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Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board

**Band 8b - Fferylllydd Gofal
Sylfaenol Uwch**

**Darllen y Swydd Ddisgrifiad yn
Gymraeg**

**Band 8b - Advanced Primary
Care Pharmacist**

**Read the Job Description in
English**



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TEITL Y SWYDD: Fferylllydd Gofal Sylfaenol Uwch

Band: 8b

TROSOLWG O'R SWYDD:

Bydd deiliad y swydd yn gyfrifol am arwain, datblygu, cyflawni, monitro a rheoli amrywiaeth o wasanaethau fferylliaeth glinigol gofal sylfaenol uwch, yn unol ag egwyddorion Gofal Iechyd Darbodus, a bydd yn gwneud y canlynol:

- Cynnig mentoriaeth, goruchwyliaeth glinigol a chymorth er mwyn helpu i ddatblygu'r tîm rheoli meddyginiaethau gofal sylfaenol, aelodau tîm y practis a gweithwyr gofal iechyd proffesiynol eraill
- Defnyddio arbenigedd fferyllol hynod arbenigol i ymgynghori â chleifion a phresgripsiynu'n annibynnol o fewn cwrpas ei ymarfer arbenigol
- Datblygu gwasanaethau a strategaethau pan fônt yn ymwneud â rheoli meddyginiaethau gofal sylfaenol
- Cynorthwyo practisau, clystyrau a'r Bwrdd Iechyd ehangach i wella ansawdd ac effeithiolrwydd dulliau rheoli meddyginiaethau mewn gofal sylfaenol
- Lleihau amlgyffuriaeth a phresgripsiynu gwastraffus amhriodol
- Ennyn diddordeb cleifion yn eu gofal trwy ddefnyddio dull sy'n canolbwyntio ar gleifion ac egwyddorion cydgynhyrchu
- Rhoi dull cyfannol ar waith er mwyn cynorthwyo i optimeiddio meddyginiaethau mewn amrywiaeth o leoliadau cymunedol
- Rhoi gofal fferyllol i amrywiaeth o gleifion, yn cynnwys cleifion a all fod yn eiddil ac yn agored i niwed a chleifion ag anghenion hynod gymhleth
- Rhoi hyfforddiant arbenigol, addysg a chyngor fferyllol arbenigol i bresgripsiynwyr a staff gofal iechyd eraill
- Arwain a datblygu archwiliadau clinigol ynghyd â chydlynu a chynnal gwaith ymchwil a chyflwyno hyfforddiant arbenigol
- Creu cysylltiadau gweithio agos gydag amrywiaeth o weithwyr proffesiynol iechyd a gofal cymdeithasol er mwyn hyrwyddo gofal di-dor a sicrhau'r canlyniadau gorau i gleifion
- Datblygu ac ymestyn y rôl, gan sicrhau bod cwrpas yr ymarfer yn cyd-fynd â chymwyseddau a ddiffinnir o fewn ffiniau personol ymarfer clinigol yr unigolyn

Yn gyfrifol i'r canlynol:

Yn adrodd i'r canlynol:

Yn atebol i'r canlynol:

Yn atebol yn broffesiynol i'r canlynol:

Prif Ddyletswyddau a Chyfrifoldebau

Hyblygrwydd y Rôl, Cymwyseddau ac Egwyddorion Datblygu

- Mae'r swydd-ddisgrifiad yn ymdrin ag amrywiaeth o rolau fferyllwyr gofal sylfaenol uwch, gan gydnabod ar yr un pryd y materion sy'n prysur ddatblygu o ran y gweithlu ynghyd â chwmpas newidiol yr ymarfer ar yr adeg y lluniwyd y swydd-ddisgrifiad hwn. Gan y bydd canolbwynt y dyletswyddau'n amrywio yn ôl blaenoriaethau a rôl gyfredol pob fferyllwydd, rhaid i ddeiliaid swyddi gofnodi a chynnal eu ffiniau personol eu hunain mewn perthynas ag ymarfer clinigol a chysylltu'n agos â rheolwyr llinell a goruchwylwyr clinigol priodol a grwpiau cymheiriaid. Mae'r ffactorau a fydd yn dylanwadu ar brif ganolbwynt y rôl yn cynnwys:
 - A yw deiliad y swydd wedi'i leoli mewn bwrdd iechyd, clwstwr neu bractis
 - Cymwyseddau a meysydd arbenigol pob fferyllwydd unigol, fel y'u diffinnir yn ffiniau personol ymarfer clinigol yr unigolyn, yn cynnwys meysydd cymhwysedd cyfredol presgripsiynwyr annibynnol
 - Blaenoriaethau newidiol a datblygiadau o fewn practisau/clystyrau/y bwrdd iechyd
 - Natur esblygol y rolau yn unol â datblygiadau yn y gweithlu gofal sylfaenol

Dyletswyddau Clinigol sy'n Canolbwyntio ar Gleifion

- Defnyddio dull sy'n canolbwyntio ar gleifion er mwyn optimeiddio meddyginiaethau, gan ystyried yn llwyr safbwyntiau ac anghenion y cleifion ynghyd â materion cymdeithasol ac ymarferol, ochr yn ochr â materion clinigol. Gellir cyfathrebu gyda'r cleifion a'u gofaluwyd wyneb yn wyneb, dros y ffôn neu'n ysgrifenedig, a gall hynny ddigwydd mewn amrywiaeth o leoliadau, megis yn y practis, yng nghlinigau/hybiau'r clwstwr, mewn cartrefi gofal, yng nghartref y claf, neu o swyddfeydd y Bwrdd Iechyd. Datblygu cynlluniau gofal fferyllol ar gyfer cleifion unigol fel y bo'n briodol, e.e. targedu cleifion a gaiff eu derbyn yn fynych i'r ysbyty/cleifion ag anhwylderau sy'n gwaethygu/cleifion eiddil oedrannus ac ati.
- Cyfrannu at leihau derbyniadau ac aildderbyniadau i'r ysbyty sy'n gysylltiedig â meddyginiaethau trwy gynorthwyo cleifion i sicrhau bod eu meddyginiaethau'n esgor ar y canlyniadau gorau, a hefyd trwy ganfod problemau'n ymwneud â meddyginiaethau a delio gyda nhw. Adolygu anghenion cleifion o ran meddyginiaethau, naill ai wyneb yn wyneb a/neu dros y ffôn. Bydd yr adolygiadau hyn yn perthyn yn bennaf i ddau gategori, sef categorïau â gwahanol lefelau risg a fframweithiau cymwyseddau/ategol cysylltiedig.

Diagnosis gwahaniaethol (hynny yw, mae'r cyflwr a gaiff ei drin wedi cael ei ddiagnosisio'n flaenorol gan Weithiwr Proffesiynol Gofal Iechyd cymwysedig arall). Bydd enghreifftiau'n cynnwys Adolygu meddyginiaethau cyffredinol ac amlgyffuriaeth, Clinigau ar gyfer monitro effeithiau meddyginiaethau trwy wirio arwyddion a symptomau clinigol pan ddefnyddir meddyginiaethau fel y prif ymyriad e.e. meddyginiaethau gwrthgeulo a chlefydau cronig fel asthma, diabetes, methiant y galon, pwysedd gwaed ac ati.

- Pennu'r driniaeth fwyaf priodol ar sail y diagnosis blaenorol, e.e. dewis o feddyginiaethau gwrthgeulo pan fo'r claf wedi'i ddiagnosisio â ffibriliad atrïaidd
- Ystyried ceisiadau cleifion am feddyginiaethau, a ddarperir yn ysbeidiol ar bresgripsiwn aciwt, pan fo'r cyflwr/diagnosis wedi cael ei adolygu'n ddiweddar gan weithiwr proffesiynol gofal iechyd cymwysedig o fewn cyfnod sy'n rhesymol yn glinigol.
- Mân anhwylderau ar ôl i Weithiwr Proffesiynol Gofal Iechyd cymwysedig arall frysbennu'r claf, diystyru cyflyrau hynod

ddifrifol, nodi mai mân anhwylder yw'r cyflwr ac atgyfeirio'r claf at y fferyllydd er mwyn i'r fferyllydd allu argymell triniaeth yn unol â ffiniau ei ymarfer clinigol.

