**Pharmacy Education Update Briefing**

**November 2024**

In this month’s update from the School of Pharmacy and Medicines Optimisation team, as we have trainees starting numerous programmes of learning, you will find information focussing on **pharmacy leadership opportunities and upskilling for supervision of** **prescribers and** **prescribing training** to help support your workforce for all pharmacy sectors.

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| **Section** | **Information/ News items in this briefing:** | Of particular interest for: |
| 1. | Workforce Wellbeing Survey RPS, Pharmacist Support and APTUK - Closes **12 November 2024** | ALL |
| 2. | Leadership development opportunities – Clinical Leadership fellows and other development programmes – \***deadlines Nov 27** / **Dec 4** \* | ALL ICB leads and employers, educational leads |
| 3. | Independent Prescribing1. CALL TO ACTION all Independent Prescribers – have you considered becoming a supervisor for future prescribers?
2. Repeat Prescribing Toolkit (RPS/RCGP October 2024)
 | ALL pharmacists IP qualified/eligible DPP |
| 45 | NETS National Education and Training Survey – open until 26/11CPPE: latest programmes and news | ALL ALL |

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| Item No. | Item |
|  | **Workforce Wellbeing survey from RPS, Pharmacist Support and APTUK****\*Closes 12 November 2024\***The GPhC have shared this Workforce Wellbeing survey on behalf of the RPS, Pharmacist Support and APTUK. We are supporting this survey because the wellbeing of pharmacists and pharmacy technicians is integral to our work in different ways, including because the wellbeing of pharmacists and pharmacy technicians impacts on their ability to meet our standards and to keep patients safe.The Royal Pharmaceutical Society’s sixth annual [**Workforce Wellbeing survey**](https://gbr01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fpharmacyregulation.us2.list-manage.com%2Ftrack%2Fclick%3Fu%3D2a9eeb21f465e0931a30e5d65%26id%3Deaeb433204%26e%3D66057b86a9&data=05%7C02%7Cg.risby%40nhs.net%7C7cfdb9c21b2a498a4fe208dcef502339%7C37c354b285b047f5b22207b48d774ee3%7C0%7C0%7C638648374690108905%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C0%7C%7C%7C&sdata=8OqQCNxkio7sie9NxnIZGkMG3FfgB1KPazHjE0QCMM4%3D&reserved=0), in partnership with Pharmacist Support and supported by APTUK, is now live. **This year the survey focus is on assessing burnout levels and factors impacting on poor mental health and wellbeing within the pharmacist and pharmacy technician professions.****It's vital that the workplace supports good mental health and wellbeing as well as providing the right environment to help prevent the negative effects of working under intense pressure.**The survey is anonymous, open to pharmacists and pharmacy technicians in all settings including students and those who are not members of RPS.[**Please take 15 minutes to complete the survey and share your experiences of wellbeing at work or in your studies.**](https://forms.office.com/pages/responsepage.aspx?id=YTwZmY1ldkCVLwfDRaO-l_Db9NHwdy5Ogf0wWAolYANUMkxKNExGRkpBTUpGNTBKRUhLMEcyNUNNVS4u&route=shorturl)**The results of the survey will be used to inform the governments across Great Britain, the NHS, and wider stakeholders to advocate for improvements to support the mental health and wellbeing of pharmacists and pharmacy technicians.** |
|  | **Leadership development opportunities*** 1. **Clinical Leadership Fellows – Yorkshire and the Humber Future Leaders**
* **Applications Close 4pm 27 November 2024**

