

East Sussex Multisector Foundation to Advanced (MFtA) Vocational Training Scheme

Transforming from traditional post graduate education, East Sussex Multisector Foundation to Advanced Vocational Training Scheme is a Health Education England (HEE) Kent, Surrey and Sussex funded multisector programme developed in collaboration with local partners. It aims to serve the needs of patients via primary and secondary care pharmacy services throughout the whole of East Sussex.

Initially covering 6 speciality rotations including Acute, Community Health, Mental Health, Community Commissioning Groups and Care Homes across 4 NHS patient care organisations, the pilot now into its second year and introducing a fourth cohort, has also evolved to encompass the Primary Care Network pharmacist role.

The target audience is qualified pharmacists with at least two years registration who are ready to transition and broaden their scope of practice to another or multi-sector role, delivering pharmaceutical care whilst not compromising recognition of their professional knowledge and attributes.

East Sussex Multisector Foundation to Advanced VTS Stakeholders & Partners



Feedback from programme participants:

“Gaining transferable skills in different areas e.g. teaching, lesson planning, leadership etc” and “gaining so much experience and exposure to technology, teams, knowledge etc in such a short space of time”

“Personally it has opened another entire avenue of professional work I am interested in for the future” “The experience has been wonderful. Working in so many areas gives a brilliant appreciation of the workload types and differing challenges faced in each

“This course is fantastic in concept and is an amazing opportunity.....”

Observations from the Training Programme Directors:

“This rotational programme offers a supported structured learning environment within the workplace.”

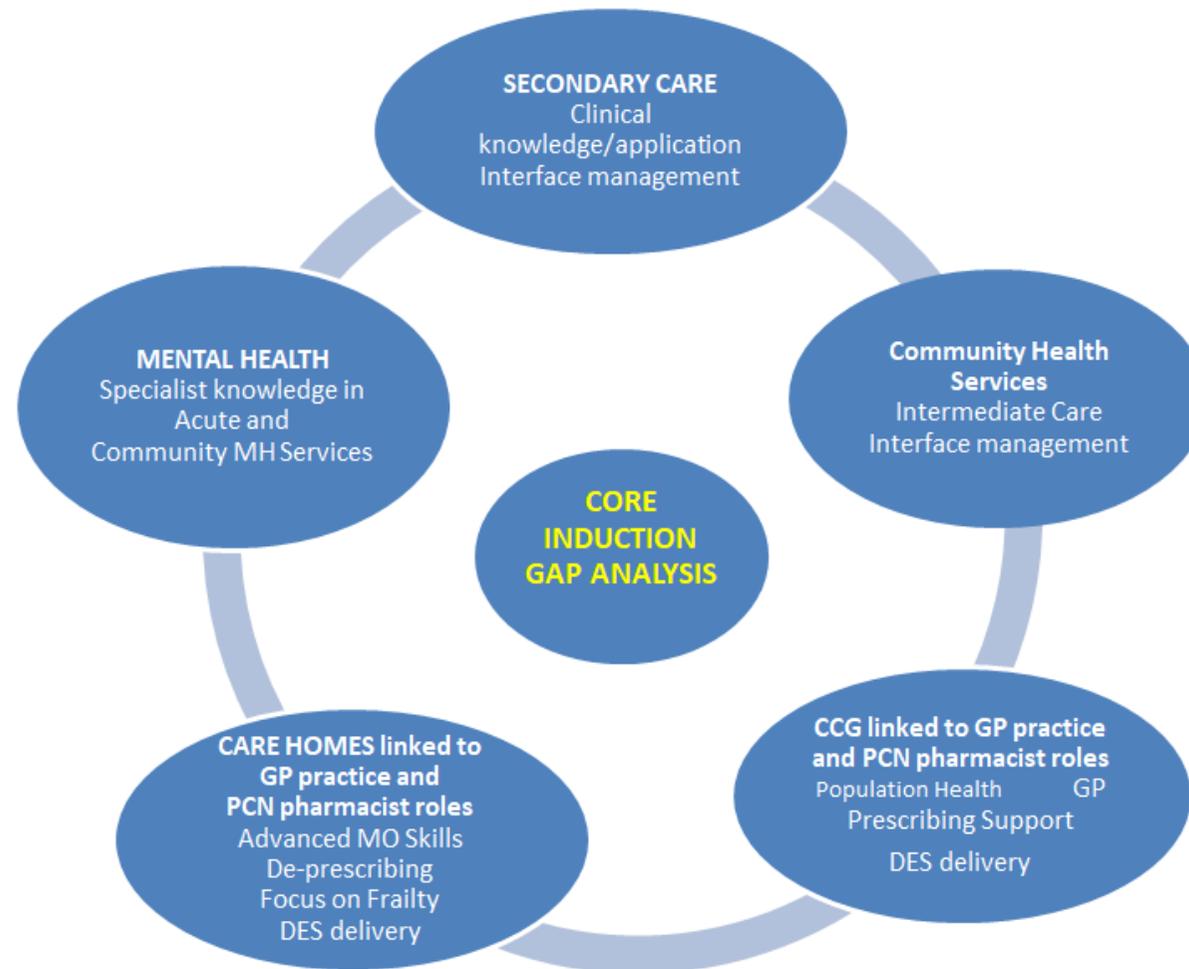
“It allows pharmacists to adapt and transfer their skill set to enable them to transition into contemporary roles in different sectors.”