Diagnosis Anwahaniaethol a Brysbennu

Hynny yw, pan gaiff claf ei ddiagnosio am y tro cyntaf neu pan dynnir sylw at anhwylder newydd wrth ymgynghori â'r fferyllydd ynglŷn â chyflwr sy'n bodoli eisoes. Mae mwy o risg yn perthyn i'r gweithgarwch hwn, a dim ond yn unol â ffiniau ymarfer clinigol yr unigolyn y dylid mynd i'r afael â'r gwaith hwn, pan fo'r fferyllydd yn meddu ar y cymwyseddau priodol.

- Mae deiliad y swydd wedi pennu uwch-ymarferydd clinigol sy'n meddu ar y cymwyseddau gofynnol, ynghyd â grŵp cymheiriaid proffesiynol, i'w gynorthwyo pe bai angen cymorth gydag unrhyw un o'r gweithgareddau diagnostig.
 - Os ceir amheuaeth o unrhyw fath, dylid atgyfeirio'r claf at y gweithiwr proffesiynol mwyaf priodol / dylid rhoi unrhyw argymhellion a gymeradwywyd gan y meddyg teulu ar waith.
- Llofnodi presgripsiynau rheolaidd sy'n deillio o feddygfeydd pan fo'r fferyllydd yn gwneud gwiriadau clinigol addas ac yn ymyrryd pan fo angen. Dim ond yn unol â ffiniau ymarfer clinigol yr unigolyn y dylid gwneud hyn a phan fo'r holl wiriadau clinigol perthnasol wedi'u cynnal cyn llofnodi'r presgripsiwn.
 - Adolygu meddyginiaethau a datrys problemau trwy gyfrwng dulliau ac eithrio dull wyneb yn wyneb. Er enghraifft:
 - Cysoni meddyginiaethau cleifion sydd wedi'u rhyddhau o'r ysbyty, cleifion sy'n symud i gartrefi gofal neu sy'n gadael cartrefi gofal, a chleifion sydd newydd gofrestru gyda'r practis.
 - Ailawdurdodi meddyginiaethau ar ôl cynnal gwiriadau clinigol addas.
 - Cysoni meddyginiaethau. Presgripsiynu rhyngwynebol/ymholiadau'n ymwneud â llyfrau fformiwlâu a materion yn ymwneud â fformiwlâu
 - Ateb cwestiynau cyffredinol/datrys problemau cyffredinol
 - Rhoi cyngor fferyllol arbenigol hynod gymhleth o ddydd i ddydd i feddygon teulu, nyrsys, staff eraill y practis/clwstwr, cleifion a staff anfeddygol fel y bo'n briodol - hynny yw, cyngor yn ymwneud â phob agwedd ar bresgripsiynu a rheoli meddyginiaethau. Bydd hyn yn cynnwys diffinio opsiynau ar gyfer gofal/triniaeth a argymhellir i unigolion a grwpiau penodol o gleifion, ateb ymholiadau, gweithredu fel ffynhonnell wybodaeth, crynhoi gwybodaeth am gyffuriau, a rhoi cyngor cyfredol ynglŷn â chyffuriau a chyngor therapiwtig ar sail tystiolaeth gyfredol ac ati.
 - Trefnu bod ymchwiliadau'n cael eu cynnal, ynghyd â dehongli'r canlyniadau neu weithredu ar eu sail, o fewn cwrdd eich cymwyseddau. Gwneud ychwaneg o ymyriadau therapiwtig fel y bo'n briodol er mwyn cyfrannu at reoli clefydau cronig mewn modd cyfannol, e.e. cyfeirio cleifion at wybodaeth yn ymwneud â'u ffordd o fyw, megis rhoi'r gorau i smygu.
 - Defnyddio ac ymestyn sgiliau perthnasol ac arbenigedd clinigol ehangach pan fo hynny'n briodol i'r rôl, e.e. monitro pwysedd gwaed, sbirometreg, sgiliau archwilio, profion mewn mannau lle rhoddir y gofal, pigiadau rhag y fflw ac ati. Defnyddio arbenigedd fferyllol hynod arbenigol fel y gellir ymgynghori â chleifion a phresgripsiynu'n annibynnol o fewn cwrdd eich ymarfer arbenigol.

Cyfathrebu/Cydberthnasau Hollbwysig/Gweithio mewn Partneriaeth

- Integreiddio gwerthoedd Prifysgol Bae Abertawe wrth ryngweithio – sef gweithio gyda'n gilydd, gwella o hyd a gofalu am y naill a'r

llall. Cyfathrebu gyda chleifion/gofalwyr a rhoi cyngor arbenigol iddynt ynglŷn â dulliau cywir a diogel o ddefnyddio'u meddyginiaeth, gan ddefnyddio egwyddorion cydgynhyrchu. Yn aml, bydd yr wybodaeth yn hynod gymhleth a sensitif a bydd angen ystyried eu cyflwr clinigol arbenigol e.e. sgil-ffeithiau posibl, rhagofalon yn ymwneud â rhai clefydau a gofal diwedd oes. Yn aml, bydd angen sgiliau cyfathrebu datblygedig iawn i oresgyn anawsterau cyfathrebu, e.e. yr henoed, cleifion dryslyd neu fyddar, a bydd angen perswadio cleifion i gydymffurfio â'u meddyginiaethau.

