

## JOB DESCRIPTION

**'Happy to talk about Flexible Working'**

<b>Job Title:</b>	Specialist Clinical Pharmacist – Palliative Care
<b>Department:</b>	AHP
<b>Hospice Band:</b>	Band 7
<b>Reports to:</b>	Senior specialist clinical pharmacist
<b>Responsible for:</b>	N/A
<b>DBS Required</b>	Enhanced/ Standard/ Basic/ None

### Job Purpose

The post holder will provide a specialist clinical pharmacy service to patients cared for by Birmingham Hospice across inpatient units, day services and community settings. They will work as part of the wider pharmacy and multidisciplinary team, delivering expert pharmaceutical advice, supporting the safe, effective and person-centred use of medicines, and contributing to the development of high-quality palliative and end of life care services.

The post holder will be required to work across both the Selly Park and Erdington hospice sites.

**This role is well suited to pharmacists from hospital or primary care backgrounds with strong clinical skills who are motivated to develop specialist expertise in palliative and end of life care.**

### Main Duties and Responsibilities

#### Clinical Patient Services

- To provide specialist palliative care clinical pharmacy services to patients under the care of Birmingham Hospice in line with priorities agreed with the Senior Specialist Clinical Pharmacist and Director of Clinical Services.
- To manage a clinical caseload of patients with palliative care needs, working collaboratively across hospice inpatient units, community palliative care services, Hospice at Home, medical teams, therapy services and other relevant teams.
- To provide specialist pharmaceutical advice on a day-to-day basis to healthcare professionals including GPs, consultants, clinical nurse specialists, district nurses and allied health professionals, as well as to patients and carers, as appropriate.
- To provide ward-based clinical pharmacy services to hospice inpatient units, including:
  - Medicines reconciliation and confirmation of medication histories
  - Prescription review and optimisation of therapy
  - Advice on dosing, interactions, contraindications, monitoring and routes of administration
  - Monitoring efficacy, appropriateness and tolerability of medicines

- Patient and carer education
- Proactive discharge planning
- Attendance at and active participation in ward rounds
- To provide community-based clinical pharmacy services to patients under the care of Birmingham Hospice, including:
  - Holistic medication review and optimisation
  - Management of complex symptoms
  - Advice on safe administration of medicines in the community
  - Liaison with GPs, district nurses and community pharmacies to ensure continuity of care
  - Assessment and arrangement of anticipatory medicines, with sensitive communication to patients and families
  - Prescribing medicines where appropriate, in line with professional competence and organisational policy
- To support patients and healthcare professionals to access specialist palliative care medicines in the community and provide advice on appropriate alternatives where required.
- To attend and contribute to hospice and wider multidisciplinary team meetings as required.

### **Medicines Management, Governance and Quality**

- To support the delivery of a safe, effective and cost-effective medicines management service across Birmingham Hospice sites.
- To work closely with Medicines Management Technicians to ensure compliance with medicines legislation, Controlled Drugs requirements and CQC standards.
- To contribute to the development, implementation and review of medicines-related policies, procedures, guidelines and clinical care pathways.
- To participate in audit, service evaluation and quality improvement activities and make recommendations based on findings.

### **Education, Training and Mentorship**

- To provide medicines-related education and training to hospice staff in response to service and learning needs.
- To mentor pharmacy students during placements within Birmingham Hospice.
- To support prescribers within the organisation to promote safe, effective and evidence-based prescribing practice.

### **Development and Support**

Birmingham Hospice is committed to supporting pharmacists to develop specialist expertise in palliative and end of life care. The successful post holder will receive support to develop confidently in post, tailored to their previous experience and individual learning needs.

This will include **mentorship and clinical supervision from experienced palliative care pharmacists**, supported clinical exposure across inpatient and community settings, and opportunities to develop prescribing practice, service development and leadership skills.

Where required, support will be provided to undertake relevant postgraduate learning and to develop competence in specialist areas of palliative care practice.

