

# Pharmacy Education & Training Strategy



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## STRATEGY IMPLEMENTATION AND GOVERNANCE

The implementation and governance of this strategy is overseen by the ESHT Learning & Development Department; ESHT Local Academic Board (LAB); Pharmacy Local Faculty Group (LFG) and HEE LaSE Pharmacy. Compliance will be reviewed alongside the ESHT Pharmacy E & T Quality Manual and Annual Local Faculty Group Report.

## KEY DRIVERS

The ESHT Pharmacy team has always maintained an Education Strategy, but in response to the significant national improvements being made in the NHS currently there have been a number of drivers for change, some internal some external. We are proud of the multi-generational and multicultural team within the department and intend to embrace this to enrich the personal development of all of our team members.

This strategy is designed to address the challenges faced in education & training in response to the changing needs of the patient population and supports the development of pharmacy staff by enhancing the skill mix to deliver the outcomes of service transformation as defined in the following key documents:

- Medicines Value Programme<sup>3</sup>
- NHS Long Term Plan<sup>4</sup>
- GP Contract Five-year Framework<sup>5</sup>

Health Education England, London, Kent, Surrey & Sussex (HEE LKSS) provides support and governance to the Pharmacy E & T team. They also provide tools and training to support staff to develop their skills to create a more responsive pharmacy workforce equipped with the skills to deliver a clinical service across all care settings.

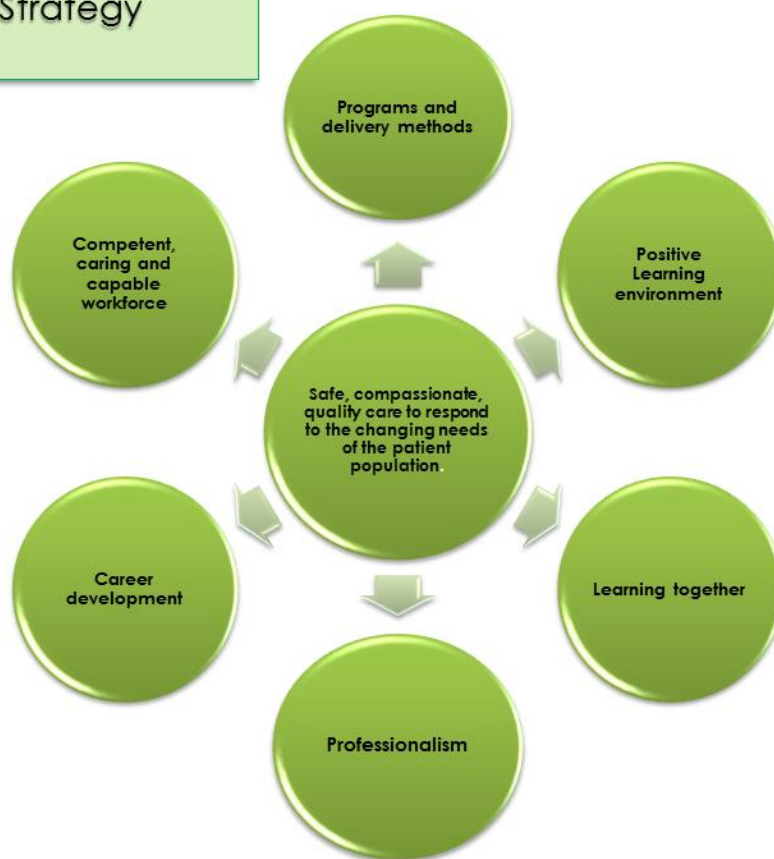
## ESHT 2020: vision, values & objectives

- **Our vision** at East Sussex Healthcare NHS Trust is to combine community and hospital services to provide safe, compassionate and high quality care to improve the health and wellbeing of the people of East Sussex.
- **Our values** are fundamental to how we undertake our everyday work. They shape our beliefs and behaviours and were developed by our staff.
- **Our objectives** encompass our commitment to provide clinical services that achieve and demonstrate the best clinical outcomes and provide an excellence experience for patients. These are:
  - **Safe patient care is our highest priority**
  - We will provide high quality clinical services that achieve and demonstrate optimum clinical outcomes and provide an excellent care experience for patients.
  - **All our employees will be valued and respected.** They will be involved in decisions about the services they provide and offered the training and development that they need to fulfil their roles.
  - **We will work closely with commissioners, local authority and other partners...** ...to plan and deliver services that meet the needs of our local population, in conjunction with other care services.
  - **We will operate efficiently and effectively...** ...diagnosing and treating patients in timely fashion and expediting their return to health.
  - **We will use our resources efficiently and effectively for the benefit of our patients and their care...** ...to ensure our services are clinically, operationally, and financially sustainable.

