# NATIONAL PROFILES FOR PHARMACY

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<sup>\*</sup> new profiles

Pharmacy Support Worker

1. Undertakes duties in support of pharmacists e.g. reception duties in dispensary, packing & supply of drugs and medicines to wards & departments, production of sterile & other products

2. Undertakes related clerical duties

Factor	Relevant Job Information	JE Level
1. Communication &	Provide and receive routine information, to inform work colleagues, patients,	2-3(a)
Relationship Skills	clients/requiring tact and persuasion; barriers to understanding	
	Communicates factual information to other staff/ communicates factual information to	
	patients at dispensary reception; overcomes communication difficulties	
2. Knowledge, Training &	Range of routine work procedures, requiring job training	2
Experience	Knowledge of procedures for own pharmacy area – on the job training, working	
	towards NVQ2 or equivalent experience	
3. Analytical & Judgemental	Judgements involving straightforward facts or situations	1
Skills	Deals with routine enquiries	
4. Planning & Organisational	Organises own day to day work tasks or activities	1
Skills	Plans own tasks to meet service requirements	
5. Physical Skills	Physical skills obtained through practice /highly developed physical skills,	2-3(b)
	accuracy important; manipulation of fine tools, materials	
	Standard keyboard skills for stock control, input of prescription data; operation of	
	production equipment, use of syringes/ application of aseptic techniques, preparing	
	products inside fume cupboards	
6. Responsibility for	Provide basic clinical technical services	3 (b)
Patient/Client Care	Packs medicines, produces sterile & other products	
7. Responsibility for	Follows policies in own role, may be required to comment	1
Policy/Service Development	Follows pharmacy Standard Operating Procedures (SOP)s	
8. Responsibility for Financial	Maintain security of stock	2(c)
& Physical Resources	Responsible for checking, storage, distribution of medicines	
9. Responsibility for Human	Demonstrates own duties to new or less experienced employees	1
Resources	Demonstrates duties to less experienced staff, students	
10. Responsibility for	Data entry, text processing, storage of data	2(a)
Information Resources	Inputs stores, prescription data	
11. Responsibility for	Undertakes surveys, audits as necessary to own work	1
Research & Development	Customer satisfaction, top-up surveys	
12. Freedom to Act	Well established procedures, supervision close by	1
	Works to pharmacy SOPs, supervision close by for most activities	
13. Physical Effort	Sitting, standing in a restricted position; frequent light effort for several short	2 (a) (b)-
•	periods/ frequent moderate effort for several short periods	3(c)
	Sitting for data input, standing for dispensing, manufacture duties; repetitive lifting of	
	packs, boxes/ moves pharmaceutical goods	
14. Mental Effort	Frequent concentration, work pattern predictable	2 (a)
	Concentration is required for input, reception duties, manufacture, work pattern	
	generally predictable	
15. Emotional Effort	Rare/ occasional exposure to distressing or emotional circumstances	1-2(a)
	Challenging patient/client behaviour in dispensary area	
16. Working Conditions	Frequent exposure to unpleasant conditions	3(a)
	Cytotoxic drugs, chemicals in containers, verbal aggression	(**)
JE Score/Band	JE Score 162 – 194	Band 2

# Profile label

Pharmacy Support Worker Higher Level

1. Undertakes duties in support of Pharmacists e.g. packing & supply of drugs and medicines to wards & departments, production of sterile & other products, including chemotherapy products

2. Carries out reception duties in pharmacy, including handing over medication to patients

3. Trains, supervises work of pharmacy support workers, trainees Job Statement:

Factor	Relevant Job Information	JE Level
1. Communication &	Provide and receive routine information to inform work colleagues, patients,	2-3(a)
Relationship Skills	clients/requiring tact and persuasion; barriers to understanding	
	Communicates factual information to other staff/ patients; overcome communication	
	difficulties	
2. Knowledge, Training &	Range of work procedures and practices, base level of theoretical knowledge	3
Experience	Knowledge of procedures for own pharmacy area – on the job training, experience to	
	NVQ3 or equivalent level	
3. Analytical & Judgemental	Judgements involving facts or situations, some requiring analysis	2
Skills	Deals with emergency stock or similar problems	
4. Planning & Organisational	Organise own day to day work tasks or activities	1
Skills	Plans own tasks and those of other pharmacy support worker(s)	
5. Physical Skills	Highly developed physical skills, accuracy important, manipulation of fine tools,	3(b)
	materials	
	Operation of production equipment, use of syringes, application of aseptic techniques,	
	preparing products inside fume cupboards	
6. Responsibility for	Provide basic clinical technical services	3 (b)
Patient/Client Care	Packs medicines, produces sterile and other products	
7. Responsibility for	Follow policies in own role, may be required to comment	1
Policy/Service Development	Follows pharmacy SOPs	
8. Responsibility for Financial	Maintain security of stock	2(c)
& Physical Resources	Responsible for checking, storage, distribution of medicines	
9. Responsibility for Human	Professional, clinical supervision	2(b)
Resources	Trains, supervises work of pharmacy support workers, trainees	
10. Responsibility for	Data entry, text processing, storage of data	2(a)
Information Resources	Inputs stores, prescription data	
11. Responsibility for	Undertakes surveys, audits as necessary for own work	1
Research & Development	Customer satisfaction, top-up surveys	
12. Freedom to Act	Standard operating procedures, someone available for reference	2
	Works to pharmacy SOPs, supervisor contactable	
13. Physical Effort	Sitting, standing in a restricted position; frequent light effort for several short	2 (a) (b)-3
·	periods/ frequent moderate effort for several short periods	(c)
	Sitting for data input, standing for dispensing, manufacture duties; repetitive lifting of	
	packs, boxes/ moves pharmaceutical goods	
14. Mental Effort	Frequent concentration, work pattern predictable	2 (a)
	Concentration for input, dispensing, manufacture, work pattern generally predictable	
15. Emotional Effort	Rare/ occasional exposure to distressing or emotional circumstances	1-2(a)
	Challenging patient/client behaviour in dispensary area	` ′
16. Working Conditions	Frequent exposure to unpleasant conditions	3(a)
<b>6</b>	Cytotoxic drugs, chemicals in containers, verbal aggression	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \
JE Score/Level	JE Score 221-241	Band 3

# Pharmacy technician

- 1. Dispenses and issues prescriptions; undertakes duties in relation to the manufacture of
- pharmacy products
  Provides straightforward advice to patients/carers on pharmaceutical products and further supplies

