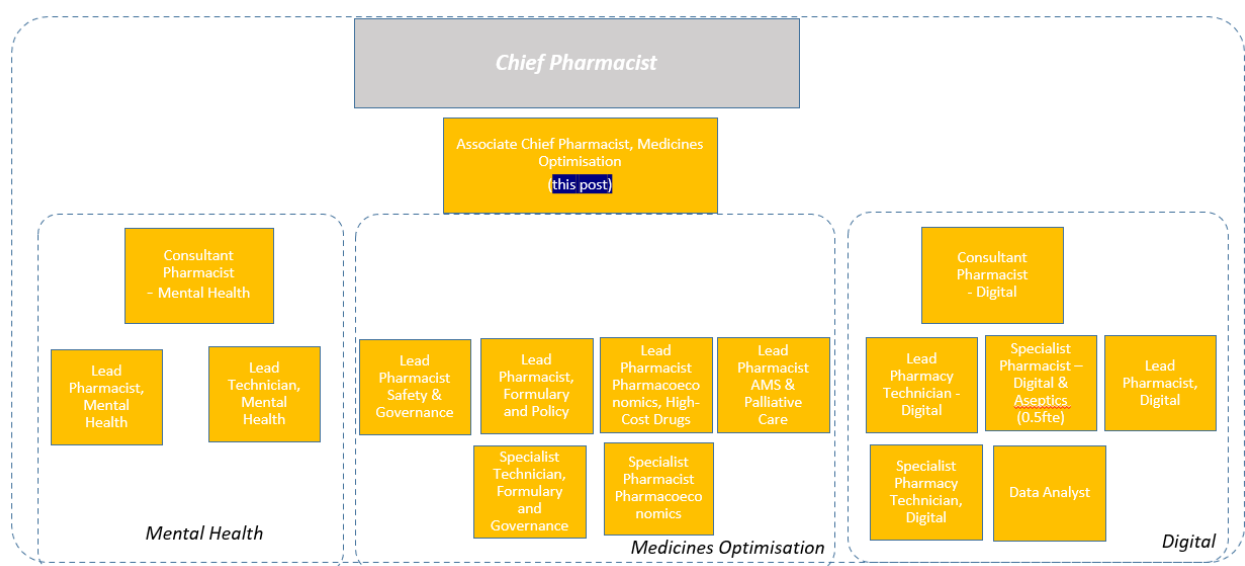
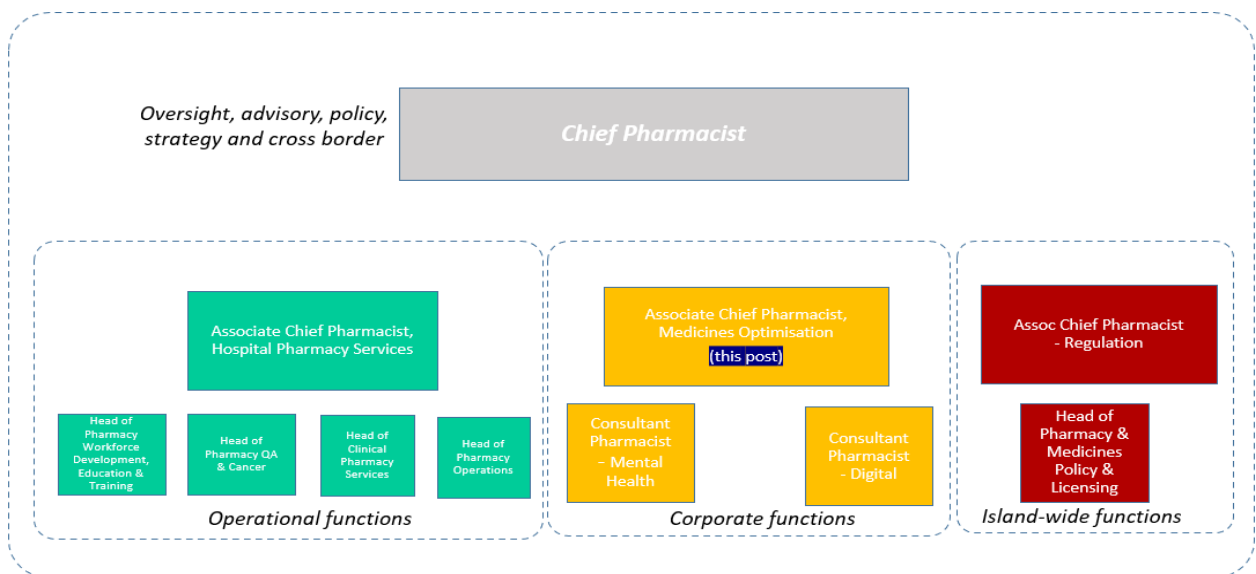
## Organisational structure