**ESHT values** are fundamental to how we undertake our everyday work. They shape our beliefs and behaviours and were developed by our staff.



## Pharmacy Strategy Vision



## Pharmacy Strategy Vision

Vision	How we will achieve this	Measures of success
High quality learning environment	<ul style="list-style-type: none"> <li>Having the necessary resources and infrastructure to support education and training</li> <li>Access to highly skilled specialists within each rotational area</li> <li>All students and trainees receive excellent training at ESHT</li> <li>Trainee in Action Groups to support peer group discussion</li> </ul>	<ul style="list-style-type: none"> <li>Trainee satisfaction shown via HEE LKSS exit survey</li> <li>Improved engagement and retention rates</li> <li>Students and trainees seeking employment with the Trust following training at ESHT</li> <li>Inclusive reporting into LFG meetings</li> </ul>
Variety of programs and delivery methods	<ul style="list-style-type: none"> <li>Build links with the Trust's Learning and Development department for support with existing and new programs e.g. apprenticeships</li> <li>Trail blaze for new and innovative programs e.g. VTS &amp; Integrated PTPT Pilot.</li> <li>Develop integrated training opportunities e.g. GP practice &amp; care homes</li> </ul>	<ul style="list-style-type: none"> <li>Improved engagement and retention rates</li> <li>Increase in number of applicants for vacancies</li> <li>Evaluation via National E &amp; T Survey (NETS)</li> </ul>
Competent, caring and capable workforce	<ul style="list-style-type: none"> <li>Staff receive a robust induction on starting in the dept.</li> <li>Training needs are identified using various methods and supported</li> <li>Continual assessment along with developmental feedback to improve practice</li> </ul>	<ul style="list-style-type: none"> <li>Confident and competent staff from the outset</li> <li>Improved engagement and retention rates</li> <li>Progression throughout career based on a solid foundation of learning from the outset</li> </ul>
Professionalism	<ul style="list-style-type: none"> <li>Regular professional appraisals for trainees, 1:1's and progress reviews available for each cohort.</li> <li>Group training sessions include case based discussions</li> </ul>	<ul style="list-style-type: none"> <li>Examples of meeting GPhC Professional Standards discussed during appraisals</li> <li>Presentation of CBD's and shared learning recorded at CPD</li> </ul>
Learning together	<ul style="list-style-type: none"> <li>Disseminate teaching and learning through forums such as staff meetings, embedded learning events and workshops</li> <li>Encourage MDT learning through the Grand Round, Schwartz Round, ward rounds and shadowing SNs</li> </ul>	<ul style="list-style-type: none"> <li>Improved engagement and retention rates</li> <li>Confident and competent staff</li> <li>Good working relationships with other AHPs</li> </ul>
Career development	<ul style="list-style-type: none"> <li>Disseminate clear pathways for career progression</li> <li>Support and encourage progression through training</li> </ul>	<ul style="list-style-type: none"> <li>Highly skilled workforce</li> <li>Improved engagement and retention rates</li> </ul>

## MISSION STATEMENT

The Pharmacy Department at East Sussex Healthcare NHS Trust is committed to supporting lifelong learning and self-development of its staff by encouraging engagement in a variety of learning activities to further their knowledge and skills. Individuals should utilise recognised competency frameworks such as RPS Foundation Pharmacy Frameworks (FPF) & HEE LKSS Pharmacy Educational Frameworks to produce a GAP analysis and distinguish their current level of practice to facilitate further career progression. Educational success will be celebrated with pharmacy colleagues through the departmental newsletter and where appropriate, with the wider trust & social media. Good practice will be shared for the benefit of others.

