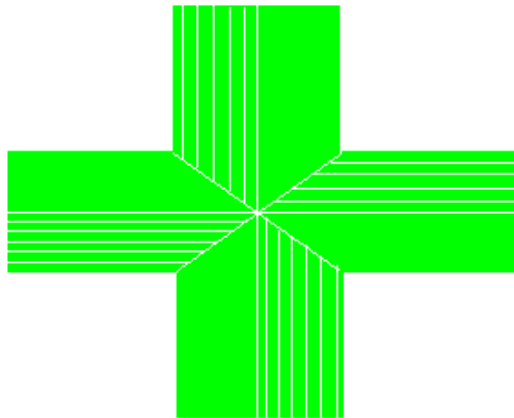


Pharmacy Department



Resident Pharmacist

INFORMATION PACK

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This booklet has been designed to give a brief overview of Chelsea and Westminster Hospital, the Pharmacy Department and the experience you may receive whilst working here.

1. CHELSEA AND WESTMINSTER HOSPITAL

Chelsea and Westminster Hospital is a teaching hospital linked to the Imperial College School of Medicine. The hospital opened in 1993 following the re-organisation of services from St Stephen's, Westminster, Westminster Children's, West London and St Mary Abbot's Hospital. The hospital has approx 640 beds and covers a wide range of specialties, which are divided into the following five directorates: Medicine and A&E, HIV/GUM, Anaesthetics/Imaging, Surgery and Women's and Children's.

The new building is quite unlike any other hospital. As you walk in, you will understand why Chelsea and Westminster Hospital has been described as having "a feeling of light and buoyancy alien to most other hospitals". Art, sculpture, photography, music and performance contributed by staff, patients and friends of Chelsea and Westminster are a prominent feature of the hospital and are promoted by the Arts of Health.

Chelsea and Westminster Hospital has excellent educational facilities ranging from the on-site library and lecture rooms. The Pharmacy Regional Education and Training Offices are also based at Chelsea and Westminster Hospital.

The hospital is located in central London with excellent transport links via bus (211, 14, 328, 11, C3, 22) or tube (Earl's Court, Fulham Broadway and South Kensington, all within a 10 – 15 minutes walk of the hospital).

2. THE PHARMACY

The main Pharmacy is located on the ground floor of the hospital. It is a recently modernised, spacious department which includes a robotic dispensing system, a combined inpatient and outpatient dispensary, pneumatic air tubes and directorate specific clinical offices.

Using a robot frees pharmacists and pharmacy technicians from traditional stock control and dispensing duties so that they can spend more time on wards helping patients and sharing their expertise with clinical staff to improve prescribing and clinical administration

A HIV satellite pharmacy is based in the adjacent St Stephen's Centre. Most wards within the hospital have inpatient and discharge electronic prescribing. The Pharmacy employs approximately 100 staff which includes pharmacists, technicians, assistants, administration and clerical staff.

3. SERVICES

3.1 Clinical Services

Clinical pharmacy is tailored to reflect the Trust's directorate structure. There are six teams of pharmacists which provide a comprehensive clinical pharmacy service to the hospital.

Medicine and ED	Cardiology, Care of the Elderly, Dermatology, Diabetes, Emergency Department, Gastroenterology, Microbiology, Neurology, Oncology, Respiratory, Rheumatology.
Surgery	Burns, General Surgery, Ophthalmology, Orthopaedics, Plastics, Urology, Wound Care.
Women's and Children	Gynaecology, Obstetrics, Neonatal Intensive Care (NICU), Paediatrics, Neonatal and Paediatric TPN.
Anaesthetics and Imaging	Adult TPN, Day Surgery, Intensive Care, Pain and Palliative Care, Phlebotomy, Resuscitation, Theatres, X-ray.
HIV and GUM	Kobler Pharmacy, West London Centre for Sexual Health, 56 Dean Street.
Mental Health	Acute Adult Services, Child and Family Services, Crisis Teams, Eating Disorders, Elderly.

The service is tailored to meet the needs of the individual directorates and focuses on the provision of patient centred care at the bedside. All pharmacists are encouraged to participate on ward rounds, write discharge prescriptions following accreditation, undertake pharmacy practice research and further develop clinical pharmacy.

Ward based pharmacy technician's duties include taking drug histories, assessing the use of patients own drugs, ordering of medicines, discharge co-ordination and counselling patients on the medication. Pharmacy technicians are also encouraged to undertake the [Accredited Checking Pharmacy Technicians](#) (ACPT) course to undertake a final check of prescriptions.

