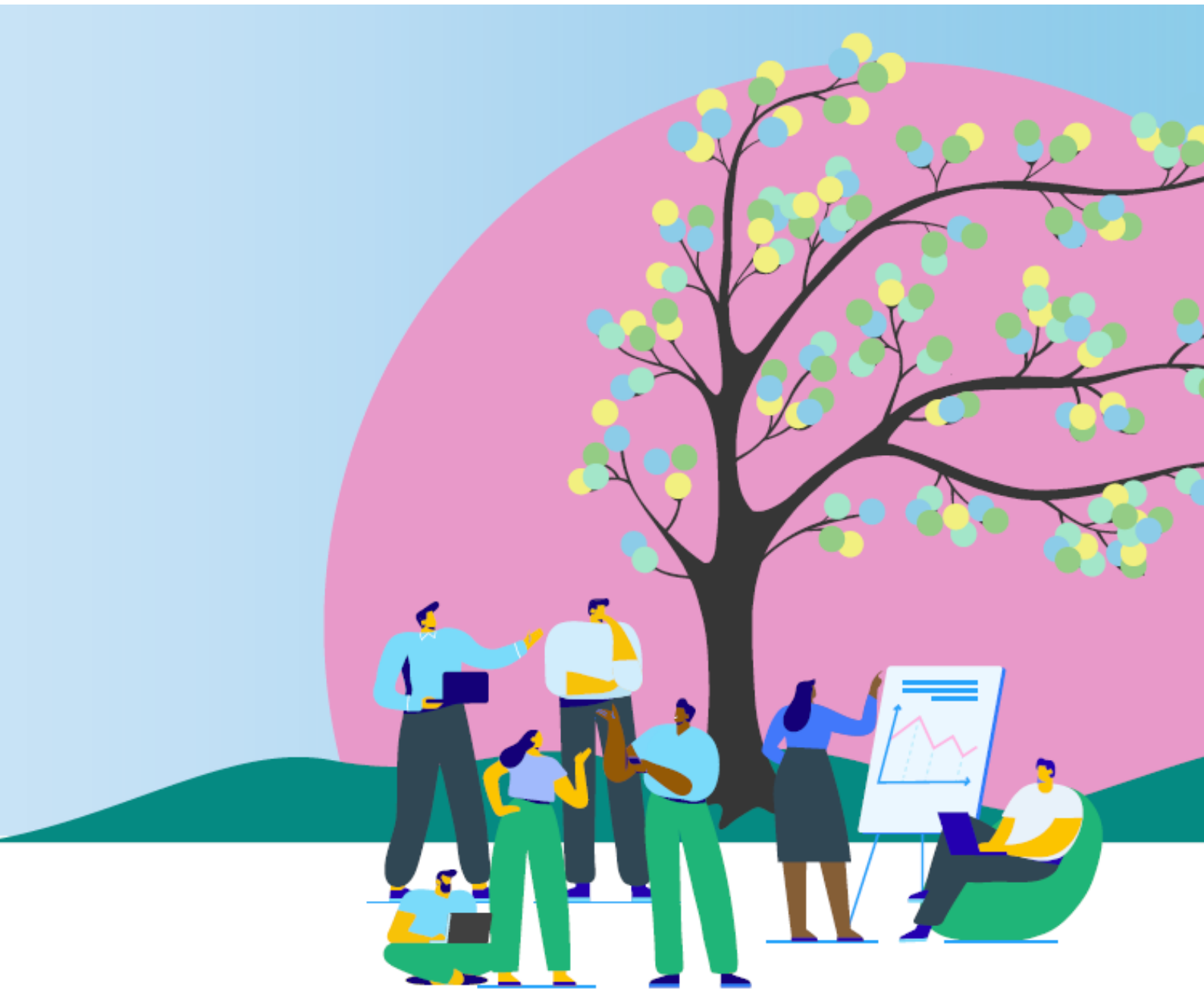




**OneMedical**  
Group



# **Clinical Pharmacists Recruitment and Bridging Programme**

## Why add Clinical Pharmacists to your team?

Clinical Pharmacists work as part of the general practice team to improve value and outcomes from medicines, and consult with and treat patients directly. This includes providing help to manage long-term conditions, advice for those on multiple medicines and access to health checks. The role is pivotal to improving the quality of care and ensuring patient safety.

Having clinical pharmacists in GP practices means that GPs can focus their skills where they are most needed, for example, on diagnosing and treating patients with more complex conditions.

## How can OneMedical help?



Our team of experienced and established Senior Pharmacists offer PCNs and practices a helping hand to support the effective recruitment, onboarding and supervision of Clinical Pharmacists. Let us guide you through every step of the journey, from creating a job plan and appointing a clinical supervisor, through to providing clinical updates and one-to-one support.

## Meet our OneMedical Head Pharmacist

Reema Caddies is passionate about the training and development of pharmacy teams and comes with extensive pharmaceutical experience including regulatory, academia, primary and urgent care. Her career has seen her fulfil a range of leadership positions including non-executive director for a GP out of hours organisation and Head Pharmacist for OneMedical. Reema is a prescribing pharmacist, a university clinical teacher and is supporting pharmacists with leadership development through primary care scholarship programmes. Her team are helping to grow a talented team of pharmacists nationwide.



## Step 1: Recruitment and on-boarding

**Job plan development** – We work with you to plan how the role will integrate into your existing multi-disciplinary team, identify key projects and priorities that your pharmacist will deliver and help to design the advert, job description and person specification. We'll even help to advertise and promote the role!



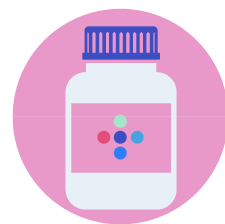
**Interview support** – Helping you to filter applications and offering interview support to ensure you select the best candidate for the role.

**Induction planning** – We work with Practice Managers to create an engaging, informative and thorough induction plan for your new recruit, making sure they get the best start to their new position.



**GP Assessor Support** – It's critical that you choose the right person in your team to take on the role of GP Assessor/supervisor. We can help them understand what is required, and help them plan for how the supervised sessions will be structured.

**Induction support onsite** – We'll be there to meet your new recruit and to help settle them in during their first few days. Our experienced team can support with any questions and will introduce them to their peers across our Clinical Pharmacist network, helping to make sure they never feel alone.



## Step 2: 6-month support programme



Your new recruit will need support and direction in their first six months to help them integrate into their new team, before they enrol as part of the CPPE framework. We make their learning journey a success with a combination of onsite and virtual support. Each Pharmacist receives a copy of our Clinical Pharmacy competency workbook to help evidence their development

and demonstrate their capabilities.

### Month 1

- Call us when you need us! – Access to our team on the phone, via Microsoft Teams, and via our OneMedical Clinical Pharmacist WhatsApp group.
- Weekly check-in meetings to make sure your new recruit is on track
- A face-to-face visit at the end of month one to assess competency and to evaluate their journey so far.

### Months 2 - 6

- Our Senior Pharmacists will conduct a monthly visit to assess progress against agreed key priorities and projects
- We'll spend time with both your new recruit and their GP Assessor
- Your team can continue to call us whenever you need us by picking up the phone, using Microsoft Teams or dropping us a message via our WhatsApp group.

## Contact Us

If you would like a free, no obligation discussion to learn more about our range of services, get in touch.

[Newbusiness@onemedicalgroup.co.uk](mailto:Newbusiness@onemedicalgroup.co.uk)  
[onemedicalgroup.co.uk](http://onemedicalgroup.co.uk)