ESHT Pharmacy staff, with the required knowledge, skills and attitudes will work collaboratively across acute, community and social settings in an integrated way to ensure that patients receive high quality care, advice and treatment. This will be achieved by:

- Actively involving patients and carers in decision making about their acute and long term health care needs
- Ensuring clinical appropriateness of treatment
- Optimising medicines by initiating, stopping and altering treatment in conjunction with or as prescribers
- Providing medicines related care, advice and support at a level suitable for each patient
- Providing healthy living advice and public health interventions where appropriate
- Being focused on the prevention of harm
- Being focused on the promotion of health and wellbeing
- Preventing waste and unnecessary expenditure

## COMPLIANCE

Entitlement of allocated study time during working hours must be agreed and documented with the trainee, line manager and Educational Supervisor prior to the application for any learning activity. Progress must be monitored and documented at regular intervals as specified by course requirements. Gaps in training identified during PDRs must be highlighted to one of the department's E & T Leads for approval before an application to attend any training programme can be made. Applications for funding must be processed by the ESHT Education Funding Panel by following the ESHT Learning and Development Policy. <http://eshealthcare/guideline/485.pdf>.

## CAREER DEVELOPMENT PATHWAYS

There are clear pathways for development for all Pharmacy Support Staff and Pharmacists. For support and technical staff, ESHT aim to 'grow their own' registered professionals by following a clear pathway of qualification criteria. This will facilitate career opportunities for people starting in the profession at apprenticeship level or an opportunity for experienced staff joining the trust from primary care or other acute hospital sites to develop their skills and further their career as a registered pharmacy professional. This pathway has been developed in response to difficulties in recruitment to Registered Pharmacy Technician posts due to the geographic location of both acute sites.

Figure 1.

