**School of Pharmacy and Medicines Optimisation**

**Health Education England**

**Clinical Leadership Fellow**

**Job Description**

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| Job Title: | Clinical Leadership Fellow – Clinical Pharmaceutical Technology and Quality |
| Department: | Pharmacy Dean, School of Pharmacy and Medicines Optimisation, HEE, North.  Honorary contracts with other organisation may be required with host organisation |
| Responsible to: | Gill Risby, Yorkshire and the Humber Pharmacy Specialist Education Lead, School of Pharmacy and Medicines Optimisation |
| Accountable to: | Dr Jane Brown, Pharmacy Dean, School of Pharmacy and Medicines Optimisation |
| Duration: | 1 year secondment opportunity; There is no clinical component to this role however the successful applicant may arrange weekend work should they wish to. |
| Base: | HEE Office closest to where candidate lives - with local hospital bases, e.g. Piccadilly Place, Manchester with access to one of the Manchester Hospitals, Willow Terrace, Leeds, with access to Leeds Teaching Hospitals or Don Valley House, Sheffield, with access to Sheffield Teaching Hospitals NHS Foundation Trust. Waterfront, Newcastle with access to a North East Trust. |
| Length of post: | 1 year |
| Contracted hours: | 37.5 hours per week, but this post could be offered on a less-than-full-time basis. |

**Aims of the post**

\*To identify key workforce recommendations from the National Aseptic Review and work collaboratively with a range of stakeholders to explore innovative solutions to support the workforce education, training, and research

\*To scope existing training for all pharmacy technical services career stages for pharmacists, pharmacy technicians and pharmaceutical scientists; investigate the gaps identified through a recent North-wide project, the proposed infrastructure to ensure opportunities within initial education and training for exposure to specialist practice and research skills.

\*Engage with stakeholders in the system, to identify potential solutions to work collaboratively to explore implementation of the skills strategy.

Lord Carter’s report “Operational productivity and performance in English

NHS acute hospitals: Unwarranted variations” recommended a shift in the balance of activity in the pharmacy workforce from essential pharmacy infrastructure services to clinically facing roles. Each non specialist acute trust in England, then produced a Hospital Pharmacy Transformation Plan (HPTP - April 2017). Original plans contained changes to consolidate aseptic services, through new service delivery models and exploitation of technology to free more clinical pharmacy time for patient-facing activity. At the same time, it was noted a constant growth in the volume of products that need aseptic manipulation and preparation locally (injectables, including chemotherapy, radiopharmaceuticals, sterile and non-sterile manufacture, alongside the quality assurance and quality control of premises and products) and the acknowledgement of significant fragility in the commercial sector, which continues to occur.

The COVID response has demonstrated an increasing demand for local and national NHS specialist expertise, from formulation, governance, supply chain, to handling and preparing injectables. However, a North-wide HEE commissioned report Pharmacy Technical Services 2019-20 identified the critical state of the workforce and made a series of recommendations.

Additionally, the NHS Long Term Plan recognises the critical importance of specialist skills, research and innovation to drive future medical advances, with the NHS committing to play its full part in the benefits these bring both to patients and the UK economy. Pharmacy specifically needs to develop new integrated services, support the spread of innovative therapies and ensure value for the NHS £16billion drug spend through efficiencies. Pharmacy Technical Services plays a key role in governance and implementation across all sectors.

The NHS people plan describes the need to link specialist services career development, e.g. within pharmacy technical services specialisms and medicines assurance, with a particular focus on developing governance, clinical/technical specialist and research skills.

The proposed project will scope existing training for all technical services career stages for pharmacists, pharmacy technicians and pharmaceutical scientists, investigate the gaps identified through a recent North-wide project, the proposed infrastructure to ensure initial education and training exposure, through to specialist education and research skills.

**FLP values**

Collaboration, Compassionate Leadership, Continuous (Quality) Improvement, Innovation, Learning and Reflection, Systems Thinking, Aligns with Strategic Priorities, Working with Patients, Tackling Health Inequalities

**Description of the post**

Specialist products and advice from Pharmacy Technical Services enable delivery of patient care in many settings, e.g. community pharmacy, hospitals, GP practice and other primary care settings. Traditionally it has been noted a wide variation in training due to a number of factors; primarily the focus on clinical care delivery, rationalisation of aseptic services, but more recently the change to GPhC Initial Education and Training, which followed earlier guidance around greater reliance on commercial manufacture. The National Aseptic Review team will publish recommendations on workforce later in 2021 and plans to determine new curricula and minimum training requirements in late 2021/early 2022. These will be critical to the integration of clinical and technical skills through to wider advanced skills such as leadership, education and research.

The post holder will need to understand the curriculum changes and adapt solutions to meet Pharmacy Technical Services new technologies, career roles, employer and patient need. The post will address the following key questions:

1. What are the key gap analysis findings and how could innovations in learning be adapted for use in a specialist academy; core training, co-teaching with other healthcare professions, wider pedagogical approaches?
2. What are the innovations in teaching and quality improvement currently utilised for in other professions in specialist clinical environments, e.g., simulation in cleanrooms, new technologies – enablers, restrictions, specialist assessment techniques etc?
3. What are the transferrable skills, strengths and what are the areas for improvement within this training, especially around new technology, clinical trials and new therapies?
4. Where leadership, education, research and quality improvement training is not being accessed, what are the barriers?

