

Foundation Pharmacist Programme: Interim workplace only programme for Hospital Task and Finish Group

HEE London and South East Pharmacy Team

Tuesday 17th December 2019, 9.30am – 12.30pm

Katie Reygate Foundation Pharmacist Training Programme Director Health Education England, London and South East Pharmacy

Overview of Event and Findings

Background

Foundation Pharmacists employed in Hospital Trusts within Kent, Surrey and Sussex had access to a joint programmes board post-graduate diploma commissioned by Health Education England, from 2011 with the last cohort of stage one starting in 2018. The removal of the commissioned programme has led to a variation in access to postgraduate diplomas across the patch and even within trusts. There has been expressions of interest in having a workplace only programme within hospital, from trusts within the region to enable equable development of newly qualified / foundation staff, whether on post graduate qualifications or not.

Aim

The aim of this task and finish group include:

- Agree in principle the minimum requirements for a workplace only programme for Hospital Foundation Pharmacists regarding portfolio requirements and overarching curriculum areas.
- Agree in principle the governance arrangements to be followed in agreement for signing up to the programme.

List of Participants can be found in appendix one.

Session 1: Minimum e-portfolio requirements

Within the first part of the session participants reviewed the evidence requirements for the Kent, Surrey and Sussex Foundation Pharmacist Programme (decommissioned), in addition to the Royal Pharmaceutical Society's (RPS) Portfolio requirements. There was also a discussion regarding the use of updated RPS Foundation Pharmacy Framework. Participants were asked how they would like their portfolio to be built considering:

- Framework: Agree to new framework? Do you map at Attribute or Behavioral descriptor level?
- How long is a unit?
- What evidences do you want in the portfolio?
- What evidences do you not want?

It was agreed in principle that the portfolio:

1. Will use the Royal Pharmaceutical Society Foundation Pharmacy Framework (2019) and that evidence is to be mapped against the behavioural statements.
2. The units¹ will be renamed stage and it will be estimated as one year in duration but there is flexibility to allow for changes in foundation pharmacist circumstances.
3. The minimum requirements of each stage consists of:
 - 2 of each supervised learning events: MiniCEX, CBD and MRCF
 - 2 Peer reviewed (MI) enquiry
 - 2 Contribution to care logs – as defined by local trusts and key performance indicators
 - One reflective account

¹ Unit is a measure of time and evidence requirements e.g. in pre-reg there is one unit of one year. In KSS FPP programme there were 3 units of 6 months each in stage one and one unit per module of stage 2 at 6 months.

- 2 miniTABS per year
- End of stage sign off – new form to be created. It was noted that there could be unlimited mid and end rotation reviews can be documented within a stage.

The minimum requirements allow for trusts with variations of rotation duration and local trusts can request further evidence to meet local rotation requirement needs.

4. Additional evidence, includes DOPs, CPDs, certificates of completion of e-learning and CPPE courses.

Enrollement to e-portfolio was requested to be flexible, but it was recognised that there would have to be scheduled sign up due to the administration burden within HEE LaSE to manage this.

It was felt that there should be an evidence requirement that foundation pharmacists are able to undertake critical appraisal effectively. It was recognised that there are several resources available online to assist pharmacist in developing these skills via medicines portal and e-learning for health. It was agreed that the resources should be reviewed and discussed at a further meeting.

Session 2: Year 1 minimum knowledge / skills / content requirements

The participants were asked to reflect on current training provision taking in consideration the discussions of the Foundation Pharmacist Programme Development Network in October 2019. They were asked to think about:

- What do you need them to know and when by?
- What resources are available and what is missing?

It was agreed in principle that for year one the participants would like 6 overarching modules / topics:

- First 2/3 months: local induction to hospital
- Module 2 of CPPE FPP: Life Skills and leadership
- Module 3 of CPPE FPP: Consultation skills and patient-centred care
- Module 4 of CPPE FPP: Medicines optimisation
- Safety focused e-learning and / preventing medication errors modules on CPPE
- SCRIPT modules for clinical support dependent on clinical rotation throughout the programme.

Governance and sign up requirements

To maintain the quality of the programme, it was proposed that access to e-portfolio by Foundation Pharmacists and trusts, was on the basis that all parties adhere to educational governance requirements including:

- Signing of Learning agreement by Foundation Pharmacist / educational supervisor and trust Educational Programme Director
- Staff supporting the programme must attend / undergo relevant ES and PS training
- Foundation Pharmacist must complete HEE LaSE Trainee Surveys
- Foundation Pharmacist Training must be included in Local Faculty Group
- All parties must complete change forms and updates where applicable.
- Foundation pharmacist performance monitoring must be undertaken in trusts.

There was a discussion regarding the support for Trainees Requiring Additional Support, specifically the remit of HEE since this is not a commissioned course. It was agreed that the guidance developed by ESBT VTS and the guidance produced by WSHT LAB would be shared, with the intention to develop new TRAS guidance for Foundation Pharmacist Programmes for use in trust.

Summary of agreements, actions and next steps

	Interim Hospital Workplace only FPP	Responsible	Due date
1	Critical Appraisal skills – review of resources available	Emma Bond	March 2020
2	WSHT to share LAB TRAS guidance with the Group	Adam Radford	March 2020
3	Set up an Foundation Pharmacist Portfolio, and associated resources and guidance for interim programme	HEE	March 2020
5	Organise second Task and Finish Group	HEE	March 2020
6	KR to discuss with CPPE access to modules for a programme and opportunities for networking between Foundation Pharmacists	HEE	March 2020
7	KR to discuss with Local HEI providers regarding the interim programme and potential to intergrate with HEI for those wishing to persue a postgraduate qualification.	HEE	March 2020

Appendix One: Participants

Katie Reygate Foundation Pharmacist Training Programme Director Health Education England, London and South East Pharmacy Team

Pam Bahia Pharmacy Programme Facilitator, Health Education England, London and South East Pharmacy Team

Sharmeen Ajaz, Lead Education and Training Pharmacist, Ashford and St. Peters Hospitals NHS Foundation Trust

Alice Conway, Lead Pharmacist Education and Development, Brighton and Sussex University Hospitals NHS Trust

Maria Staines, Principal Pharmacist Education and Training, Dartford and Gravesham NHS Trust

Rosie Furner, Community Services Pharmacist, East Sussex Healthcare NHS Trust

Nichola Baker, Lead Pharmacist Quality, Governance & Education, Medway NHS Foundation Trust

Emma Bond, Pharmacist Education Lead and Medicines Optimisation, Royal Surrey County Hospital NHS Foundation Trust

Karen Shuker, Acting Deputy Chief Pharmacist Strategy and Education Lead, Surrey and Borders Partnership NHS Foundation Trust

Mary Challis, Lead Pharmacist Education & Training, Surrey and Sussex Healthcare NHS Trust

Adam Radford, *Lead Pharmacist Education & Training / Teacher Practitioner* Western Sussex Hospitals NHS Foundation Trust