

Pre-registration Trainee Pharmacist Recruitment Newsletter

July 2017



www.lasepharmacy.hee.nhs.uk/national-recruitment/

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Welcome to our 6th newsletter designed to update on progress with the development and implementation of a national Pre-registration Pharmacist Recruitment Scheme for England and Wales.

The big news since our last newsletter is that the Oriel Pharmacy page is now live. This means that applicants are now free to familiarise themselves with the site and to start thinking carefully about their preferences (see later). The site went live on June 1st and within the first month approximately 2200 people had registered to login. If you haven't had a look yet, you can access the site on www.oriel.nhs.uk/Web/Pharmacy

You can also get key information from our [Pre-registration Pharmacist Recruitment website](#) including the Applicant Handbook and key dates.

A few facts and figures

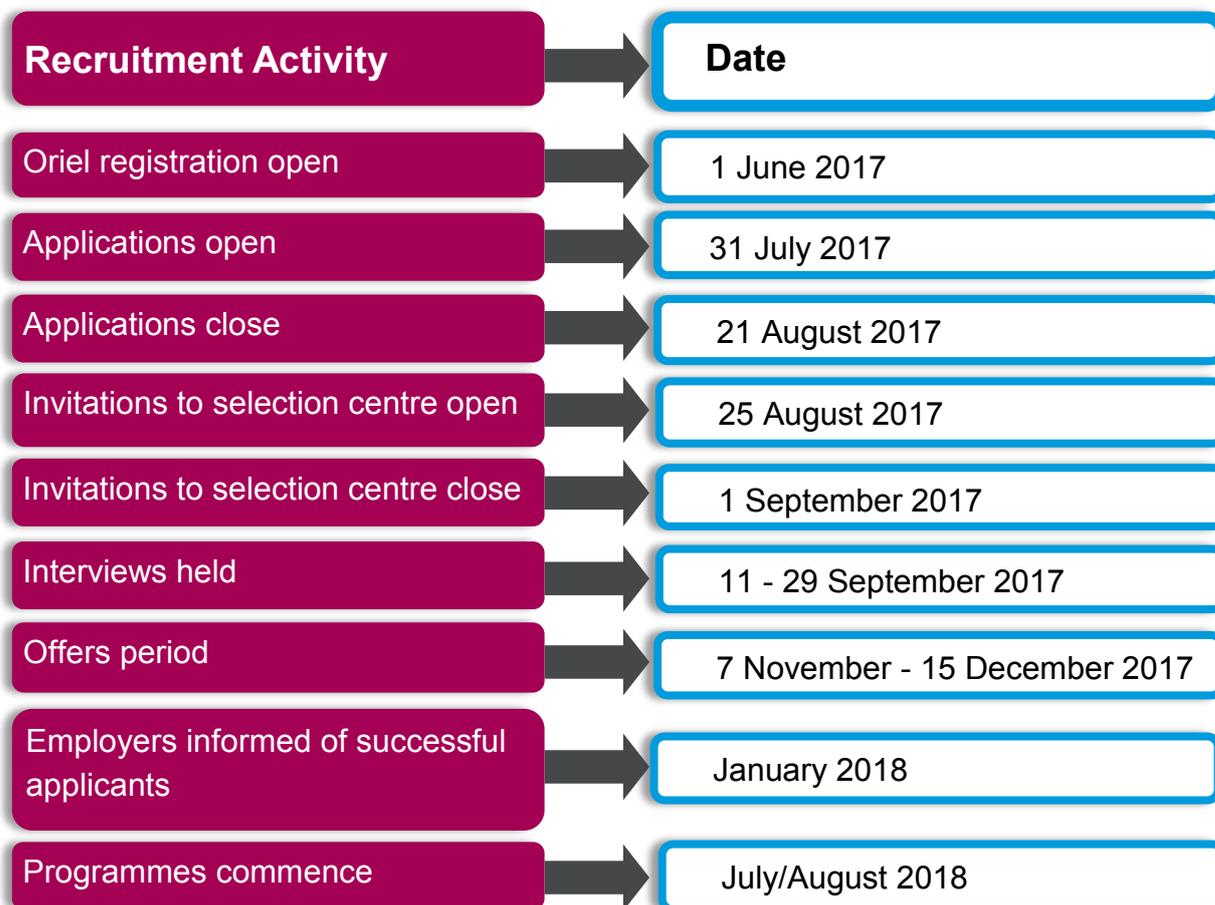
Within Oriel, there are:

- 1310 pharmacy programmes
- 2173 pharmacy places
- 431 pharmacy employers

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Recruitment Timetable



Top tips on preferencing

The Oriel system is designed so that applicants can preference which programmes they would like to be considered for. There are 3 categories of preference:-

Not wanted: Applicants will not be offered a place on any programmes within this category. We would not wish applicants to be employed somewhere that they do not wish to be or for employers to be expected to train someone who does not want to be placed with them.

