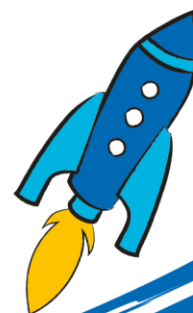


Pharmacist

(Band 7)

Candidate Briefing Pack



Dear Candidate

Thank you for your interest in becoming our new Pharmacist at The Children's Trust.

The Children's Trust is the UK's leading charity for children with brain injury. We are unique, with an international reputation for the work we undertake to improve the lives of the children and families with whom we work. We provide information and support to thousands of children with brain injury and their families annually, through education, care, therapy and research. We provide expertise and experience in meeting the needs of children and young people with acquired brain injury, neuro-disabilities and complex health needs.

As our Pharmacist you will report to the Principal Pharmacist. You will be part of a team which ensures medicines are managed safely and effectively. This is a full time role, although part time (i.e. four days) and/or a job share may be considered, for exceptional candidate(s).

This is a chance for an outstanding candidate to make a significant and lasting difference to the lives of children and families.

Kind regards

Sian Thomas
Director of Nursing and Quality

The Charity

The Children's Trust is the UK's leading charity for children with brain injury and neurodisability.

The charity provides rehabilitation, medical care, special education, community services and expert information.

Our key services are:

- Rehabilitation for children with Acquired Brain Injury (ABI)
- A non-maintained special school, with associated residential houses for children with complex education, health, therapy and care needs
- Support for children with ABI and their families, in the communities across the UK, through our Brain Injury Community Services
- Online information and support via our publications and braininjuryhub.co.uk

Our residential services based at our national specialist centre in Tadworth, Surrey, work in partnership with the NHS and Local Authorities, to provide a step-down pathway of care between hospital and home. The centre is entirely child and family focused, to ensure that their needs are appropriately supported.

In the community, we provide clinical support to complement local services and give children and young people with ABI the best chance of succeeding at home and in school.

We are the only paediatric centre with a national specialised commissioning contract (through NHS England) to provide brain injury rehabilitation for children with severe brain injury. Our other services are funded through local health commissioners (such as Clinical Commissioning Groups) as well as social care and education authorities, together with the millions raised through voluntary fundraising.

Thanks to the generosity of The Children's Trust's supporters, our 24-acre Tadworth site features a modern hydrotherapy pool, accommodation for parents, specially adapted equipment, a nature trail, and soft play areas.



We run a non-maintained special school for children with complex education, health, therapy and care needs with associated residential houses. The Children's Trust School supports children and young people from 2 - 19 years old and is dual-registered with the Care Quality Commission (the school residential houses) and Ofsted Education.

The Children's Trust is a charitable organisation with approximately 750 committed staff and over 1,000 volunteers with a range of expertise across nursing and care, education, therapy, operations, and centralised support functions such as finance, HR, fundraising and communications. A number of these staff are based off site around the UK in our charity shops.

Job Description

Job Title	Pharmacist (Band 7)
Reports to	Lead Pharmacist
Direct reports	None
Level	Pharmacist (Band 7)
Location	Tadworth, Surrey
Salary	£50,655 – £57,158 per annum pro rata (dependent on experience and inclusive of London weighting)
Hours of Work	30 hours per week 0.8 FTE
DBS	Enhanced with Children's and Adult's Barred List

Job Purpose

To lead a co-ordinated pharmacy service which meets the needs of the children, is cost effective and efficient. To assume responsibility for the clinical pharmacy service as identified and to supervise the procurement, preparation, dispensing and distribution of medicines, whilst supervising staff members in the delivery of the medicine management service. The post holder will promote the safe use of drugs and allied products.

Duties and Responsibilities

- To lead in the pharmacy service in the absence of the Principal Pharmacist to ensure services are of the highest standards of quality, are evidence based and meet the needs of the children.
- To manage, co-ordinate and provide day-to-day clinical pharmacy services to The Children's Trust.
- To supervise the procurement, preparation, dispensing and distribution of medicines across the site.
- To ensure medication is procured in a safe, timely and cost-effective manner.
- To ensure the pharmacy is compliant with Pharmacy procedures and Medicines Management standards.
- Be an integral member of the multidisciplinary team in order to deliver and promote high quality, cost effective, child focussed pharmaceutical service.
- To undertake screening of prescription charts to monitor prescriptions and provide pharmaceutical advice/drug information (such as choice of medications/dosage/side effects etc.) as appropriate to health care professionals, children/parents, to promote safe and effective use of medications.
- To identify potential risks to children when screening prescriptions and resolve relevant issues prior to dispensing.
- To provide evidence based clinical advice and information to the clinical team.
- To ensure appropriate and timely supply of medication for children.

- To participate in discharge planning when appropriate including the preparation and supply of TTO's at discharge.
- To participate in the training and development of medical, nursing, and other healthcare staff as appropriate.