Supervises, trains, coaches pharmacy support workers, student technicians

	5. Supervises, trains, coacnes pharmacy support workers, student technic	
Factor	Relevant Job Information	JE Level
1. Communication & Relationship Skills	Provide and receive routine information, barriers to understanding Communicates information to patients/carers regarding prescribed medicines, prescription payments, exemptions & further supplies; there may be communication difficulties	3a
2. Knowledge, Training & Experience	Range of work procedures and practices, majority non-routine; intermediate level theoretical knowledge  Knowledge of pharmaceutical technical procedures acquired though training, NVQ3, BTEC in pharmaceutical science or equivalent level	4
3. Analytical & Judgement Skills	Judgements involving facts or situations some requiring analysis Assesses situations concerning availability of prescribed medicines and refers non-standard prescriptions to relevant authority	2
4. Planning & Organisation Skills	Plan and organise straightforward activities, some ongoing Implements the rota for the technical pharmacy team; organises supervision of pharmacy support workers	2
5. Physical Skills	Highly developed physical skills, accuracy important; manipulation of fine tools, materials  Weighs and measures raw materials for pharmaceutical preparations, prepares cytotoxic products and intravenous injection, using aseptic technique, prepares products inside fume cupboards, laminar airflow cabinets and isolators	3b
6. Responsibility For Patient & Client Care	Provide clinical technical services Provides pharmacy service including dispensing drugs to patients and providing information on common drug dosage and use	4b
7. Responsibility For Policy/Service Development	Implements policies and proposes changes to practices, procedures for own area Implements SOPs within the pharmacy technician teams and suggests changes to dispensing, formulary policies	2
8. Responsibility For Financial & Physical Resources	Handles cash; maintain security of stock Collects prescription charges; ensures security of stocks of drugs and materials for production of pharmaceutical products	2 a,c
9. Responsibility For Human Resources	Day to day supervision, undertake basic workplace assessments Allocates and checks work of pharmacy support workers and less experienced technicians	2a
10. Responsibility For Information Resources	Data entry, text processing, storage of data Enters patient details on computerised record system from prescriptions prepared by others	2a
11. Responsibility For Research & Development	Occasionally participates in research and development activity/undertakes research and development; clinical trials  Participates in clinical trials; undertakes research activities	1-2(a) (b)
12. Freedom To Act	Standard operating procedures, supervision available Follows SOPs, relevant regulations, works independently, work is checked by pharmacist, designated staff	2
13. Physical Effort	Frequent sitting, standing in restrained position; frequent light effort for several short/long periods during a shift; occasional moderate effort for several short periods  Sitting when using isolator; pushes, carries and packs pharmaceutical supplies / moves pharmaceutical goods	2ab-3c
14. Mental Effort	Frequent concentration work pattern predictable Concentrates while checking prescriptions, batch, stock details	2a
15. Emotional Effort	Rare/occasional exposure to distressing or emotional circumstances Supplies prescribed pharmaceutical products to terminally ill, distressed patients	1-2(a)
16. Working Conditions	Occasional/frequent exposure to unpleasant conditions Handles contained chemicals, exposure to verbal aggression	2(a)-3(a)
JE Score/Band	JE Score 276 - 299	Band 4

- Pharmacy technician higher level

  1. Dispenses and issues prescriptions
  2. Provides straightforward advice to patients/carers on pharmaceutical products and further supplies
  3. Undertakes day to day supervision of pharmacy technicians, support workers
  4. Holds accreditation for checking dispensed prescriptions of others

	Relevant Job Information	JE Level
Factor		
1. Communication &	Provide and receive routine information, barriers to understanding; provide and	3ab
Relationship Skills	receive complex information	
	Communicates information to patients/carers regarding prescribed medicines,	
	prescription payments, exemptions & further supplies, there may be communication	
	difficulties; communicates technical information to other professions	
2. Knowledge Training	Expertise within specialism underpinned by theory	5
And Experience	Knowledge of pharmaceutical technical procedures acquired though training, NVQ3,	
	BTEC in pharmaceutical science or equivalent plus additional training for checking dispensed prescriptions, supervising a technical area within the pharmacy to degree or	
	equivalent level	
3. Analytical & Judgement	Range of facts or situations requiring analysis, comparison of a range of options	3
Skills	Judgements on how to fulfil urgent orders, where there are a range of options	
4. Planning & Organisation	Plan and organise straightforward activities, some ongoing	2
Skills	Plans the rota for the technical pharmacy team, organises supervision of support workers	
5. Physical Skills	Highly developed physical skills, accuracy important; manipulation of fine tools,	3b
	materials	
	Weighs and measures raw materials for pharmaceutical preparations, prepares cytotoxic	
	products and intravenous injection, using aseptic technique, prepares products inside	
	fume cupboards, laminar airflow cabinets and isolators	-
6. Responsibility For	Provide clinical technical services	4b
Patient & Client Care	Provides pharmacy service including dispensing drugs to patients and providing	
7 Dagmanaihility Fan	information on common drug dosage and use  Implements policies and proposes changes to working practices, procedures for own	2-3
7. Responsibility For Policy/Service Development	area/impact beyond own area	2-3
r oncy/ser vice Development	Implements SOPs within the pharmacy technician teams, suggests changes to dispensing,	
	formulary policies/ contributes to wider policies	
8. Responsibility For	Handle cash; maintain security of stock/ authorised signatory	2 a,c-3a
Financial & Physical	Collects prescription charges; ensures security stocks of drugs and materials for	,.
Resources	production of pharmaceutical products/ authorises invoices for supplies	
9. Responsibility For	Day to day supervision; undertake basic workplace assessments	2a
Human Resources	Allocates and checks work of technicians, support workers	
10. Responsibility For	Data entry, text processing, storage of data	2a
Information Resources	Enters patient details on computerised record system from prescriptions prepared by	
	others	
11. Responsibility For	Occasionally participates in research and development activity/undertakes research	1-2(a) (b)
Research & Development	and development; clinical trials	
	Participates in clinical trials led by pharmacists; undertakes research activities	
12. Freedom To Act	Clearly defined occupational policies, work is managed rather than supervised	3
	Follows SOPs, relevant regulations, works independently, accredited to check dispensed	
12 Dl	prescriptions of others	2-1-2-
13. Physical Effort	Sitting, standing in restrained position; frequent light physical effort for several short periods; occasional moderate effort for several short periods during a shift	2ab-3,c
	Sitting for production activities; pushes, carries and packs pharmaceutical supplies/	
	Moves pharmaceutical goods	
14. Mental Effort	Frequent concentration, work pattern predictable/ unpredictable	2a-3a
	Concentration for checking prescriptions, batch, stock details/ interruptions to give	
	advice	
15. Emotional Effort	Rare/occasional exposure to distressing or emotional circumstances	1-2(a)
	Supplies prescribed pharmaceutical products to terminally ill, distressed patients	
16. Working Conditions	Occasional/frequent exposure to unpleasant conditions	2(a)-3a
	Handles contained chemicals, exposure to verbal aggression	
JE Score/Band	JE Score 329 – 375	Band 5

Profile Label: Job title:

**Job Statement:** 

Pharmacist Entry Level
Pre-registration Pharmacist

1. As part of structured rotational training programme, undertakes
dispensing and supply of medicines; technical & aseptic preparation of medicines; ward based pharmacy services dispensing and supply of medicines; technical & aseptic preparatings; provision of medicines advice; ward based pharmacy services

