

# Pharmacy London

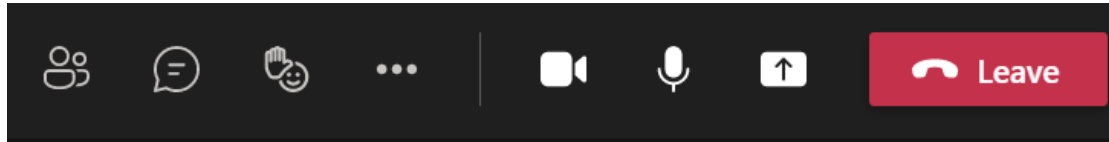


**London and Kent, Surrey and Sussex**  
**June 2021**

# Welcome

Before we start:

- Technical issues - switch video off/reload browser/leave and rejoin meeting
- Questions/comments/contributions – use the chat function or raise your hand using the tool bar



- Mics – keep muted unless speaking



# Overview

- Background
- What are the key changes?
- What is the impact of these changes?
- How will HEE support you?

# The role of the pharmacist is changing

- Pharmacists play a much greater role in providing clinical care to patients from their first day on the register.
- Training will produce adaptable pharmacist professionals who will be confident and capable of operating in multi-professional teams across a variety of healthcare settings, to meet diverse and changing patient needs
- Transitional change in training requirements for current pre-registration (new Foundation) year starting in 2021

# Journey of the New Standards for the Initial Education and Training of Pharmacists (IETP)

- July 2020 – call for Educational Reforms
- NHSE / HEE & UK CPhO and GPhC / PSI
- GPhC in January 2021 full learning outcomes  
<https://www.pharmacyregulation.org/initial-training>
- GPhC in March 2021 : [Foundation Training Year 2021 / 2022](#)



# Key changes – Independent prescribing

- Aim that future pharmacists receiving their education and training under the new standards will be **independent prescribers at the point of registration**.
- The underpinning attributes, knowledge and skills will be an integral part of the MPharm degree, with the majority of the practical learning forming part of the Foundation training year.
- Foundation year – to provide a period of learning in practice specifically related to prescribing of at least 90 hours of supervised practice
- **Please note:** independent prescribing will **not be incorporated in 2021-22** Foundation year – we will work with you to look at how we implement this in due course. This will be fully implemented in 2026.

# Responsibilities in Foundation Training

Organisation or group	Responsibility	Achieved by	Activity
GPhC	Quality assurance	Setting and quality assuring the standards	Setting standards and quality assuring the management of education
Statutory education bodies and their partners	Quality management	Overseeing the delivery of the foundation year	Designing, managing and monitoring the foundation year
Employers, designated supervisors and dedicated prescribing partners	Quality control	Day-to-day delivery of the foundation year	Supervising, mentoring and proving feedback to trainees

# Key Changes - Terminology

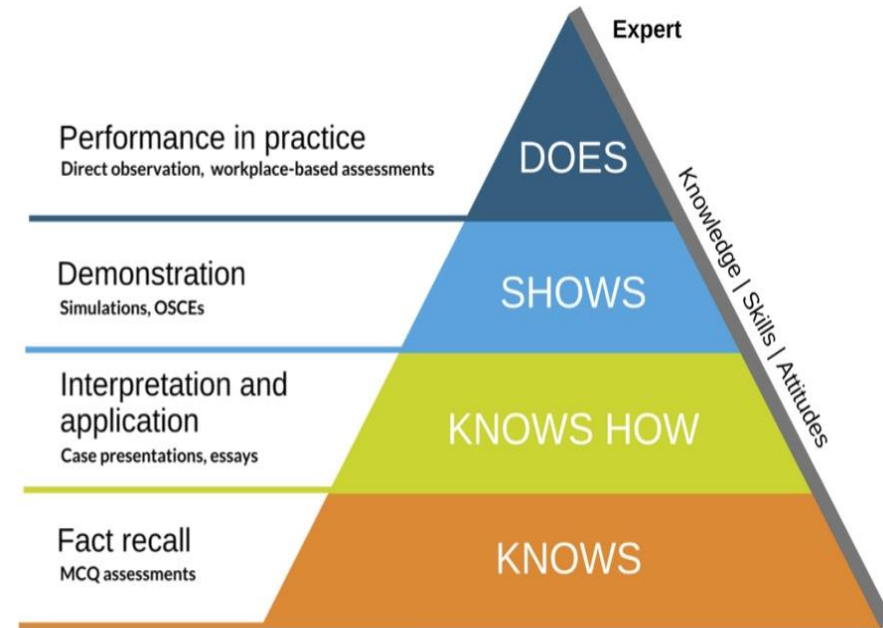
From July 2021:

- The pre-registration training year will be known as the Foundation Training Year
- Pre-registration trainees will be known as trainee pharmacists
- Pre-registration tutors will be known as designated supervisors
- Terms described above may be used interchangeably for the foreseeable future
- All future communications to do with national recruitment will reflect these changes



# What are the Key Changes?

1. New set of interim learning outcomes (iLO's) to assess the full 5 years of education and training, and transition to post-registration
2. The LO's allows us to future-proof pharmacists so that they can adapt and provide clinical care to ever-changing patient needs
3. Foundation year to focus on (repeatedly and reliably) **DOES** with strengthened supervision
4. Incorporates the skills, knowledge and attributes for prescribing, to enable pharmacists to **independently prescribe from the point of registration**



# Learning Outcomes

There are 55 interim Learning Outcomes, which are organised into 4 domains:

- Person-centred care and collaboration
- Professional practice
- Leadership and management
- Education and research

These **replace** the performance standards



## Domain: Person-centred care and collaboration

If they are to pass, students/trainees must be able to demonstrate the following at the end of each element of their initial education and training:

Table 1: Learning outcomes for person-centred care and collaboration

Learning outcome	MPharm degree	Foundation training year
1. Demonstrate empathy and keep the person at the centre of their approach to care at all times	Shows how	Does
2. Work in partnership with people to support and empower them in shared decision making about their health and wellbeing	Shows how	Does
3. Demonstrate effective communication at all times and adapt their approach and communication style to meet the needs of the person	Shows how	Does
4. Understand the variety of settings and adapt their communication accordingly	Shows how	Does
5. Proactively support people to make safe and effective use of their medicines and devices	Shows how	Does
6. Treat people as equals, with dignity and respect, and meet their own legal responsibilities under equality and human rights legislation, while respecting diversity and cultural differences	Does	Does
7. Obtain informed consent before providing care and pharmacy services	Shows how	Does
8. Assess and respond to the person's particular health risks, taking account of individual protected characteristics and background	Does	Does
9. Take responsibility for ensuring that personal values and beliefs do not compromise person-centred care	Does	Does
10. Demonstrate effective consultation skills, and in partnership with the person, decide the most appropriate course of action	Shows how	Does
11. Take into consideration factors that affect people's behaviours in relation to health and wellbeing	Shows how	Does

## Domain: Professional practice

If they are to pass, students/trainees must be able to demonstrate the following at the end of each element of their initial education and training:

Table 2: Learning outcomes for professional practice

Learning outcome	MPharm degree	Foundation training year
15. Demonstrate the values, attitudes and behaviours expected of a pharmacy professional at all times	Does	Does
16. Apply professional judgement in all circumstances, taking legal and ethical reasoning into account	Does	Does
17. Recognise and work within the limits of their knowledge and skills, and get support and refer to others when they need to	Does	Does
18. Take responsibility for all aspects of pharmacy services, and make sure that the care and services provided are safe and accurate	Does	Does
19. Take responsibility for all aspects of health and safety and take actions when necessary	Does	Does
20. Act openly and honestly when things go wrong and raise concerns even when it is not easy to do so	Does	Does
21. Apply the science behind pharmacy in all activities	Does	Does

## Domain: Leadership and management

If they are to pass, students/trainees must be able to demonstrate the following at the end of each element of their initial education and training:

Table 3: Learning outcomes for leadership and management

Learning outcome	MPharm degree	Foundation training year
45. Demonstrate effective leadership and management skills as part of the multi-disciplinary team	Shows how	Does
46. Make use of the skills and knowledge of other members of the multi-disciplinary team to manage resources and priorities	Shows how	Does
47. Develop, lead and apply effective strategies to improve the quality of care and safe use of medicines	Knows how	Does
48. Actively take part in the management of risks and consider the impacts on people	Shows how	Does
49. Use tools and techniques to avoid medication errors associated with prescribing, supply and administration	Shows how	Does
50. Take appropriate actions to respond to complaints, incidents or errors in a timely manner and to prevent them happening again	Shows how	Does
51. Recognise when and how their performance or that of others could put people at risk and take appropriate actions	Shows how	Does
52. Demonstrate resilience and flexibility, and apply effective strategies to manage multiple priorities, uncertainty, complexity and change	Shows how	Does