Developing specialist practitioners from pharmacy and science through clear pathways from initial training, through specialist to research skills is highlighted in the Long Term Plan, to enable leadership efficiency, quality, safety and sustainability innovation across the NHS.

The Fellow will be expected to collaborate with a wide range of employers across the North of England, as well as representatives from national professional bodies and education providers. Key stakeholders for the project are the NHS Specialist Pharmacy Services, National Aseptic Review team, NHS Pharmaceutical Technology Specialist Education and Training Committee, Quality Assurance Committee, Royal Pharmaceutical Council, Association of Pharmacy Technicians, NIHR Clinical Research Networks and HEIs. The post holder will work with the national pharmacy team within HEE, as well as leaders of pharmacy professional development in Wales, Scotland and Northern Ireland.

In addition, there are many touch points with Healthcare Science, therefore collaboration with and input from local HCS leaders and the National School of Healthcare Science is critically important. Success will be demonstrated by producing a report into current education and training strategies for Pharmacy Technical Services, recognising good practice, identifying barriers and working with partners to co-produce potential solutions.

Overall, this proposal seeks to achieve better and safer outcomes of care with medicines for our population by increasing capacity and capability in specialist technical and research skills in the pharmacy profession.

The post holder will complete a post-graduate training in Pharmaceutical Technology and Quality Assurance/Clinical Teaching. They will be expected to develop, utilise, and reflect on their use of the FLP values within their project and their working practices. It is expected that the post holder will embed the principles of compassionate and collective leadership within the remit of the project and their daily practice, with continuous learning, utilisation of service improvement techniques, reflection, and dissemination of results. The outcomes of the project will be presented regionally and nationally, and submission for publication will be encouraged and supported. This will promote learning and reflection in the post holder. Working with senior stakeholders will allow the Fellow to develop skills of collaboration and innovation. Access to local leadership within employers, educators and specialists across the north of England will be facilitated.

**Post Duties and Description**

Working within Health Education England and linked to CLFs in other organisations in Yorkshire, and as part of multidisciplinary medicines optimisation teams, the post holder will be expected to:

The post holder will be expected to:

* Lead scoping work to explore the structure, content and current and future needs of career pathways/ research and quality training and development in all roles within areas of specialist pharmacy technical services practice
* Identify current approaches to skill development and recognise barriers to accessing specialist skills training.
* Investigate healthcare science and other professions to find potential methods to implement workforce research and quality improvement activities in various career stages for pharmacy professionals
* Develop methods to understand good practice in training for pharmacists, pharmacy technicians and pharmaceutical scientists, learning from best practice in other professions
* Work with others across the UK to develop and enhance the content and structure of each career stage, including research and quality improvement skills.
* Collaborate with leaders in practice to pilot innovations to embed high quality assessment across all specialisms
* Develop and deliver training materials to develop pharmacy technical services careers, working with local and national education provider partners where appropriate
* Successfully lead and manage projects, apply recognised tools for improvement and measure the progress and outcomes of improvement work using objective methods
* Provide regular updates on the progress of projects undertaken
* Ensure that patient safety is central to the improvement work and can be demonstrated at the end of any project
* Collaborate with other frontline and senior level staff who are delivering improvement projects in related topics.
* Demonstrate improved outcomes for patients as a result of the work undertaken
* Organise and participate fully in peer learning with local and Y+H regional CLFs and Associate Deans
* Formally relate activity to the NHS Leadership Academy Healthcare Leadership Model and the published standards of the Faculty of Medical Leadership and Management (FMLM)
* Meet monthly with a named Leadership Supervisor to set and review progress towards personal goals
* Produce a report of the year’s activities, outcomes and development. This may include reflections on responses in assessment tools, such as 360 feedback, and insights into personal development, gained from mentoring, supervision and coaching

**About the post**

This post is a further opportunity for a Clinical Leadership Fellow to work with The School of Pharmacy and Medicines Optimisation. The post will enable the individual to develop their leadership potential and develop skills through undertaking a project and other work that connects with Medicines Optimisation leaders.

This post will allow the Fellow to deliver specific objectives that improve quality, leadership, engagement and medicine optimisation through supporting development of preregistration trainee pharmacy technicians. The post will be based in an HEE office with access to local hospitals and primary care settings to conduct the project work.

The post also benefits from access to a wide range of educational and developmental opportunities provided by the Future Leaders Programme including courses, meetings and educational days. In addition, the Fellow will be supported to undertake an academic component such as a Postgraduate certificate.

In addition, Fellows will have a number of other opportunities to develop their leadership skills, relevant to their own aims and objectives, including:

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| * shadowing senior leaders | * gaining insight into Trust governance, leadership, structure and function. |
| * investigating serious incidents | * being part of a facilitated action learning set |
| * organising leadership events and programmes | * becoming an active member of a medicines optimisation group |

**CONDITIONS OF SERVICE**

This post is appointed to NHS Agenda for Change Terms and Conditions of Service.