2. Attends study sessions towards registration

Factor	Relevant Job Information	JE level
1. Communication &	Provide and receive complex, sensitive information; barriers to	4 (a)
Relationship Skills	understanding	
	Communicates drug or medicine related information to patients & relatives,	
	prescribers: patients may have language difficulties, physical or mental	
	disabilities	
2. Knowledge, Training	Specialist knowledge across range of procedures underpinned by theory	6
& Experience	Professional knowledge acquired through vocational master's degree in	
	pharmacy, preparation and study for professional registration including clinical	
	placements	
3. Analytical &	Range of facts or situations requiring comparison of a range of options	3
Judgemental Skills	How to answer patient queries, check stocks/ skills for analysing drug charts and	
	patient information in order to provide advice on medicines, dosages, production	
	requirements, medicines information.	
4. Planning &	Organise own day to day work tasks or activities	1
Organisational Skills	Plans own work	
5. Physical Skills	Physical skills obtained through practice/Highly developed physical skills,	2-3(b)
	accuracy important; manipulation of fine tools, materials	
	Keyboard skills, skills for use of pharmacy equipment/skills for use of isolators,	
C Dannardh W. C	syringes, preparation of cytotoxic drugs.	4 (1-) ( )
6. Responsibility for	Provide clinical technical services; provide advice in relation to care	4 (b) (c)
Patient/Client Care	Reviews prescriptions, dispenses & supplies drugs for & to patients; undertakes	
	preparation of sterile & aseptic products; provides advice to patients on doses,	
7 D	possible side effects; ensures compliance with Medicines legislation	
7. Responsibility for	Follow policies in own role, may be required to comment	1
Policy/Service	Follows departmental policies, comments on proposed changes to policies &	
Development	current practices	0(-)(-)
8. Responsibility for	Handle cash, valuables; maintain security of stock	2(a)(c)
Financial & Physical Resources	Takes cash for prescriptions; responsible for security of drugs	
9. Responsibility for	Demonstrate own duties to new or less experienced employees	1
Human Resources	May demonstrate own duties to others, including students	ı
10. Responsibility for	Record personally generated information/data entry, text processing,	1-2(a)
Information Resources	storage of data	1-2(a)
information resources	Inputs prescription information/from others	
11. Responsibility for	Undertake surveys or audits, as necessary to own work	1
Research &	Undertakes audits, may participate in clinical trials	'
Development	Ondertakes addits, may participate in clinical trials	
12. Freedom to Act	Standard operating procedures, someone available for reference/Clearly	2-3
12.110000111107101	defined occupational policies, work is managed, rather than supervised	20
	Undertakes clinical technical procedures under clinical supervision/works on	
	own initiative	
13. Physical Effort	Occasional moderate effort for several short periods	2(d)
<b>,</b>	Lifts, moves pharmacy boxes, fluids, enteral nutrition	_(~)
14. Mental Effort	Frequent concentration; work pattern predictable	2(a)
	Daily concentration on for reviewing prescriptions, calculations, statistics;	_(~)
	generally predictable work pattern	
15. Emotional Effort	Exposure to distressing or emotional circumstances is rare/occasional	1-2(a)
Indianal Elloit	Work with terminally ill, distressed patients	. <u>–</u> (u)
40.111 0 1111	Occasional unpleasant conditions	2(a)
16. Working Conditions		
16. Working Conditions	Odours from aseptic, cytotoxic production.	_(=)

- Pharmacy Technician Specialist

  Provides and co-ordinates technical pharmacy services to a specialist area or service
  Trains and assesses technical support staff; may manage team or service
  Checks dispensed prescriptions, pharmaceutical production

·	Relevant Job Information	JE Level
Factor	Relevant Job Information	JE Level
Factor		
1. Communication &	Provide or receive complex, sensitive information, requiring tact or persuasive skills,	4(a)
Relationship Skills	barriers to understanding	
	Communicates information to patients/clients/carers regarding medicines, there may be	
	communication difficulties	
2. Knowledge, Training &	Expertise within specialism underpinned by theory	5
Experience	Knowledge of pharmaceutical technical procedures for specialist area to degree or	
	equivalent level acquired though training, NVQ3, BTEC in pharmaceutical science or	
	equivalent	
3. Analytical &	Range of facts requiring analysis, comparison of a range of options	3
Judgement Skills	Analyses, interprets prescription information or requirements for	
	pharmaceutical production in specialist field, may resolve service provision	
	problems	
4. Planning &	Plan, organise complex activities or programmes requiring formulation, adjustment	3
Organisation Skills	Co-ordinates the day to day provision of technical pharmacy service, plans ongoing	
	training and assessment in technical pharmacy procedures	
5. Physical Skills	Highly developed physical skills, accuracy important; manipulation of fine tools,	3b
	materials	
	Weighs and measures raw materials for pharmaceutical preparations, prepares cytotoxic	
	products and intravenous injection, using aseptic technique, prepares products inside fume	
( D	cupboards, laminar airflow cabinets and isolators	51./
6. Responsibility For	Provide specialist clinical technical services/specialist advice	5b/c
Patient & Client Care	Dispenses drugs for patients, clients in specialist area; provides advice to patients, carers or	
	those involved in manufacture of pharmaceutical products: ensures compliance with	
# D	Medicines legislation	
7. Responsibility For	Implement policies, propose changes to working practices, procedures, impact on other areas	3
Policy/Service Development		
Development	Develops and implements SOPs within own area and suggests changes to policies that impact beyond own area	
	impact beyond own area	
8. Responsibility For	Purchase of some supplies	3b
Financial & Physical	Purchases supplies of medicines, equipment and resources	
Resources		
9. Responsibility For	Day to day management; teach/deliver specialist training	3ac
Human Resources	Provides day to day management for a group of pharmacy technical staff including	
	recruitment and selection, performance issues; organises delivery of specialist training	
10. Responsibility For	Records personally generated information/ data entry, text processing, storage of	1-2a
Information Resources	data	
	Records personally generated clinical details/enters patient details on pharmacy	
	computerised data record system from prescriptions written by others	
11. Responsibility For	Undertakes research and development; participates in regular clinical trials	2ab
Research & Development	Undertakes research activities; dispenses, manufactures clinical trial drugs	
12. Freedom To Act	Clearly defined occupational polices, work is managed rather than supervised	3
	Works within range of technical pharmacy codes and procedures, work is managed and	
	assessed	
13. Physical Effort	Sitting, standing in restrained position; frequent light physical effort for several short	2ab-3c
-	periods; occasional moderate effort for several short periods during a shift	
	Sitting for production activities; pushes, carries and packs pharmaceutical supplies/	
	Moves pharmaceutical goods	
14. Mental Effort	Frequent concentration, workload unpredictable	3a
	Concentration for dispensing prescriptions, calculating doses and quantities for supply,	
	interruptions to provide advice to other staff	
15. Emotional Effort	Occasional distressing or emotional circumstances	2(a)
	Dispenses medicines to terminally ill, distressed patients	
16. Working Conditions	Occasional unpleasant conditions	2(a) -3(a)
	Handles contained chemicals, exposure to verbal aggression, noxious fumes	
JE Score/Band	JE Score 400 – 415	Band 6

# Pharmacist

- Provides pharmacy services (e.g. clinical pharmacy, production, medicines information/ management) in hospital or primary care setting; undertakes risk management and ensures compliance with Medicines legislation
   Supervises less experienced pharmacists, technicians
   Advises junior medical staff, nurses on pharmacy matters; may provide emergency services (out of hours)