- Gweithio gyda chleifion/perthnasau llawn gofid a chleifion sydd wedi cyrraedd diwedd eu hoes/cleifion â salwch angheuol yn ystod argyfyngau neu pan fo ganddynt broblemau cymdeithasol cymhleth. O dro i dro, efallai y bydd deiliad y swydd yn dod i gysylltiad â phobl sy'n ymddwyn yn heriol iawn (e.e. pobl sy'n camddefnyddio sylweddau / pobl sy'n ddibynnol ar gyffuriau / pobl â symptomau dementia).
- Cysylltu a chydweithredu â chydweithwyr a sefydliadau partner priodol er mwyn sicrhau bod dulliau o ansawdd yn cael eu rhoi ar waith gogyfer rheoli meddyginiaethau. Bydd hyn yn cynnwys cysylltu â thimau gofal aciwt, clystyrau, meddygon teulu a staff practisau, nyrsys ardal, Timau Adnoddau Cymunedol, Timau Gofal Cartref, Timau Rhag-gynllunio Gofal, Fferyllfeydd Cymunedol, y gwasanaethau cymdeithasol a Byrddau Iechyd eraill fel bo'r angen.
- Mynychu cynadleddau a chyfarfodydd tîm amlddisgyblaethol, a chyfrannu atynt, er mwyn trefnu a hwyluso gofal ar gyfer cleifion hynod gymhleth. Mynychu cyfarfodydd amlddisgyblaethol, a chyfrannu atynt, er mwyn cynllunio a chyfrannu at archwiliadau clinigol a gwneud argymhellion ynglŷn â therapi cyffuriau i gleifion mewn maes hynod arbenigol. Adolygu a gweithredu argymhellion priodol sy'n deillio o Adolygiadau Defnyddio Meddyginiaethau/Adolygiadau Meddyginiaeth Rhyddhau a bennir gan fferyllwyr cymunedol.
- Rhoi cyngor fferyllol a chlinigol hynod arbenigol o ddydd i ddydd i feddygon teulu, nyrsys, staff eraill y practis/clwstwr a chleifion, fel y bo'n briodol – hynny yw, cyngor yn ymwneud â phob agwedd ar bresgripsiynu a rheoli meddyginiaethau.
- Cyfathrebu gwybodaeth hynod gymhleth, sensitif neu ddadleuol yn effeithiol i amrywiaeth o weithwyr iechyd proffesiynol a grwpiau cleifion. Bydd hyn yn cynnwys pennu materion, paratoi gwybodaeth trwy waith arfarnu beirniadol, cyflwyno, cynrychioli buddiannau'r practis/clwstwr a dylanwadu ar benderfynwyr.
- Cyfathrebu materion yn ymwneud â phresgripsiynu i staff gofal iechyd perthnasol a hyrwyddo dull yr economi gyfan mewn perthynas â defnyddio cyffuriau, gan wneud y gorau o adnoddau o ganlyniad i hynny. Darparu cyngor fferyllol uwch, arweiniad ac adroddiadau ar gyfer amrywiaeth o weithwyr proffesiynol, fel bo'r angen, yn cynnwys timau rheoli'r Bwrdd Iechyd, timau gofal sylfaenol, timau nyrsio, cyllid a llywodraethu, e.e. digwyddiadau'n ymwneud â thrin meddyginiaethau, cyffuriau a reolir/storio diogel/materion yn ymwneud â diogelwch meddyginiaethau/gwybodaeth gyllid.
- Gweithio'n agos gyda thîm rheoli meddyginiaethau ehangach y bwrdd iechyd er mwyn sicrhau yr ategir blaenoriaethau a mentrau lleol a chenedlaethol, yn cynnwys meysydd cynlluniau gwaith a dargedir. Datblygu a chyfrannu at gyngor a llwybrau lleol a/neu gyngor a llwybrau'r bwrdd iechyd mewn perthynas â meddyginiaethau. Cyfrannu at ddatblygu cynlluniau ymarfer a chynlluniau clwstwr.
- Delio â gwybodaeth hynod gymhleth yn ymwneud â chyffuriau neu feddyginiaethau, yn cynnwys herio ymddygiad presgripsiynu nad yw'n cyd-fynd ag argymhellion y bwrdd iechyd neu argymhellion cenedlaethol.
- Efallai y bydd y gwaith cyfathrebu'n cynnwys cyfarfodydd un-i-un, sesiynau mewn grwpiau bach neu siarad yn gyhoeddus a rhoi cyflwyniadau gerbron grwpiau priodol. Pan fo hyn yn rhan o'r rôl, ysgwyddo cyfrifoldeb dros reoli Technegwyr Rheoli

Meddyginiaethau, Clercod Presgripsiynu ac aelodau eraill y tîm fel y bo'n briodol ac fel y cytunwyd gyda deiliad y swydd (bydd hyn yn cynnwys dyrannu tasgau, cyfrifoldebau dirprwyedig a goruchwyllo).

- Pan fo hyn yn rhan o'r rôl, ysgwyddo cyfrifoldeb dros fod yn rheolwr llinell ar staff sy'n gysylltiedig â meysydd cyflawni gwasanaethau.

Addysg a Datblygu

- Ysgwyddo rôl arweiniol o ran darparu mentoriaeth, goruchwyliaeth glinigol a chymorth er mwyn cynorthwyo i ddatblygu'r tîm rheoli meddyginiaethau gofal sylfaenol a staff perthnasol eraill, e.e. staff clinigol yn y practis, clercod presgripsiynu ac ati.
- Ymgymryd â datblygiad proffesiynol parhaus ac addysg ôl-radd reolaidd yn unol â'r DPP gofynnol ar gyfer parhau i gofrestru gyda'r Cyngor Fferyllol Cyffredinol.
- Sicrhau eich bod yn gwybod y diweddaraf am wybodaeth newydd yn ymwneud â phresgripsiynu a materion yn ymwneud â meddyginiaethau, tynnu'r wybodaeth hollbwysig gogyfer ei harfarnu a'i lledaenu ymhlith y tîm gofal iechyd sylfaenol.
- Pennu hyfforddiant sy'n angenrheidiol i ddatblygu ac ategu'r rôl ac ymgymryd â'r hyfforddiant hwnnw er mwyn ymestyn sgiliau clinigol perthnasol a sicrhau bod cwmpas eich ymarfer yn cyd-fynd â'r cymwyseddau a ddiffinnir yn ffiniau personol eich ymarfer clinigol.
- Pennu hyfforddiant sy'n angenrheidiol i ddatblygu ac ategu'r rôl ac ymgymryd â'r hyfforddiant hwnnw, gan sicrhau bod cwmpas eich ymarfer yn cyd-fynd â'r cymwyseddau a ddiffinnir yn ffiniau personol eich ymarfer clinigol.
- Rhwydweithio gyda meddygon teulu/fferyllwyr gofal sylfaenol eraill er mwyn rhannu arferion gorau, ategu prosesau adolygu gan gymheiriaid, goruchwyliaeth glinigol ac ati.
- Datblygu a chynnal Datganiad Ffiniau Ymarfer Clinigol a chynllun datblygu cymwyseddau.
- Defnyddio fframweithiau cymwyseddau presgripsiynu addas i ddatblygu sgiliau generig ac uwch.
- Cysylltu ag arweinydd proffesiynol priodol ynglŷn ag unrhyw ddatblygiadau yng nghwmpas eich ymarfer.
- Dadansoddi data presgripsiynu hynod gymhleth yn ymwneud â phracticisau a'i ddefnyddio fel arf addysgol i roi adborth priodol i bracticisau ynghylch eu perfformiad ac i gynllunio meysydd y dylid eu targedu ar gyfer gwelliannau.
- Datblygu a chyflwyno addysg, hyfforddiant a hyfforddiant arbenigol i bresgripsiynwyr, fferyllwyr, technegwyr, gweithwyr proffesiynol gofal iechyd eraill a chleifion, fel y bo'n briodol. Efallai y bydd hyn yn cynnwys:
 - Trefnu cyfarfodydd i gyflwyno a thrafod protocolau/materion therapiwtig
 - Rhoi adborth ar waith archwilio, yn cynnwys meysydd y dylid eu gwella
 - Datblygu deunyddiau ategol yn ymwneud â phresgripsiynu / offer cymorth ar gyfer penderfyniadau presgripsiynu ac ati
 - Trefnu lleoliadau a mentora presgripsiynwyr anfeddygol, nyrsys, fferyllwyr cyn-cofrestru a fferyllwyr diploma
 - Goruchwyllo a monitro'r modd y caiff staff y practis eu hyfforddi mewn perthynas â phresgripsiynu rheolaidd
 - Rhoi cyflwyniadau i amrywiaeth o gynulleidfaedd, yn cynnwys grwpiau cleifion

Ategu Arferion Gorau, Diogelwch a'r Modd y Darperir Gwasanaethau

- Cynnig arweiniad ar ddatblygu gwasanaethau arloesol mewn gofal sylfaenol, gan fynd i'r afael â gwaith yn ymwneud ag arwain y ffordd/canfod llwybrau a rhannu'r pethau a ddysgir.

