JOB DESCRIPTION

GENERAL INFORMATION

Title: Clinical Pharmacist, Critical Care and Digital Innovation

Grade: Band 7 +/- EDC

Job base: Pharmacy Department, Royal Brompton Hospital

Accountable to: Band 6 Rotational Pharmacists
Pre-registration Pharmacists
Band 5 EPMA Technician

Professionally accountable to (If applicable): Senior Pharmacist, EPMA
Specialist Pharmacist, Critical Care
Specialist Pharmacist, Antimicrobial
Senior Principal Pharmacist, Clinical Services
Director of Pharmacy

Disclosure & Barring Service (DBS) checks (please delete as appropriate):

- not required
- basic
- standard
- enhanced
- enhanced with adult/child barred list X

Job summary

To provide a safe, efficient and high quality clinical pharmacy service to patients on the Adult Intensive Care Unit, High Dependency Unit and Recovery Unit.

Support a seven day a week clinical service to the critical care units at the Royal Brompton Hospital including Saturdays and Bank Holidays.

To develop and maintain specialist knowledge in medicines used within critical care and cardiothoracic medicine, including antimicrobials.

To deliver safe, efficient and cost-effective use of medicines within Critical Care, by the provision of education and training, procedures, protocols, and medicines usage information.

To work closely with, and support the relevant Specialist Pharmacists, on the development of policies and protocols and to ensure these are implemented within critical care / EPMA.
To support the Senior Pharmacist EPMA in the safe and effective operation of the Electronic Prescribing & Medicine Administration (EPMA) systems ICCA and MedChart, using a range of pharmaceutical and information technology (IT) skills and expertise.

To support antimicrobial stewardship within the Trust by working with the Specialist Pharmacists – Antimicrobial and the Consultant Microbiologists

To assist in the management and troubleshooting of the ICCA Intensive Care prescribing system, MedChart EPMA and Omnicell automated dispensing cabinets.

To provide advice to patients and healthcare professionals on medication issues, allowing best outcome to the patient and the health service.

To monitor and audit medicines related risk in line with local and national guidelines and collaborate with the multidisciplinary team in reducing and managing such risk.

Participate in multidisciplinary ward rounds and committees as agreed with the Specialist Pharmacists for Critical Care, Specialist Pharmacists – Antimicrobial and EPMA.

To provide specialist support with regards to risk management to medical and nursing staff and liaising with the Critical Care Lead Consultant and Ward Managers.

**Main tasks and responsibilities**

- **Patient/customer care**

  To provide clinical pharmacy services for level 2 and 3 patients at Royal Brompton Hospital in accordance with the priorities set by the Specialist Pharmacist Critical Care and in order to ensure safe, clinically effective and cost-efficient use of drugs in these patients.

  To provide comprehensive pharmaceutical care for Critical Care patients through clinical Pharmacy services and attendance on appropriate clinician’s ward rounds and meetings at Royal Brompton Hospital, including microbiology ward rounds. To assist in the management of the ICCA prescribing module, MedChart EPMA and Omnicell automated dispensing cabinets in order to benefit the working practices of staff and improve patient care. This will include system configuration and enhancements, as well as on going system maintenance and development.

  To trouble shoot prescribing and/or administration issues for clinical staff, and act as an appropriate referral to IT for technical queries for the ICCA, MedChart and Omnicell systems.

  To manage scheduled or unscheduled downtime of the ICCA prescribing module, MedChart EPMA, and Omnicell systems in the absence of the Senior Pharmacist EPMA, including making responsible decisions that affect patient care.

  To manage any queries, incidents or errors relating to prescribing/administration using the ICCA Intensive Care Prescribing System or MedChart EPMA system, which
may be due to system or user error, and proactively implement improvements to the systems to reduce future harm.

To implement a good framework of pharmaceutical care through effective drug history taking and documentation, screening of medication charts, evaluating efficacy and toxicity of medication used, observing and reporting risks relating to the use of medications.

To perform pharmaceutical screening of patients for safety, appropriateness and cost-effectiveness.