Factor Relevant Job Information Level 1. Communication Relevant Job Information   Level 1. Communication   Provide and receive complex or sensitive information to prescribers, clinicians, suppliers/ patients & carers, patients may have language difficulties, physical or mental disabilities 2. Knowledge, Highly developed specialist knowledge, underpinned by theory and experience   Professional knowledge acquired through vocational master's degree in pharmacy (4 years) + 1 year pre-registration training & experience   Professional knowledge acquired through vocational master's degree in pharmacy (4 years) + 1 year pre-registration training & experience   Professional knowledge acquired through vocational master's degree in pharmacy (4 years) + 1 year pre-registration training & experience   Professional knowledge acquired through vocational master's degree in pharmacy (4 years) + 1 year pre-registration training & experience   Professional knowledge acquired through vocational master's degree in pharmacy (4 years) + 1 year pre-registration training & experience   Professional knowledge acquired through vocational master's degree in pharmacy (4 years) + 1 year pre-registration training & experience   Professional knowledge acquired through vocational master's degree in pharmacy (4 years) + 1 year pre-registration to rare on the pharmacy and pharmacy acquirements, medicines information or defence on medicines, dosages, production requirements, medicines information or the pharmacy services e.g., production, medicines information, reviews prescriptions, dispenses & supplies drugs for & to patients, provides advice to patients, prescribers on doses, possible side effects, undertakes risk management & ensures compliance with Medicines legislation   1-2 pharmacy services e.g., production, medicines information, reviews protocols   1-2 pharmacy services e.g., production, medicines information protocols   1-2 pharmacy services e.g., production, medicines information protocols   1-2 pharmacy services e.g., production, med		services (out of hours)	
1. Communication & Relationship  Skills  Relationship  Skills  Communicates drug or medicine related information to prescribers, clinicians, supplier/ patients & carers, patients may have language difficulties, physical or mental disabilities  1. Knowledge, Training & Professional knowledge specialist knowledge, underpinned by theory and experience  2. Knowledge, Training & Professional knowledge acquired through vocational master's degree in pharmacy (4 years) + 1 year pre-registration training & experience  3. Analytical & Judgemental Skills  4. Planning & Range of facts or situations requiring comparison of a range of options on medicines, dosages, production requirements, medicines information  4. Planning & Plans and organiae straightforward activities, some ongoing Plans own workload to ensure high priority patients or other issues dealt with first, may organise training sessions, audit, project work  5. Physical Skills  6. Responsibility for Patient/Client  Care  Provides specialist clinical technical services; provides specialised advice in relation to care  Provides specialist clinical technical services; provides apecialised advice in relation to care  Provides pharmacy services e.g. production, medicines information, reviews prescriptions, dispenses & supplies drugs for & to patients; provides advice to patients, prescribers on doses, possible side effects, undertakes risk management & ensures compliance with Medicines legislation  7. Responsibility for Foliacy/Service  Development  9. Responsibility for Financial & Physical Resources  9. Responsibility for financial & Physical Resources  9. Responsibility for Information  10. Responsibility for Information provides provides provides provides provides provides provides information systems information provides pr	Factor	Relevant Job Information	
8 Relationship Skills Communicates drug or medicine related information to prescribers, clinicians, suppliers/ patients & carers, patients may have language difficulties, physical or mental disabilities Professional knowledge, underprinned by theory and experience Professional knowledge acquired through vocational master's degree in pharmacy (4 years) + 1 year pre-registration training & experience  3. Analytical & Range of facts or situations requiring comparison of a range of options Judgemental Skills Skills for analysing drug charts & patient information in order to provide advice on medicines, dosages, production requirements, medicines information on medicines, dosages, production requirements, medicines information First, may organise training sessions; audit, project work Fighty developed physical skills, accuracy important; manipulation of fine tooks, materials Skills for use of isolators, syringes, preparation of cytotoxic drugs Fighty developed physical skills, accuracy important; manipulation of fine tooks, materials Skills for use of isolators, syringes, preparation of cytotoxic drugs Fighty developed physical skills, accuracy important; manipulation of fine tooks, materials Skills for use of isolators, syringes, preparation of cytotoxic drugs Fighty developed physical skills, accuracy important; manipulation of fine tooks, materials Skills for use of isolators, syringes, preparation of cytotoxic drugs Fighty developed physical skills, accuracy important; manipulation of fine tooks patients, prescribers on doses, possible side effects, undertakes risk or prescriptions, dispenses & supplies drugs for & to patients, provides advice to patients, prescribers on doses, possible side effects, undertakes risk or management & ensures compliance with Medicines legislation Fighty of Prinancial & Physical Resources Seesources Responsibility for Financial & Provides patients proposed changes to practices, procedures for own area Commentify and the provides and propose changes to practices, contained for mainta	1. Communication	Provide and receive complex or sensitive information/ barriers to	
Communicates drug or medicine related information to prescribers, clinicians, supplier/ patients & carers, patients may have language difficulties, physical or mental disabilities  2. Knowledge, Highly developed specialist knowledge, underpinned by theory and experience Professional knowledge acquired through vocational master's degree in pharmacy (4 years) + 1 year pre-registration training & experience  3. Analytical & Bange of facts or situations requiring comparison of a range of options Skills for analysing drug charts & patient information in order to provide advice on medicines, dosages, production requirements, medicines information or medicines, dosages, production requirements, medicines information  4. Planning & Plan and organise straightforward activities, some ongoing Plan and organise training sessions; audit, project work  5. Physical Skills Highly developed physical skills, accuracy important; manipulation of fine tools, materials Skills for use of isolators, syringes, preparation of cytotoxic drugs  6. Responsibility for Patient/Client Care  Provides pharmacy services e.g. production, medicines information, reviews prescriptions, dispenses & supplies drugs for & to patients, provides advice to patients, prescribers on doses, possible side effects, undertakers risk management & ensures compliance with Medicines legislation  7. Responsibility for Policy/Service  Development  9. Responsibility for Financial & Handle cash, valuables; maintain security of stock Takes cash for prescriptions; responsibile for security of drugs, stocks  1. Andie cash, valuables; maintain security of stock Takes cash for prescriptions; responsibile for maintaining one or more information systems.  9. Responsibility for Information  10. Responsibility for Information  11. Responsibility for Information  12. Freedom to At Clearly defined occupational policies, work is managed, rather than supervised Accountable for own professional actions: guided by national protocole, legislation, hospital formularies, can seek advice			