- Cynnig arweiniad ar, ac ysgwyddo cyfrifoldeb dros, y modd y darperir gwasanaethau hynod arbenigol ledled nifer o bractisau/clystyrau. Datblygu a chynnig polisïau neu newidiadau mewn gwasanaethau a fydd yn effeithio ar feysydd eraill a chynnig newidiadau yn eich maes eich hun. Cynnig cyngor a chymorth ar gyfer datblygu cynlluniau a strategaethau yn y tymor hwy pan fônt yn ymwneud â rheoli meddyginiaethau gofal sylfaenol. Cynnal ymweliadau presgripsiynu mewn practisau bob blwyddyn, pan fo hynny'n briodol i'r rôl.
- Arwain ymchwiliadau fel y bo'n briodol, yn dilyn digwyddiadau/pryderon ynghylch perfformiad.
- Rhoi cymorth a chyngor ynglŷn â materion yn ymwneud â chynaliadwyedd practisau pan fônt yn ymwneud â rheoli meddyginiaethau.
- Cynorthwyo i gyflawni camau a mentrau presgripsiynu y cytunwyd arnynt, yn cynnwys camau presgripsiynu Fframwaith Ansawdd a Chanlyniadau Gwasanaethau Meddygol Cyffredinol a Chynlluniau Rheoli Presgripsiynu. Cyfrannu at gyflawni Fframwaith Ansawdd a Chanlyniadau Gwasanaethau Meddygol Cyffredinol a chyfrannu at/rheoli gwasanaethau uwch perthnasol, e.e. cyffuriau gofal a rennir, meddyginiaethau gwrthgeulo, cartrefi gofal ac ati. Cynorthwyo clystyrau i gyflawni amcanion gwell mewn perthynas â rheoli meddyginiaethau, e.e. y rhai a nodir mewn cynlluniau clwstwr.
- Rhoi cyngor ynghylch cyflwyno gwell systemau yn y practis gogyfer meddyginiaethau targed/risg uwch, yn ogystal â datblygu systemau o'r fath – e.e. meddyginiaethau gwrthgeulo, cyffuriau gofal a rennir, cyffuriau y dylid eu rhoi mewn ysbytai yn unig ac ati. Datblygu a sefydlu clinigau a gaiff eu rhedeg gan fferyllwyr o fewn cwmpas eich ymarfer.
- Cynorthwyo i weithredu canllawiau ac arferion gorau lleol a chenedlaethol, e.e. Canllawiau Arfarnu Technoleg NICE, Grŵp Strategaeth Meddyginiaethau Cymru Gyfan, Dangosyddion Presgripsiynu Cenedlaethol, llyfrau fformiwlâu, llwybrau clinigol, triniaethau sy'n defnyddio cyffuriau newydd ac ati. Efallai y bydd hyn yn cynnwys datblygu protocolau clinigol, mentrau/archwiliadau clinigol.
- Cynnig arweiniad ar ymchwil ac archwiliadau clinigol hynod gymhleth a mynd ati i ddatblygu gwaith o'r fath, gan sicrhau bod yr holl ofynion cyfreithiol a phroffesiynol, ynghyd â'r holl ofynion o ran gwasanaethau, yn cael eu bodloni. Ysgwyddo cyfrifoldeb dros ddatblygu a gweithredu polisïau a chanllawiau'n ymwneud â meddyginiaethau o fewn y practis/clwstwr.
- Adolygu polisïau sy'n bodoli eisoes mewn perthynas â phresgripsiynu a datblygu polisïau newydd, yn cynnwys defnyddio ffyrdd o leihau gwastraff meddyginiaethau.
- Adolygu gohebiaeth glinigol a dderbynnir gan ofal eilaidd er mwyn sicrhau bod argymhellion ar gyfer defnyddio/presgripsiynu meddyginiaethau newydd yn briodol mewn perthynas â chanllawiau presgripsiynu lleol a chenedlaethol (yn cynnwys adolygu a ddilynnir y llyfr fformiwlâu lleol) a chymryd camau i ddatrys problemau.
- Gwella diogelwch meddyginiaethau, yn cynnwys cymryd camau o ran hysbysu, adrodd am ddigwyddiadau, adrodd am gardiau melyn ac ati. Pennu a rhannu cyfleoedd gogyfer Presgripsiynu Darbodus. Ymchwilio i ddigwyddiadau'n ymwneud â meddyginiaethau er mwyn dysgu a gwella'r ymarfer oddi mewn i ddiwylliant gwelliant parhaus.
- Cymryd rhan yn y broses rheoli risgiau ac mewn gweithgareddau archwilio clinigol a gweithgareddau llywodraethu clinigol o fath arall, yn cynnwys rheoli risgiau'n ymwneud â chwmpas eich ymarfer eich hun. Datblygu protocolau fel y bo'n briodol, gan ganolbwyntio'n arbennig ar weithgareddau risg uwch. Dylai'r protocolau hyn gynnwys proses ar gyfer monitro digwyddiadau ac adolygu gwasanaethau. Ategu gweithgareddau iechyd y cyhoedd a gweithgareddau hyrwyddo iechyd, yn cynnwys rhoi'r gorau i

smygu, rhoi pigiadau rhag y ffliw ac ymgyrchoedd gwrthfotigau. Cynorthwyo i reoli cyffuriau a reolir o fewn y practis/clwstwr/cartref gofal a chynghori'r tîm ynghylch ffyrdd diogel o drin cyffuriau a reolir a meddyginiaethau eraill, gan sicrhau y cydymffurfir â deddfwriaethau meddyginiaethau a chan dynnu sylw'r Swyddog Atebol at unrhyw broblemau. Ategu/arwain ymchwiliadau fel y bo'n briodol, yn dilyn digwyddiadau/pryderon ynghylch perfformiad ac ati.