**Aseptic Pharmacy Services Workforce Training and Standardisation Solutions****Post reference:** FLP 2508 / Bid 08**Host organisation:**NHS England SoPMO Workforce, Training and Education Directorate North East and Yorkshire (applications welcomed from across region)**Potential Applicants:**Pharmacists / Pharmacy Technicians and Healthcare Scientists/ Biomedical Scientists**Post start date:** August 2025 **Interview date:** 17 December 2024This Clinical Leadership Fellow (CLF) post is a unique opportunity to be involved with a project team aligned to the National Aseptic Review.The candidate will be seconded from their own host organisation to the School of Pharmacy and Medicines Optimisation, with strong links to employers and regional specialist networks across the UK. They will be supported through a named Educational Supervisor, alongside support from other CLFs and Training Programme Directors.A whole workforce approach has been identified to review, and standardise workforce solutions, training opportunities, career pathways, as well as creating a new technical services passport to support the technical services workforce.The successful post-holder will have the opportunity to spend a year developing their leadership skills through working on an individual project aligned to this workstream, whilst undertaking a range of self-development opportunities. The CLF will select a key area of focus relating to the gap analysis and solutions.The CLF will be linked to one of the NHSE NEY local offices. Some travel may be expected across the North East and Yorkshire however study sessions and network groups may be online.[Job Description](https://view.officeapps.live.com/op/view.aspx?src=https%3A%2F%2Fwww.yorksandhumberdeanery.nhs.uk%2Fsites%2Fdefault%2Ffiles%2Fleadership_fellow_-_aseptic_pharmacy_services_workforce_training_and_standardisation_solutions.docx&wdOrigin=BROWSELINK) & [Person Specification](https://view.officeapps.live.com/op/view.aspx?src=https%3A%2F%2Fwww.yorksandhumberdeanery.nhs.uk%2Fsites%2Fdefault%2Ffiles%2Fleadership_fellow_-_aseptic_pharmacy_services_workforce_training_and_standardisation_solutions.docx&wdOrigin=BROWSELINK)**Application contact:** laura.butroid@nhs.netThe Future Leaders Programme offers multiprofessional opportunities for health professionals, including pharmacists/pharmacy technicians, and health care scientists working within Yorkshire to do a one-year Leadership Fellowship to help grow and develop their personal leadership skills. [See ALL vacancies](https://www.yorksandhumberdeanery.nhs.uk/recruitment/future-leaders-vacancies) for a range of CLF posts to start August 2025 (some of which are accessible to pharmacy professionals and healthcare scientists).The Future Leaders Programme enables the Leadership Fellows to:* Enhance skills and competencies that are essential for future healthcare leaders, including those relevant to the domains defined in the Healthcare Leadership Model.
* Develop and deliver a specialty, management, or quality-improvement driven project that is relevant to the specific needs of the NHS.
* Undertake a one-year postgraduate qualification e.g. in leadership or medical education.
* Gain practical and academic experience in leadership from local and national experts in the field.
* Build a network of expert contacts with NHS management and clinical leaders.

All vacancies starting 6 August 2025 are available to view on our [FLP vacancies page](https://www.yorksandhumberdeanery.nhs.uk/recruitment/future-leaders-vacancies). Click the link to see the Job Description and Person Specification for each. To apply for a vacancy:* Please email a fully completed application form ([Word](https://www.yorksandhumberdeanery.nhs.uk/sites/default/files/2025_flp_application_form.docx) or [PDF](https://www.yorksandhumberdeanery.nhs.uk/sites/default/files/2025_flp_application_form.pdf)) and your CV to the Application Contact given in the vacancy description. Please ensure you include the post reference on your application and in the subject line of your email. ***[Please save the form before starting to complete it.]***

**Please note that the closing date for applications is strictly 4pm on Wednesday 27 November.*** 1. **Leadership and management opportunities – NHS Leadership Academy**

**2.2.1 Clinical Leadership for Integrated Care Programme**The Clinical Leadership for Integrated Care programme aims to develop clinical leaders with a greater awareness of themselves, their influence and the complex systems they lead in, and with the ultimate aim a pipeline of clinical leaders able to lead positive change within the developing integrated care architecture.This highly experiential programme is open to senior clinical leaders of all professions who are involved in cross-system working as part of their role and is made up of four modules: The importance of awareness, Developing influence and agency, Working with complex problems and Making sense of the broader system.For more information on the programme and how to apply please visit website [**information pack**](https://ney.leadershipacademy.nhs.uk/wp-content/uploads/sites/24/2024/10/Clinical-Leadership-for-Integrated-Care-Information-Pack.pdf). The deadline for applications will be 5pm on **6 December 2024*** 1. **Managers Toolbox**