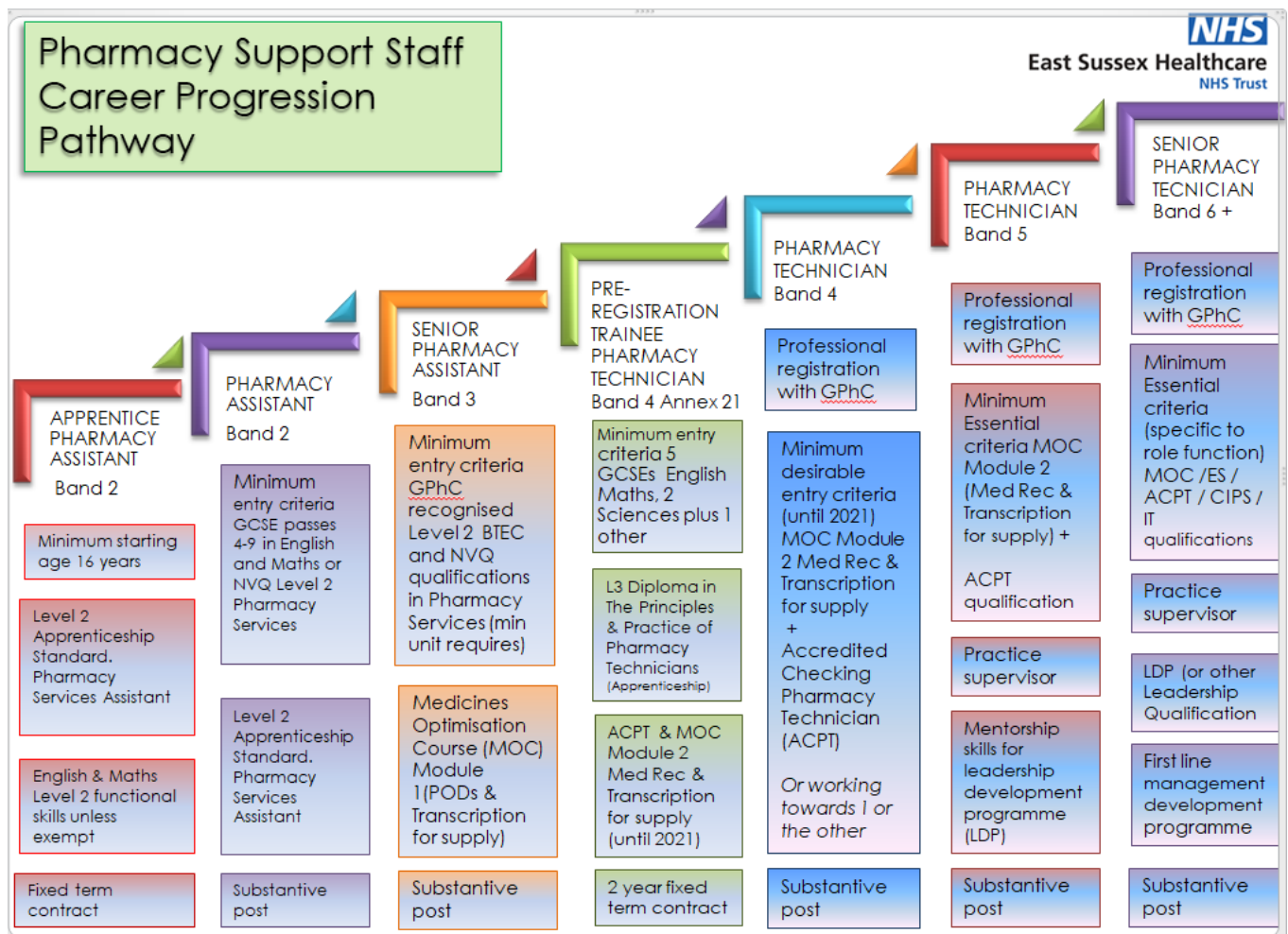
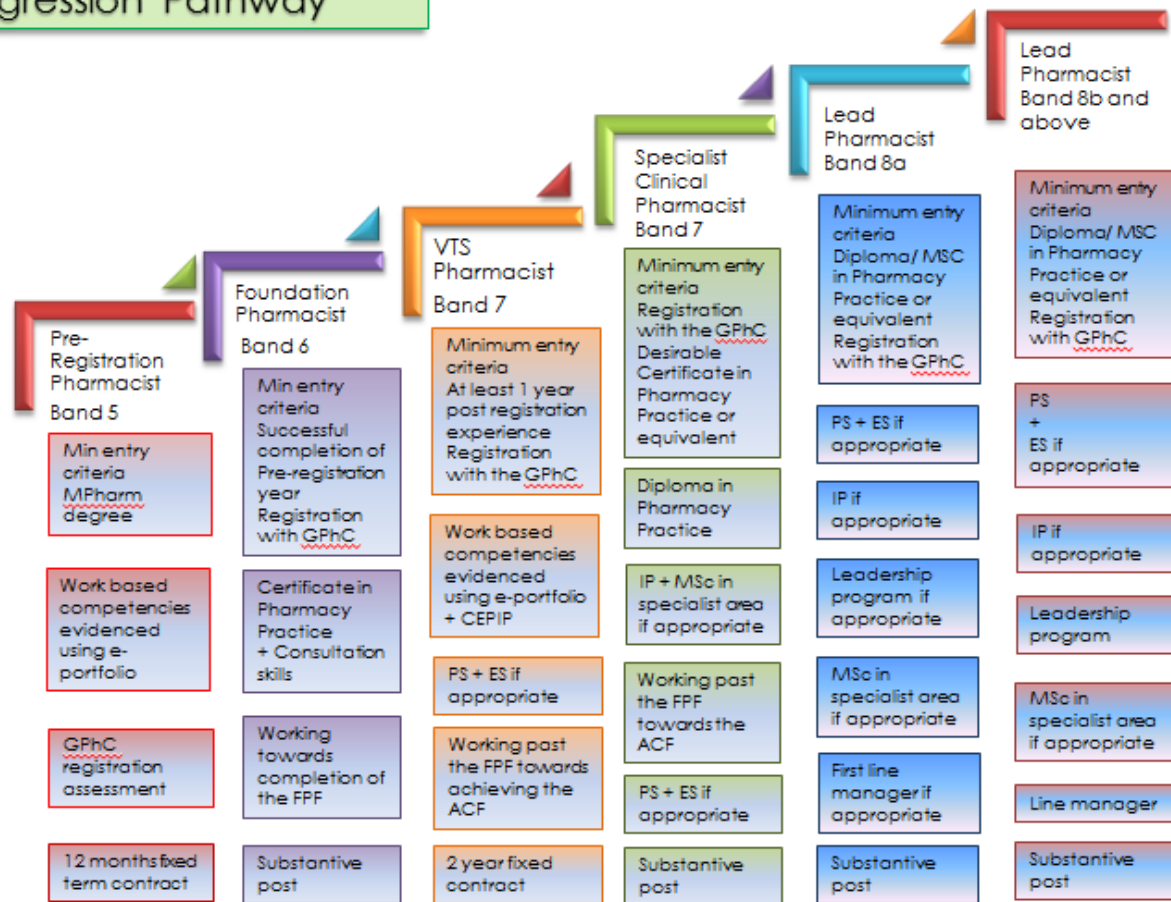




Figure 2.