### **Communication**

- To communicate complex and sensitive medicines-related information effectively to patients, carers and healthcare professionals, often in emotionally challenging and distressing situations.
- To use advanced verbal, non-verbal and written communication skills to discuss prescribing decisions, challenge practice constructively where appropriate, and support shared decision-making.
- To maintain effective communication across primary, secondary and specialist care interfaces to ensure seamless patient care.

### **Freedom to Act and Professional Autonomy**

- To work with a high level of autonomy, managing own workload and priorities within agreed service frameworks.
- To practice in accordance with the General Pharmaceutical Council Standards and be professionally accountable for own practice.
- To delegate appropriate tasks to other members of the pharmacy team to support efficient and effective service delivery.
- To undertake any other reasonable duties as agreed with the Senior Specialist Clinical Pharmacist or Director of Clinical Services.

### **General Duties**

All employees are required to adhere to hospice policies relating to:

- Confidentiality and information governance
- Equality, diversity and inclusion
- Health and safety
- Infection prevention and control
- Safeguarding children, young people and vulnerable adults
- Mandatory training, appraisal and professional development

**This job description is not exhaustive and may be amended following appropriate consultation to meet service needs.**

## PERSON SPECIFICATION

<b>Job Title:</b>	Specialist Clinical Pharmacist – Palliative Care
<b>Department:</b>	AHP
<b>Hospice Band:</b>	7

Requirements	Essential	Desirable	How identified
<b>Education and Qualifications</b>	<ul style="list-style-type: none"> <li>• MPharm/BPharm Degree in Pharmacy</li> <li>• Registration with the General Pharmaceutical Council (GPhC)</li> <li>• Evidence of commitment to Continuing Professional Development</li> <li>• Post graduate Diploma in Clinical Pharmacy or relevant specialist area</li> </ul> <b>OR</b> currently working towards completion	<ul style="list-style-type: none"> <li>• Independent Prescriber</li> <li>• Relevant communication skills training</li> </ul>	Application form GPhC register
<b>Knowledge and Experience</b>	<ul style="list-style-type: none"> <li>• Experience of working as a clinical pharmacist</li> <li>• Experience working within multidisciplinary teams</li> <li>• Experience managing complex patients and clinical decision making</li> <li>• Experience of working under pressure and prioritising competing demands</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working in palliative care</li> <li>• Experience across more than one pharmacy sector</li> <li>• Experience of working as a Non-Medical-Prescriber</li> <li>• Experience contributing to policy, guidance or pathway development</li> </ul>	Application form/Interview

	<ul style="list-style-type: none"> <li>• Advanced clinical knowledge of therapeutics and medicines optimisation</li> <li>• Knowledge of medicines legislation, including Controlled Drugs</li> <li>• General knowledge of palliative and end of life medicines</li> <li>• Experience of providing specialist advice to healthcare professionals</li> </ul>	<ul style="list-style-type: none"> <li>• Experience delivering education or training to healthcare professionals</li> <li>• Experience of audit, service evaluation or quality improvement</li> </ul>	
<b>Skills and abilities</b>	<ul style="list-style-type: none"> <li>• Excellent verbal and written communication skills</li> <li>• Ability to communicate complex and sensitive information to patients and carers</li> <li>• Ability to provide specialist medicines advice and challenge practice constructively</li> <li>• Strong organisational and time-management skills</li> <li>• High level of numerical and analytical skills</li> <li>• IT skills including use of clinical systems and Microsoft Office</li> <li>• Ability to contribute to service development and quality improvement</li> </ul>	<ul style="list-style-type: none"> <li>• Leadership skills and ability to influence others</li> </ul>	Application form/Interview
<b>Personal Attributes</b>	<ul style="list-style-type: none"> <li>• Patient centred, compassionate and empathetic approach</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to lead, support and motivate others</li> </ul>	Application form/Interview

	<ul style="list-style-type: none"> <li>• High level of self-motivation and ability to work independently</li> <li>• Flexible and adaptable in response to changing clinical priorities</li> <li>• Ability to work calmly and effectively in emotionally challenging situations</li> <li>• Professional integrity and accountability</li> <li>• Ability to lead, support and motivate others</li> </ul>		
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**A= Application form**

**I=Interview**

**T=Test**

**C=Certificate**