No Preference: These are programmes that an applicant would accept if offered but the applicant does not have any preference of one over another. The applicant can be offered any in this list in no particular order.

Preference: Applicants construct a list of programmes in ranked order that they would like to be offered i.e. number 1 is where they would like to be offered a place more than anywhere else.

When you first log onto the system you will see over 1300 programmes all sitting in the No Preference category. To make it easier to manage these, there are a number of filters that can be used – these can help with bulk moving programmes either into “Not Wanted” or into the “Preference” column for subsequent ranking. You can also search for a specific programme by typing a keyword into the search box.

You can learn more about how to preference on Oriel at :

<https://www.lasepharmacy.hee.nhs.uk/national-recruitment/preferencing/>



Applicants should:-

- Make sure you allocate plenty time to preferencing – there is a lot of information to take in and ill thought through preferencing can have very serious consequences.
- Make sure you preference enough programmes –we recommend a minimum of 30.
- Think carefully about what programmes you preference – this includes the area you would like to live in, the type of programme on offer and the environment that you are most suited to learning in.
- Research programmes thoroughly – there is programme information on Oriel but you should also be talking to current and previous trainees, attending Open Days and contacting employers with any specific questions if need be.

Open Days

Information for Applicants

As highlighted above, one of the best ways to find out more about an employer and the programmes on offer is through Open Days. Regional information including some Open Day information is available at <https://www.lasepharmacy.hee.nhs.uk/national-recruitment/regional-info/>. This list is not exhaustive though and you should also keep an eye out for information coming out via schools of pharmacy and on social media.

Information for Employers

If you are planning any Open Days, please ensure that your Regional Pharmacy Lead is aware as they should be able to assist you with promoting these. You should also share with Schools of Pharmacy and the BPSA. We also encourage you to promote Open Days via social media. If using twitter please use the hashtag #pharmorie17.

A few forthcoming open days:-

Trust	Contact(s) for queries and to book on an open day	Open day(s) 2017 NB you must book on, to attend
Cardiff and Vale University Health board www.cardiffandvaleuhb.wales.nhs.uk	Fay.Hughes@wales.nhs.uk	10 th and 25 th July
Royal Gwent Hospital www.wales.nhs.uk/	amy.harris3@wales.nhs.uk	12 th July
University Hospitals of Leicester NHS Trust www.leicestershospitals.nhs.uk	Rachel.love@uhl-tr.nhs.uk	Wed 12th July
Derby Teaching Hospitals NHS Foundation Trust www.derbyhospitals.nhs.uk	dhft.pharmacyadmin@nhs.net	Afternoons of Wed 12th July
North Middlesex University Hospital NHS Trust www.northmid.nhs.uk	Laura.morgan2@nhs.net	12 th July
United Lincolnshire Hospitals NHS Trust (Lincoln and Boston) www.ulh.nhs.uk	Katherine.Mcmillan@ULH.nhs.uk	Thursday 13th July (Lincoln) 2- 5pm
Royal Glamorgan Hospital cwmtaf.wales/visiting/royal-glamorgan-hospital/	amanda.murray2@wales.nhs.uk	13 th , 19 th July and 2 nd August
Oxford University Hospitals NHS Foundation Trust www.ouh.nhs.uk/	cathy.naylor@ouh.nhs.uk	27 th July
King's College Hospital NHS Foundation Trust www.kch.nhs.uk	saadiyahussain@nhs.net	31 st July 2017, 2- 4pm
South Tees NHS Foundation Trust	Julie.pagan@stees.nhs.uk James.richardson@stees.nhs.uk	Tuesday 15th August
Gateshead Health NHS Foundation Trust	diane.skelly@ghnt.nhs.uk	Tuesday 25th July, from 1.30pm

Preparing for the 2019 pre-registration pharmacist intake

Throughout 2017 we have received many emails and phone calls from community pharmacy employers asking how they can sign up to recruit via Oriel if they missed the deadlines for this year. Our focus at the moment is on getting everything ready for this year but watch this space for further information. We plan to be able to provide more details on how to join the 2018 recruitment round (i.e. trainees commence August 2019) in October 2017.



