

Pre-registration Trainee Pharmacist Recruitment Newsletter

June 2018

Welcome to our 7th briefing designed to update on progress with the development and implementation of a national Pre-registration Pharmacist Recruitment Scheme for England and Wales.



We have a new look whereby we will be referring to our recruitment cycle diagram in each newsletter to highlight where we are in the process. Many thanks to Dev Shah from Pharmacy Care Plus for this helpful suggestion.

The big news since our last newsletter is that the [Oriel Pharmacy page](#) is now live and accepting applications. The deadline for applications is June 27th and late applications will not be accepted. Applicants are advised to apply sooner rather than later to avoid issues of not having the required information to hand. Further information on applying is available in the [Applicant Handbook](#).

One of the major differences this year is that applicants do not need to preference at the point of application. All programme information is there to look at but the window for submitting preferences is August 8- Oct 31st. We hope that this move to a later period will provide more time for applicants to carefully research their choices.

You can get further information from our [website](#) including the Applicant Handbook and key dates.



Programmes on Oriel

The number of places advertised on Oriel this year has increased by approximately 40% from just over 2100 to 2992. This indicates an overall rise in the number of pre-registration training places in England and Wales as well as increasing employer confidence to recruit via the National Pre-registration Recruitment Scheme. The number of places has gone up in all sectors – from 734 to 784 in hospital pharmacy, from 1427 to 2208 in community pharmacy plus more split programmes. We are delighted to be recruiting into the new Pharmacy Integration Fund supported programmes with 3-6 month placements in general practice. We are currently in the process of recruiting a project team to work with employers and GP staff to develop detailed training plans and supervision support for trainees in these settings.

Unfortunately we will not be advertising any industry split places through the national recruitment scheme. Colleagues in industry have opted out of the programme and Glaxo Smith Kline will be advertising a small number of community pharmacy/industry split places separately.

With such a high number of programmes, preferencing becomes an even more complex task. Over the course of the next year we hope to produce interactive career guidance that will help with this. For now though we continue to advise that you think carefully about what is the most important factor for your choice of preregistration place and use the filters carefully to support this.

There is one new filtering option in place this year – we have introduced “cardiothoracic” centre as an additional option in specialist hospitals. In addition “community pharmacy” places can be found in the “Primary Care” filter.

Oriel Headlines	⇒	2992 pharmacy places	⇒	169 Hospital employers
Within Oriel 2018, there are:	⇒	126 Pharmacy Integration funded	⇒	626 Primary Care employers
⇒ 2162 pharmacy programmes		GP placements of 3 -6 months		

Recruitment Timetable

Recruitment Activity	Date (please note all dates are subject to change)
Confirmation of participation and collection of employer data	Jan – March 18
Review and confirm number of training places	May 18
Pre-registration pharmacist training programme information available on Oriel	6th June 2018
Interview panel member registration opens	June 2018
Oriel applications open	6th June 2018
Oriel applications close	27th June 2018
Invitation to MMI selection centre opens	23rd July 2018
Invitation to MMI selection centre closes	30th July 2018
Invitation to SJT/numeracy selection centre opens	1st August 2018
Preferencing window opens	8th August 2018
Invitation to SJT/numeracy selection centre closes	15th August 2018
MMI selection centres held	3rd September 2018 – 21st September 2018
SJT/Numeracy selection centre held	1st October 2018 – 12th October 2018
Preferencing window closes	31st October 2018
First cascade of offers made	14th November 2018
Offers upgrade deadline	28th November 2018
Notification of trainees assigned	December 2018
Employers notified of successful applicants	December 2018
Programmes commence	July/August 2019

Getting ready for 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 2100 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.

If you want to find a split pre-registration place e.g. community/GP, use the placements filter- GP placements of 3 months or more will be listed as placements.

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

- Reading section 4 of the [Applicant Handbook](#).
- [View a preferencing tutorial video*](#)

* Please note the video does not have sound.

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.

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 encourage you to promote Open Days via social media. If using twitter please use the hashtag #pharmoriel18.

You can register on Oriel and have a look at the site as well as the list of available programmes. This might be helpful when thinking about refreshing your programme information for next year.

Your regional leads will be contacting you imminently to inform you about when, where and how many recruiters we need for the multiple mini interviews in September 2018. You will be allocated a quota which is proportionate to the number of trainees you are seeking to recruit. If you are an independent pharmacy with one trainee, we will not expect you to provide an interviewer every year but you will be expected to interview on the allocated years that we request your support. Further information will be sent to you directly – please watch out for it.

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 preregistrationpharmacy@hee.nhs.uk. Applicant queries will not be answered via this route.

GDPR Update

General Data Protection Regulations came into force on May 25th 2018. To ensure that we are compliant with this, an updated privacy policy is available to view via the Oriel website.