### ONE GOVERNMENT



## Organisation chart

Insert an organisation chart showing this role and its line managers and reports (individual names must not be included only post titles)



## Person Specification

### Specific to the role

ATTRIBUTES	ESSENTIAL	DESIRABLE
<p><b>Qualifications</b></p>	<p>Vocational four year master's degree in pharmacy.</p> <p><b>Plus</b></p> <p>Registration with the General Pharmaceutical Council (obtained by completing one-year post-graduate pre-registration training followed by passing the General Pharmaceutical Council registration examination).</p> <p><b>Plus</b></p> <p>Post-graduate MSc in Clinical Pharmacy.</p> <p><b>Plus</b></p> <p>Post graduate management/leadership qualification</p>	<p>Project / Programme Management</p> <p>Specialist training in media awareness and interviewing skills</p>
<p><b>Knowledge</b></p>	<p>Extensive expert knowledge of pharmacy practice and medicines optimisation.</p> <p>Highly developed specialist knowledge and experience in medicines policy. Must have an understanding of the background to and aims of current healthcare policy and appreciate the implication of this on engagement.</p> <p>Expert level knowledge of the Governance and Risk frameworks required to underpin the delivery of</p>	

	<p>safe patient care within a pharmacy setting.</p> <p>Good level knowledge of medicines legislation, and medicines and pharmacy regulatory frameworks.</p> <p>Expert theoretical and practical knowledge of clinical pharmacy and therapeutic use of medicines.</p> <p>Highly developed specialist knowledge of medicines governance, safety and management, and improving patient safety.</p> <p>Knowledge of business planning and policy development within a health setting.</p> <p>Understanding the needs and challenges of working with a wide range of stakeholders.</p> <p>Evidence of post qualifying and continuing professional development.</p>	
<p><b>Technical / Work-based Skills</b></p>	<p>Ability to interpret relevant clinical and professional standards and legislation in relation to medicines and pharmacy.</p> <p>Highly developed analytical skills, with advanced knowledge, experience and judgement to analyse and interpret highly complex / multifaceted problems and situations. Ability to draw qualitative and quantitative data from a wide range of sources and present in a clear concise manner.</p>	<p>Experience of a range of analytical techniques.</p>

	<p>High level critical thinking skills.</p> <p>Working knowledge of office IT and specialist pharmacy IT systems</p> <p>Thorough and up to date knowledge of pharmaceutical theory and best practice, and the application of this practice.</p>	
<p><b>General Skills/Attributes</b></p>	<p>Excellent relationship building with both internal and external stakeholders up to and including at a very senior level.</p> <p>Ability to critically analyse information. Strong problem-solving acumen</p> <p>Highly developed, expert practical clinical pharmacy and technical pharmacy skills.</p> <p>Excellent communication; verbal and written. Communicates effectively across all levels and media.</p> <p>Ability to negotiate, persuade and influence senior stakeholders in relation to pharmacy and medicines related issues.</p> <p>A strong team builder who can professionally lead and role model.</p> <p>Able to remain professional and effective under pressure.</p> <p>Demonstrates sound judgement in the absence of clear guidelines or precedent, seeking advice</p>	

	<p>as necessary form more senior management when appropriate.</p> <p>Committed to continuous service improvement and continued professional development for themselves and their teams</p> <p>Self-directed and resourceful</p> <p>Able to work in partnership with multidisciplinary colleagues, particularly other managers and clinical consultants.</p> <p>Flexible approach to work</p> <p>Excellent project management and change delivery skills.</p> <p>Able to think strategically for long term service planning.</p> <p>Able to coach, develop and motivate others in all of these general skills and attributes.</p>	
<p><b>Experience</b></p>	<p>Minimum of 8 years post-registration experience, 5 years of which must have been at a senior clinical level within a managerial role.</p> <p>Extensive post-graduate experience as a senior practitioner, together with significant knowledge of all areas of pharmacy practice and medicines optimisation.</p> <p>Leading the development and delivery of strategy.</p>	



	<p>Significant experience in clinical governance, particularly medicines governance.</p> <p>Experience of writing business plans and policy development.</p> <p>Experience of effective budgetary management for a department or service.</p> <p>Experience in analysing professional and ethical issues, proposing and implementing solutions.</p> <p>Experience of leading in audit / evaluation / research of specialist area and participating in clinical audits</p>	
<b>Criteria relating to Safeguarding</b>	Experience in aspects of safeguarding children and vulnerable adults.	