To ensure critical medicines are available in a timely manner and respond to drug shortages and provide alternative solutions.

To execute effective monitoring of the use of medication, adjusting dosages and route of administration through timely intervention and communication with medical, nursing and other healthcare professionals.

To liaise with carers, specialist/senior pharmacists, nursing or medical staff to optimise disease management for patients, allowing best outcomes for medical interventions.

To liaise with primary care and secondary care healthcare professionals regarding medication issues of patients, allowing effective flow of information for seamless care.

To proactively provide medicines information required by carers, patients, nursing and medical staff as required including drug choice, dosage and side effects advice as part of prescription review, supply and dispensing and ward duties.

To assist in the development of Pharmacy services offered to patients, carers and healthcare professionals using evidence based practice, and having an awareness of current NHS development /priority plans.

To proactively deliver clinical Pharmacy services in line with local and national objectives.

To ensure medicines adherence by patients in taking their medicines e.g., by the provision of individual patient counselling, patient information leaflets, educational sessions, etc especially where there may be difficulties in understanding or complying with medicine regimes.

To assist in identifying and promoting best practice on the Adult Intensive Care Unit, High Dependency Unit and Recovery Unit.

To assist in implementing national antimicrobial stewardship recommendations in the Trust through audit, antimicrobial usage reporting, microbiology ward rounds and antimicrobial guideline reviews.

To help the Specialists Pharmacists – Antimicrobial in delivering the national antimicrobial CQUINS.
To assist in implementing the Trust’s Clinical Governance initiatives.

To demonstrate and develop specialist pharmaceutical knowledge in drugs used in Critical Care and in antimicrobials.

To assist in identifying and managing risk in relation to medicines used according to policy/protocol.

To demonstrate sound clinical reasoning and judgement.

To demonstrate professional accountability to patients.

To follow legal, ethical, professional and employer’s codes of conduct.

To at all times practice in accordance with the Code of Ethics of the General Pharmaceutical Council.

To manage and make appropriate referrals.

To liaise with other clinical pharmacists to ensure efficient transfer of drug related care.

- **Policy development**

To assist in the development of Pharmacy services for patients admitted to the Critical Care unit in accordance with the objectives set by the Specialist Pharmacist, Critical Care, in order to advance the safe, clinically effective and cost-efficient use of drugs in these patients.

To share responsibility for ensuring that all policies and procedures relating to EPMA systems and automated dispensing systems are complete, relevant and up to date.

To help facilitate antimicrobial guidelines and policies with the Specialist Pharmacists – Antimicrobial.

To undertake audits and assist in the implementation of audit recommendations, policies and protocols through participation in education and training delivery.

To ensure that high professional standards of service provision are implemented in the Pharmacy environment and the performance of staff in achieving these standards is monitored.

To attend and represent the department at clinical multidisciplinary meetings as appropriate and to relay information to the surgery pharmacy team and to implement decisions arising from such meetings.

To contribute to the business planning and development process of the Pharmacy department.
To undertake other duties commensurate with the position of Clinical Pharmacist which from time to time may be required.

To identify and manage risks in relation to medicines used within Critical Care in accordance to policy/protocol.

To be aware of, and apply, relevant legislation such as the H & SAWA, COSHH, Medicines Act, GMP etc.

**Service development**

To assist in the planning and delivery of upgrades to the ICCA prescribing module, MedChart EPMA and Omnicell automated dispensing cabinets.

To support maintenance of the drug library on ICCA, MedChart and Omnicell, and further development relating to prescribing support and reporting.

To proactively identify ways in which the EPMA systems can be improved, and work with clinical staff to modify the drug library in ICCA, MedChart and Omnicell systems as required.

To provide support for the implementation of any other Information Technology software or hardware needed for the development of the ICCA, MedChart or Omnicell systems.

To assist in the development of clinical Pharmacy services to Critical Care in accordance with the priorities set by the Specialist Pharmacist, Critical Care, in order to advance the safe, clinically effective and cost-efficient use of drugs in these patients.