[The Managers Toolbox: Strategies for People, Processes & Problem Solving – North East and Yorkshire Leadership Academy](https://ney.leadershipacademy.nhs.uk/our-offers/leadership-development/managers-toolbox/)Aims of the Managers ToolboxThose holding a management position are often looked to with an expectation of always knowing what to do or say. While some skills and strategies will have grown and developed during the time spent in this and previous roles, all managers can benefit from finding time and space to explore alternative approaches and fresh solutions.The workshops offered within The Managers Toolbox series will give the opportunity to work with a diverse group of peers to explore a range of topics and gather practical advice and tools which can be readily transferred to the workplace. The workshops offered will be reviewed and refreshed regularly, ensuring that there will be the opportunity to access learning relevant to the current health and care climate.**Target audience**The Managers Toolbox series will be of benefit to staff holding a line management role, with opportunities for cross boundary working. This could include supporting work across a whole Directorate, supporting process improvements across systems etc. Agenda for Change banding is not a criteria for exclusion; managers working at differing bands and across diverse roles and organisations will face similar challenges.This offer is not intended for those who are first time managers (i.e. in their first line management role for 12 months or less). It is recommended you access ‘Introduction to Leadership and Management’ and/or the [Edward Jenner](https://www.leadershipacademy.nhs.uk/programmes/the-edward-jenner-programme/) programme for staff at this career stage. Please contact cdda-tr.NELAcademy@nhs.net if you wish to explore alternative offers.* 1. **Leadership and Management Apprenticeships**

The NHS Leadership Academy provide expertise in developing and supporting inclusive and compassionate leadership within health and care. The aim is to support recruitment and development of leaders at every level and apprenticeships offer another route in which to support this work.From level 3 to strategic management Level 7 – NHSLA with CMI, See more information at[Leadership and Management Apprenticeships – Leadership Academy](https://www.leadershipacademy.nhs.uk/programmes/apprenticeships/apprenticeships-on-offer/leadership-and-management-apprenticeships/)**See More from NHS Leadership Academy** at their website**:**[North East and Yorkshire Leadership Academy – North East and Yorkshire Leadership Academy](https://ney.leadershipacademy.nhs.uk/) |
|  | **Independent Prescribing*** 1. **Call to Action to** **all Independent Prescribers – supporting future prescribers**

CALL TO ACTION all Independent Prescribers – have you considered becoming a supervisor for future prescribers? Support from IP pharmacists in all sectors is most needed. Did you know you can start your supervisor journey at any time and support your local colleagues? Supervision of leaner prescribing activity can include practice supervisors and assessors working together with the **Designated Prescribing Practitioner*** You can register for DPP training with NHSE funded Propharmace programme which is recommended <https://www.propharmace.com/est/>
* A DPP Preparation course is available from HECooperative that supports development and is mapped to RPS DPP Competency Framework. This is also free to access for any eligible healthcare professional and colleagues may sign up here <https://healthvle.co.uk/signup/dpp>
* Your local University Prescribing Course provider will offer support for DPPs
* Get in touch with your local organisational lead, PCN or Training Hub or access their website to find out training and support may be available. See Training Hub sites:

NHY <https://yhtraininghubs.co.uk/humber-north-yorkshire/> WY <https://yhtraininghubs.co.uk/west-yorkshire/> SY <https://yhtraininghubs.co.uk/south-yorkshire/> NENC england.traininghub.nenc@nhs.net  **3.2. Independent Prescribing courses for pharmacists in 2024/25:**  Independent Prescribing course provision 2024/25 - details of funded places from Autumn 2024 are now available; see our [website.](https://www.hee.nhs.uk/our-work/pharmacy/independent-prescribing) Individuals should contact their chosen university relating to applications. Pharmacists who meet the eligibility criteria may be able to apply for one of the places on independent prescribing courses at a variety of universities across England:   * Community pharmacists (including locum pharmacists); Pharmacists employed in General Practice (who are not eligible for, or enrolled on, the Primary Care Pharmacy Education Programme (PCPEP) and those who are working to provide primary care services (e.g. working in primary care) who are not employed in ARRS roles); and Health and Justice pharmacists. See  [Approved suppliers - Community Pharmacists, Pharmacists in GP and Health and Justice Pharmacists](https://www.hee.nhs.uk/our-work/pharmacy/independent-prescribing)
* Pharmacists enrolled on CPPE’s Primary Care Pharmacy Education Pathway (PCPEP) and who meet the PCPEP criteria to enrol on an independent prescribing course – See [Approved Suppliers - Primary Care Pharmacy Education Pathway (PCPEP)](https://www.hee.nhs.uk/our-work/pharmacy/independent-prescribing)
* Pharmacists working in an NHS Hospital Trust or Mental Health Trust (NHS managed sector); pharmacists working in an integrated care board (ICB), previously CCG pharmacists – see our local [University providers – Managed sector](https://www.hee.nhs.uk/sites/default/files/documents/NMP%20HEI%20Course%20Information_v%20July%2023.pdf) in North East and Yorkshire (\*Please note this includes **ALL locally managed contracts** and providers include all local GPhC Approved providers for Independent Prescribing for pharmacists)

 Eligible pharmacists primary care and community may apply only to those universities as listed on the [NHS England website](https://www.hee.nhs.uk/our-work/pharmacy/independent-prescribing) or [Managed sector – North HEIs](https://www.hee.nhs.uk/sites/default/files/documents/NMP%20HEI%20Course%20Information_v%20July%2023.pdf). Please note: the available universities differ depending on the sector you work in. As part of the application process, all learners will need to assure their chosen university that they meet the course requirements. Eligible pharmacists can apply directly to universities. They will need to demonstrate (as a minimum):   * The support of an identified designated prescribing practitioner (DPP).
* An appropriate practice-based learning environment in a prescribing setting that can offer appropriate clinical support.
* Evidence that you meet the course provider eligibility criteria (applicants will be subject to their chosen university’s enrolment processes).
* Commitment to use the skill within your area of competence and expertise, for the delivery of NHS clinical services as they emerge.

You should contact your local NMP Lead or Primary Care Training Hub for support.If you would like to know more about the General Pharmaceutical Council’s eligibility criteria for undertaking an independent prescribing course, please [visit the GPhC website](https://www.pharmacyregulation.org/about-us/news-and-updates/gphc-council-agrees-new-guidance-entry-independent-prescribing-courses).  Course length and the number of face-to-face days required vary between universities. Please check the individual university webpages for further information on course format.  **Funding** Independent Prescribing training is available to pharmacists who meet the eligibility criteria. Tuition fees are fully funded by NHS England. Pharmacists that are successful in applying to one of the approved universities will be allocated a fully funded place directly by the university. They do not need to apply to NHS England for funding separately.  **Further information**A fully funded **Educational supervisor** training is delivered by [ProPharmace](https://propharmace.com/est/). Training will ensure those involved in Educational Supervision, including **Designated Supervisors (DS),** and **Designated Prescribing Practitioners (DPP),** are confident to provide support and developmental aid to training for pharmacists across all sectors. If you have any questions or require further support, please contact the NHSE NEY Pharmacy team at england.wtepharmacy.ney@nhs.net stating ‘Independent Prescriber courses 24-25’ in the email subject header.   **3.3 Repeat Prescribing Toolkit**The [Repeat Prescribing Toolkit](https://www.rpharms.com/resources/repeat-prescribing-toolkit) was jointly published recently by the Royal Pharmaceutical Society and the Royal College of General Practitioners. It was commissioned by NHS England as one of the [National Overprescribing Review](https://www.gov.uk/government/publications/national-overprescribing-review-report) recommendations. The toolkit aims to: * Help improve the consistency, safety and efficiency of repeat prescribing systems in England
* Provide a framework that enables GP Practices and Primary Care Networks, working in collaboration with community pharmacies and patients, to streamline workloads, improve patient safety and care
* Address potential oversupply and reduce medicines waste
* Support this with training resources