Rheoli Gwybodaeth

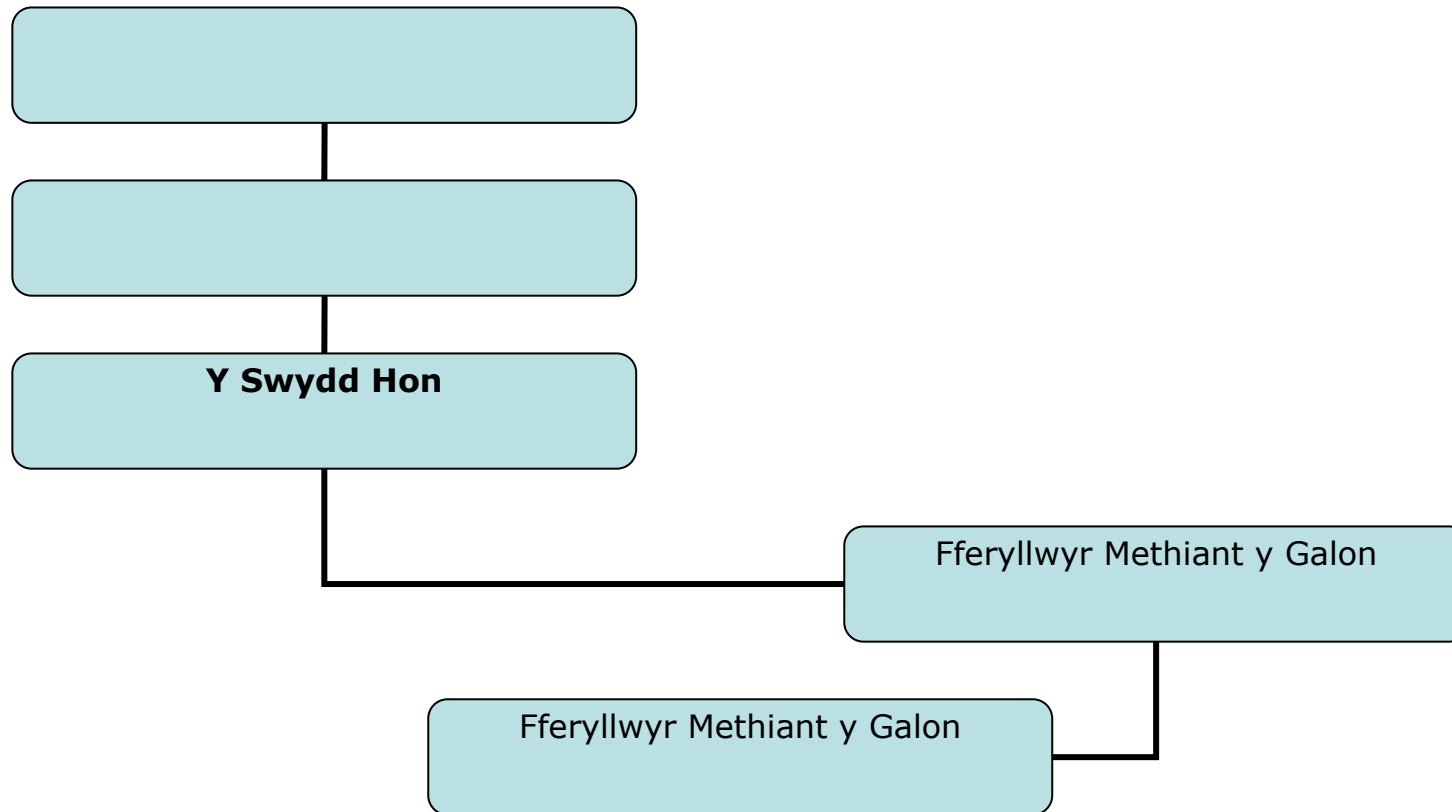
- Adolygu a monitro data presgripsiynu, gan sicrhau ei fod yn cyd-fynd â'r canllawiau a'i fod yn cynyddu cost-effeithlonrwydd.
- Datblygu a gweithredu systemau er mwyn sicrhau bod gwybodaeth yn ymwneud ag adolygiadau cleifion yn cael ei chofnodi'n gywir, yn cynnwys codau READ priodol a defnyddio templedi yn unol â gofynion y practis.
- Adolygu, coladu a rhannu mesurau canlyniadau, gan roi diweddariadau rheolaidd am eich gwaith a chwmpas eich ymarfer fel y bo'n briodol, e.e. i'ch rheolwr llinell/practis/clwstwr. Cynllunio, datblygu a gwerthuso dulliau a phrosesau ar gyfer casglu, dadansoddi, dehongli a chyflwyno data a gwybodaeth hynod gymhleth.
- Mynd ati fel bo'r angen i goladu gwybodaeth ansoddol a meintiol hynod gymhleth a llunio dadansoddiadau priodol fel y gellir llunio adroddiadau cadarn a dadansoddi, dehongli a chyflwyno data hynod gymhleth er mwyn tynnu sylw at broblemau a risgiau ac ategu penderfyniadau.
- Darparu a derbyn gwybodaeth hynod gymhleth, sensitif a dadleuol, gan gyflwyno gwybodaeth i amrywiaeth eang o randdeiliaid.
- Cynnal cofnodion meddygol cleientiaid / cleifion, fel y bo'n briodol, a chynnal cyfrinachedd yr wybodaeth (yn cynnwys data presgripsiynu) bob amser, yn unol â'r Ddeddf Diogelu Data, canllawiau moesegol a chanllawiau Caldicott.
- Addasu a llunio systemau gwybodaeth er mwyn bodloni eich manylebau eich hun a manylebau eraill, e.e. templedi, llyfrau fformiwlâu'r practis/clwstwr ac ati.

Barn a Phenderfyniadau

- Gweithio ar eich liwt eich hun o fewn ffiniau proffesiynol ac o fewn protocolau a deddfwriaethau lleol a chenedlaethol. Gweithio'n annibynnol er mwyn cynllunio, trefnu a chynnal clinigau (e.e. gorbwysedd, INR ac ati) ac adolygu meddyginiaethau clinigol mewn practisau, cartrefi gofal a chartrefi cleifion trwy ddefnyddio systemau clinigol meddygon teulu a nodiadau cleifion, gan gynnal ymgynghoriadau wyneb yn wyneb a chofnodi unrhyw ymyriadau'n fanwl gywir yng nghofnodion y claf.
- Defnyddio hyfforddiant hynod arbenigol er mwyn gallu presgripsiynu'n annibynnol ar sail anghenion clinigol, gan gydnabod y cymhwysedd a'r angen i atgyfeirio fel bo'r angen. Gweithredu ar sail eich barn eich hun yn ddyddiol mewn perthynas â gwneud argymhellion ynglŷn â rheoli meddyginiaethau, gan ystyried canllawiau clinigol, safonau proffesiynol a chyfraith meddyginiaethau.
- Dilyn polisiau proffesiynol a chyffredinol gyda'r angen i ddehongli ar gyfer maes arbenigol, gan sicrhau eich diogelwch trwy ddilyn y Polisi Gweithwyr Unigol wrth ymweld â chartrefi cleifion.
- Cytuno ar amserlenni a chanlyniadau ansawdd gogyfer cyflawni mentrau heb fawr ddim goruchwyliaeth. Cynllunio a blaenoriaethu eich llwyth gwaith eich hun a llwyth gwaith gweithwyr eraill er mwyn sicrhau y cyflawnir yr amcanion. Agor a rheoli cyfarfodydd ar gyfer gwella canlyniadau'n ymwneud â meddyginiaethau.

Cymwysterau a Gwybodaeth Hanfodol	Dymunol	Profiad Hanfodol	Dymunol
<p>Gradd mewn Fferylliaeth Wedi cofrestru gyda'r Cyngor Fferylliaeth Cyffredinol Diploma Ôl-radd mewn maes arbenigol neu gymhwyster perthnasol arall</p> <p>Tystiolaeth o Ddatblygiad Proffesiynol Parhaus diweddar a pherthnasol, statws Presgripsiynydd Annibynnol Dealltwriaeth o systemau, strwythurau a diwylliant Gofal Sylfaenol a'r gallu i roi gwybodaeth glinigol gyfredol ar waith Gwybodaeth ddamcaniaethol neu ymarferol uwch dros gwmpas ymarfer eang a/neu faes hynod arbenigol. Therapiwteg – gwybodaeth drylwyr am y cyffuriau a ddefnyddir ar hyn o bryd, sut i optimeiddio meddyginiaethau, sut i ddehongli canlyniadau ac ati. Gwybodaeth am faterion yn ymwneud â llywodraethu clinigol a materion yn ymwneud ag amddiffyn oedolion agored i niwed Gwybodaeth am reoli a fferylliaeth glinigol, ar lefel sy'n gymesur â'ch cymwysterau Gwybodaeth am faterion yn ymwneud â rheoli meddyginiaethau ar draws lleoliadau gofal sylfaenol, gofal aciwt a gofal cartref a gwybodaeth am y rhyngwyneb rhwng iechyd a gofal cymdeithasol Y gallu i ddeall a gwerthfawrogi polisiau Cenedlaethol a Lleol sy'n gwrthdaro â phresgripsiynu gofal sylfaenol, blaenoriaethau'r rhwydwaith/clwstwr a materion sy'n wynebu timau gofal sylfaenol, e.e. Contractau Gwasanaethau Meddygol Cyffredinol, contractau fferyllfeydd Dealltwriaeth o gyllidebau a gwybodaeth ariannol a dealltwriaeth o gyfrifoldebau iechyd a diogelwch personol. Derbyn a sicrhau cyfrinachedd llym i gleifion yn unol â pholisiau'r GIG Dealltwriaeth ac ymwybyddiaeth o ba mor bwysig yw cynnwys cleifion, gwybodaeth ddigonol am feddalwedd presgripsiynu (CASPA) a systemau clinigol practisau meddygon teulu</p>	<p>Wedi cofrestru gyda'r Gymdeithas Fferyllol Frenhinol</p> <p>Aelodaeth Cyfadran y Gymdeithas Fferyllol Frenhinol neu'n gweithio tuag at hynny</p> <p>Datblygu gwasanaethau ledled y rhyngwyneb gofal sylfaenol/gofal eilaidd.</p>	<p>Profiad helaeth a sylweddol ar ôl cofrestru mewn lleoliad gofal sylfaenol, yn cynnwys gweithio mewn practis meddyg teulu. Profiad helaeth a sylweddol o ymarfer fel presgripsiynydd anfeddygol, ar ôl datblygu cwmipas ymarfer eang neu hynod arbenigol Sgiliau uwch o ran adolygu meddyginiaethau Profiad o reoli pobl, yn cynnwys goruchwyliaeth glinigol o ddydd i ddydd, tystiolaeth o ddatblygu strategaethau a rheoli newid mewn sefyllfaoedd hynod gymhleth. Arwain a datblygu polisiau a datblygiadau mewn gwasanaethau oddi mewn i gwmpas ymarfer arbenigol Profiad o weithio mewn amgylchedd tîm gofal iechyd. Deall sefydliadau nad ydynt yn rhan o'r GIG, sy'n effeithio ar bresgripsiynu, a deall ysgogiadau ymarferol ac emosiynol sy'n perthyn i ymddygiad presgripsiynu</p> <p>Profiad blaenorol o weithio gyda chlinigwyr a thimau amlddisgyblaethol, gwaith amlasiantaethol, arbenigedd mewn Dadansoddi Presgripsiynu a Data Costau</p> <p>Profiad o hwyluso newid er mwyn gwella ymarfer clinigol, profiad o gyflwyno sesiynau hyfforddi arbenigol i amrywiol grwpiau sy'n perthyn i'ch disgyblaeth chi ac i ddisgyblaethau eraill</p>	<p>Profiad o fentora a darparu goruchwyliaeth glinigol Profiad o reoli prosiectau</p>

