

Job Description

Job Title	Chief 2 Pharmacist Cancer Services
Department	Pharmacy
Reports to	Pharmacy Manager
Date	2022

Overall Purpose of Job

The purpose of this role is to provide high level clinical and technical resource in the development and implementation of Pharmacy Cancer Services and hospital-wide Oncology Services at Beacon Hospital, in order to enhance pharmaceutical care to the patients of Beacon Hospital, in accordance with the mission, values, vision and strategic plan of the Hospital.

Working with the Lead Oncology Pharmacist to oversee the provision of an Aseptic Compounding service to patients receiving appropriate chemotherapeutic regimes and relevant ancillary treatments in line with the evolving requirements of the hospital.

Key Responsibilities and Deliverables

In conjunction with the lead Oncology Pharmacist, provision of expert clinical and technical pharmacy services to oncology and haemato-oncology Services

- personal delivery of expert clinical and technical pharmacy
- provision of supervision and mentorship to other staff working in the areas
- provision of expert advice at policy and individual patient care levels
- Cancer Pharmacy service is measured, analysed and optimised by undertaking regular audit.
- Develop and implement Key Performance Indicators for the provision and audit of a safe and comprehensive Cancer Pharmacy Service
- provision of pharmaceutical advice to the oncology and haemato-oncology team.
- provision of specialist training, including:
 - technical and clinical training for basic grade and senior pharmacists,
 - provision of medicines training for medical & nursing staff, including chemotherapy prescribing.

To be responsible for the safe and effective operation of the Aseptic Compounding Unit (ACU) in order to ensure sterility and stability of the final product in line with current Irish, EU and International standards.

To liaise with the National Cancer Control Programme (NCCP) and / or other relevant agencies in relation to national initiatives for the provision of drugs and services to cancer patients in the Republic of Ireland, including involvement in national NCCP groups as required.

Maintain and update Standard Operating Procedures (SOPs) in line with changing practices locally, nationally and internationally. SOPs must conform to the Pharmacy Department standards. Participate in continuing education and research activities consistent with the post.

Ensure best practice and compliance with agreed clinical guidelines.

Ensure that all departmental and hospital wide Health and Safety protocols and procedures are adhered to and all areas of non-compliance are promptly addressed.

To provide cover to the Dispensary, Clinical, Medicines Information services as instructed from time to time by the Pharmacy manager.

Performance of such other duties appropriate to the post, including on call and the participation in extended opening rosters including weekend opening and other such services that may from time to time be introduced by the Director of Pharmacy Services

Clinical Service Delivery:

Chemotherapy:

Working in conjunction with the Lead Oncology Pharmacist to deliver clinical pharmacy services to patients receiving chemotherapy by identifying patients' requirements for pharmaceutical care and designing care plans to deliver these requirements.

Delivery of expert clinical pharmacy and where appropriate delegating to Pharmacists working in the area.

To provide hospital -wide clinical supervision, mentoring and competency assessment for all pharmacists working within Chemotherapy Services

To liaise and co-operate with other hospital departments, wards and staff with particular reference to medical and nursing staff caring for oncology patients

Ensuring compliance with legislation, professional guidance and local policy as it relates to prescribing, medicines management and the practice of pharmacy in the context of Chemotherapy Service

Ensuring that the delivery of pharmaceutical care (both personally delivered and delivered by other members staff) is documented, as part of the medical records.

Minimising the clinical risk of medicines use in chemotherapy practice

To deliver expert clinical pharmacy care to those patients with the most complex needs in the areas of Oncology and Haemato-oncology services.

To provide advice, information and guidance on the safe and appropriate use of medicines (choice of medicine and treatment regimes, doses, formulation, potential side effects, storage etc.) and medicines management, in Chemotherapy Services to:

Prescribers

Patients and their carers/relatives

Doctors, nurses and other health care professionals

Other pharmacists and members of the pharmacy service

Clinical Ward based:

Maintains competence in current Clinical Ward-based service delivery, in order to facilitate the implementation and continued clinical application of chemotherapy E-Prescribing.

Participates in ward and clinical pharmacy services and provides advice to ensure safe and cost-effective prescribing and drug expenditure control.

Undertakes Medicines reconciliation of patients admitted to hospital to ensure continuity of their medication. Monitors in-patient prescriptions for clinical accuracy and cost-effective prescribing.

Assesses the patient's response to therapy, interprets blood results, and depending on their clinical parameters either adjusts drug doses in accordance with local procedures or advises the clinicians appropriately.

Advises on therapeutic drug monitoring as appropriate to ensure patients receive optimum and effective treatment.

Monitors and reports Adverse Drug Reactions that patients experience as a result of their medication in line with national guidance.

Records clinical interventions and activities in line with local policy

Act as a clinical role model and demonstrate the ability to provide safe, clinically effective and cost-efficient use of medicines for junior pharmacists

Develop and demonstrate expert clinical knowledge in appropriate areas.

Aseptic Services:

To be responsible for the safe and effective operation of the Aseptic Compounding Unit (ACU) in order to ensure sterility and stability of the final product in line with current Irish, EU and International standards.

Oversight of process relating to Aseptic preparation of all parenteral chemotherapy drugs prepared in the unit, including clinical trials materials, in pharmaceutical isolators according to Good Manufacturing Practice, health and Safety at work, pharmaceutical guidelines relevant to aseptic dispensing and departmental and hospital procedures.

To ensure that the compounding service and associated clinical services are measured, analysed and optimised by undertaking regular audit in collaboration with relevant stakeholders.

Lead changes in work, procedures, techniques or technologies having regard to developments in the field of pharmaceutical care associated with chemotherapy and clinical practice

Development of new oncology regimens and related policy.