To support the Specialist Pharmacist – Antimicrobial and the consultant microbiologist in the development of microbiology ward rounds in other clinical areas where needed.

To routinely document the delivery of Pharmacy services to ensure it meets the corporate objectives when audited.

To support the maintenance of the automated dispensing cabinets used in Critical Care to reduce wastage by improving stock control.

To assist in clinical audits as supervised by the Specialist Pharmacist, Critical Care.

To submit clinical contributions made to the Specialist Pharmacists for review.

To assist in data collection via reporting from ICCA/Medchart and analysis for research projects.
• **Education and Training**

To facilitate training for medical staff on the ICCA and MedChart EPMA systems through the use of an e-learning package.

To assist in the development of strategies to meet the training needs of multidisciplinary staff.

To provide education and training to Pharmacy and other staff according to the priorities set out by the Specialist Pharmacists for Critical Care, Specialist Pharmacists - Antimicrobial and EPMA.

To assist in the evaluation of training provided.

To identify own training needs and develop own personal development plan in conjunction with the Specialist Pharmacists for Critical Care and EPMA.

To maintain a portfolio of evidence of CPD in accordance with the requirements set by the General Pharmaceutical Council.

• **Communication**

To act as a clinical role model for junior pharmacists, pre-registration pharmacists and demonstrate the ability to provide safe, clinically effective and cost-efficient use of drugs to patients.

To communicate effectively with Pharmacy, I&T, and Clinical staff in all matters affecting the ICCA, MedChart and Omnicell systems.

To demonstrate general pharmaceutical knowledge in core areas.

To communicate effectively with all healthcare professionals to ensure the safe, clinically effective and cost-efficient use of drugs.

To develop a forum for Clinical staff to share ideas and resolve issues with regards to ICCA and Omnicell. To participate in running an EPMA user group for the trust to feed into system development.

To communicate well with the consultant microbiologists to facilitate antimicrobial stewardship.

To effectively communicate and disseminate protocols and guidelines developed for the directorate and the department.

To liaise with other Pharmacists, members of the multidisciplinary team to ensure efficient transfer of medicines related care, and ensure resolution of pharmaceutical problems for patients.
To ensure latest developments in medicines use are communicated effectively and accurately to the surgical directorate

To use a range of suitable methods to communicate effectively with patients, carers about medications and facilitate medicines related adherence

To manage and make appropriate suitable referrals for complex pharmaceutical queries

To work effectively as a team member

To give constructive appraisal feedback to fellow team members and appraisal feedback

To work across traditional boundaries e.g. tertiary/secondary care to provide seamless pharmaceutical care.

- **Resource Management**

  To assist in adding and checking the addition of drug files on the ICCA, MedChart and Omnicell systems.

  To develop and prepare management and clinical reports to be used by other practitioners to support clinical practice and performance management.

  To participate in the running of daily reports to check the integrity ICCA, MedChart and Omnicell systems.

  To liaise where required with the Trust’s Finance department, GPs, community pharmacists and CCG’s, with regards to the continuation of therapy for patients in primary care.

  To assist in identifying new prescribing practices and activity changes that may impact on prescribing budgets (horizon scanning), and contribute to the directorate finance reports.

  To identify changes in prescribing practices that may impact on the drugs budget and communicate these to the relevant Specialist Pharmacist.

  To be responsible for ensuring the safe storage of pharmaceuticals.

  To handle money when taking in prescriptions.

- **Information management**

  To provide a full range of application, end user and system support for the ICCA prescribing module, the MedChart EPMA System and Omnicell automated dispensing cabinets to ensure continuity of service and provision of information in support of the pharmacy service and patient care.
To oversee the daily operation of the MedChart EPMA system and E-discharge prescribing system, carrying out routine maintenance to maintain continuity and performance of the system in the absence of the Senior Pharmacist for EPMA.