What happens at a Selection Centre?

Applicants will be able to choose and book onto their preferred Selection Centre venue when booking opens on August 25th. Once a venue is full, applicants will no longer be able to book interview slots there and will need to select a different date/ venue.

Selection will comprise of 3 elements :-

- Situational Judgement Test
- Numeracy Test
- Multiple Mini Interview

The numeracy score will be used to identify extremely poorly performing students. Those scoring below the threshold mark will not be offered a programme. The numeracy score will not contribute to the final score.

The Situational Judgement Test and Multiple Mini Interview will be used to evaluate applicants against the Professional Attributes Framework. In the MMIs questions will either be scenario

(e.g. if xxx happened, how would you respond) or behavioural competency (e.g. tell me about a time when you demonstrated xxxxx attribute) based. There will be 6 questions – these will be split across 3 rooms and in each room a pair of interviewers will ask 2 questions. Interviewers will be representative of employers across England and Wales. All interviewers will use standard marking forms and will complete bespoke interview training in advance of the selection centres. In addition, there will be lay representatives observing a broad range of interviews to ensure that due process is being followed and that interviewers are scoring consistently.

You can read more about the Selection Centre process in the Applicant Handbook. The handbook can be accessed via the [Oriel system](#) by selecting the 'Resource Bank' option from the main menu bar.

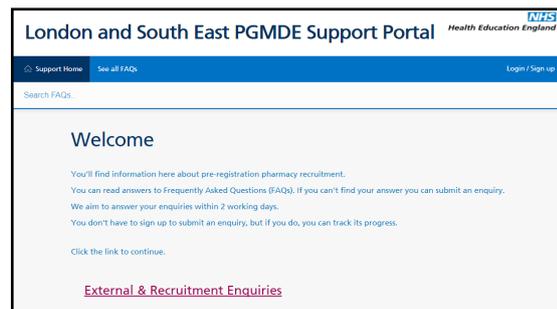
Selection Centres will be running across England and Wales for a period of 3 weeks in September. Venues are planned as follows: -

Selection Centre Dates	Centre	Venue
11 to 15/09/2017	Newmarket	Newmarket Race Course (Newmarket)
12 to 13/09/2017	Cardiff, Wales	Cardiff City Stadium (Cardiff)
18 to 22/09/2017	Oxford	Kassam Stadium (Oxford)
18 to 19/09/2017	Newcastle	St James Park (Newcastle)
19 to 20/09/2017	Hull	KCOM Stadium (Hull)
21 to 22/09/2017	Manchester	Eithad Stadium (Manchester)
18 to 22/09/2017 *	London	HEE London Recruitment Events Centre
25 to 29/09/2017	London	HEE London Recruitment Events Centre

*This week in London will only be used if there is a high number of applicants and additional interview capacity is required.

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. If it is a national query, please contact the Pharmacy National email inbox on preregistrationpharmacy@hee.nhs.uk

Local Pharmacy and Recruitment Leads

Region and Role	Name	Contact email
North Pharmacy Lead	Geoff Saunders	Geoff.saunders@srft.nhs.uk
North Recruitment Lead	Mark Plumridge	Mark.plumridge@hee.nhs.uk
Midlands Pharmacy Lead	Judy Croot	Judith.croot@hee.nhs.uk
Midlands Recruitment Lead	Helen McKee	Helen.mckee@hee.nhs.uk
South Pharmacy Lead	Andrea Hollister (until Aug 23 rd) Trevor Beswick (from Aug 23 rd)	Andrea.hollister@hee.nhs.uk Email TBC
South Recruitment Lead	Mairi Hill	Mairi.hill@hee.nhs.uk
London and South East Pharmacy Lead	Gail Fleming	Gail.fleming@hee.nhs.uk
London and South East Recruitment Lead	Steve Parr	Stephen.parr@hee.nhs.uk
Wales Pharmacy and Recruitment Lead	Michele Sehwat	Michele.Sehwat@wales.nhs.uk