2. Knowledge, Training & Experience Professional knowledge acquired through vocational master's degree in pharmacy (4 years) + 1 year pre-registration training & experience Professional knowledge acquired through vocational master's degree in pharmacy (4 years) + 1 year pre-registration training & experience S. Analytical & Sulfor analysing drug charts & patient information in order to provide advice on medicines, dosages, production requirements, medicines information Plan and organise straightforward activities, some ongoing Plans own workload to ensure high priority patients or other issues dealt with first, may organise training sessions, audit, project work Highly developed physical skills, accuracy important; manipulation of fine tools, materials Skills for use of isolators, syringes, preparation of cytotoxic drugs 6. Responsibility for Patient/Client Care Provides specialist clinical technical services; provides specialised advice in relation to care Provides pharmacy services e.g. production, medicines information, reviews prescriptions, dispenses & supplies drugs for 8 to patients, provides advice to patients, prescribers on doses, possible side effects, undertakes risk. 7. Responsibility for Policy/Service Development Provides pharmacy services e.g. production, medicines information, reviews prescriptions, dispenses & supplies drugs for 8 to patients, provides advice to patients, prescribers on doses, possible side effects, undertakes risk management & ensures compliance with Medicines legislation Policies in own role, may be required to comment/implement policies and propose changes to practices, procedures for own area Comments on proposed changes to practices, procedures for own area Comments on proposed changes to practices, procedures for own area Comments on proposed changes to practices, procedures for own area Physical Resources 9. Responsibility for Human Resources 9. Responsibility for Human Resources 10. Responsibility for provide services and proposed changes to practices, procedures for o	Skills	Communicates drug or medicine related information to prescribers, clinicians,	-,(α)
2. Knowledge, Training & Experience Professional knowledge acquired through vocational master's degree in pharmacy (4 years) + 1 year pre-registration training & experience Professional knowledge acquired through vocational master's degree in pharmacy (4 years) + 1 year pre-registration training & experience Skills for analysing drug charts & patient information in order to provide advice on medicines, dosages, production requirements, medicines information on medicines, dosages, production requirements, medicines information Plans and organise straightforward activities, some ongoing Plans own workload to ensure high priority patients or other issues dealt with first, may organise training sessions, audit, project work  5. Physical Skills  6. Responsibility for Patient/Client relation to care Provide specialist clinical technical services; provides specialised advice in relation to care Provides pharmacy services e.g. production, medicines information, reviews prescriptions, dispenses & supplies drugs for & to patients, provides advice to patients, prescribers on doses, possible side effects, undertakes risk management & ensures compliance with Medicines legislation  7. Responsibility for Policy/Service Development  8. Responsibility for Financial & Physical Resources  9. Responsibility for Financial & Physical Resources  10. Responsibility for Information Agreement of Physical Resources  10. Responsibility for Information Supervises jurior pharmacy staff, technicians, students  11. Responsibility for Information information, responsible for maintaining one or more information systems, significant job responsibility for Information systems, significant job responsibility for Research & Development  12. Freedom to Act  13. Physical Effort  14. Mental Effort  15. Physical Effort  15. Clearly defined occupational policies, work is managed, rather than supervised Accountable for own professional actions: guided by national protocols, legislation, hospital formularies, can seek advice from senior pharmacist, includ		suppliers/ patients & carers, patients may have language difficulties, physical or	
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legislation, hospital formularies, can seek advice from senior pharmacist, including on call			
including on call  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  14. Mental Effort Frequent concentration; work pattern predictable/ unpredictable; 2(a)-occasional prolonged concentration Concentration for reviewing prescriptions, calculations, statistics; generally predictable work pattern, maybe interrupted by urgent requests for advice; prolonged concentration for preparation of cytotoxic drugs  15. Emotional Effort Exposure to distressing or emotional circumstances is rare/occasional May works with terminally ill, distressed patients  16. Working Occasional unpleasant conditions Smells from aseptic, cytotoxic production			
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  14. Mental Effort Frequent concentration; work pattern predictable/ unpredictable; occasional prolonged concentration Concentration for reviewing prescriptions, calculations, statistics; generally predictable work pattern, maybe interrupted by urgent requests for advice; prolonged concentration for preparation of cytotoxic drugs  15. Emotional Effort Exposure to distressing or emotional circumstances is rare/occasional May works with terminally ill, distressed patients  16. Working Occasional unpleasant conditions Smells from aseptic, cytotoxic production		1 2 7 7 7	
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Light physical effort; occasional restricted position / lifts, moves pharmacy boxes, fluids, enteral nutrition packs, supplies  14. Mental Effort Frequent concentration; work pattern predictable/ unpredictable; occasional prolonged concentration Concentration for reviewing prescriptions, calculations, statistics; generally predictable work pattern, maybe interrupted by urgent requests for advice; prolonged concentration for preparation of cytotoxic drugs  15. Emotional Effort Exposure to distressing or emotional circumstances is rare/occasional May works with terminally ill, distressed patients  16. Working Occasional unpleasant conditions 2(a)  Smells from aseptic, cytotoxic production	13. Physical Elloit	0, 0,	1-2(u)
fluids, enteral nutrition packs, supplies  14. Mental Effort Frequent concentration; work pattern predictable/ unpredictable; occasional prolonged concentration Concentration for reviewing prescriptions, calculations, statistics; generally predictable work pattern, maybe interrupted by urgent requests for advice; prolonged concentration for preparation of cytotoxic drugs  15. Emotional Effort Exposure to distressing or emotional circumstances is rare/occasional May works with terminally ill, distressed patients  16. Working Occasional unpleasant conditions Smells from aseptic, cytotoxic production			
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occasional prolonged concentration Concentration for reviewing prescriptions, calculations, statistics; generally predictable work pattern, maybe interrupted by urgent requests for advice; prolonged concentration for preparation of cytotoxic drugs  15. Emotional Effort Exposure to distressing or emotional circumstances is rare/occasional May works with terminally iil, distressed patients  16. Working Occasional unpleasant conditions Smells from aseptic, cytotoxic production  3(a)(b) 3(a)(b) 1-2(a)	14. Mental Effort		2(a)-
Concentration for reviewing prescriptions, calculations, statistics; generally predictable work pattern, maybe interrupted by urgent requests for advice; prolonged concentration for preparation of cytotoxic drugs  15. Emotional Effort Exposure to distressing or emotional circumstances is rare/occasional May works with terminally ill, distressed patients  1-2(a)  1-3(b)  1-3(a)  1-4(a)  1-5(b)  1-6(b)  1-7(a)		occasional prolonged concentration	
prolonged concentration for preparation of cytotoxic drugs  15. Emotional Effort Exposure to distressing or emotional circumstances is rare/occasional May works with terminally ill, distressed patients  16. Working Occasional unpleasant conditions Conditions Smells from aseptic, cytotoxic production			
15. Emotional Effort Exposure to distressing or emotional circumstances is rare/occasional May works with terminally ill, distressed patients  16. Working Occasional unpleasant conditions 2(a)  Conditions Smells from aseptic, cytotoxic production			
May works with terminally ill, distressed patients  16. Working Occasional unpleasant conditions 2(a)  Conditions Smells from aseptic, cytotoxic production			
16. Working Occasional unpleasant conditions 2(a) Conditions Smells from aseptic, cytotoxic production	15. Emotional Effort		1-2(a)
Conditions Smells from aseptic, cytotoxic production	40.111		0/ 1
			2(a)
JE Score/Band   JE Score: 397-449   Band 6			Dec 10
	JE Score/Band	JE Score: 397-449	Band 6