To maintain and update the core drug dictionary used to underpin the ICCA, MedChart and Omnicell systems

To be a primary point of contact for all issues arising with the following computer applications;

- ICCA prescribing module
- MedChart EPMA system
- Omnicell automated dispensing cabinets
- Infoflex E-discharge system

To be proficient in the use of JAC, Microsoft Outlook, EPR, Infoflex, ICCA and Medchart on a daily basis, and Excel and Word, when required to generate routine reports and collate information.

To produce summaries of clinical audit data, Key Performance Indicators (KPIs), expenditure and budgeting information for review in conjunction with the Senior/Specialist Pharmacists, Surgery.

To assist in producing antimicrobial usage reports and expenditure reports using Excel, Word, Define and Refine.

To be competent to search effectively on medical and pharmaceutical on-line databases e.g. Embase, Medline and websites e.g. DoH, DIzone and other medically useful web pages

**Further sections**

Ability to accurately dispense, label and check medicines in accordance to pharmacy standards

There is a requirement to participate in Bank Holiday and weekend working as well as late duty on a rotational basis

Support a seven-day clinical service to critical care (Saturday, Sunday and Bank Holidays)

There is a requirement to participate in On-Call duties on a rotational basis

To abide by the NHS code of conduct for managers, the Trust’s core behaviours for staff and managers and all other Trust policies including standing financial instructions, research governance, clinical governance, patient and public involvement, codes and practices and health and safety policies

To be aware of, and apply, relevant legislation such as the H & SAWA, COSHH, Medicines Act, Good manufacturing Practice (GMP) etc.
To at all times practice in accordance with the Code of Ethics of the General Pharmaceutical Council

To abide by the Trust’s core behaviours.

Other duties

To undertake any other duties commensurate with the grade as requested.

This job description is intended as a basic guide to the scope and responsibilities of the post and is not exhaustive. It will be subject to regular review and amendment as necessary in consultation with the post holder.

ADDITIONAL INFORMATION

Trust mission
To be the leading national and international centre for the diagnosis, treatment and care of patients with heart and lung disease, creating and disseminating knowledge through research and education

Confidentiality
During the course of your employment you may have access to, see or hear information of a confidential nature and you are required not to disclose such information, particularly that relating to patients and staff.

In order to comply with the Data Protection Act 1998 you must not at any time use personal data held by the Trust for any unauthorised purpose or disclose such data to a third party.

You must not make any disclosure to any unauthorised person or use any confidential information relating to the business affairs of the Trust, unless expressly authorised to do so by the Trust.

Health & Safety

Smoking

It is the policy of Royal Brompton & Harefield NHS Foundation Trust that all people who work for the Trust or, while on its premises, obtain treatment or visit the Trust in any capacity, do so without exposure to tobacco smoke, and so smoking of cigarettes and E-cigarettes is not allowed anywhere on any Trust premises.
The Trust aims to provide appropriate support, in partnership with local Occupational Health and Community Services, to ensure that Trust staff and patients can access practical help and support in their attempts to stop smoking.

This policy is based on clear evidence that, in addition to the health risks taken by smokers themselves, others who breathe in exhaled tobacco smoke (passive smokers) have increased risk of disease.

NHS Estates have notified all NHS agencies that E-Cigarettes and the charging there of are not permitted within any Trust property (including accommodation).

**Diversity**
You are at all times required to carry out your responsibilities with due regard to the Trust’s Diversity policy and to ensure that colleagues or staff that you manage receive equal treatment throughout their employment with the Trust.

**Risk management**
All staff have a responsibility to report all clinical and non-clinical accidents or incidents promptly and, when requested, to co-operate with any investigation undertaken.

**Conflict of interests**
You may not without the consent of the Trust engage in any outside employment. In accordance with the Trust’s Conflict of Interest policy, you must declare to your manager all private interests which could potentially result in personal gain as a consequence of your employment in the Trust. Interests that might appear to be in conflict should also be declared to your manager.