This Toolkit is the first national good practice guidance on repeat prescribing in 20 years and is available [online](https://www.rpharms.com/resources/repeat-prescribing-toolkit) and as a [pdf download](https://www.rpharms.com/Portals/0/RPS%20document%20library/Open%20access/Repeat%20Prescribing%20Toolkit/00554%202409%20-%20RCGP%20Repeat%20Prescribing%20Toolkit_241004d.pdf). **Please circulate widely to your networks** |
|  | **National Education and Training Survey (NETS) 2024 is open!**Each year NHS England National Education and Training Survey (NETS) runs throughout October-November, to hear experiences from learners across all professions. This survey is really important to us as part of ensuring quality of training. **Please can we ask that you circulate widely** within your teams, networks and encourage your learners to complete this, as we do consider all your responses. See poster below with QR code at the end of this briefing. NETS is the only national survey open to all healthcare students, trainees, and apprentices, including foundation trainee pharmacists, preregistration trainee pharmacy technicians, undergraduate pharmacy students and many other trainees from all professions.   **Open until 26 November 2024. It takes 10 minutes to share your experiences:**[**www.hee.nhs.uk/nets-2024**](https://gbr01.safelinks.protection.outlook.com/?url=http%3A%2F%2Fwww.hee.nhs.uk%2Fnets-2024&data=05%7C02%7Cg.risby%40nhs.net%7Ceaef2e719aa440e11e4908dce2ded1b5%7C37c354b285b047f5b22207b48d774ee3%7C0%7C0%7C638634693840195154%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C0%7C%7C%7C&sdata=lzEpa%2Bg%2FJZ4NzRx5fs19ereSIq38yP%2B0WC%2Fr3W%2FlOVg%3D&reserved=0) |
|  | **CPPE** Supporting resources are available for Pharmacists and Pharmacy Technicians in all areas of practice. Plus, lots of exciting updates, resources and links including common clinical conditions, NHS Pharmacy First service, supporting people and optimising medicines e-learning.  See **November’s cultural and identity-linked celebrations and awareness days** in the news section of CPPE website at [CPPE News](https://www.cppe.ac.uk/news/default#navTop)  There's a new **Introduction to Overprescribing e-learning programme**. It is for pharmacy professionals in all areas of practice and is designed to support the development of skills, knowledge and confidence to have person-centred consultations with people where overprescribing is suspected. **CPPE Pharmacy technician impact groups** are a series of small group sessions for pharmacy technicians who would like to develop their skills and confidence further. They are designed to complement CPPE’s [Pharmacy technician enhancing your professional practice](https://www.cppe.ac.uk/programmes/l?t=PharmTech-EC-01) e-course. The fully funded series of CPPE Pharmacy technician impact groups are open to any pharmacy technician delivering or supporting the delivery of NHS services in England in any area of practice. Employer’s support is essential for attendance at the learning sets and for workplace development. **Community Pharmacy Technician: advancing your role learning programme**, is open to pharmacy technicians working in community pharmacy or the Health and Justice sector. This is a fully funded course that helps pharmacy technicians develop the skills and confidence to deliver effective clinical services in community pharmacy and the Health and Justice sector. NHS England has funded CPPE to offer the **Accuracy checking pharmacy technician (ACPT) programme** for pharmacy technicians working in community pharmacy, NHS hospitals, and in health and justice. A total of 80 NHS England-funded places are available and funding will end when all 80 places have been allocated, or by the end of March 2025. Don't forget that CPPE have a large portfolio of [open learning programmes](https://www.cppe.ac.uk/programmes/non-gphc-availability) that are available to people who are not registered with the General Pharmaceutical Council (GPhC). |
|  | Editor: GR/ Nov 2024 |

