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**TITLE OF POST**

**Job Specification & Terms and Conditions**

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| **Job Title and Grade** | Job Title Advanced Specialist Pharmacist  Grade Code |
| **Campaign Reference** | To be completed by NRS |
| **Closing Date** | To be completed by NRS |
| **Proposed Interview Date (s)** | To be completed by NRS |
| **Taking up Appointment** | A start date will be indicated at job offer stage. |
| **Organisational Area** | To be completed by the service(s) {Hospital Group} |
| **Location of Post** | To be completed for the particular post. |
| **Details of Service** | To be completed by the service(s) {Hospital Group} What service does the unit/service/catchment area provide? What client group is served by the unit/service/catchment area? What are the possible future developments for the service? What is the team structure? |
| **Reporting Relationship** | Pharmacist Executive Manager / Deputy Pharmacist Executive Manager /Pharmacy Manager |
| **Purpose of the Post** | The Advanced Specialist Pharmacist (ASP) will lead on delivering medicines optimisation and the contribution of pharmacists in the safe, effective and cost effective use of medicines.  The ASP will have responsibility for pharmacy services to defined clinical areas providing a high level of expertise, competence and performance e.g. cancer care, antibiotic stewardship, HIV/AIDS, cardiology, intensive care, transplantation, respiratory disease, children’s health, older person’s care, mental health, medicine and surgery in in-patient, out-patient care and others. They may also work in specialist pharmacy services e.g. medicines information, aseptic compounding, education and training, medication safety, informatics and others.  Act as a professional resource in advising other pharmacists and health care professionals in their area of expertise  Demonstrate professional leadership within their designated clinical area through effective communication with other clinical practitioners, motivation of staff and challenging barriers to change |
| **Principal Duties and Responsibilities** | The Advanced Specialist Pharmacist practices to a high level of capability across six domains of advanced practice aligned with International Pharmaceutical Federation (FIP) Advanced Level II in the specialist area of practice.  The six domains of advanced practice are defined as follows:   Expert Professional Knowledge   Working with Others   Leadership   Management   Education, Training and Development   Research and Evaluation  ** Expert Professional Knowledge**  Lead and support medicines optimisation as part of a multidisciplinary team within the area of speciality.  Deliver a specialised level of clinical input using advanced theoretical and practical knowledge in the area of specialty, also demonstrating high level of knowledge in other areas so as to take relevant co-morbidities into account when making treatment decisions commensurate with the grade.  Provide specialised medication related advice. This will include individualised advice on medication dosing, drug choice, administration, drug level monitoring and dose adjustment, the use of unlicensed medicines, the use of medicines outside the terms of their product authorisation and advice on the safety and storage of medications.  Provide medicines information and advice to patients and work with patients in order to support adherence to prescribed treatments.  Contribute to the organisation’s wider antimicrobial stewardship programme.  Contribute to pharmaceutical initiatives to ensure the optimisation of patient safety initiatives including those which help with the seamless transfer of patients between different healthcare settings.  Be cognisant of and advise appropriately of regulations (Medicinal Products, Prescription and Control of Supply and Misuse of Drugs Regulations), as applicable to their area of speciality.  ** Working with Others**  Act as a professional resource within their area of specialisation for advising other pharmacists and other healthcare professionals in the organisation.  Liaise with all healthcare staff, patients and carers in all areas of work.  Develop good working relationships and communications with all staff in the specialty multidisciplinary team, providing a link regarding all aspects of pharmacy service and medicines optimisation.  Use available information to ensure the most appropriate and cost-effective choice of therapy.  ** Leadership**  Promote and lead in the development and delivery of best practice standards.  Provide effective clinical leadership to pharmacists assigned to their speciality and by working with other clinical leaders.  Act as a role model to pharmacists, technicians, pharmacy students and all other members of the multidisciplinary team, working as a pharmacist expert in the area of specialty and networking with peers in other organisations.  ** Management**  Ensure the safe use of medicines by evaluating and managing risks associated with the use of medicines and by participating in the hospital’s Medicines Safety reporting process.  Ensure the cost-effective use of medicines.  Contribute to formulary development and implementation.  Manage and professionally supervise other pharmacy staff assigned to that area of speciality.  Lead and/ or contribute to the development and implementation of SOPs, guidelines, protocols etc. relevant to their area of speciality.  Continually monitor the service to ensure it reflects current needs.  Optimise the potential of pharmacy resources, skills and knowledge through monitoring and evaluation, underpinned by research and professional development within their area of speciality.  Implement and manage identified changes.  