

Preregistration Trainee Pharmacist Recruitment Newsletter



Welcome to our second Preregistration Trainee Pharmacist Recruitment newsletter.

What's new in this edition:-

- **Preregistration Pharmacist Recruitment Operations Group (PPROG) formed**
- **Preregistration Pharmacist Professional Attributes Framework launched**
- **Invitation for community pharmacy expressions of interest**
- **New HEE project team and regional lead arrangements**

Preregistration Pharmacist Recruitment Operations Group (PPROG) gets underway

In our first newsletter we provided an update on the high level process for national recruitment which had been developed. This will inform the work of the IT team who will be developing the pharmacy platform on the ORIEL system.

In parallel with this, we have developed an ambitious project plan which will develop and implement all the associated operational processes to ensure a smooth launch of the national scheme next summer. To take this forward we have established a Preregistration Pharmacist Recruitment Operations Group (PPROG). This group will meet monthly and will play a key role in working with all of stakeholder

networks to bring the plan to life and make the national recruitment scheme a reality. A list of members is shown on the next page. If you would like to contact any of the members, please contact our project team and we will put you in touch.

The group held its first meeting on August 9th 2016. Within the meeting the group reviewed the project plan and worked up some of the more detailed actions that need to be included within it. The focus of the next meeting in September will be to review the communications strategy with a particular focus on information for students and employers.

Preregistration Pharmacist Recruitment Operations Group Membership.

| Names | Stakeholder group |
|--|--------------------------------|
| Ellie Robinson, Aron Berry | BPSA |
| Mark Bellaera, Marc Terry, Gail Fleming, Clare Kennedy, Andrea Hollister, Judy Croot, Rachel Stretch | Health Education England (HEE) |
| Alex McKenzie | Lay representation |
| Dave Millar, Saffron Mawby | NHS Chief Pharmacists |
| Rachel Thresh | NHS Employers |
| Helga Mangion, Ian Cubbin, Raminder Sihota, Preeti Viji | Pharmacy Voice |
| Jonathan Silcock, Alison Littlewood, Sharon Warren | Universities |

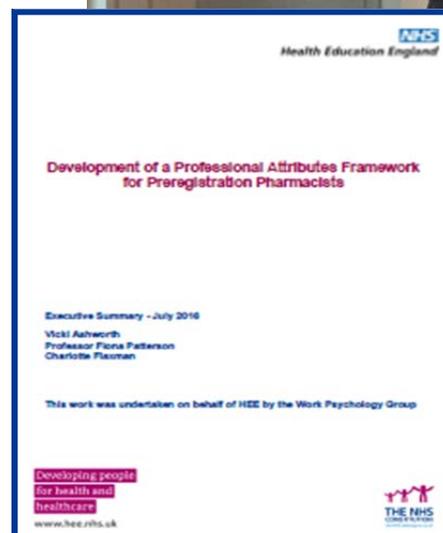
Launch of the Preregistration Pharmacists Professional Attributes Framework

Over the past 7 months, the Work Psychology group has been working for HEE to develop a Preregistration Pharmacist Professional Attributes Framework. The purpose of the framework is to define the attributes that should be tested during selection processes for preregistration pharmacist posts. The framework was developed through a range of interviews and focus groups with trainees, tutors, employers and national organisations and validated through surveys. We are delighted that over 800 people completed the surveys which gave us confidence in the outputs of the work.

The framework was launched at an event in London on July 20th which was attended by over 100 pharmacy delegates. During the day attendees heard about how some other professions operate their selection centres as well as hearing about recruiting for behaviours is already operated at scale in pharmacy by Boots Walgreen. Attendees were also asked to reflect on their experiences of selecting trainees and to share their views on how the domains within the framework should be assessed in a national preregistration recruitment scheme.

The framework has been shared with attendees and we hope to make it available on our website shortly. In the meantime if you have not seen a copy through your local links and you would like one, please contact us.

The next steps are that we are currently inviting bids to develop the selection methods and associated assessor training using the person specification and Professional Attributes Framework as the basis of selection criteria. The closing date for bids is September 12th.



Invitation for Expressions of Interest from Community Pharmacy Employers to be part of the national recruitment scheme

As outlined in our first newsletter, the new national preregistration pharmacist recruitment scheme will be used for the recruitment of all HEE supported preregistration pharmacists i.e. NHS posts plus any community preregistration pharmacist posts that wish to opt in. We have now written to community pharmacy employers via Pharmacy Voice and other networks inviting community pharmacy employers to register their interest. This will enable us to estimate numbers of posts to be recruited into and plan accordingly. If you are a community pharmacy employer and have not received an expression of interest letter, please contact us directly. The deadline for expressions of interest is September 12th 2016.

Project Team Update

Many of you will have met or been in contact with Steve Parr who has been our HEE recruitment project manager for this work. Sadly Steve will be leaving the national programme and will focus on regional pharmacy recruitment in London and the South East over the next couple of months. Steve's national role will now be filled by Mark Bellaera. We are delighted to welcome Mark who currently works in the HEE London and South East recruitment team managing applicant queries across a range of professions.

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