Doniau a Galluoedd Hanfodol	Dymunol	Meini Prawf Hanfodol Eraill
<p>Dilyn a Dangos Gwerthoedd ac Ymddygiadau Prifysgol Bae Abertawe</p> <p>Sgiliau o ran dadansoddi cyffuriau a gwybodaeth cleifion mewn maes arbenigol er mwyn gallu darparu cyngor ynghylch meddyginiaethau, dosau, problemau cynhyrchu mewn meysydd lle ceir diffyg gwybodaeth, a phan fo gwahaniaethau i'w cael mewn safbwyntiau meddygol neu safbwyntiau eraill</p> <p>Y gallu i feddwl yn strategol ac wysg eich ochr a'r gallu i ddadansoddi a datrys problemau hynod gymhleth a chynllunio amrywiaeth eang o weithgareddau cymhleth yn effeithiol</p> <p>Sgiliau rhyngbersonol, cyfathrebu (ysgrifenedig a llafar), cyflwyno a dylanwadu effeithiol gogyfer gweithio gydag amrywiaeth o weithwyr proffesiynol ac uwch-unigolion mewn asiantaethau eraill, oddi mewn ac oddi allan i'r GIG</p> <p>Y gallu i weithio'n annibynnol, yn effeithiol ac yn llawn cymhelliant am gyfnodau maith, ynghyd â'r gallu i flaenoriaethu a gweithio o fewn amserlenni, gan orfod delio'n aml ag ymyriadau a cheisiadau brys</p> <p>Dull proffesiynol o weithio, gan ddangos sgiliau rhagorol o ran rhyngweithio gyda chleifion. Gan ddilyn cod proffesiynol, byddwch yn atebol ac yn gyfrifol am eich camau proffesiynol eich hun. Llauer o hunangymhelliant a'r gallu i weithio ar eich liwt eich hun, yn annibynnol ac mewn tîm aml-ddisgyblaethol/tîm rheoli</p> <p>Y gallu i arwain, grymuso a chymhell eraill er mwyn ennyn hyder a hygredd amrywiaeth o weithwyr proffesiynol</p> <p>Y gallu i weithio dan bwysau a blaenoriaethu tasgau er mwyn sicrhau bod gwaith brys yn cael ei gwblhau ar amser. Tystiolaeth o sgiliau arwain, y gallu i drafod gyda rhanddeiliaid hollbwysig a'r gallu i ddylanwadu arnynt (sef rhanddeiliaid oddi mewn i'r gwasanaeth a'r bwrdd iechyd a hefyd rhanddeiliaid allanol/ar lefel Cymru Gyfan)</p>	<p>Mae Sgiliau Iaith Gymraeg lefelau 1 i 5 yn ddymunol mewn deall, siarad, darllen ac ysgrifennu Cymraeg</p>	<p>Y gallu i deithio o fewn yr ardal ddaearyddol.</p> <p>Y gallu i weithio oriau hyblyg.</p> <p>Archwiliad DBS Safonol/Uwch boddhaol, yn cynnwys archwiliad Rhestr Waharddedig Plant ac Oedolion</p>



JOB TITLE: Advanced Primary Care Pharmacist

Band: 8b

JOB OVERVIEW:

Responsible for leading, developing, delivering, monitoring and managing a range of advanced primary care based clinical pharmacy services in line Prudent Healthcare principles and will:

- Provide mentoring, clinical supervision and support to aid the development of the primary care medicines management team, members of the practice team and other health care professionals
- Use highly specialist pharmaceutical expertise, to undertake patient consultations and independently prescribe within scope of specialist practice
- Developing services and strategies where they relate to primary care medicines management
- Support practices, clusters and the wider Health Board to improve the quality and effectiveness of medicines management within primary care
- Reduce inappropriate polypharmacy and wasteful prescribing
- Engage patients in their care using a patient focussed approach and co-production principles
- Utilise a holistic approach to support medicines optimisation in a variety of community settings
- Provide pharmaceutical care to a range of patients including those who may be frail and vulnerable and have highly complex needs
- Provide expert pharmaceutical advice, education and specialist training to prescribers and other healthcare staff
- Leads and develops clinical audit. co-ordinates and undertakes research, provides specialist training
- Develop close working relationships with a variety of health and social care professionals to maximise seamless care and ensure the best outcomes for patients
- Develop and extend the role, ensuring scope of practice is in line with competencies as defined within individual personal boundaries of clinical practice

Responsible to:

Reporting:

Accountable:

Professionally:

Main Duties & Responsibilities

Role Flexibility, Competency and Development Principles

- The job description covers a range of advanced primary care pharmacist roles, while acknowledging the rapidly developing workforce issues and changing scope of practice at the time of writing. As the focus of duties will differ according to each pharmacist's current role and priorities, post holders must record and maintain their own individual personal boundaries of clinical practice and link closely with line managers and appropriate clinical supervisors and peer groups. Influencing factors which will determine the main focus of the role, include:
 - Whether the post holder is health board, cluster based, or practice based
 - Individual pharmacist area of speciality and competency as defined within individual personal boundaries of clinical practice, including current independent prescriber competency areas
 - Changing priorities and developments within practices/clusters/health board
 - Evolving nature of the roles in line with primary care workforce developments

Patient Focussed Clinical Duties

- Take a patient focussed approach to medicines optimisation, fully considering patient views, needs and appropriate social and practical issues alongside clinical issues. Communication with patients and their carers can be face to face, over the telephone or by written communication and can take place in a variety of settings such as within the practice, cluster-based clinics/hubs, care homes, in patient's own homes or from Health Board offices. Develop pharmaceutical care plans for individual patients as appropriate e.g. targeting those with frequent admissions/exacerbations/frail elderly etc.
- Contribute to reductions in medicine related hospital admissions and readmissions by supporting patients to get the best outcomes from their medicines and identifying and addressing medicines related issues. Undertake face to face and/or telephone review of patients' medication needs. These broadly fall into two types which carry different levels of risk and associated competencies/supporting frameworks required

Differentiated diagnosis (condition being treated has been previously diagnosed by another suitably qualified Health Care Professional). Examples will include, General medication and polypharmacy reviews, Clinics to monitor the effects of medication by checking clinical signs and symptoms where medicines are the main intervention e.g. anticoagulation and chronic diseases such as asthma, diabetes, heart failure, blood pressure etc.