“A great opportunity for peer learning and to reduce risk through increased awareness of the challenges of transfer of medicines across patient interfaces.”

“The VTS allows pharmacists to consider preferred future career goals enabling them to tailor their CPD.”

Programme Information

Programme Overview



Programme Information

Whilst pharmacists are delivering service in day to day practice, this programme offers them a contemporary and innovative approach to post-registration training. Supported by a designated educational supervisor to oversee and facilitate progress through a bespoke set of sector specific progressive learning outcomes with the opportunity to demonstrate Foundation to Advanced level Practice across a range of sectors supported by a practice supervisor. Pharmacists on the programme develop the optimum skill set for caring for patients in and across any sector of healthcare equipping them for forthcoming pharmacist roles within the locality partners supporting the desired outcomes of the NHS Long Term Plan.



Recruitment



Commencement of the programme



Sectors and Placements



Educational Programme



Educational Infrastructure



Assessments



Programme Governance and Quality Assurance



Independent Prescribing



Evaluations



East Sussex MFTa VTS - Contact Us

For further information on this Foundation to Advanced pharmacist training programme, including information on benefits, considerations, challenges, and lessons learned from the pilot, contact the Training Programme Director(s):

Alice Conway alice.conway@nhs.net 07980947244 or
Sarah Purdy s.purdy@nhs.net 07980947227

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RECRUITMENT

Recruitment for the East Sussex MFtA VTS is via a single employer model with all posts hosted by East Sussex Healthcare NHS Trust (ESHT) and therefore NHS terms and conditions of service apply to all pharmacists on the programme.

Posts are advertised through NHS jobs www.jobs.nhs.uk and other standard appropriate forums for NHS employment.

The interview process uses a collaborative recruitment centre approach with multiple mini interviews to support values' based recruitment and specific service needs with all partners given the opportunity to be involved with shared responsibility for the selection process. A clinical assessment is included in the recruitment process.



STARTING THE PROGRAMME

Prior to commencing the Multisector Foundation to Advanced rotational programme (MFtA) all programme core prerequisites must be completed either via programme induction hosted and assessed at ESHT or through APEL.

The programme induction includes completion of a comprehensive bespoke GAP analysis process evidenced through a range of supervised learning events to be signed off by the educational supervisor (ES). This confirms that the programme entry criteria have been met and the readiness of the practitioner to progress onto the MFtA.



SECTORS & PLACEMENTS

The programme uses a blend of block and split rotations over the 2 years to support the ethos of portfolio working balanced alongside optimisation of service delivery and the learning needs of the individual Multisector Pharmacist.