When necessary, responsible for undertaking the technical check and final release for individually dispensed aseptic products prepared including adult intravenous additives and cytotoxic chemotherapy in accordance with the Guide to Good Manufacturing Practice, local procedures and policies, and safe systems of work (including Intrathecal Chemotherapy once on the Intrathecal Register).

Clinically checks and validates prescriptions received from wards for:

- a) aseptic products for individual patient including drug / dose / appropriateness for CIVAS items;
- b) protocol / dosing / dose intervals for chemotherapy; as permitted by local training

Is responsible for handling queries on preparation details / stabilities / calculations etc. and forwarding to the appropriate persons as required.

Clinical screening of chemotherapy prescriptions including oral chemotherapy, compassionate-use drugs, Intrathecal chemotherapy and non-standard regimens.

Information Technology

Be an expert in the use of the chemotherapy E-Prescribing solution, including training and upkeep of the system.

Review and maintain electronic regimens as required.

Provide ongoing troubleshooting, support, and maintenance of applications

Identify and implement policies and operational processes to the standards of best practice including the development of pharmaceutical services.

Be competent in the use of hospital-wide E-Prescribing (ward), as it applies to clinical duties.

Training and Development

Participates in in-service training and continuing education programmes within the department and Hospital.

Keeps abreast of current pharmaceutical practice and knowledge, attending meetings, courses or conferences as necessary, for Continuing Professional Development in accordance with national guidelines from the PSI/IIOP

Provides advice and support as required and gives feedback in a manner likely to maintain and improve performance

Challenges and appropriately manages performance issues including attendance, conduct and capability

Motivate team members, through the use of agreed goals and objectives.

Trains and authorises pharmacists as competent to clinically check chemotherapy prescriptions prior to aseptic preparation.

Supervises the clinical practice of all pharmacists working in the areas of Oncology and Haematology

Trains pharmacists to act as pharmacists authorised to supervise the aseptic process and the release of chemotherapeutic agents and other aseptically prepared products

Co-ordinates the training of pharmacists, pre-registration pharmacy students, undergraduate pharmacy students, student pharmacy technicians and pharmacy technicians and other healthcare professionals, in relation to chemotherapy Prescribing and any associated changes to practice.

Leads the registrar/consultant training in relation to Chemotherapy prescribing.

Provides clinical advice to all disciplines.

Participates in the training of hospital staff in pharmacy-related topics as necessary

Quality

Participate in the JCI Accreditation and adherence to standards and hospital-wide quality management programmes.

Ensure that the chemotherapy pharmacy service is analysed and optimised by undertaking regular clinical/technical audits in relation usage and capacity.

Ensure appropriate change management and governance is applied to all decision making processes related to chemotherapy. Use accurate data to demonstrate activity and report medication events.

Ensure appropriate governance is applied to chemotherapy protocol/prescription development and appropriate referencing and checking procedure is adhered to.

Monitor the use of non-standard protocols and deviation from evidence-based medicine in relation to chemotherapy prescribing.

Carry-out risk assessments and effect change in a timely manner, where patient safety could be compromised.

Contribute to hospital –wide quality reports such as Antimicrobial usage reports, Medication Safety Reports and Drug Storage and Security Assessments.

Lead the process of developing protocols and guidelines designed to deliver optimal and economical patient care, in relation to chemotherapy.

Report all medication incidents in a timely fashion, via the approved reporting system and participates in any remedial actions that are designated the responsibility of the pharmacy department.

Flexibility

The above indicates the main duties of the post, which may be reviewed in the light of experience and developments within the service.

This post requires a high level of flexibility to ensure the delivery of an effective and efficient service. Therefore, the post holder will be required to demonstrate flexibility as and when required by their manager.

Person Specification

	ESSENTIAL	DESIRABLE
Qualifications	Be registered with the Pharmaceutical Society of Ireland. Diploma/MSc in pharmacy practice (clinical)	Further Qualification such as a Diploma or M.Sc. in Clinical Pharmacy, Business, Risk Management, Managerial qualification etc.
Experience	Five years post registration hospital experience including pharmacy experience with regard to Cancer Services and / or Clinical Pharmacy Services as well as process and people management services. Excellent working knowledge of: - Pharmacy training and education issues - Managing, supervising and training staff - Clinical Pharmacy - Financial control, including financial reporting on drug usage and drug consumption - Change management and change processes - Risk management and medication safety - Experience of hospital interdisciplinary committees, including actioning outcomes - Service management experience	Experience of interdisciplinary team management in the hospital environment. Experience of Project management
Skills & Abilities	Ability to plan, manage and implement pharmacy projects. Can prioritise workload. Collaborate with Pharmacy management and other hospital departments to ensure delivery of an effective pharmacy service. Monitor and maintain health, safety and security of self and others Train and lead team of skilled staff Create, promote and maintain open communications and healthy working relationships	Experience in the process of developing protocols and guidelines Experience in training and leading a team of skilled staff.
Personal Competencies	Is self-motivated and committed towards quality service provision. Can motivate others. Excellent oral and written communication skills. Has an inherent person-centred philosophy which is respectful and	



	<p>assertive towards clients, staff and other contacts.</p> <p>Enjoys working as part of a team.</p> <p>Is honest and trustworthy.</p> <p>Is accurate.</p> <p>Is computer literate.</p>	
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This job description is intended to be an outline of the areas of responsibility and deliverables at the time of its writing. As the Hospital and the post holder develop, this job description may be subject to review in light of the changing needs of the Hospital.

Job Description received by employee:

Signature

Date

Name (Block Capitals)