3.2 Patient Services

The supply of medicines is the backbone of the overall Pharmacy service with an estimated 37,000 transactions carried out per month with an average of 3.3 items per transaction. Considerable investment has been made to ensure that this essential service continues to serve the Trust needs.

In May 2003, the robot was installed as part of a wider pharmacy modernisation programme and electronic prescribing was fully rolled-out in the Trust by autumn 2010. Our progressive and innovative approach to pharmacy service delivery enables technical staff to spend greater time on wards ensuring efficient patient discharge and comprehensive medicines counselling.

3.3 Technical Services

Chelsea and Westminster Hospital is one of the hospitals in the West London Cancer Network area and provides comprehensive cancer care via a multidisciplinary team to defined patient groups. The hospital is also a national specialist centre for malignancy associated with HIV infection.

As well as providing clinical pharmacy to oncology, the technical services department compounds all cytotoxic chemotherapy using standard isolator technology. In addition, sterile clinical trial products are prepared. The extemporaneous compounding suite is a purpose built unit and responds to the needs of a variety of patients. A range of dermatological products and liquid medicines are prepared on site, in response to prescriptions for individual patients.

3.4 Medicines Information

A well – resourced Medicines Information centre provides accurate, unbiased, evaluated information and advice on the safe, effective and economic use of medicines to all staff and patients of Chelsea and Westminster hospital. The centre also supports the New Drugs Panel and Clinical Drug Policy Board in their roles and co-ordinates local adverse drug reaction reporting schemes. The experienced team in Medicines Information play a vital role in updating the pharmacy staff regarding new drugs and guidance such as that from NICE as well as providing training in information retrieval and analysis of information. Chelsea and Westminster Hospital has a designated help-line for providing medicines information direct to the patients.

4. EDUCATION AND TRAINING

There is a commitment within the department and throughout the London region to ensure that individuals have the opportunity to develop their skills and strengths. In addition to our own in-house training, we also participate in the region's extensive training programme for pharmacists, pharmacy technicians, pre-registration trainee pharmacy technicians, pre-registration graduates and vocational students. There is extensive investment in the training for all staff. Education is considered a vital part of staff training needs and all staff are encouraged to undertake the appropriate preparation required to develop themselves in relation to their professional goals. All staff have personal performance reviews and individualised development plans.

5. BASIC GRADE PHARMACISTS

5.1 Terms and conditions

Salary scale: AFC band 6

Hours: Basic Grade (Resident) Pharmacists work a 37.5 hour week on average, with on call duties according to the residents rota, which include Bank Holidays.

Annual Entitlement: As per Agenda for Change Terms and Conditions:

0-5 years NHS Service 27 days per annum

5-10 years NHS Service 29 days per annum

10 years + NHS Service 33 days per annum

Notice period: 8 weeks

5.2 Training

Basic grade training at Chelsea & Westminster follows a rotational format with four months spent in each major section within the pharmacy during the first 18 months. Such a programme is designed to equip the pharmacist to practice independently within each section. As a result, basic grade pharmacists may deputise for section heads, which benefits both the department and the individual pharmacist. Each rotation follows competency based training, a section head managing each rotation to help enable the basic grade to meet the desired competencies. Specified wards are linked to each rotation, for which there is a specified ward tutor. Each basic grade has a mentor who provides support and advice to the basic grade pharmacist on any aspect of their work. After the first 18 months, the next rotations are 6 monthly in order to undertake a more in-depth training in specific areas.

Training and support are given in the following areas:

Main Dispensary

Our progressive approach to technician roles enables all pharmacists to play a more clinical role in the dispensary. As well as providing a clinical service to a ward, experience is gained in dispensary duties from the varied specialities within the hospital. This will enable the development of effective time management and prioritising skills. You will also have the opportunity to be involved in writing pharmacy procedures and participate in the training of pre-registration pharmacists.

HIV Clinic Services

You will have the opportunity to work in one of the largest HIV treatment centres in Europe gaining experience of working in a specialist pharmacy and clinical trials section. The HIV service also extends to clinics in Charing Cross Hospital and the Victoria area. You will be involved in counselling patients on all aspects of their medication including an integral role in patient 'start-up clinics' which gives the opportunity to counsel patients who are naïve to antiretroviral treatment. You will also be able to participate in the HIV/GUM directorate educational meetings.

Mental health

You will have the opportunity to work as part of the mental health team, receiving training in order to provide a clinical ward service to mental health wards. You will be involved in the general management of the mental health dispensary, gaining an understanding of the different types of prescriptions, including full training on the use of the ZTAS system for monitoring clozapine treatment. You will also be required to attend Consultant ward rounds on a daily basis where you will be valued as an integral part of the health care team.