Profile label

**Job Statement:** 

Pharmacy Technician Team Manager

1. Manages the provision of a technical pharmacy service

2. Manages staff, resources, activity and information

3. May develop specialist technical services within the pharmacy department

	Relevant Job Information	JE Level
Factor		
1. Communication & Relationship Skills	Provide or receive complex, sensitive information, barriers to understanding Communicates with patients/clients and other staff regarding medicines, there may be communication difficulties; negotiates with pharmaceutical suppliers	4(a)
2. Knowledge, Training &	Specialist knowledge across range of procedures underpinned by theory	6
Experience	Knowledge of pharmaceutical service procedures obtained through NVQ3, BTEC in pharmaceutical science plus theoretical study and practical experience of managing staff, resources and additional knowledge to post-graduate diploma or equivalent level	U
3. Analytical & Judgement Skills	Complex facts or situations which require analysis, interpretation, comparison of range of options  Analyses, interprets requirements for the pharmaceutical technical service, including staffing, service issues	4
4. Planning & Organisation Skills	Plan and organise complex activities or programmes requiring formulation, adjustment/ broad range of complex activities or programmes, formulate, adjust plans, strategies  Organises service provision/ strategic planning across technical pharmacy service	3-4
5. Physical Skills	Highly developed physical skills, accuracy important; manipulation of fine tools, materials  Weighs and measures raw materials for pharmaceutical preparations, prepares cytotoxic products and intravenous injection, using aseptic technique, prepares products inside fume cupboards, laminar airflow cabinets and isolators	3(b)
6. Responsibility For Patient & Client Care	Provide specialist clinical technical services/provide specialised advice Dispenses drugs for patients, clients in specialist area; provides advice to patients, carers or those involved in manufacture of pharmaceutical products: ensures compliance with Medicines legislation	5bc
7. Responsibility For Policy/Service Development	Implements policies and proposes policy, service changes, impact beyond own area Develops and implements polices and procedures relating to technical pharmacy services, proposes changes which impact outside the pharmacy department	3
8. Responsibility For Financial & Physical Resources	Authorised signatory; responsible for purchase of supplies Authorises payments; purchases supplies of medicines, equipment and resources	3a/b
9. Responsibility For Human Resources	Line manager for single function Line manager for pharmacy technical staff, including workload allocation, performance, chairs recruitment and selection of staff, career development, sickness absence management	4a
10. Responsibility For Information Resources	Records personally generated information/ data entry, text processing, storage of data  Records personally generated clinical details/enters patient details on pharmacy computerised data record system from prescriptions written by others	1-2a
11. Responsibility For Research & Development	Undertakes research and development activity; clinical trials Undertakes research; participates in clinical trials	2ab
12. Freedom To Act	Broad occupational polices Works within technical pharmacy codes and procedures, manages technical pharmacy service	4
13. Physical Effort	Frequent light effort for several short periods Bending, stretching, and lifting of objects in the pharmacy store, carrying order boxes between the pharmacy and wards, pushing trolleys	2b
14. Mental Effort	Frequent concentration, work pattern unpredictable Concentration for dispensing prescriptions, calculating doses, interruptions to provide advice to staff, problem solve staffing, service provision issues	3a
15. Emotional Effort	Occasional distressing or emotional circumstances Dispenses medicines to terminally ill, distressed patients, staffing problems	2(a)
16. Working Conditions	Occasional/ frequent unpleasant conditions Handles contained chemicals, exposure to verbal aggression, noxious fumes	2(a)-3(a)
JE Score/Band	JE Score 473 – 498	Band 7

- Pharmacist Specialist

  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

  Undertakes teaching, supervision of less experienced pharmacists, technicians, students

	students	
Factor	Relevant Job Information	JE Level
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
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)
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

Job Title: Pharmacist Advanced

Job Statement:

1. Responsible for leading and delivering specialist pharmacy service to a directorate or equivalent area e.g. critical care or paediatrics clinical pharmacy service; undertakes risk management and ensures compliance with Medicines legislation

Provides expert advice on pharmaceutical matters in specialist field

3. Leads and develops clinical audit; undertakes research

	Leads and develops diffical addit, undertakes research	
Factor	Relevant Job Information	JE Level
1. Communication & Relationship Skills	Provide & receive highly complex information, barriers to understanding Communicates highly complex drug or medicine related information to prescribers, clinicians, patients, relatives: patients may have language	5(a)
	difficulties, physical or mental disabilities, other professionals may challenge advice	
2. Knowledge,	Advanced theoretical and practical knowledge	8(a)
Training & Experience	Professional knowledge acquired through vocational master's degree in pharmacy (4 years) + 1 year pre-registration training + specialist knowledge	
Experience	acquired through diploma level training, experience	
3. Analytical &	Complex/ highly complex facts, requiring analysis, interpretation,	4-5
Judgemental Skills	comparison of options	
	Skills for analysing drug, patient information in specialist field in order to provide advice on medicines, dosages, production issues/ in areas where information is	
	lacking and medical or other opinion differs	
4. Planning &	Plan and organise complex activities, requiring formulation, adjustment	3
Organisational	Plans & organises provision of specialist service, plans & organises research,	
Skills	audit activities	
5. Physical Skills	Highly developed physical skills, accuracy important, manipulation of fine tools, materials  Skills for preparation of injections & infusions	3(b)
6. Responsibility	Provides specialised clinical technical services; highly specialised advice	6(b) (c)
for Patient/Client Care	Provides specialised pharmacy service, reviews prescriptions, dispenses & supplies drugs for & to patients in own area of expertise; provides highly specialised advice to medical, other clinical staff, patients on doses, possible	5(8) (6)
	side effects of drugs in critical areas; undertakes risk management & ensures	
7. Responsibility	compliance with Medicines legislation  Proposes policy or service changes, impact on other areas	3
for Policy/Service Development	Proposes changes for own specialist area, impact on other disciplines	3
8. Responsibility for Financial & Physical Resources	Maintain security of stock/monitors budgets Responsible for security of drugs, supplies/monitors drugs expenditure for area	2(c) – 3(c)
9. Responsibility	Provides day to day, clinical supervision/ management	2(a) (b)-
for Human	Supervises/ manages pharmacy staff, technicians	3(a)
Resources 10. Responsibility	Records personally generated information/ responsible for maintaining	1, 3(c)
for Information	one or more information systems	1, 3(6)
Resources	Inputs prescription information, summarises drugs info, maintains production or	
	other records/ responsible for maintaining medicines information system	
11. Responsibility for Research & Development	Regularly participates in clinical trials, specific clinical audits, research Undertakes research in own area	2(a)
12. Freedom to Act	Broad occupational policies	4
	Accountable for own professional actions: guided by national protocols,	·
	legislation, hospital formularies; lead specialist in own area	
13. Physical Effort	Combination of sitting, standing, walking/ occasional moderate physical effort	1-2(d)
	Walking between locations; occasional restricted position / lifts, moves pharmacy	
14. Mental Effort	boxes, fluids, enteral nutrition, supplies Frequent concentration, unpredictable work pattern	3(a)
· · · morrow Entre	Concentration for reviewing prescriptions, calculations, statistics, reports, policy	J(a)
	documents, interrupted by urgent requests for advice	l
15. Emotional Effort	documents, interrupted by urgent requests for advice  Occasional exposure to distressing or emotional situations  Works with distressed patients/ relatives due to drug regime, drug misadventures	2(a)
16. Working	Occasional exposure to distressing or emotional situations Works with distressed patients/ relatives due to drug regime, drug misadventures Occasional unpleasant working conditions	2(a) 2(a)
	Occasional exposure to distressing or emotional situations Works with distressed patients/ relatives due to drug regime, drug misadventures	

Job Title:

Pharmacist Team Manager

Responsible for delivering, managing and developing a component of a pharmacy service or equivalent in a hospital or primary care setting

Provides expert advice on pharmaceutical matters in own specialist area; undertakes risk management and ensures compliance with Medicines legislation Job Statement:

risk management and ensures compilance was medicalled legislated.

