

## Consultant Pharmacist, Digital Systems

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

**Division:** Pharmacy

**Reports to:** Chief Pharmacist

**JE Ref:** HCS642.1

**Grade:** CS13

**JE Date:** 29/06/2023

### Job purpose

To be the lead and expert pharmacist for HCS for digital systems / technology related to medicines. This role will provide a dynamic link between clinical practice, leadership, technical (M&D) and service development by delivering patient care through digital technologies ensuring the best experience and outcomes for patients from their medicines whenever and wherever their care is delivered.

Lead the development and implementation of policies and procedures relevant to Clinical Informatics in Medicines Optimisation.

Deliver a specialist clinical pharmacy service to a designated area.

### Job specific outcomes

1. Plan, develop, optimise, and maintain digital systems relating to medicines throughout HCS and across healthcare boundaries (i.e., primary care), ensuring the delivery of safe and effective medicines prescribing and use across all sectors ensuring a high-quality service is always available to users.
2. Continuously monitor advances in digital 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 the wider digital health team, liaising with senior staff to ensure any impact on the clinical and operational aspects are fully identified and resourced, as well as colleagues across the health economy and relevant national organisations.
3. Lead, manage, plan and co-ordinate the pharmacy team to develop digital systems relating to medicines from development and system configuration to clinical deployment and beyond, in line with national / international standards.
4. Act as a role model as an expert digital pharmacist and inspire others to excel in clinical pharmacy practice in digital health both within the pharmacy department and beyond. To be recognised locally and nationally as having attained the highest levels of pharmaceutical expertise in digital Health.

5. Obtain feedback from clinical users of digital systems, through strong relationships, to improve their functionality and develop solutions to meet users' requirements, patient needs and manage risk.
6. Lead on the development, review, and implementation of organisational-wide policies, procedures and audits for digital systems involving medicines, ensuring data management and confidentiality regulations are adhered to.
7. Identify, develop, and critically analyse clinical informatics data as a vehicle to effectively capture and communicate prescribing and administration information to healthcare professionals across all sectors to inform practice and service improvement.
8. Work with a high degree of autonomy, reviewing own complex caseload to optimise patient care using digital solutions and for medicines optimisation in a specific area of clinical practice, managing and making referrals to other members in the multidisciplinary team.
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 patient outcomes and experience are optimised, within a specialist area.
10. Ensure systems and processes are in place for the training and supervision of all HCS staff using digital systems relating to medicines to ensure they are trained and competent to safely use these systems and undertake their specific roles.
11. 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, digital service to patients. Participate in staff recruitment to maintain service provision.
12. Practice as a registered prescriber, prescribing within the HCS formulary in line with the organisation's policies and prescribing guidelines.
13. 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.
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**Organisational structure**



## Person Specification

### Specific to the role

*Describe the knowledge, skills, experience, and qualifications required to perform the job to a satisfactory standard.*

*It is important to convey what the job requires, rather than what an individual might have, as these may be different. For example, you may have a postgraduate level qualification, however, an A' Level standard qualification is the requirement for the job.*

ATTRIBUTES	ESSENTIAL	DESIRABLE
<p><b>Qualifications</b> <i>Please state the level of education and professional qualifications and / or specific occupational training required.</i></p>	<p>Vocational (four year) master's degree in pharmacy.</p> <p><b>and</b></p> <p>Registration with the General Pharmaceutical Council (obtained by completing one-year post-graduate pre-registration training with final examination).</p> <p><b>and</b></p> <p>Post-graduate MSc or Diploma in Clinical Pharmacy or IT.</p> <p><b>and</b></p> <p>Qualified Pharmacist Prescriber.</p>	<p>Experience of working with digital systems involving medicines.</p> <p>Training in clinical informatics.</p> <p>Credentialing as Consultant-ready pharmacist</p> <p>Management qualification or equivalent experience.</p>
<p><b>Knowledge</b> <i>This relates to the level and breadth of practical knowledge <b>required</b> to do the job (e.g. the understanding of a defined system, practice, method or procedure).</i></p>	<p>Specialist understanding of digital systems involving medicines, including relevant legislation and national guidance.</p> <p>Expert theoretical and practical knowledge of digital systems involving medicines.</p>	

	<p>Able to identify a vision for the delivery of pharmaceutical digital services to HCS and wider health ecosystem.</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 digital health.</p> <p>Up to date knowledge of national guidelines and legislation relating to medicines use and pharmacy practice and digital systems.</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> <p>Knowledge of checking dispensed prescriptions and supervising staff within the Pharmacy.</p>	
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	<p>Good understanding of the use of clinical informatics to support healthcare provision.</p>	
<p><b>Technical / Work-based Skills</b> <i>This relates to the skills specific to the job, e.g. language fluency, vehicle license etc.</i></p>	<p>Able to demonstrate a wide range of information technology skills i.e. an ability to effectively use IT equipment and role critical software.</p>	
<p><b>General Skills/Attributes</b> <i>This relates to more general characteristics required to do the job effectively, e.g. effective written communication skills, ability to delegate, motivation or commitment etc.</i></p>	<p>Highly developed, expert practical, clinical pharmacy skills.</p> <p>Excellent interpersonal skills are essential to deal with patients, clinicians, nursing, and medical staff at all levels.</p> <p>Proven ability to develop, motivate and manage staff and the ability to command respect and support of the team.</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>Highly resilient and have well developed coping mechanisms to deal with stress when necessary.</p> <p>Able to remain professional and effective under pressure.</p> <p>Committed to continuous service improvement and continued professional development for themselves and their team.</p> <p>Self-directed and resourceful.</p> <p>Flexible approach to work.</p>	
<p><b>Experience</b> <i>This is the proven record of experience and achievement in a field, profession or specialism. This could include a minimum period of experience in a defined area of work if required by an external body (for example a period of post-qualification experience).</i></p>	<p>A minimum of 6 years post-registration experience in hospital practice, including 3 years' experience in digital health clinical pharmacy practice, at a senior level.</p> <p>Recognition as an advance practitioner in digital health</p> <p>Completed comprehensive rotations in hospital pharmacy including significant clinical pharmacy.</p> <p>Experience of leading protocol / guideline development and change management.</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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