**Purpose: A key member of the Pharmacy team, promoting and practicing safe and effective medicines management. Ensures that medicines are safely and correctly issued to inpatients and outpatients, and that retail sales of medicines offer effective symptom-driven solutions.**

**The post holder will:**

* Offer an excellent level of pharmaceutical care to all patients being treated at Benenden Hospital
* Assume role of Responsible Pharmacist when required
* Ensure the safe, timely and accurate dispensing and supply of medication to all patient types from the Pharmacy dispensary
* Provide a clinical pharmacy service to a surgical inpatient population, enhancing patient care by undertaking medicines reconciliation and improving the quality of peri-operative prescribing and medicines management
* Provide detailed verbal and written information to all patient types about their prescribed medication, encouraging compliance and concordance
* Participate in data collection, audit programmes and presentations, as appropriate, as part of the continual quality improvement agenda of the Pharmacy department

**Role Profile – Junior Pharmacist**

**Key Result Areas**

* Demonstrate ongoing ability to competently dispense and check all prescription types in the dispensary
* Errors (and near miss errors) minimised within the dispensary setting
* Medication incidents are reported and investigated appropriately, sharing learning and reducing risk of recurrence
* Identify and prioritise unintentional discrepancies through effective medicines reconciliation
* Practice and promote safe storage and management of controlled drugs within the organisation
* Effective engagement with the Pharmacy and multi-disciplinary teams to improve peri-operative medicines management
* Help to control drug expenditure through effective medicines management practices and procurement
* Adapt and refine the retail offering of the Pharmacy department to continue to attract new and existing customers
* Take an active role in training Pharmacy and other healthcare staff
* Assist in the development and review of guidelines and standard operating procedures

Be Caring
• We know what we do matters
• We’re proud and enjoy what we do
• We promote a culture of care, respect compassion and wellbeing
• We protect the mutual ethos
    Be Connected 
• We collaborate and share across teams, departments and the business
• We listen to understand each other and our member’s needs
• We support one another by having open and honest conversations
• We recognise that we’re stronger together
Be Brave
• We embrace change 
• We challenge and ask ‘why’ as well as  ‘why not’
• We always want to learn
• We are not afraid of trying new concepts and ideas
      Be Smart
• We approach problems with a solution mind-set
• We actively seek to improve and be better and we learn from our mistakes
• We spend members money wisely
• We’re invested in the future of our business


**Skills and Experience**

* Degree in Pharmacy
* Registration with GPhC as a Pharmacist
* Evidence of CPD
* Experience of working within a healthcare team
* Previous experience of working in a busy dispensary environment
* Previous hospital experience is desirable but not essential
* Previous experience of supervising other staff is desirable
* Experience and skills in using computer programs and harnessing technology to enhance the Pharmacy service
* Previous experience of audit and report writing
* Good interpersonal skills and ability to develop strong working relationships with colleagues
* Evidence of good customer service skills and awareness

**Measurement**

* Checking and dispensing accreditations maintained at agreed intervals.
* Reduction in errors and near miss errors within the Pharmacy Dispensary
* MR targets achieved by the Pharmacy team
* Reduction in missed doses and unintentional discrepancies
* Contributions to care audited and analysed
* Reduction in incidents related to medication and controlled drugs
* Learning from incidents discussed and shared
* Positive feedback obtained in patient satisfaction surveys and from colleagues
* Control of drug expenditure within budget
* Minimal periods where drugs are unavailable or in short supply

**Values**

**Departmental Structure**