- Determine the most appropriate treatment course based on previous diagnosis e.g. anticoagulant choice in a patient with diagnosed AF
- Considering patient requests for medication, provided intermittently on acute prescription, where the condition/diagnosis has been recently reviewed by a suitably qualified health care professional within a clinically reasonable timeframe.
- Minor ailments/illness following triage by another suitably qualified Health Care Professional who has eliminated 'red flag' diagnoses, established that the condition is a minor ailment/illness and refers to the pharmacist to recommend treatment in accordance with their boundaries of clinical practice.

Undifferentiated Diagnosis & Triage

Where a patient is being diagnosed for the first time or a newly presenting complaint is flagged when consulting with the pharmacist for an existing condition. This is a higher risk activity and must only be carried out where it is in accordance with the individual's recorded boundaries of clinical practice, with demonstrated competencies.

- The post holder has established either a senior clinical practitioner with the required competence and a professional peer group to act as a reference point to assist in the event that they need support in any of their diagnostic activities.
 - If there is any doubt, referral to the most appropriate professional should be made/any recommendations approved by the GP.
- Signing surgery generated repeat prescriptions where the pharmacist makes suitable clinical checks and, if required, interventions. This should only be undertaken in accordance with the individual's boundaries of clinical practice and where all relevant clinical checks have been made prior to signing.
 - Undertake non-face to face medication review and problem solving. For example:
 - Medicines reconciliation post discharge, moving into/out of care homes and those newly registered with the practice
 - Medicines re-authorisation following suitable clinical checks
 - Medicines synchronisation
 - Interface prescribing/formulary queries/supply and formulation issues
 - General query answering/problem solving
 - Provide highly complex specialist pharmaceutical advice on a day-to-day basis in all aspects of prescribing and medicines management to GPs, nurses, other practice/cluster staff, patients and non-medical staff as appropriate. This will include defining recommended care/treatment options for individuals and specified groups of patients, answering queries, acting as an information resource, summarising drug information, providing up to date drug and therapeutic advice based on current evidence etc.
 - Order investigations and interpret/act on results as appropriate and within scope of competency.
 - Make additional therapeutic interventions as appropriate to contribute to a patient's holistic chronic disease management e.g. signpost on lifestyle issues such as smoking cessation.
 - Where appropriate to the role, use and extend relevant skills and wider clinical expertise e.g. BP monitoring, spirometry, examination skills, point of care testing, flu vaccination etc. Use highly specialist pharmaceutical expertise, to undertake patient consultations and independently prescribe within scope of specialist practice.

Communication/Key Relationships/Partnership Working

- Integrate SBU values of working together, always improving and caring for each other in every interaction. Communicate and counsel patients/carers to provide expert advice on the correct and safe use of their medication, using co-production principles. The information will often be highly complex or sensitive and will need to account for their specialist clinical condition e.g. possible side effects, precautions in certain disease states and end of life care. Well-developed communication skills are often required to overcome communication difficulties e.g. elderly, confused or deaf patients, and to persuade patients to comply with their

medications.

- Work with distressed patients/ relatives, those at the end of life/terminally ill at times of crisis, complicated social problems. Occasional exposure to people with severely challenging behaviours (for e.g. substance misuse / pharmacological dependency/ behavioural symptoms of dementia)
- Liaise and collaborate with appropriate colleagues and partner organisations to ensure the delivery of quality medicines management. This will include liaison with acute care teams, Clusters, GPs & practice staff, district nurses, Community Resource Teams, Domiciliary Care Teams, Anticipatory Care Teams, Community Pharmacies, social services and other Health Boards as required.
- Attend and contribute to case conferences and multi-disciplinary team meetings to arrange and facilitate care for highly complex patients. Attend and contribute to multidisciplinary meetings to plan and contribute to clinical audit and make recommendations on drug therapy of patients in highly specialist area. Review and action appropriate recommendations from Medicines Use Reviews/Discharge Medication reviews identified by community pharmacists.
- Provide highly specialist pharmaceutical and clinical advice on a day-to-day basis in all aspects of prescribing and medicines management to patients, GPs, nurses, other practice staff and patients, as appropriate.
- Communicate highly complex, sensitive or contentious information effectively to a variety of health professionals and patient groups. This will include identifying issues, preparing information through critical appraisal, presenting, representing practice/cluster interests and influencing decision makers.
- Communicate prescribing issues to relevant healthcare staff to influence and promote a whole economy approach to drug use, thereby maximising resource. Provide advanced pharmaceutical advice, guidance and reports to a range of professionals as required, including Health Board management teams, primary care teams, nursing, finance and governance teams e.g. safe storage/controlled drugs/handling medicines related incidents/medicines safety issues/finance information.
- Work closely with the wider health board medicines management team to ensure support of local and national priorities and initiatives, including target work plan areas. Develop and contribute to local and/or health board wide medicines related advice and pathways. Input into the development of practice and cluster plans.
- Deal with highly complex drug or medication related information including challenging prescribing behaviour not in line with health board or national recommendations.
- Communication may involve one to one meeting, small group sessions or public speaking and making presentations to appropriate groups. Where included in the role, be responsible for managing (by way of allocation of tasks, delegated responsibilities and supervision of) Medicines Management Technicians, Prescribing Clerks and other team members as appropriate and as agreed with post holder.
- Where included in the role, be responsible for line managing staff linked with service delivery areas.

Education and Development

- Take a lead role on provision of mentoring, clinical supervision and support to aid the development of the primary care medicines management team and other relevant staff e.g. practice based clinical staff, prescribing clerks etc.

- Undertake regular postgraduate education and continuing professional development in accordance with the required CPD for continued registration with the GPhC
- Keep up to date with new information pertaining to prescribing and medicines issues, extract key information for evaluation, disseminating to the primary healthcare team.
- Identify and undertake training required to develop and support the role, so extending relevant clinical skills and ensuring scope of practice is in line with competencies as defined within your individual personal boundaries of clinical practice.
- Identify and undertake training required to develop and support the role, ensuring scope of practice is in line with competencies as defined within your individual personal boundaries of clinical practice.
- Network with other primary care pharmacists/GPs to share best practise, support peer review, clinical supervision etc.
- Develop and maintain an up-to-date Boundaries of Clinical Practice Statement (BCPS) and competency development plan.
- Use of suitable prescribing competency frameworks to develop generic and advanced skills.
- Liaise with appropriate professional lead regarding any developments in scope of practice.
- Analyse highly complex practice prescribing data and use it as an educational tool to provide appropriate feedback to practices regarding their performance and to plan areas to target for improvement.
- Develop and deliver education, coaching and specialist training of prescribers, pharmacists, technicians, other healthcare professionals and patients as appropriate. This may include:
 - Organising meetings to present and discuss therapeutic issues/protocols
 - Feedback on audit including areas highlighted for improvement
 - Development of prescribing support materials/ prescribing decision support tools etc.
 - Organising placements and providing mentorship of non-medical prescribers, nurses, pre-registration and diploma pharmacists
 - Supervision and monitoring the training of practice staff in relation to repeat prescribing
 - Presentations to a variety of audiences, including patient groups

Supporting Best Practice, Safety and Service Delivery

- Lead on development of innovative services within primary care, undertaking pacesetting/path finding work and sharing learning.
- Lead on development and accountable for the delivery of a highly specialist service across a number of practices/clusters. Develops and proposes policy or service changes which impact on other areas and proposes changes for own area. Advising and supporting the development of plans and longer-term strategies where they relate to primary care medicines management. Undertake annual practice prescribing visits where appropriate to the role
- Lead on investigations as appropriate following incidents/performance concerns etc.
- Supporting and advising on practice sustainability issues where they relate to medicines management issues.
- Support delivery against agreed prescribing actions and initiatives, including GMS Quality and Outcomes Framework prescribing actions and Prescribing Management Schemes. Contribute to delivery of GMS Quality and Outcomes Framework and contribute to/manage relevant enhanced services e.g. shared care drugs, anticoagulation, care homes etc. Support clusters in achieving

