Matched Job Report

Job Title	Pharmacist Specialist
Job ID	Z1010/CSPOPHDC (R)
Score	493
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				
(R) The panel considered all information provided for the review and agreed there is no change to factor level.	4a	4	Matched	32
2. Knowledge, Training & Experience				
(R) The panel considered all information provided for the review and agreed there is no change to factor level.	7	7	Matched	196
3. Analytical & Judgemental Skills				
(R) The panel considered all information provided for the review and agreed there is no change to factor level.	4	4	Matched	42
4. Planning & Organisational Skills				
(R) The panel considered all information provided for the review and agreed there is no change to factor level.	2	2	Matched	15
5. Physical Skills				
(R) The panel considered all information provided for the review and agreed there is no change to factor level.	3 (b)	3	Matched	27
6. Patient / Client Care				
(R) The panel considered all information provided for the review and agreed there is no change to factor level.	6(b)(c)	6	Matched	39
7. Policy & Service				
(R) The panel considered all information provided for the review and agreed there is no change to factor level.	3	3	Matched	21
8. Financial & Physical				
(R) Evidence is level 2.	2 (a) (c)	2	Matched	12
9. Human Resources				
(R) The panel considered all information provided for the review and agreed there is no change to factor level.	2 (a) (b)	2	Matched	12
10. Information Resources				
(R) Evidence is level 2.	1,3c	2	Matched	9
11. Research & Development				
(R) Participates and evaluates clinical trials.	2 (b)	2	Matched	12
12. Freedom To Act				
(R) The panel considered all information provided for the review and agreed there is no change to factor level.	4	4	Matched	32
13. Physical Effort				
(R) Frequently handleslarge volume hydration bags (36). Occassional delivery of chemotherapy and hydration bags from the satellite unit to the ward.	1 - 2 (d)	2	Matched	7
14. Mental Effort				
(R) High level of concentration required with frequent interruptions which are not predictable or scheduled.	2(a)-3(a)	3	Matched	12
15. Emotional Effort				
(R) Works daily with children diagnosed and treated for often life limiting diseases.	1-2a	3	Variation	18
16. Working Conditions				
(R) Evidence is level 2.	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

REVIEW QUALITY ASSURANCE PROFORMA

SECTION A – BELFAST TRUST LOCAL QUALITY ASSURANCE

Post: Pharmacist Specialist

Job Ref: Z1010/CSPOPHDC

Matching Banding: 7 Matching Profile: Pharmacist Specialist

Review Banding: 7 Review Profile: ~

Band Match: _____ Profile Match: _____ Non Match: _____

Factors For Local Quality Assurance: F. 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16.

Outcome Accepted: Yes / No Outcome Referred Back To Panel: Yes / No

Post To Go To Job Evaluation: Yes / No Post To Go To Hybrid Matching: Yes / No

Issues for Quality Assurance Panel / Regional Consideration:

F. 10 + 14 + 16 + 15 + 13 + 11 + 8

Signed by JE Leads: _____

Date: 1/10/09.

SECTION B – REGIONAL QUALITY ASSURANCE

Outcome Accepted: Yes / No Outcome Referred Back To Trust: Yes / No

Regional Quality Assurance of Review Factors

Evidence NOT Confirmed

F10. Insufficient evidence for level 3. All evidence is personally generated who relating to own work. Level 2 more appropriate

Evidence Not Confirmed

F8. Insufficient evidence for level 3. No evidence of monitoring budget ~~as~~ ongoing job responsibility at this level.

Issues For Reconsideration: F. 16. Daily frequency only POTENTIAL. Level 2 covers cytotoxics. no impact on band outcome. Amend CAJE Report.

Signed By Regional JE Leads: _____

Date: _____

Final Regional Agreed Outcome: Band 7

Signed By Regional JE Leads:

Date: 22/2/10.