In addition, the NHS Code of Conduct and Standards of Business Conduct for NHS Staff (HSG 93/5) requires you to declare all situations where you or a close relative or associate has a controlling interest in a business (such as a private company, public organisation or other NHS voluntary organisation) or in any activity which may compete for any NHS contracts to supply goods or services to the Trust. You must therefore register such interests with the Trust, either on appointment or subsequently whenever such interests are gained. You should not engage in such interests without the written consent of the Trust, which will not be unreasonably withheld. It is your responsibility to ensure that you are not placed in a position that may give rise to a conflict between your private interest and your NHS duties.

**CODE OF CONDUCT FOR PROFESSIONALLY QUALIFIED STAFF GROUPS**
All staff are required to work in accordance with their professional group’s code of conduct (e.g. NMC, GMC, DoH Code of Conduct for Senior Managers).

**Disclosure & Barring Service checks (where relevant)**
If the post has been identified as being an 'eligible position' under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 or, in some cases, the Police Act 1997, it meets the eligibility criteria for a disclosure to be requested through the
Disclosure and Barring Service (DBS). Where a DBS check is indicated above applicants who receive a conditional offer of employment will need to complete a satisfactory DBS check prior to the appointment being confirmed.

With the exception of Basic disclosure certificates which only contain information about spent convictions, all other DBS level checks will disclose both spent and unspent convictions, cautions (including reprimands and final warnings) which are not 'protected' as defined by the Rehabilitation of Offenders Act 1974 (Exceptions Order) 1975 (as amended). Enhanced disclosures may also include other relevant police information where this is deemed relevant to the position you are applying for.

A criminal record will not necessarily bar you from appointment - that will depend on the nature of the position for which you are applying and the particular circumstances of the incident(s).

You are obliged to inform the Trust if at any time in the course of your employment you are the subject of a police investigation, or are convicted of a criminal offence.

You must also inform the Trust immediately if at any time during your employment you are the subject of an investigation by the Independent Safeguarding Authority or are Barred from either its Children’s Barred List or Adults’ Barred List. Failure to comply with these requirements may result in disciplinary action. You will be committing a criminal offence if you seek to undertake or undertake any Regulated activity while Barred by the Independent Safeguarding Authority from either its Children’s Barred List or Adults’ Barred List.

Core behaviours for all Trust staff

All staff will:

- Act with honesty and integrity at all times
- Demonstrate respect for others and value diversity
- Focus on the patient and internal and external customer at all times
- Make an active contribution to developing the service
- Learn from and share experience and knowledge
- Keep others informed of issues of importance and relevance
- Consciously review mistakes and successes to improve performance
- Act as ambassadors for their directorate and the Trust
- Be aware of the impact of their own behaviour on others
- Be discreet and aware of issues requiring confidentiality

In addition, all managers and supervisors will:

- Value and recognise the ideas and contributions of all team members
- Coach individuals and teams to perform to the best of their ability
- Delegate work to develop individuals in their roles and realise their potential
- Give ongoing feedback on performance, and effectively manage poor performance
- Provide support and guidance to all team members
- Encourage their team to achieve work/personal life balance
- Actively listen to comments/challenges and respond constructively
• Lead by example, setting high standards
• Ensure that there are sufficient resources for their team and rebalance priorities accordingly
• Provide a safe working environment

Infection and Prevention Control

All Trust staff will:

• Act as a role model and champion for the highest standards of all aspects of infection prevention and control and implementation of all Infection Prevention and Control Trust policies and guidelines.
• Demonstrate respect for the roles and endeavours of others, in implementing good standards of hand hygiene.

Value and recognise the ideas and contributions of colleagues in their endeavours to reduce the incidence of healthcare associated infection.

Written by:.............................................................................................................
Chris Remmington, Specialist Pharmacist Critical Care
Carly Aarons, Specialist Pharmacist EPMA
Jamie Cheong, Specialist Pharmacist - Antimicrobial
July 2019

Confirmed as accurate by post holder:.................................................................

Date:....................................................................................................................