# Pharmacist Career Progression Pathway





## Pharmacy Specific Training Requirements

Qualifications required to move through Career Progression Pathway (Figures 1 & 2)

Type of Training	Staff Group(s)	Estimated annual uptake	Frequency	Length of Training	Delivery Method	Training delivered by	Records of Attendance Held
Level 2 Certificate in Pharmacy Service Skills (NVQ) /BTEC Level 2 Pharmaceutical Science	Pharmacy Assistants / Apprentices	3 to 4	Once	12 months	E-learning / tutorials / e-portfolio	Buttercups Training Ltd	Buttercups & Pharmacy Dept
Level 3 Diploma in Pharmacy Service Skills (NVQ) / BTEC level 3 Pharmaceutical Science or L3 Diploma in The Principles & Practice of Pharmacy Technicians	Pre-registration Trainee Pharmacy Technicians	2	Once	2 years	Virtual classroom / e-portfolio	Distance Learning Bradford college (VLE)	Pharmacy Dept. Registration with the GPhC
Pre-registration Trainee Pharmacist Training	Pre-registration Trainee Pharmacists	4 to 5	Once	1 year	Work based training and self-directed	Practice Supervisors	Pharmacy Dept. Registration with the GPhC
Accuracy Checking Pharmacy Technician Course	Registered Pharmacy Technicians	2-4	Once	12 months	Online / In-house	CPPE and Practice Supervisor	CPPE / HEE LKSS Pharmacy Dept
Medicines Optimisation Course Module - POD Assessment and & Transcribing for supply.	PTPTs and Pharmacy Assistants only	2	Once	3-12 months	Moodle & formative assessment	HEE LKSS Pharmacy / Practice Supervisor	Pharmacy Dept/ HEE LKSS Pharmacy

Medicines Optimisation Course - Module - Medicines Reconciliation & Transcribing for supply	PTPTs and Medicines Management Technicians	2	Once	3-12 months	Moodle & formative assessment	HEE LaSE Pharmacy / Practice Supervisor	Pharmacy Dept./ HEE LKSS Pharmacy
Foundation Pharmacist Programme (Certificate in Pharmacy Practice)	Clinical Pharmacists	3 to 5	Once	18 months	Work based training, learning sets and self-directed	University of Medway and work based	University & Pharmacy Dept.
Foundation Pharmacist Programme (Diploma in Pharmacy Practice)	Clinical Pharmacists	3 to 5	Once	12 months	Work based training, learning sets and self-directed	University of Brighton / Medway and work based	HEE LKSS Pharmacy / University & Pharmacy Dept.
Clinically Enhanced Independent Prescribing Course	Pharmacists	1 to 3	Once	9 months	Face-to-face / Work based, supervised practice / E-learning	Kings College London or Medway School of Pharmacy	Kings College London or Medway School of Pharmacy. ESHT NMP register
Vocational Training Scheme (Foundation to Advanced)	Pharmacists with at least 1 year post registration experience	4	Once	2 years	Work based training, learning sets and self-directed	Practice Supervisors	HEE LKSS Pharmacy, Pharmacy Dept.
Practice Supervisor Training	Staff responsible for delivering training support	2-3	Once	6-8 months	E-learning, face to face	TBC	Pharmacy Dept./ HEE LKSS Pharmacy

Educational Supervisor Training	Pre-registration tutors	2	Once	10 months	E-learning	TBC	Pharmacy Dept./ HEE LKSS Pharmacy
ESHT Medicine Information Training	Pre-registration trainees and Foundation Pharmacists	8	Once	Minimum 2 weeks	UKMI Workbook	Lead Pharmacist for Medicines Information	Pharmacy Dept.
The Chartered Institute of Purchasing and Supply (CIPS) Level 2 Introductory Certificate in Purchasing and Supply Course	Pharmacy Procurement Team	On demand	Once	4 Days	Face to face	NHS Taskforce Coordinator	CIPS / Pharmacy Dept.
Pre and In Process Checking (PIPC)	Cytotoxic Production Unit staff	1	Once	12 months	Moodle & Study Day	HEE LaSE Pharmacy	Pharmacy Dept/ HEE LaSE Pharmacy
Good Clinical Practice	Pharmacy staff involved in dispensing and checking clinical trials	1 to 2	Every 2 years	1 day	Face to face session or e-learning	National Institute for Health Research (NIHR)	Pharmacy Dept.