Resource and Performance Management

- Ensure that stock levels are managed effectively, and all procurement is in line with The Children's Trust Policy.
- Ensure the correct invoicing by pharmaceutical suppliers is received and give support to the Clinical Director and Finance Department with any queries/discrepancies.
- To provide effective management of the pharmacy technician.
- Build and maintain positive working relationships with the medical team.

Communication

- To communicate effectively with the multidisciplinary team.
- To have a customer focused attitude to the provision of pharmaceuticals.
- To communicate effectively and sensitively with children and families when required.

Governance and risk management

- Maintain professional standards in accordance with the General Pharmaceutical Council Codes of Professional Conduct, Ethics and Performance.
- To ensure services are provided in line with local and national policies, guidelines, and frameworks, ensuring compliance with standards in respect of legislative requirements, including The Medicines Act 1968.
- Provide a medicines information service to consultants, junior doctors, nursing staff, patients, and carers.
- Play a key role in the delivery and monitoring the effectiveness of the Medicines Management Policy across the Trust.
- Manage complaints and take corrective actions as appropriate.
- Encourages appropriate incident reporting on IRAR.
- Participates in the investigation of incidents as appropriate.
- Ensure applicable risk assessments are carried out, documented appropriately and risks mitigated and reduced appropriately.

Direct work with children and families

- To counsel children/parents regarding their medication.

Professionalism

- Adhere to the policies and procedures of The Children's Trust.
- Maintain professional boundaries and professionalism at all times.
- Keep abreast of sector developments.

Health and Safety

- Adheres to all health and safety guidelines, including infection prevention and control.
- Provide evidence of all vaccinations (or medical exemption) required for the post.
- Adhere to manual handling procedures and complete mandatory manual handling training.
- Promotes the health and safety of others.
- Uses the incident reporting and risk assessment system (IRAR), to identify and report risks and incidents/actions if directed.
- Responsible for identifying and mitigating risk within the work environment.

Wellbeing and Emotional Resilience

- Maintains a positive approach and outlook when dealing with change and overcoming challenges and problems.
- Recognises own limitations, develops realistic goals, and uses support network resource when or if necessary.
- Treats challenges and problems as a learning experience.
- Remains organised and focused when under pressure.
- Responds appropriately and effectively to all constructive feedback.
- Motivates self and others.

Organisation and Structure



Person Specification

Selection Criteria:	
Education & Qualifications	<ul style="list-style-type: none"> Pharmacy degree MPharm or BSc Pharmacy equivalent: Essential Registered pharmacist with GPhC (1 year competency assessed and examined professional registration): Essential Diploma in clinical pharmacy or equivalent: Essential
Experience	<ul style="list-style-type: none"> Paediatric experience including complex medication regimes: Essential
Skills & Abilities	<ul style="list-style-type: none"> Good organisation skills for self and others: Essential Able to problem solve and make decisions and take charge of events: Essential Excellent interpersonal skills: Essential Strong influencing skills: Essential Proven teaching ability: Essential Be able to analyse and interpret complex clinical information: Essential Be able to use available evidence to make sound judgements in relation to patient or drug specific issues: Essential
Knowledge	<ul style="list-style-type: none"> Understanding of national and local priorities: Essential Specialist clinical knowledge and skills relevant to area of practice: Essential
Personal Qualities	<ul style="list-style-type: none"> Commitment to the vision and values of The Children's Trust : Essential Flexible and 'can do' attitude to competing commitments in workload: Essential Highly motivated and reliable: Essential Ability to demonstrate resilience in a demanding environment: Essential

Safeguarding

The Children's Trust is committed to safeguarding and promoting the welfare of children and young people. To achieve our commitment, we will ensure continuous development and improvement of robust safeguarding processes and procedures that promote a culture of safeguarding amongst our workforce.

The Children's Trust has policies on safer recruitment, the recruitment of ex-offenders and criminal record checks. Please refer to the Resource Team for further information.

Equity, Diversity & Inclusion

At The Children's Trust we recognise how important it is to have leadership that reflects the children, young people, and families that we support. We also recognise that staff, comprised of a range of skills, backgrounds and experiences will help us to better understand the needs of those we support, and how we can best represent their interests.

We, therefore, particularly welcome applications from disabled people, individuals from diverse ethnic backgrounds and those from other under-represented groups.

The Children's Trust is committed to achieving equity, diversity, and inclusion (EDI) across all levels of the organisation. For further information, see: <https://www.thechildrenstrust.org.uk/about/statement-equity-diversity-inclusion>

Our Promises

Our Promises capture our strengths and aspirations. They guide the way we act, interact, and come together to achieve our goals. The journey we took to reach our Promises has been an important one. A highly collaborative and iterative process that has seen each word shaped by our people – our volunteers, employees, partners, trustees, and suppliers. Perhaps most importantly, at the core of this process are our children, young people, and their families. This journey has given us a critical opportunity to give children and young people a voice. As a result, our Promises have been genuinely enriched by them. That's because how we work and carry out our role is as important as what we do, and that's why as part of The Children's Trust, we all need to live by our five Promises

