

Pharmacy in London and Kent, Surrey and Sussex 2021-22 at a glance

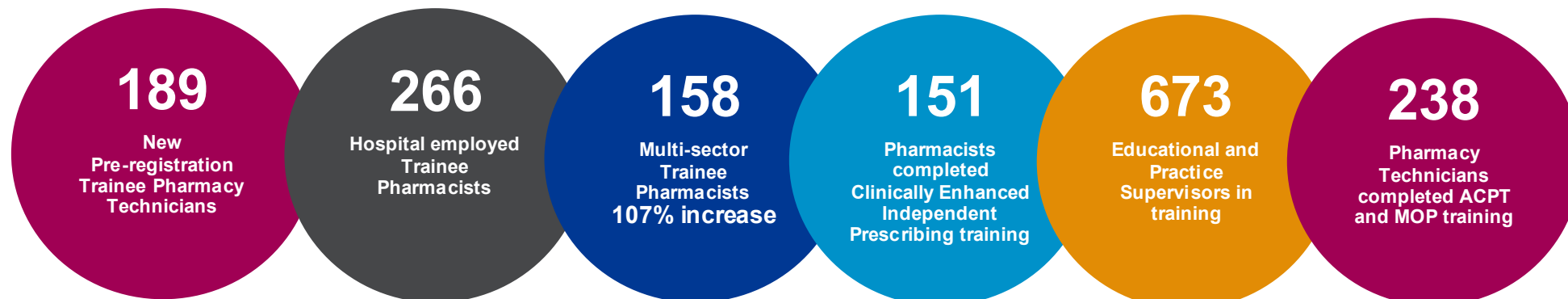
Our main focus for 2021-22 has been on boosting attraction into the profession and growing the workforce to meet the growing demand for pharmacy roles. A focus has been supporting the development of training capability and capacity in primary care and community pharmacy.

Building on the work of the interim foundation pharmacist programme, we launched the Early Careers strategy and have been working in partnership with our stakeholders to prepare, inform and implement the reforms to the initial education and training for pharmacists.

We continue to drive workforce transformation by supporting systems with workforce innovations.

Key to our success has been ensuring our people are supported and we're excited to have had the opportunity to work with the Quality Improvement Collaborative to improve our joy in work. We will share with you our key achievements and look forward to continuing to work in partnership throughout 2022-23.

Our Year in Numbers



Our Vision

We exist for one reason only: to support the delivery of excellent healthcare and health improvement for patients and the public across London, Kent, Surrey, and Sussex, by ensuring that the pharmacy workforce of today and tomorrow has the right numbers of staff with the right skills, values and behaviours at the right time and in the right place to meet patient needs.

Strategic Aims

- To support the education, training, and development needs of pharmacy professionals throughout the career journey.
- To make pharmacy an attractive career and widen participation to ensure we have a sustainable workforce.
- To ensure workforce planning decisions are driven by accurate data.
- To drive quality in education and training.

Quality in Education and Training

We have supported 673 supervisors and nine workforce transformation projects, along with commissioning another four across the region. In addition, we have run the [national education and training survey \(NETS\)](#) and are working closely with primary care colleagues to scope and pilot a framework for education and training quality across primary care.

Primary Care and Community Pharmacy

We have continued to support the primary care and community pharmacy networks as they integrate with Primary Care Network structures. These established links have helped us understand how the education and training requirements of the workforce are changing with the emergence of extended and new roles. In collaboration with our partners we have co-created resources such as the interactive careers map and expanded multi-sector foundation training in general practice.

Pharmacy Technicians

Goal: To support pharmacy technician workforce growth and new ways of working by developing education pathways for pharmacy technicians to meet the needs of the current and changing landscape.

We have supported the expansion of the pre-registration trainee pharmacy technician (PTPT) workforce numbers by working with 27 new employers to create additional training capacity for 83 trainees. We work closely with all our employers providing networks and resources enabling this development and have supported them to utilise the apprenticeship levy.

In February 2022, we saw our first cohort of trainees complete the 2017 Initial Education and Training (IET) standards. Of the survey respondents, 88% (n= 76) reported they had secured employment, with 84% (n=72) retained within acute/secondary care.