3. Leads and develops clinical audit; undertakes or co-ordinates research

	<ol><li>Leads and develops clinical audit; undertakes or co-ordinates research</li></ol>	
Factor	Relevant Job Information	JE Level
1. Communication & Relationship Skills	Provide and receive highly complex, sensitive or contentious information; agreement or co-operation required  Communicates medicines management information to decision makers e.g. drug & therapeutic committee, senior managers, advises clinicians on prescribing protocols, advice may be challenged	5(a)
2. Knowledge, Training & Experience	Advanced theoretical and practical knowledge Professional knowledge acquired through vocational master's degree in pharmacy (4 years) + 1 year pre-registration training + experience + further specialist knowledge through diploma level training and experience in area of practice	8(a)
3. Analytical & Judgemental Skills	Highly complex facts or situations requiring analysis, interpretation, comparison of options  Skills for analysing drug, patient information in specialist field to provide advice on medicines, dosages, production issues in areas where information is lacking and professional opinion differs	5
4. Planning & Organisational Skills	Plan & organise broad range of complex activities; formulates, adjusts plans, strategies Plans and co-ordinates provision of pharmacy service, long term service planning	4
5. Physical Skills	Physical skills obtained through practice/ highly developed physical skills, accuracy important, manipulation of fine tools, materials Keyboard skills/ skills for preparation of injections & infusions	2-3(b)
6. Responsibility for Patient/Client Care	Provide highly specialist clinical technical services; provide highly specialised advice concerning care; accountable for delivery of subdivision of clinical technical service  Provides highly specialist pharmacy service; provides highly specialised advice to patients, prescribers, clinicians on drugs, advice on drugs regimes; responsible for delivery of pharmacy service to trust & ensuring compliance with Medicines legislation	6(b) (c) (d)
7. Responsibility for Policy/Service Development	Responsible for policy implementation and development for a service Responsible for development of pharmacy policies and medicine management in own field, may contribute to organisation or local Health Authority policies through e.g. membership of drug and therapy committee	4
8. Responsibility for Financial & Physical Resources	Monitors budget or financial incentives; hold delegated budget/ budget holder for department Monitors drugs expenditure; holds budget for pharmacy service	3(c) (d)- 4(a)
9. Responsibility for Human Resources	Line manager for single function, department Responsible for recruitment, development, workload allocation	4(a)
10. Responsibility for Information Resources	Record personally generated information/ responsible for maintaining one or more information systems Inputs prescription information, summarises drugs information/ responsible for maintaining medicines information system	1, 3(c)
11. Responsibility for Research & Development	Regularly undertakes R&D activity; clinical trials/ R&D activities as major job requirement/ co-ordinate, implement R&D activity as job requirement Undertakes research; clinical trials/ co-ordinates research programmes for own area	2(a)(b)- 3-4
12. Freedom to Act	Broad occupational policies  Discretion to work within defined parameters, lead specialist, manager in own area	4
13. Physical Effort	Combination of sitting, standing, walking Occasional light physical effort	1
14. Mental Effort	Frequent concentration; work pattern predictable Concentration on for reviewing prescriptions, calculations, statistics, reports, policy documents, interrupted by urgent requests for advice	3(a)
15. Emotional Effort	Occasional distressing or emotional circumstances Distressed patients/ carers, drug misadventures, complaints, staff issues	2 (a)
16. Working Conditions	Exposure to unpleasant conditions is rare/ occasional unpleasant conditions  Office conditions/odours from aseptic, cytotoxic drugs	1-2(a)
JE Score/Band	JE Score: 603-662	Band 8b/c

### **Pharmacy Consultant**

- (1) Responsible for leading and delivering highly specialist pharmacy service; undertakes relevant risk management and ensures compliance with Medicines legislation
- (2) Provides expert advice on pharmaceutical matters in specialist field
- (3) Leads and develops clinical audit; co-ordinates and undertakes research; provides specialist training

Relationship Skills  2. Knowledge, Training & Experience  3. Analytical & Judgemental Skills	Provide & receive highly complex information, barriers to understanding  Communicates highly complex drug or medicine related information to prescribers, clinicians, patients, relatives: patients may have language difficulties, physical or mental disabilities, other professionals may challenge advice  Advanced theoretical and practical knowledge  Professional knowledge acquired through vocational master's degree in pharmacy (4 years) + 1 year pre-registration training + specialist knowledge acquired through post-graduate diploma level or equivalent	5(a) 8(a)
2. Knowledge, Training & Experience	Communicates highly complex drug or medicine related information to prescribers, clinicians, patients, relatives: patients may have language difficulties, physical or mental disabilities, other professionals may challenge advice  Advanced theoretical and practical knowledge  Professional knowledge acquired through vocational master's degree in pharmacy (4 years) + 1 year pre-registration training + specialist	8(a)
2. Knowledge, Training & Experience   Factor   F	prescribers, clinicians, patients, relatives: patients may have language difficulties, physical or mental disabilities, other professionals may challenge advice  Advanced theoretical and practical knowledge  Professional knowledge acquired through vocational master's degree in pharmacy (4 years) + 1 year pre-registration training + specialist	8(a)
2. Knowledge, Training & A Experience   3. Analytical & I Judgemental Skills	difficulties, physical or mental disabilities, other professionals may challenge advice  Advanced theoretical and practical knowledge  Professional knowledge acquired through vocational master's degree in pharmacy (4 years) + 1 year pre-registration training + specialist	8(a)
2. Knowledge, Training & Family & Famil	challenge advice  Advanced theoretical and practical knowledge  Professional knowledge acquired through vocational master's degree in pharmacy (4 years) + 1 year pre-registration training + specialist	8(a)
2. Knowledge, Training & Family & Famil	Advanced theoretical and practical knowledge Professional knowledge acquired through vocational master's degree in pharmacy (4 years) + 1 year pre-registration training + specialist	8(a)
Experience  I  I  I  3. Analytical &  Judgemental Skills	Professional knowledge acquired through vocational master's degree in pharmacy (4 years) + 1 year pre-registration training + specialist	
3. Analytical & I Judgemental Skills		
3. Analytical & I Judgemental Skills	knowledge acquired through post-graduate diploma level or equivalent	
3. Analytical & I Judgemental Skills		
Judgemental Skills	training, experience Highly complex facts, requiring analysis, interpretation, comparison	5
	of options	5
	Skills for analysing drug, patient information in specialist field in order to	
ŗ	provide advice on medicines, dosages, production issues in areas where	
	information is lacking and medical or other opinion differs	
	Plan and organise complex activities, requiring formulation,	3-4
	adjustment/ plan and organise broad range of complex activities,	
	requiring formulation, adjustment	
	Plans & organises provision of specialist service, plans & organises research, teaching, audit activities/ plans & organises service provision	
	Highly developed physical skills, accuracy important, manipulation of	3(b)
a nyorour omino	fine tools, materials	- (-)
	Skills for preparation of injections & infusions	
	Provides specialised clinical technical services; highly specialised	6(b) (c) - 7
	advice/ accountable for direct delivery of a clinical technical service	
	Provides highly specialised pharmacy service, reviews prescriptions,	
	dispenses & supplies drugs for & to patients in own area of expertise; provides highly specialised advice to medical, other clinical staff, patients	
	on doses, possible side effects of drugs in critical areas; undertakes risk	
	management & ensures compliance with Medicines legislation/	
	accountable for delivery of e.g. regional service	
	Responsible for policy implementation and development for a	4
Policy/Service s	service, more than one area of activity	
	Responsible for policy, service development for specialist service or	
	equivalent Monitors budgets	2(a)
	Monitors drugs expenditure for area	3(c)
Resources	Within a drugs experialitate for area	
9. Responsibility for	Day to day supervision/ management; provides specialist training	2(a)-3(a) (c)
Human Resources	Day to day supervision/ management of Pharmacy team; provides	
	specialist training to others from own and other disciplines	
	Records personally generated information/ responsible for	1, 3(c)
Information Resources	maintaining one or more information systems	
	Inputs prescription information, summarises drugs info, maintains production or other records/ responsible for maintaining medicines	
	information system	
11. Responsibility for	Research as major job responsibility/ co-ordinate research activities/	3-4-5
	initiate R&D activities	
-	Undertakes research in own area as major job responsibility/ co-ordinates/	
	initiates specialist research	
	General policies, require interpretation	5
13 Physical Effort	Follow professional, general policies, need to interpret for specialist area  Combination of sitting, standing, walking/ occasional moderate	1 2(d)
	physical effort	1- 2(d)
	Walking between locations; occasional restricted position / lifts, moves	
	pharmacy boxes, fluids, enteral nutrition, supplies	
14. Mental Effort	Frequent concentration, unpredictable work pattern	3(a)
	Concentration for reviewing prescriptions, calculations, statistics, reports,	
	policy documents, interrupted by urgent requests for advice	
	Occasional/ frequent exposure to distressing or emotional situations	2(a)-3(a)
15. Emotional Effort		` ' ` '
15. Emotional Effort	Works with distressed patients/ relatives due to drug regime, drug	
15. Emotional Effort	Works with distressed patients/ relatives due to drug regime, drug misadventures	
15. Emotional Effort  16. Working Conditions	Works with distressed patients/ relatives due to drug regime, drug	2(a)