Standards of Conduct and Behaviour

You are required to work to the standards set out by the General Pharmaceutical Council.

Your general conduct at work should comply with the standards set out in the relevant HEE/Trusts document on Appraisal, in particular Core Behaviours.

Leave Arrangements

All leave should be applied for in accordance with the Trust Leave Policy.

Training

During your employment, you agree to undergo whatever training the host organisation deems necessary. This may include, but is not limited to, induction training, professional development and safe working practices. Funding of such training will be in accordance with the host organisation’s Staff Development Policy.

Health & Safety

Each host organisation has a responsibility to provide a safe working environment for all staff. As an employee/supervisor/manager you are responsible for your own safety and that of others. This will require you to comply with the host organisation’s arrangements for Health & Safety and Risk Management. As a supervisor/manager, you will be responsible for ensuring your team work in a safe manner and are competent to do so.

Equality & Diversity

The post holder must comply with all policies and procedures designed to ensure equality of employment and that services are delivered in ways that meet the individual needs of patients and their families. No person whether they are staff, patient or visitor should receive less favourable treatment because of their gender, ethnic origin, age, disability, sexual orientation, religion etc.

The host organisation Equality and Diversity Policy will ensure that barriers to employment for disadvantaged groups are identified and removed, and that no person is treated less favourably on the grounds of their race, ethnic group, religion, impairment, age, gender, sexual orientation or mental health status. Reasonable adjustments will be made for disabled applicants and post holders where required.

Smoking Policy

Under the terms of No Smoking Policies, staff, visitors and patients will not be permitted to smoke at any time or in any part of NHS Trust property, whether inside or outside the organisations buildings.

Rehabilitation of Offenders Act & DBS Disclosure

This position involves access to patients during the normal course of duties and is therefore subject to the Rehabilitation of Offenders Act (Exceptions Order) 1975. As such you must reveal any information which you may have concerning convictions which would otherwise be considered as ‘spent’.

An offer of appointment to this post would be subject to the express condition that the organisations receives a satisfactory Disclosure and Barring Service (DBS, formerly CRB) Disclosure which will check the existence and the content of any criminal record received.

Health Education England has the right to withdraw an offer or employment if not satisfied of a candidate's suitability for this position by reason of criminal record or antecedents, especially in cases where no declaration of criminal proceedings has been made on a candidate’s application form or DBS Form. The organisation reserves the right to determine this issue at its sole discretion. If you are successful in being short listed for this position you will be asked to complete a criminal disclosure form to be handed to a representative at interview. Furthermore, if appointed to this post you will be asked to complete a 'DBS Disclosure Application Form' which will be submitted to the DBS.

Infection Control

The post holder must comply at all times with the relevant host organisation’s Infection Control policies, in particular by practicing Universal Infection Control Precautions. Hand hygiene must be performed before and after contact with patients and their environment.

Patient and Public Involvement

HEE/Trusts have a statutory duty to involve patients and public in evaluating and planning services. All staff have a responsibility to listen to the views of patients and to contribute to service improvements based on patient feedback.

Respect for Patient Confidentiality

The post holder should respect patient confidentiality at all times and not divulge patient information unless sanctioned by the requirements of the role.

**Person Specification**

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| **Post Title** | **Clinical Leadership Fellow – Pharmacy Technical Services Workforce** |
| **Band** | **Pharmacist or Pharmacy Technician Band 8a** |
| **Department** | **School of Pharmacy and Medicines Optimisation** |
| **Directorate** | **HEE** |
| **Summary of Role** | **Clinical Leadership Fellow** |

| **Criteria:** | **Essential** | **Desirable** | **Evidence obtained from**: |
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| **Qualifications:** | Registered pharmacist or pharmacy technician (General Pharmaceutical Council)  Member of professional body: Royal Pharmaceutical Society or Association of Pharmacy Technicians UK |  | Application form |
| **Training:** | Skills development to date in one/more specialism; aseptics, radiopharmacy, manufacturing or QA/QC and in education and training | Recognised educator qualification | Application form, portfolio of practice |
| **Special Knowledge including experience:** | Evidence of post-registration practice development experience, equivalent to relevant professional body framework, in one/more specialsims  Knowledge of NHS / government policy and its applications in relation to education and training  Applies sound professional judgement to legal and ethical issues |  | Application and interview |
| **Behaviours:** | Patient-centred  Collaborative  Fair  Accountable  Empowered  Persuasive, excellent communicator  Assertive and inspires confidence  Team player but also able to work autonomously  Able to influence a large group of independent practitioners  Calm disposition |  | Application and interview |
| **Practical Skills:** | Able to interpret highly complex data and present highly complex information in an informative manner to a wide range of individuals |  | Application and interview |
| **Other Requirements:** | Able to fulfil Occupational Health requirements for the post (with reasonable adjustments if necessary), *including clearance on blood borne viruses in compliance with Trust Policy* |  | Occupational Health Screening |