

## Pre-registration Pharmacist Recruitment Newsletter

Welcome to our Summer briefing designed to update on progress with the development and implementation of a National Pre-registration Pharmacist Recruitment Scheme.



Welcome to our July 2020 Newsletter which provides the latest news on the National Pre-registration Pharmacist Scheme.

Inside this issue:

- Covid-19 Impacts National Recruitment
- 2019 National Recruitment Scheme Outcome Report
- Employers Recruiting for 2021
- Applicant Numbers
- Welcome Scotland!
- Key Dates
- Support Resources
- And Finally...

### Queries: Who to contact

If you are an applicant and have an enquiry, you should go to the enquiries portal at: [HEE London and South East Support Portal](#). On the portal you will see a list of Frequently Asked Questions. If these do not answer your query, you can submit a question. This will be responded to within 48 working hours.

If you are an employer or University, please contact your local Pharmacy or Recruitment Lead if it is a local query e.g. about your Oriel entry. If it is a national query, please contact the Pharmacy National email inbox on [preregpharmacyrecruitment@hee.nhs.uk](mailto:preregpharmacyrecruitment@hee.nhs.uk). Applicant queries will not be answered via this route.



## Covid-19 Impacts National Recruitment

In line with almost every facet of life in the UK, the Coronavirus pandemic has required that we make adaptations to the NRS for this year. We have worked closely with our stakeholders to implement a robust contingency plan that is the fairest way for candidates to demonstrate their capabilities in these unique times. In summary:

- the Multiple Mini Interviews have been cancelled for the 2020 recruitment cycle
- the Situational Judgement Test (SJT) and Numeracy Assessment will continue to be used to evaluate candidate performance.

This allows us to work with our test centre partner to provide the widest scope for testing possible, including the capability for candidates unable to return to the UK to test in countries worldwide.

Further information for employers, included an updated handbook for 2020, can be found on our FAQ page [here](#). A dedicated resource for students and applicants can be found via the Student Zone page [here](#), including a webinar hosted by the Royal Pharmaceutical Society that answered applicant questions regarding both our contingency planning and the recruitment scheme itself.

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## 2019 National Recruitment Scheme Outcome Report

An outcome report into the previous round of recruitment can be found [here](#).

Year 3 of the Scheme saw 3,189 training places available across all programmes, continuing the year-on-year trend of increasing numbers of programmes and with the bulk of the increase attributable to community pharmacy employers. In brief:

- 2,092 applicants completed the recruitment process
- 98% of successful applicants (n=1,992) received a programme offer
- 1,877 programme offers were accepted by applicants (vs 1,685 offers accepted in 2018)
- Due to the large increase in the number of training places on offer, the maximum fill rate achievable had all appointable applicants been allocated places would have been 62%.
- The scheme achieved an overall fill rate of 58.8%.
- Training places were offered to 96% (n=216) of successful applicants requiring Tier 2 sponsorship; a 52% increase in offers made to this group from last year
- Multi-sector placements, including those with a significant element of training in GP Practices, remained a popular choice for applicants. The second year of the HEE-funded pharmacy trainees in GP pilot achieved a 81% fill rate nationally, and the innovative multi-sector training programme across Wales attained an incredible 96.8% fill rate.

As ever, we strive to continuously improve the experience for all who participate in the Scheme. Feedback from all our stakeholders and partners is important to us, and we thank all of you for helping us to iteratively develop the NRS every year.

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## Employers Recruiting for 2021

The deadline for employers to sign up to recruit via the National Scheme in 2020 for trainees commencing training in 2021 has now passed. Applicants will have the option to select from 3149 programmes, covering a huge 4134 places in England and Wales. All programmes are now available for applicants to view via the [Oriel website](#). As per previous years, the number of places available far exceeds the number of applicants.

## Applicant Numbers

2,517 applicants have registered with the NRS this year, and can now take the time to research and rank their preferred training places until the preferencing window closes on 30th October.

## Welcome Scotland!

In light of the pandemic, the pharmacy team at NHS Education for Scotland have joined our contingency recruitment procedure for the 2021 intake. This means that, for the first time, applicants have been able to register for places across England, Wales and Scotland while only being required to sit the SJT and numeracy once. One assessment process; thousands of opportunities!



## Key Dates

Make a note of the dates below to avoid disappointment. For full details on the activities, please refer to the Applicant Handbook. The latest version can always be found within the Resource Bank of the Oriel application portal.

Activity	Date
Preferencing window <b>opens</b>	29th July 2020
Numeracy/SJT centre booking window <b>opens</b>	5th August 2020
Numeracy/SJT centre booking window <b>closes</b>	19th August 2020
SJT/Numeracy selection centre held (Pearson VUE Test Centres)	28th September - 10th October 2020
Preferencing window <b>closes</b>	30th October 2020

## Support Resources

The NRS recruits on behalf of employers to a set of values and attributes. These [Professional Attributes](#) are not only applicable to the pre-registration training year, but are also essential for effective practice as a pharmacist.

The Pharmacy Undergraduates guide from CPPE contains a dedicated section on the NRS, and signposts to training packages to help you develop your understanding should you wish to learn more about these attributes. The guide and all linked resources are free to use (signup to CPPE required), and can be found [here](#).

## And Finally...

The current pandemic situation has presented all of us with unique challenges as we try to enact changes in a constantly-evolving environment. During this time the spirit of partnership amongst our stakeholders has been of huge benefit. We would like to thank our employers and representatives, the British Pharmaceutical Students' Association, the Royal Pharmaceutical Society and the Pharmacy Schools Council for their invaluable insight and support during this period.