Confirmed as accurate by Clinical Services Manager:...........................................
Parmjit Jagait pp Keith Thompson
Senior Principal Pharmacist Director of Pharmacy

Date:.....................................................................................................................
# PERSON SPECIFICATION

## GENERAL INFORMATION

Post: Clinical Pharmacist, Critical Care and EPMA  
Grade: Band 7 with EDC  
Ward/department/directorate: Pharmacy

## REQUIREMENTS

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<tr>
<th>EDUCATION &amp; QUALIFICATIONS</th>
<th>ESSENTIAL</th>
<th>DESIRABLE</th>
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<tr>
<td>Vocational Master’s Degree in Pharmacy followed by completion of one year pre-registration training and experience.</td>
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<td>Postgraduate qualification in clinical pharmacy</td>
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<td>Member of the General Pharmaceutical Council (GPhC)</td>
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<td>Independent prescribing qualification</td>
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<td>Member of the Royal Pharmaceutical Society of Great Britain (RPSGB)</td>
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<tr>
<td>Working towards a Postgraduate qualification in Clinical Pharmacy or equivalent.</td>
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<td>Willing to work towards an independent prescribing qualification</td>
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<th>EXPERIENCE &amp; KNOWLEDGE</th>
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<tr>
<td>Considerable post qualification NHS hospital Pharmacy experience.</td>
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<td>Experience in the use of clinical audit to improve practice/implement change.</td>
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<td>Experience of using Electronic Prescribing and Medicines Administration systems</td>
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<td>Experience of delivering training to pharmacy staff and/or other healthcare professionals.</td>
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<td>A basic operational knowledge of computer hardware and relevant software</td>
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<td>Relevant experience in delivering pharmaceutical service to level 2 and 3 patients</td>
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<td>Ward Pharmacy experience</td>
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<td>Broad up to date general clinical pharmacy experience.</td>
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<td>Relevant experience in delivering pharmaceutical services to surgical patients</td>
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<td>Awareness of current developments in clinical pharmacy.</td>
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<td>Up to date knowledge of NHS issues</td>
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<td>Evidence of continuing professional development (CPD).</td>
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<td>Experience of managing others in an NHS pharmacy</td>
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<td>Demonstrated experience of multidisciplinary team (MDT) working.</td>
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<td>Relevant experience in delivering antimicrobial stewardship</td>
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<td>Previous assessable experience of participation in audit.</td>
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<td>Knowledge and experience of one stop dispensing</td>
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<th>SKILLS &amp; ABILITIES</th>
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<td>Demonstrated ability to identify and manage risks.</td>
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<td>There is a requirement to be proficient in the use of the Pharmacy Stock Control and</td>
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<td>REQUIREMENTS</td>
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<td>The ability to identify and prioritise clinical work.</td>
<td>Dispensing computer system in order to meet the job requirements.</td>
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<td>Ability to critically appraise evidence and cost analysis for new drugs.</td>
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<td>Demonstrated ability to identify training needs of self and others.</td>
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<td>Demonstrated awareness of and commitment to the Clinical Governance Agenda</td>
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<td>Good interpersonal skills</td>
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<td>Presentation skills</td>
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<td>Computer literate (proficient in use of word/excel)</td>
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<td>Communication skills (written and verbal)</td>
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<td>A strong commitment to personal continuing professional development.</td>
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<td>Enthusiasm to use IT to improve NHS working practices</td>
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<td>Professional demeanour</td>
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<td>Ability to work quickly, calmly and accurately under pressure.</td>
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<td>Meets set targets</td>
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<td>Evidence of good time management skills</td>
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<td>Assertiveness</td>
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<td>Enthusiasm</td>
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<th>OTHER REQUIREMENTS</th>
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<td>Reliable work record</td>
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**Written by:** Chris Remmington, Specialist Pharmacist Critical Care  
Carly Aarons, Special Pharmacist EPMA  
Jamie Cheong, Specialist Pharmacist - Antimicrobial  
July 2019

**Confirmed as accurate by post holder:**
Confirmed as accurate by Clinical Services
Manager:...................................................................................
Parmjit Jagait                                        pp Keith Thompson
Senior Principal Pharmacist                           Director of Pharmacy

Date:.............................................................................................
.......