We continue to deliver our Medicines Optimisation Programme as online learning and summative assessments for pharmacy technicians with 134 having successfully completed the programme. This includes 27 PTPTs undertaking former qualifications (pre GPhC 2017 IET standards).

Early Careers

Goal: To understand training needs, implement Foundation Training Year (formally pre-registration training) and to ensure the early careers workforce (years 5 and 6) develop the knowledge, skills and attributes needed to provide high quality care to support learners as they develop towards advanced practice.

Initial Education and Training of Pharmacists (IETP) Reforms

The team supported organisations across the region to implement the new Interim Learning Outcomes for pharmacists, which are part of the Implementation of Initial Education and Training of Pharmacists (IETP) Reforms.

We did this by hosting local Education Programme Director networks, presenting sessions at Integrated Care System networks, Primary Care Pharmacy Association and Local Pharmacy Committee events, developing and implementing genomics and leadership sessions. The foundation board has recognised the need to support trainee pharmacists through this period of change, by implementing resilience training and protected study time for 2022/23 programme.



Pharmacist Early Careers Programme

The Early Careers Training Programme Directors, working with the Early Careers Steering Group, have undertaken exploratory work to scope supervision capacity and models for foundation training and independent prescribing with 337 independent prescribing pharmacists across primary, secondary and general practice, 8 Higher Education Institutes providing independent prescribing and 398 educational supervision staff, to inform the direction of travel for the region to successfully implement the IETP reforms.



Early Careers Cont://

Multi-sector Foundation Training Placements

The Early careers exploratory work scoping reports paired with strengthening relationships with Integrated Care System (ICS) leads and networks, has resulted in an 85% increase of multi-sector foundation training year placements for 2023-24, up from 33 programmes (76 trainees) to 61 programmes (120 trainees) and inclusion of Health Education England (HEE) representation on 5 ICS Integrating Pharmacy and Medicines Optimisation programme (PPMO) working groups.



Interim Foundation Pharmacist Programme

Support for newly qualified pharmacists across the region via the HEE Interim Foundation Pharmacist Programme (IFPP) and the HEE Newly Qualified Pharmacist Programme, (NQPhP) has resulted in 81 (16%, n=488 enrolled) IFPP learners successfully completing the programme, which represents 47% of completers across the country and a total of 145 learners being supported by the NQPhP.

National Focus

We have led and supported national workstreams that have resulted in the implementation of the HEE National Foundation Trainee Pharmacist E-portfolio, HEE Trainee Pharmacist Foundation Year Assessment Strategy, HEE Newly Qualified Pharmacist Programme, and evaluation of the HEE Interim Foundation Pharmacist Programme. We continue to lead and support the National Recruitment Scheme and the IETP reforms. In addition, we have supported the establishment of the national education and training pathway for Specialist Mental Health Pharmacists working as part of community mental health teams, along with leading the HEE Pharmacy careers programme nationally with [NHS Careers](#).

Business, Communication and Data Management

Changes to the Foundation Training Programme originating from the revised standards for the Initial Education and Training of Pharmacists resulted in a complete overhaul of our [website](#) to create dedicated Pharmacy Technician and Pharmacist pages plus a new workforce and quality page. Our hosting of the National Recruitment Scheme for Foundation Trainee Pharmacists continues and it is still the top visited page with 24,034 unique views (8.8% of the whole site).

LEEP

We ran a pilot of LEEP (Leading through Education to Excellent Patient care) to 255 trainee pharmacists in the region. The cross disciplinary and multi-professional programme that aims to promote leadership development and collaborative working across the healthcare system.



In the future I will put myself forward more to develop leadership skills

Trainee Pharmacist

Pharmacy Careers

In collaboration with regional partners, we designed and launched the pharmacy careers map and careersinpharmacy.uk website in summer 2021.

This interactive resource is designed to showcase the breadth of roles and careers available across pharmacy sectors. It features video case studies from pharmacist colleagues in a wide range of roles. Visit careersinpharmacy.uk to find out more, and check out our video case studies available via the NHS Health Careers YouTube channel [here](#).

Stay in Touch

Twitter [@HEE_LaSEPham](https://twitter.com/HEE_LaSEPham)

Email lasepharmacy@hee.nhs.uk

Website lasepharmacy.hee.nhs.uk



Pharmacy Careers



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careersinpharmacy.uk

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