Contribute to the service planning process.  Actively participate in risk management issues, identify risks and take responsibility for appropriate action.  Report and manage any adverse incidents in accordance with organisational guidelines.  Under the direction of their line manager, investigate critical incidents within their designated areas of responsibility and work with the multidisciplinary team to identify and implement preventative and corrective solutions in order to improve patient care.  Be aware of, contribute to, and implement agreed policies, procedures and safe professional practice by adhering to relevant legislation, regulations and standards.  Participate in individual performance review.  Maintain records according to local and statutory requirements.  ** Education, Training and Development**  Undertake continuous professional development and develop professional knowledge and competencies.  Identify own training needs and provide evidence of maintaining and updating specialist and general pharmacy knowledge.  Participate in mandatory training programmes.  Develop, support and assist in the training of pharmacists, pharmacy technicians and pharmacy students in their area of speciality as appropriate.  Develop and/or deliver teaching sessions for NCHDs, nurses and/ or HSCPs in relation to medication in their area of speciality.  Participate in education and training in an external environment as required by the Pharmacist Executive Manager. This may include having teaching responsibility in universities.  ** Research and Evaluation**  Lead and Contribute to audit and quality improvement initiatives.  Actively promote the implementation of evidence-based practice within the area of speciality and/or organisation.  Collaborate with the multidisciplinary team to contribute to research and its application within the area of speciality and/or organisation.  Presentation of research or evaluation findings at research or professional symposium.  ** General**  Have cognisance of HIQA Standards as they apply to the role, for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards, antimicrobial stewardship, medication safety etc. and comply with associated HSE protocols for implementing and maintaining these standards.  Promote a safe working environment in accordance with Health and Safety legislation  To support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service.  **The above Job Description is not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform other duties as appropriate to the post which may be assigned to him/her from time to time and to contribute to the development of the post while in office.** |
| **Eligibility Criteria**  **Qualifications and/ or experience** | * 1. Eligible applicants will be those who on the closing date for the competition have the following:  |  |  | | --- | --- | | **(i)** | Be a registered Pharmacist with the Pharmaceutical Society of Ireland (PSI) or be entitled to be so registered | |  | **And** | | **(ii)** | Possess a Level 9 or higher post registration, postgraduate qualification on the National Framework of Qualifications (NFQ) maintained by Quality and Qualifications Ireland, in an area relevant to the role. | |  | **Or** | | **(iii)** | Possess a relevant qualification at least equivalent to (ii) above | |  | **And** | | **(iv)** | 4 years post registration hospital experience, of which at least 2 years[[1]](#footnote-1)[1] must be in the relevant specialty demonstrating the required level of specialist practice |  * 1. **Or**  |  |  | | --- | --- | | **(i)** | Be a registered Pharmacist with the Pharmaceutical Society of Ireland (PSI) or be entitled to be so registered | |  | **And** | | **(ii)** | Evidence of Continuing Professional Development (CPD) including relevant courses in an area relevant to the role | |  | **And** | | **(iii)** | 5 years post registration hospital experience of which at least 3 years[[2]](#footnote-2)[2] must be in the relevant specialty demonstrating the required level of specialist practice |   **And**   * 1. Candidates must possess the requisite clinical, leadership, managerial and administrative knowledge and ability for the proper discharge of the duties of the office.  1. **Annual registration**   Annual Registration On appointment, Practitioners must maintain live annual registration on the Pharmacist Register maintained by Pharmaceutical Society of Ireland.   1. **Health**   Candidates for and any person holding the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.   1. **Character**   Candidates for and any person holding the office must be of good character.  **Age**  Age restrictions shall only apply to a candidate where he/she is not classified as a new entrant (within the meaning of the Public Service Superannuation Act, 2004). A candidate who is not classified as a new entrant must be under 65 years of age on the first day of the month in which the latest date for receiving completed application forms for the office occurs. |
| **Post Specific Requirements** | **This section may be used to include educational or experience requirements that are deemed necessary for a specific post in a specific location. For example in the case of a staff nurse for an ICU unit the requirement may be that applicants must have an ICU course completedor have x months/years experience in ICU.** |
| **Other requirements specific to the post** | **Please outline the specific criteria that are specific to the post, e.g. access to transport as post will involve frequent travel** |

1. [1] *A minimum of 0.5 WTE must have been in the specialist area for the duration of this time.* [↑](#footnote-ref-1)
2. [2] *A minimum of 0.5 WTE must have been in the specialist area for the duration of this time.* [↑](#footnote-ref-2)