

Pre-registration Trainee Pharmacist Recruitment Newsletter

Welcome to our 11th briefing designed to update on progress with the development and implementation of a national Pre-registration Pharmacist Recruitment Scheme for England and Wales.



Welcome to Our Autumn 2019 Newsletter which provides the latest news on the National Pre-registration Pharmacist Scheme for England and Wales.

Inside this issue:

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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 a local Selection Centre or your Oriel entry. If it is a national query, please contact the Pharmacy National email inbox on preregpharmacyrecruitment@hee.nhs.uk. Applicant queries will not be answered via this route.



Where are we now?

Applications for the third year of national recruitment are now closed and we have moved into the selection period with Multiple Mini Interviews (MMIs) running in September and Situational Judgement Tests (SJTs) and Numeracy Tests in October.

Employer numbers continue to rise.....

Last year we had 2974 training places across England and Wales available for applicants to choose from. This year a larger number of employers have expressed a wish to recruit through the national scheme, meaning that the total number of training places for the 2020/21 intake is 3200.

The number of places advertised in Oriel continues to exceed the number of MPharm students expected to seek pre-registration places for 2020/21, and as per last year the bulk of the increase in places is found in community pharmacy.

Hospital pre-registration pharmacy places remain the most popular, and so we will not fill all community pharmacy pre-registration places. This has implications for both applicants and employers:



Applicants

Competition is greatest for hospital pharmacy places followed by the large multiples. Geographically London is the most popular and the South West and Wessex are the least popular. The huge variety of places available means you can choose where you want to work but think carefully about where you preference – amazing opportunities exist in all environments and you may be at risk of not securing a place if you only choose the most popular places. Talk to employers, visit training sites, read programme information and don't just preference the most popular. Very importantly, please do not preference a place you do not want to go to as this stops someone getting that place who may have really wanted it and it risks employers ending up with a vacant position. You may want to answer the following before selecting your places:

- Are you happy with the employment conditions (hours, pay etc)?
- Is the commute reasonable/economical?
- Where does any regional training take place? This may not be near your pharmacy or home but will be a mandatory part of training-can you get there?
- Do you learn best in a busy/quiet environment or a small/large team?
- Be honest with yourself – you may like a particular training place/sector but when it comes to starting, could you move there/travel etc? Be clear what is most important to you.
- Consider other sectors/options-there are lots of good places out there you may have discounted

Preferencing is open until October 31st 2019

Employers

There are more places than applicants so you need to market your programmes. Applicants are interested in the **quality** of the training, **supplementary training, structured training plans** and **career** opportunities. Salary is not a primary reason for choosing an employer but it may be a deterrent if it is significantly less than other programmes in the same area. Not all places will be filled – this is equally true of places advertised outside of Oriel, and happened before the national recruitment scheme.

Innovative training is appealing to applicants; last year saw the launch of a national HEE-funded pilot partnering pharmacies with General Practice (GP), which allowed trainees to spend a significant part of their training year in GP. Recruitment to these places was exclusively within Oriel and had a fill rate of approximately 90%.

There are even more programmes offering this type of experience this year, and once again demand is forecast to be high. If you are interested in developing your training programme to support placements in GP for the 2021 intake, or for more information on this scheme please contact the national lead for pharmacy trainee placements in GP, Stephen Doherty: Stephen.Doherty@hee.nhs.uk



Location, Location, Location

We review feedback on each round of recruitment from all stakeholders within the scheme to ensure it gets better every year. Taking on board the comments regarding accessibility and suitability of MMI venues last year, the location of some venues has been changed for this round.

Following positive feedback last year, Pearson Vue centres will once again be used to host SJT and numeracy assessments. This allows for students on “study abroad” to sit these assessments in venues all over the world, and we are expecting to see the likes of Europe, the US, Australia, Brazil and China to feature once again as venues for our applicants.

MMI Venues 2019

- Cardiff City Stadium (Cardiff)
- HEE Office, Park House (Bristol)
- Kassam Stadium (Oxford)
- Elland Road Stadium (Leeds)
- King Power Stadium (Leicester)
- Etihad Stadium (Manchester)
- Stewart House (London)



Evaluation

The scheme is subject to ongoing evaluation, and all reports are published on a dedicated evaluation page, which can be found here: <https://www.lasepharmacy.hee.nhs.uk/national-recruitment/evaluation/>

Health Education England

National Pre-registration Pharmacist Recruitment: Outcome Report Year 2 (2018)

March 2019

Developing people for health and healthcare
www.hee.nhs.uk

THE NHS CONTRIBUTION

Health Education England

National pre-registration pharmacist recruitment evaluation report Phase 1

March 2018

Developing people for health and healthcare
www.hee.nhs.uk

THE NHS CONTRIBUTION

UNIVERSITY OF BIRMINGHAM
Health Education England

Evaluation Report

Applicant preferencing of prospective training programmes in the National Pre-registration Pharmacist Recruitment Scheme for England and Wales

September 2018

Developing people for health and healthcare
www.hee.nhs.uk

THE NHS CONTRIBUTION

Moving On

It is with sadness that we wave goodbye to our National Project Lead Kate Muldowney, who is moving to a new role within the NHS. Kate has worked tirelessly to ensure the smooth running of the scheme and streamline processes, and will be much missed.

Fortunately she leaves behind a strong pharmacy recruitment team to carry on her good work, and in the interim Alan Haines (who some of you may know as the Recruitment Lead for the London centre) will step into her role. We'll miss you Kate; thanks for your support!



Kate Muldowney



Alan Haines