In-House competency requirements with no formal qualification

Training	Staff group(s)	Estimated annual uptake	Frequency	Competency requirements	Delivery method	Supervised & signed off by	Records of completion
In-house Pharmacist Chemotherapy Training	Pharmacists involved with the authorisation or the supply of any chemotherapeutic agent	On demand	Once	12 weeks	Workbook / self-directed	Practice Supervisors	Pharmacy Dept. / Trust Lead Clinician
Trust Pharmacist Chemotherapy training programme - "Intrathecal (ITC) Training Requirements for Pharmacists to be Registered as Competent to Release and Undertake the Final Dispensing Check for Intrathecal Chemotherapy"	Pharmacists involved with the supply of any intrathecal chemotherapeutic agent	~2-4 in total	Annual review to remain on the register	In addition to the previous entry	Taught/workbook/ practical demonstration of competence	Cancer services lead pharmacist	Intrathecal Register of Designated Personnel - Pharmacy Dept./Trust Lead Clinician
Medicines Optimisation	Ward based staff	4 to 6	Once	Workshop attendance & completion of workbook	Tutorial session & work shadowing	E & T Lead Pharmacy Technician / Practice Supervisor	Personnel File
Dispensing Medicines Accurately	Pharmacists	2 to 4	Once within 3 months of start date as	100 items	Work shadowing	Practice Supervisor	Personnel File

Dispensing Medicines Accurately	Pharmacy Assistants and Pharmacy Technicians	2 to 4	part of induction	100 items		Practice Supervisor	Workbook
Accuracy Checking of Dispensed Medicines	Pharmacists	2 to 4		100 items		Practice Supervisor	Personnel File
Clinical screening competencies	Pharmacists & pre-registration Pharmacists	4 to 6		20 in-patient prescriptions and 10 ITAs		Clinical Pharmacy Lead	Personnel File
Controlled Drugs competencies	Pharmacists & pre-registration Pharmacists	4 to 6		20 items		Practice Supervisor	Personnel File
Controlled Drugs competencies	Pharmacy Assistants and Pharmacy Technicians	4 to 6		20 items		Practice Supervisor	Workbook
Distribution competencies (including controlled drugs)	Pharmacy Assistants and Pharmacy Technicians	4 to 6		Various as defined in competency workbook		Practice Supervisor	Workbook
Competencies in receipting goods	Pharmacists, Pharmacy Technicians & Pharmacy assistants	4 to 6		20 including 5 CD's		Practice Supervisor	Workbook

Pharmacy Team - Specific Training Requirements that are desirable in support of  
Life-long learning and self-development

Type of training	Staff Group(s)	Frequency	Length of training	Records held
Ad-hoc learning. This could be learning from peers, work shadowing, supervised learning events, problem solving etc.	All registered pharmacy staff	ad-hoc	On-going	GPhC Revalidation records
Visits from external specialists (e.g. CPPE).	All pharmacy staff	ad-hoc	On-going	Self
Embedded learning	All pharmacy staff	monthly regular session	On-going	Pharmacy Dept. (admin)
Internal case presentations.	All pharmacy staff	ad-hoc	On-going	Self
Self-directed web-based learning	All pharmacy staff	ad-hoc	On-going	Self
External training events & courses	All pharmacy staff	ad-hoc	On-going	Self
NHS Leadership Development Programmes <a href="http://www.leadershipacademy.nhs.uk">http://www.leadershipacademy.nhs.uk</a>	Registered pharmacy staff	ad-hoc	On-going	Pharmacy Dept. / NHS Leadership Academy

## **REFERENCES**

1 <https://www.hee.nhs.uk/our-work/quality>

2 <http://nww.esht.nhs.uk/wp-content/uploads/2020/02/27th-February-2020-CQC-Inspection-report.pdf>

3 <https://www.england.nhs.uk/medicines/value-programme/>

4 <https://www.longtermplan.nhs.uk>

5 <https://www.england.nhs.uk/wp-content/uploads/2019/01/gp-contract-2019.pdf>