Professional Manager Pharmaceutical Services

1. Responsible for delivery of pharmacy services across the organisation, including financial, staff management

2. Provides expert advice on pharmaceutical matters to the organisation, senior managers, prescribers

Responsible for medicines management, pharmacy practice, risk management issues & other clinical governance matters

Leads and develops clinical audit; undertakes, may co-ordinate research

	4. Leads and develops clinical addit, undertakes, may co-ordinate research	
Factor	Relevant Job Information	JE .
		Level
1. Communication	Provides and receives highly complex information, agreement or co-	5(a)
& Relationship	operation required	
Skills	Communicates service related information to decision makers e.g. drugs &	
	therapy committee, senior managers & other staff at all levels, advice may be	
	challenged	
2. Knowledge,	Advanced theoretical and practical knowledge	8(a)
Training &	Professional knowledge acquired through pharmacy degree (4 years) + 1 year	5(4)
Experience	pre-registration training & experience + specialist knowledge acquired through	
Experience	diploma level training + further specialist/management knowledge in area of	
	practice	
3. Analytical &	Highly complex facts or situations requiring analysis, interpretation,	5
Judgemental Skills	comparison of options	
	Skills for analysing service related issues, clinical governance, medicines issues,	
4.51	dealing with complaints	
4. Planning &	Plan and organise broad range of complex activities, formulates, adjusts	4-5
Organisational	plans or strategies/ formulate long term, strategic plans involving	
Skills	uncertainty, may impact across whole organisation	
	Service, business planning/long term planning, strategy for pharmacy services,	
	medicines/drugs management across sector	
5. Physical Skills	Physical skills obtained through practice/ highly developed physical skills,	2-3(b)
	accuracy important, manipulation of fine tools, materials	
	Keyboard skills/ skills for preparation of injections, infusions	
6. Responsibility	Corporate responsibility for delivery of clinical technical service	8
for Patient/Client	Corporate responsibility for delivery of pharmacy services to organisation or	
Care	defined health economy	
7. Responsibility	Responsible for policy development & implementation for a directorate or	5
for Policy/Service	equivalent	
Development	Responsible for implementation and development of pharmacy policies.	
Development	contributes to organisation medicines/drugs management policies	
8. Responsibility	Budget holder for department; budget for several services	4(a) -
for Financial &	Holds budget for pharmacy service/ pharmacy and drugs budget	4(a) – 5(a)
Physical Resources	Holds budget for priarriacy service/ priarriacy and drugs budget	5(a)
		4/-> 5/->
9. Responsibility	Line manager for department/ several departments	4(a)-5(a)
for Human	Responsible for recruitment, development, workload allocation for department/	
Resources	departments	
10. Responsibility	Records personally generated information	1
for Information	Records clinical information, write reports	
Resources		
11. Responsibility	Regularly undertakes R&D/major job feature/co-ordinate, implement R&D	2-4
for Research &	as job requirement	
Development	Undertakes research, clinical trials/responsible for co-ordination of clinical trials,	
	audits, research for department	
12. Freedom to Act	General policies; need to establish interpretation	5
	Responsible for policy interpretation for department	
13. Physical Effort		
		1
13.1 Hydical Ellore	Combination of sitting, standing, walking	1
	Combination of sitting, standing, walking Occasional light physical effort	
14. Mental Effort	Combination of sitting, standing, walking Occasional light physical effort Frequent concentration, work pattern unpredictable	1 3(a)
	Combination of sitting, standing, walking Occasional light physical effort Frequent concentration, work pattern unpredictable Concentration on for reports, policy documents, meetings, interrupted by urgent	
14. Mental Effort	Combination of sitting, standing, walking Occasional light physical effort Frequent concentration, work pattern unpredictable Concentration on for reports, policy documents, meetings, interrupted by urgent requests for advice, incidents	3(a)
	Combination of sitting, standing, walking Occasional light physical effort Frequent concentration, work pattern unpredictable Concentration on for reports, policy documents, meetings, interrupted by urgent requests for advice, incidents Occasional distressing or emotional circumstances	
14. Mental Effort	Combination of sitting, standing, walking Occasional light physical effort Frequent concentration, work pattern unpredictable Concentration on for reports, policy documents, meetings, interrupted by urgent requests for advice, incidents Occasional distressing or emotional circumstances Critical incidents involving medicines, dealing with complaints, giving unwelcome	3(a)
14. Mental Effort  15. Emotional Effort	Combination of sitting, standing, walking Occasional light physical effort Frequent concentration, work pattern unpredictable Concentration on for reports, policy documents, meetings, interrupted by urgent requests for advice, incidents Occasional distressing or emotional circumstances Critical incidents involving medicines, dealing with complaints, giving unwelcome news to staff	3(a) 2(a)
14. Mental Effort  15. Emotional Effort  16. Working	Combination of sitting, standing, walking Occasional light physical effort  Frequent concentration, work pattern unpredictable Concentration on for reports, policy documents, meetings, interrupted by urgent requests for advice, incidents Occasional distressing or emotional circumstances Critical incidents involving medicines, dealing with complaints, giving unwelcome news to staff Rare, occasional exposure to unpleasant conditions	3(a)
14. Mental Effort  15. Emotional Effort  16. Working Conditions	Combination of sitting, standing, walking Occasional light physical effort  Frequent concentration, work pattern unpredictable Concentration on for reports, policy documents, meetings, interrupted by urgent requests for advice, incidents Occasional distressing or emotional circumstances Critical incidents involving medicines, dealing with complaints, giving unwelcome news to staff Rare, occasional exposure to unpleasant conditions Odours from aseptic, cytotoxic drugs	3(a) 2(a) 1-2(a)
14. Mental Effort  15. Emotional Effort  16. Working	Combination of sitting, standing, walking Occasional light physical effort  Frequent concentration, work pattern unpredictable Concentration on for reports, policy documents, meetings, interrupted by urgent requests for advice, incidents Occasional distressing or emotional circumstances Critical incidents involving medicines, dealing with complaints, giving unwelcome news to staff Rare, occasional exposure to unpleasant conditions	3(a) 2(a)