# Interim Learning Outcomes

## Domain: Professional practice

If they are to pass, trainee pharmacists must be able to demonstrate the following:

**Table 2:** Learning outcomes domain: professional practice

N.	Learning outcome	Foundation training year
15	Demonstrate the values, attitudes and behaviours expected of a pharmacy professional at all times	Does
16	Apply professional judgement in all circumstances, taking legal and ethical reasoning into account	Does
17	Recognise and work within the limits of their knowledge and skills, and get support and refer to others when they need to	Does
18	Take responsibility for all aspects of pharmacy services, and make sure that the care and services provided are safe and accurate	Does
19	Take responsibility for all aspects of health and safety and take actions when necessary, particularly but not exclusively during the COVID-19 pandemic	Does
20	Act openly and honestly when things go wrong and raise concerns even when it is not easy to do so	Does

# Practical tips

- All training delivered for 2021/22 is required to be based on the iLOs
- Regular **GPhC progress reviews will** monitor trainee progression against the **iLOs** rather than the performance standards
- Training plans do **not** need to be resubmitted for approval by the GPhC (see GPhC website FAQs for further info)
- There may need to be **slight adjustments to the training programme** to enable trainees to reach the new learning outcomes and implement the assessment framework.

# Action for Training Year Providers

## Review your current support for trainee pharmacists

- Ensure you have a **range of systems** in place to identify the support needed by trainees and how to achieve the learning outcomes. This can be done through:
  - induction
  - effective supervision
  - appropriate and realistic workload
  - time to learn
  - access to resources,
  - remediation, if necessary
- Do you have clear **procedures** in place for trainee pharmacists to **raise concerns**?
- Do you have support available covering **general welfare**?
- Do you have **access to pharmacy professionals** who are able to act as role models and mentors?

# How will HEE support the changes?

- HEE has started work on a range of support resources that will be offered to all training sites, regardless of sector and commissioning route. These include:
  - A **practice-based assessment strategy**
  - An **e-portfolio**
  - A range of **virtual learning and information resources**
- The HEE LaSE team members will be running events to update and engage stakeholders on the work being undertaken.
- We aim to develop wider education networks at ICS Level to enable local collaboration and innovations in these areas and beyond, which will be facilitated by **Early Careers Training Programme Directors (EC TPDs)**

# Supervisor training

- ProPharmace has been commissioned to deliver the new supervisor training programmes to the region.
- These programmes are suitable for **all** designated supervisors in **any** sector of pharmacy across London, Kent, Surrey, Sussex – also serves as a useful refresher for existing supervisors.
- Flexible learning
- For more information visit:  
<https://www.lasepharmacy.hee.nhs.uk/training-1/supervisor-training/>

# Summary

- All training delivered for 2021/22 must be based on the [Interim learning outcomes](#)
- New MPharm programmes expected 2022-23
- Foundation training fully implemented by 2026/27
- No Prescribing learning outcomes in 2021-22 programme
- Timeline for introduction of prescribing as part of foundation - to be confirmed
- HEE are here to work with you and support you through these changes



# Support contacts

## Early Careers Training Programme Directors

- **Jennifer Guffie** – London GP Practice/Primary Care & SWL ICS [j.guffie@nhs.net](mailto:j.guffie@nhs.net)
- **Zena Uppal** – London Acute Trusts & SEL ICS [zena.uppal@nhs.net](mailto:zena.uppal@nhs.net)
- **Sureena Clement** – London Community Pharmacy & NWL ICS [sureena.clement@nhs.net](mailto:sureena.clement@nhs.net)
- **Lauren Reber** – LaSE Mental Health & NEL ICS [lauren.reber@nelft.nhs.uk](mailto:lauren.reber@nelft.nhs.uk)
- **Alice Conway** – Sussex ICS [alice.conway@nhs.net](mailto:alice.conway@nhs.net)
- **Ritienne Fenech** – Frimley Health & Surrey Heartlands ICS [ritienne.fenech@nhs.net](mailto:ritienne.fenech@nhs.net)

## HEE LaSE Early Careers Pharmacy Website:

<https://www.lasepharmacy.hee.nhs.uk/early-careers/>

## HEE Trainee Pharmacist Foundation Training Year:

<https://www.hee.nhs.uk/our-work/pharmacy/hee-trainee-pharmacist-foundation-training-year>

**Any questions?**