Matched Job Report

Job Title	PHARMACIST SPECIALIST
Job ID	Z1010/CSPOPHDC
Score	470
Band	Band 7
Status	Band Matched
Matched To	Pharmacist Specialist
Job Statement	RESPONSIBLE FOR THE PROVISION OF CLINICAL PHARMACY IN PAEDIATRIC HAEMATOLOGY/ONCOLOGY AND CYTOTOXIC PROVISION TO THE CHILDRENS HOSPITAL.

Relevant Job Information	National Profile	Profile	Factor Status	Score
1. Communication & Relationship Skills				
(a) Manage the delivery of Clinical Pharmacy Services. Member of the UK Paediatric Oncology Pharmacist Group.	4a	4	Matched	32
2. Knowledge, Training & Experience				
Job Specification 1. BSC in Pharmacy or equivalent. 2. Member of Pharmaceutical society of Northern Ireland. 3. One years experience at grade C.	7	7	Matched	196
3. Analytical & Judgemental Skills				
Clinically check prescriptions against appropriate protocols. To develop and interpret drug usuage data. To iniatiate and participate in Drug Usage Evaluation and Utilization studies.	4	4	Matched	42
4. Planning & Organisational Skills				
Co-ordinate provide and evaluate the induction and competency based training of pharmacy staff in paediatric Haematology /Oncology. Co-ordinate all other pharmaceutical services to Paediatric Oncology patients.	2	2	Matched	15
5. Physical Skills				
b Participate directly when necessary in aseptic dispensing.	3 (b)	3	Matched	27
6. Patient / Client Care				
(c) Lead on issues relating to clinical governance in the paediatric Haematology /Oncology pharmacy service. Act as an expert resource to staff and patients within Northern Ireland on pharmaceutical matters relating to paediatric Haematology / Oncology.	6(b)(c)	6	Matched	39
7. Policy & Service				
Play a strategic role in the development of the paediatric oncology service with respect to IT / medicines management and government iniatives on cancer and its treatment. Develop and collaborate with health professionals in Trust Policies and treatment guidelines used in paediatric Haematology / Oncology.	3	3	Matched	21
8. Financial & Physical				
(c)Yes, participates in emergency rota. Not head of section - across two units ensure appropriate drugs for chemotherapy. Line manager has responsibility.Postholder comments to Line Manager on a regular basis	2 (a) (c)	2	Matched	12
9. Human Resources				
(b) Job Description Supervise the Technical staff. Provide training where appropriate to other health professionals.	2 (a) (b)	2	Matched	12

Rotational C-grade every 3-months and technicians.				
10. Information Resources				
(a) Provide on a regular basis statistical information relative to activity levels. Develop and maintain a database of chemotherapy treatment protocols.	1,3c	2	Matched	9
11. Research & Development				
Implement good clinical pratice standards in Paediatric / Oncology clinical trials. Participate in in-house and multidisciplinary audit relating to the Paediatric Haematology / Oncology service.	2 (b)	1	Variation	5
12. Freedom To Act				
Lead in pharmaceutical issues. Relating to the national guidance on the safe administration of Intrathecal chemotherapy. Responsible for the provision of clincal pharmacy in Paediatric Haematology / Oncology.	4	4	Matched	32
13. Physical Effort				
Mainly aseptic and ward based work. Moving within the aseptic suite and associated equipment.	1 - 2 (d)	1	Matched	3
14. Mental Effort				
(b) Intense concentration required throughout the day to ensure accurate and appropriate clinical review of chemotherapy competing demands from both Pharmacy, Aseptic unit and ward staff. The postholder will be subject to competing demands from both pharmacy aseptic unit and ward/clinical staff.	2(a)-3(a)	2	Matched	7
15. Emotional Effort				
(a) Working alongside patients who may be critically ill and parents who may have received diagnosis of life limiting condition. Working in RBHSC involves working alongside pateints who may be critically ill and patients may have received diagnosis of life limiting condition. Providing pallative care support.	1-2a	2	Matched	11
16. Working Conditions				
(a) Aseptic environment . Alcohol containing sprays. Works between office, ward and aseptic dispensary environment where there may be fluctuations in temperature and exposure to alcohol containing sprays.	2a	2	Matched	7

Job Title: **Pharmacist Specialist**

Job Statement:
1. Provides specialist pharmacy services in hospital or primary care setting in e.g. production, critical care or oncology clinical pharmacy, medicines information or medicines management; undertakes risk management and ensures compliance with Medicines legislation
2. Undertakes teaching, supervision of less experienced pharmacists, technicians, students

Factor	Relevant Job Information	JE Level
1. Communication & Relationship Skills	**Provide and receive complex information; barriers to understanding** Communicates drug or medicine related information to prescribers, patients & carers: persuasive skills required; patients may have language difficulties, physical or mental disabilities	4(a)
2. Knowledge, Training & Experience	**Highly developed specialist knowledge, underpinned by theory and experience** Professional knowledge acquired through vocational master's degree in pharmacy degree (4 years) + 1 year pre-registration training +experience	7
3. Analytical & Judgemental Skills	**Complex facts or situations requiring analysis, interpretation, comparison of a range of options** Skills for analysing, interpreting medicines information, production issues, drug charts & patient information in specialist field	4
4. Planning & Organisational Skills	**Plan and organise straightforward activities, some ongoing** Plans own workload, organise training sessions; audit, project work	2
5. Physical Skills	**Highly developed physical skills, accuracy important; manipulation of fine tools, materials** Skills for preparation of injections & infusions	3(b)
6. Responsibility for Patient/Client Care	**Provide highly specialist clinical technical services; provides highly specialised advice concerning care** Provides specialist pharmacy services e.g. production, medicines information, reviews prescriptions, dispenses & supplies drugs for & to patients; provides specialised advice to patients on doses, possible side effects of drugs, undertakes risk management & ensures compliance with Medicines legislation	6 (b) (c)
7. Responsibility for Policy/Service Development	**Propose policy or service changes, impact beyond own area** Proposes & implements changes for own clinical area, impact on other disciplines	3
8. Responsibility for Financial & Physical Resources	**Handle cash, valuables; maintain security of stock** Handles prescription charges; responsible for security of drugs, supplies	2 (a) (c)
9. Responsibility for Human Resources	**Day to day supervision; clinical/professional supervision** Supervises, teaches, assesses junior pharmacy staff, technicians, students	2(a) (b)
10. Responsibility for Information Resources	**Record personally generated information/ responsible for maintaining one or more information systems** Inputs prescription information, summarises drugs information, maintains production or other records/ responsible for maintaining medicines information systems	1, 3(c)
11. Responsibility for Research & Development	**Regularly undertake clinical trials** Participates in clinical trials	2(b)
12. Freedom to Act	**Broad occupational policies** Discretion to work within defined parameters, lead specialist in own area	4
13. Physical Effort	**Combination of sitting, standing, walking/ occasional moderate effort for several short periods** Light physical effort; occasional restricted position / lifts, moves pharmacy boxes, fluids, enteral nutrition packs, supplies	1-2(d)
14. Mental Effort	**Frequent concentration, work pattern predictable/ unpredictable** Concentration for reviewing prescriptions, calculations, statistics; predictable work pattern, maybe interrupted by urgent requests for advice	2(a)-3(a)
15. Emotional Effort	**Exposure to distressing or emotional circumstances is rare/occasional** May work with distressed patients, relatives due to drug regime; drug misadventures	1-2(a)
16. Working Conditions	**Occasional unpleasant working conditions** Odours from aseptic, cytotoxic drugs	2(a)
JE Score/Band	JE Score; 466-493	Band 7