Technical services

A varied training in many aspects of chemotherapy and extemporaneous products is given. The expanding role of the technician allows the pharmacists to play a more clinical role, including the provision of a clinical pharmacy service to the Medical Day Unit.

Medicine Information

You will receive comprehensive training during the induction period. Although there is no fixed rotation in Medicines Information, it is expected that through clinical rotations and the provision of an out of hours service, all of the medicines information competencies will be met. Facilities available include computerised databases and literature searching facilities as well as a range of journals, periodicals and other reference texts. The service provides for the pharmacy department, other healthcare professionals within the hospital and a patient medicines helpline. Chelsea & Westminster is also a national reference centre for HIV related queries.

5.3 Out-of-hours duties**On Call Service**

The pharmacy department provide a 24 hour patient focused service. Outside normal working hours the service provided by the residency pharmacy team includes:

- The provision of advice to medical staff, patients and other healthcare professionals including prescribing issues and advising on administration of medications.
- The dispensing of medications for newly admitted patients where requested
- The dispensing of take home medication and Accident and Emergency prescriptions where requested
- The dispensing of extemporaneously prepared products and sterile products if appropriate
- Initiation of drug recalls according to local procedure.

The resident will be expected to prioritise all the above complex demanding workload in order of urgency (as will be working alone).

Hours of duty

The resident pharmacists work a 37.5 hour week with on call duties according to the resident rota which is currently on a 1 in 10 basis. The on call duties

include night shifts, weekends, 8-5 shifts, 1-9 shifts and bank holidays. Residents are expected to cover up to a 1 in 6 rota if vacancies arise and up to a 1 in 5 rota for a period of 1 month. When on call, residents currently work on site from 5pm to 11pm, and then are expected to provide an on call service from 11pm till 8am the following morning. The 1-9 shift works to support the night resident by processing all the calls between 5-8pm until the night resident takes over at 8pm.

Additional payments:

1. Unsocial hours payment for hours worked between 8pm and 6am and on weekends. The payment is based on a 1 in 10 rota and paid monthly.
2. An on call payment of 2% of the salary is paid on a monthly basis

Note: these payments are paid when providing the on-call night shift commitment.

Time off in lieu (TOIL)

Time off in lieu is given for providing on call duties. Currently resident pharmacists work a shift pattern consisting of either :

- 4 nights on call, 3 days in lieu
- 2 days in lieu, 3 nights on call

One day TOIL is given for a Bank Holiday. TOIL is taken according to the rota. Any extra time may be granted in extenuating circumstances. TOIL must be taken within 3 months.

Senior support

A 'back up' system is in operation which provides the resident pharmacist with a senior member of staff on call at all times for advice if required. There are also weekly resident meetings with the senior resident pharmacist to discuss any current issues.

5.4 Certificate and Diploma in Pharmacy Practice

During basic grade training, practitioners will undertake a Postgraduate diploma in Pharmacy Practice. Chelsea and Westminster is an accredited centre for the Joint Programmes Board (JPB) diploma, and practitioners are enrolled as part of their basic grade training. For more information on the JPB diploma please see their website at: <http://www.ucl.ac.uk/pharmacy/study/PharmacyPractice/DipGPP>

6.0 MISCELLANEOUS

6.1 Social Activities

The Pharmacy has a strong tradition of being a social bunch! The department has seen it as a challenge to make the very most of the extensive restaurant and bar facilities along the Fulham Road. Other local sports and fitness clubs are available at a reduced subscription e.g. Virgin Active. Staff can also take advantage of the various discounts available at local shops, restaurants and bars located in the area.

6.2 Accommodation

It is possible to provide accommodation within the staff residences, located in a prime position on the lively Fulham Road. The accommodation for resident pharmacists is set at 50%. This may be reviewed however at any stage and may change or be withdrawn with adequate notice. This subsidy will only be paid whilst providing the night time shift on-call commitment. There is also one room available within the residences for use by resident pharmacists who do not live on site, when on call.

7. JOP OPPORTUNITIES

Please check the NHS jobs website periodically to check for any vacancies in the residency team as we have no set recruitment period.

www.jobs.nhs.uk

8. CONCLUSION

Completion of your basic grade training at Chelsea and Westminster hospital will provide you with an all encompassing start to your career and give you the opportunity to work in a unique healthcare environment in one of London's newest teaching hospitals

9. CONTACT DETAILS

For further information, please contact:

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