- improved medicines management objectives e.g. those identified in cluster plans
- Advise on and develop improved practice-based systems for higher risk/target medicines e.g. anticoagulants, shared care drugs, hospital only drugs etc. Develop and establish pharmacist run clinics within scope of practice.
 - Support the implementation of local and national guidelines and best practice e.g. NICE Technology Appraisal Guidance, All Wales Medicines Strategy Group, National Prescribing Indicators, formulary, clinical pathways, new drug treatments etc. This can include developing clinical protocols, clinical audits/initiatives.
 - Leads on and develops highly complex clinical audits and research, ensures that all relevant legal, professional and service requirements are met. Responsible for development and implementation of medicines related policies and guidelines within the practice/cluster.
 - Review existing and develop new repeat prescribing policies including employing mechanisms to reduce medicines waste.
 - Review clinical correspondence from secondary care to ensure recommendations to initiate/prescribe new medicines are appropriate in reference to local and national prescribing guidance (including reviewing adherence to local joint formulary) and taking action to resolve and issues.
 - Improve medicines safety, including action on alerts, incident reporting, yellow card reporting etc. Identify and share Prudent Prescribing opportunities. Investigate medicines related incidents to learn and improve practice within a culture of continuous improvement.
 - Participate in the risk management process and in clinical audit and other clinical governance activities, including risk management of own scope of practice. Development of protocols as appropriate, with a particular focus on higher risk activities. These should include a significant event monitoring and service review process. Support public health and health promotion activities, including smoking cessation, administration of flu vaccinations and antibiotic campaigns.
 - Support appropriate management of controlled drugs within the practice/cluster/care home and to advise the team on the safe and secure handling of controlled drugs and other medicines, ensuring compliance with medicines legislation and flagging any issues to the Accountable Officer. Supporting/leading on investigations as appropriate following incidents/performance concerns etc.

Information Management

- Review and monitor prescribing data, ensuring it is in line with guidance and maximises cost-effectiveness.
- Develop and implement systems to ensure accurate recording information in respect to patient reviews, including appropriate READ coding and use of templates in line with practice requirements.
- Review, collate and share outcome measures, providing regular updates of work and scope of practice as appropriate e.g. to line manager/practice/cluster. Plan, develop and evaluate methods and processes for gathering, analysing, interpreting and presenting highly complex data and information.
- Collate as required, qualitative and quantitative highly complex information and appropriate analysis to develop robust reports, analyse, interpret and present highly complex data to highlight issues, risks and support decision making.
- Provide and receive highly complex, sensitive and contentious information, presenting information to a wide range of stakeholders.

- Maintain patient / client medical records, as appropriate, confidentiality of information, including prescribing data, at all times in accordance with the Data Protection Act, ethical and Caldicott guidance.
- Adapt and design information systems to meet the specification of self and others e.g. templates, practice/cluster formularies etc.

Judgement and Decision Making

- Work on own initiative within professional boundaries and within local and national protocols and legislation. Work independently to plan, organise and undertake clinics (e.g. hypertension, INR etc.) and clinical medication reviews in practices, care homes and patients' own homes using GP clinical systems and patient notes, undertaking face to face consultations and accurately recording any interventions in the patient record.
- Utilise additional highly specialist training to independently prescribe based on clinical need, recognising competence and need for referral as necessary. Act on own professional judgement on a daily basis with regard to making recommendations in respect of medicines management taking clinical guidance, professional standards and medicines related law and into consideration.
- Follow professional and general policies with a need to interpret for specialist area, ensure own safety by adhering to Lone Worker Policy when visiting patients' homes
- Agree timescales and quality outcomes to deliver initiatives with minimal supervision. Plan and prioritise own and others' workload to ensure achievement of objectives. Initiate and manage meetings for the purpose of improving medication related outcomes.

Essential Qualifications & Knowledge	Desirable	Essential Experience	Desirable
<p>Degree in Pharmacy Registered with GPhC Postgraduate Diploma in specialised area or other relevant qualification Evidence of recent and relevant Continuing Professional Development, Independent prescriber status Demonstrate understanding of Primary Care systems, structures and culture able to apply up to date clinical knowledge</p> <p>Advanced theoretical and practical knowledge over a wide scope of practice and/or highly specialist area. Therapeutics – in depth knowledge of drugs in current use, medicines optimisation, results interpretation etc. Knowledge of clinical governance issues, of issues regarding the protection of vulnerable adults Clinical pharmacy and management knowledge commensurate with qualifications</p> <p>Knowledge of medicines management issues across primary, acute and domiciliary care settings, of the interface between health and social care</p> <p>Understanding and appreciation of National & Local policies which impinge on primary care prescribing, network/cluster priorities, understanding of the current issues facing primary care teams e.g. GMS Contract, pharmacy contract An understanding of budgets and financial information, of personal health and safety responsibilities, acceptance and adherence to the need for strict patient confidentiality in line with NHS policies</p> <p>Understanding and awareness of the importance of patient involvement, working knowledge of prescribing software (CASPA) and GP in-practice clinical systems</p>	<p>Registered with RPS</p> <p>Member of or working towards (through foundation) RPS Faculty membership Development of services across the primary/ secondary care interface.</p>	<p>Extensive and substantive post registration experience in a primary care setting, including working in a GP practice environment. Extensive and substantive experience practicing as a non-medical prescriber, having developed a wide or highly specialist scope of practice Advanced medication review skills</p> <p>People management experience including day to day and clinical supervision, evidence of strategy development and change management in highly complex situations. Leading and developing policies and service developments within specialist scope of practice</p> <p>Experience of working within a healthcare team environment. Understands non-NHS organisations which impact prescribing & practical and emotional levers of prescribing behaviour</p> <p>Previous experience of working with clinicians and multidisciplinary, multiagency work, expertise in Prescribing Analysis and Cost data</p> <p>Experience of facilitating change to improve clinical practice, experience of delivering specialist training sessions to varied groups from own and other disciplines</p>	<p>Experience of mentoring and clinical supervision Experience of project management</p>

Essential Aptitude and abilities	Desirable	Other Essential
<p>Adhere to and can demonstrate SBU Values & Behaviours</p> <p>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</p> <p>Capacity to think strategically and laterally and have ability to analyse and solve highly complex problems and plan a broad range of complex activities effectively</p> <p>Effective interpersonal, communication (both written and oral), presentation and influencing skills, to work with a range of professionals and senior individuals in other agencies both within and outside the NHS</p> <p>Ability to work independently and effectively, with a high degree of motivation for long periods, to prioritise and work to deadlines, often with frequent interruptions and urgent requests</p> <p>Professional approach to work demonstrating excellent interactive patient skills. Guided by professional code, accountable and responsible for own professional actions. High degree of self-motivation and ability to work on own initiative independently and in a multiprofessional/ managerial team</p> <p>Ability to lead, empower and motivate others, to gain the confidence and credibility of a range of professionals</p> <p>Able to work under pressure and prioritise tasks to ensure urgent work is completed on time. Evidence of leadership skills and ability to influence and negotiate with key stakeholders (within the service, health board and external/All Wales level)</p>	<p>Welsh Language Skills are desirable levels 1 to 5 in understanding, speaking, reading, and writing in Welsh</p>	<p>Ability to travel within geographical area.</p> <p>Able to work hours flexibly.</p> <p>Satisfactory Standard/Enhanced DBS clearance including an Adults and Childrens Barred List check</p>

