

Pre-registration Trainee Pharmacist Recruitment Update



A New National Recruitment Is Coming!

In February 2016 the HEE Directors of Education and Quality approved a plan to implement the ORIEL IT system to underpin national centralised preregistration pharmacist recruitment from 2017 onward (for the 2018 intake). ORIEL will be used to recruit all hospital preregistration pharmacist posts plus some community preregistration pharmacist posts.

We will be using this monthly briefing as a way of keeping you informed of how plans are progressing and to highlight ways that you can get involved.

Why Centralised National Recruitment?

There are currently a wide range of variations in how students are recruited onto the preregistration pharmacist training programme both geographically and between employers. Selection criteria are not standardised and there is no quality assurance. This can mean that the best candidates are not always recruited into training posts.

The number of pharmacy schools is increasing resulting in an increase in pharmacy students, this will mean that there will be an oversupply of graduates compared with available training places. Subsequently not everyone will be able to secure preregistration training posts so the need to recruit fairly and robustly becomes even more essential. A centralised national recruitment will provide a single applicant journey, requiring applicants to fill in one application form and go through one recruitment process in order to be considered for all the available posts across the country.

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Oriel Is On Its way... Pharmalife Is Going!

Currently all hospital preregistration pharmacists are recruited using an IT system known as Pharmalife whereas in community there is variation across employers. From 2017 Oriel will be used as the IT portal for applicants to apply to all hospital preregistration training posts and for community posts for community employers who wish to opt in (please refer to the 'Community Pharmacy on Oriel' section below).

Pharmalife has been used to recruit to just hospital pre-registration training posts. From 2017, Oriel will be the IT portal for applicants to apply for both hospital and community preregistration training posts.

Benefits of Oriel:

- One system for all posts across all sectors of pharmacy
- Creation of a single applicant journey that will ensure a consistent experience throughout the recruitment process; applicants will be able to apply, book interview slots and be sent offers/relevant communications via one system
- Is successfully deployed across the UK to recruit to other health professions, including medical, dental and health care sciences; common approach with other professions which aids development of system wide solutions e.g. trainee information systems
- Provide an improved reporting mechanism across pharmacy recruitment, and improve workforce knowledge
- Will improve the quality of the national recruitment process across England
- Provides technological innovations such as access via tablets and mobiles

The Process Ahead

The process to identify what we need for pharmacy using ORIEL and how we develop it has used a tried and tested method which has already been used across a range of professional groups. The work is being led by a Process Alignment Group (PAG) which has representatives from across a range of stakeholders and geographical areas. We have been careful to ensure that all 4 English geographies are represented. More about the pharmacy members is shown in the table below. If you want to contact a member and do not know how, contact our team and we will put you in touch.

Name	Stakeholder group
Gail Fleming, Sue Ambler, Steve Parr	HEE
Ian Cubbin and Helga Mangion	Pharmacy Voice
Sharon Warren, Alison Littlewood, Rachel Stretch, Andrea Hollister, Clare Roberts	NHS prereg training providers
Saffron Mawby, Paul Foster, Judith Cope	NHS Chief Pharmacists
Helen Middleton	Pharmalife lead
Dan Greenwood	BPSA
Jonathan Silcock	Universities

The group has designed a high level map of the process for national selection which is shown overleaf. We are now working on the detail of how this would operate in practice.

We have just started discussions on how ORIEL will link to information about individual preregistration programmes and employers.

Preregistration Pharmacist Recruitment Proposals

Advertise	<ul style="list-style-type: none">• 3 adverts – 12 month prereg, sandwich P1, sandwich P2• One advert for hospital, community and split, Links to detailed info on posts• Advertised for 2 months before applications open
Apply	<ul style="list-style-type: none">• Apply in August• Self assess• Preference after longlisting - minimum of 30 places, filtered
Longlist	<ul style="list-style-type: none">• Screen eligibility eg degree, HEI student lists, GPhC letter• Fitness to practice• Time limits ie 8 years to registration
Shortlist	<ul style="list-style-type: none">• Self assessment. Checked at selection
Select	<ul style="list-style-type: none">• Selection centres across England using one standard methodology• Determined by outputs of professional attributes framework project• Students attend one centre only and book online
Offer	<ul style="list-style-type: none">• All students ranked in order of performance at selection & self assessment. Matched to their preferences• Exceptional circumstances will be preallocated• All offers made simultaneously. 48 hours to accept or decline then opt in upgrades will be applied. References sought• HEIs and employers informed
Clear	<ul style="list-style-type: none">• Last resort. Avoided if possible

Professional Attributes Framework

The most talked about element of introducing a national recruitment process is how we select and which criteria we use. We have heard employers' views on the importance of behaviours and values as well as a robust knowledge base and skill set. To develop this further and to ensure that our selection processes are evidence based, we are developing a professional attributes framework. This work is being carried out by the Work Psychology Group who have a lot of experience in the recruitment and selection of other professions done to date.

Phase 1 (interviews and focus groups) is now complete. Phase 2 involves a large scale survey. It will be critically important that we get a breadth of responses from different sectors and different sizes of training bases and specialties so that we can identify any differentiators. If you have any suggestions on how we can advertise the survey to maximise its reach, please contact the team. We would love to hear from you. The survey can be accessed at <https://www.surveymonkey.co.uk/r/KYYKS5M>

and it is open until June 7th. Please get involved and complete the survey if you have any experience of

Community Pharmacy on ORIEL

We are hoping to have some community preregistration pharmacist posts advertised on ORIEL. There are different aspects to consider given the breadth of employers. We are delighted that this is being supported by our Pharmacy Voice members on the projects, Ian Cubbin and Helga Mangion. Further information on how to sign up as an employer should be available in July.

Get in touch with us at Stephen.parr@southlondon.hee.nhs.uk