The rotations will typically cover the following over the 2 years:

- Acute medicine including admissions
- Community Health Services
- CCG linked to GP practice and PCN pharmacist roles
- Medicines optimisation in care homes linked to GP practice and PCN pharmacist roles
- In patients Mental Health Services
- Community Mental Health Services

Supported by the programme partners:

- East Sussex Healthcare NHS Trust (ESHT)
- Hastings and Rother CCG / Eastbourne, Hailsham and Seaford CCG (CCG)
- PCN within Hastings and Rother CCG / Eastbourne, Hailsham and Seaford CCG (PCN)
- Sussex Community NHS Foundation Trust (SCfT)
- Sussex Partnership NHS Foundation Trust (SPfT)



EDUCATIONAL PROGRAMME

The MFtA rotational programme provides structured work-based training underpinned by rotational training packs and offers experience for pharmacists within a patient facing role incorporating clinical, management, governance, research, education and leadership skills. The programme curriculum is quality assured and validated against the Royal Pharmaceutical Society professional development frameworks relevant to the area of practice and delivered across the different pharmacy sectors. This is coupled with a professional development portfolio and workplace assessment tools relevant to each pharmacy setting with a focus of in-practice training and experiential learning in the workplace.

A task and finish group has developed a bespoke programme curriculum which addresses all partners' needs. The group was made up of practice supervisors, who deliver the workplace training in each sector, offering the opportunity for engagement and ownership to operational staff.

The programme is also underpinned by a series of shared learning network events and multi-professional learning activities to ensure all aspects of the curriculum are considered. GP practice pharmacists are invited to the shared network learning events to support networking and case based discussions are presented to share good practice and learn from experience.

Overall Learning Outcomes of the Multisector Pharmacist Programme

(Adapted from <https://www.england.nhs.uk/wp-content/uploads/2019/01/gp-contract-2019.pdf>)

By the end of the programme Multisector Pharmacists will:

- work as part of a multi-disciplinary team in a patient facing role to clinically assess and treat patients using their expert knowledge of medicines for specific disease areas.
- be prescribers, or training to become prescribers, and will work with and alongside the multi-disciplinary team across a Primary Care Network. They will take responsibility for the care management of patients with chronic diseases and undertake clinical medication reviews to proactively manage people with complex polypharmacy, especially the elderly, people in care homes, those with multiple long term conditions (in particular COPD and asthma) and people with learning disabilities or autism (through STOMP - Stop Over Medication Programme).
- provide specialist expertise in the use of medicines while helping to address both the public health and social care needs of patients in the network and help in tackling inequalities.
- provide leadership on person centred medicines optimisation (including ensuring prescribers in the practice conserve antibiotics in line with local antimicrobial stewardship guidance) and quality improvement, while contributing to the quality and outcomes framework and enhanced services. Through structured medication reviews, clinical pharmacists will support patients to take their medications to get the best from them, reduce waste and promote self-care.
- have a leadership role in supporting further integration of general practice with the wider healthcare teams (including community and hospital pharmacy) to help improve patient outcomes, ensure better access to healthcare and help manage general practice workload.
- aim to significantly improve quality of care and safety for patients.
- develop relationships and work closely with other pharmacists across networks and the wider health system.
- take a central role in the clinical aspects of shared care protocols, clinical research with medicines, liaison with specialist pharmacists (including mental health and reduction of inappropriate antipsychotic use in people with learning difficulties) and anticoagulation
- deliver the education and training of other members of the team including peer review and assessment
- contribute to the development of other members of the team through supervision, mentorship and feedback

- develop leadership and project management skills



EDUCATIONAL SUPERVISION AND INFRASTRUCTURE

The training programme directors have oversight of the whole programme for all multisector pharmacists.

Each multisector pharmacist will be allocated an educational supervisor (ES), within the workplace. The role of the ES is to holistically review progress and support the multisector pharmacist throughout the programme. The multisector pharmacist and ES relationship is vital to success within the programme

At the beginning of the programme the multisector pharmacist, educational supervisor and the training programme director(s) are required to sign a learning agreement. All points should be upheld by all parties during the duration of the programme. This will also be revisited at the start of each rotation signed by all speciality practice supervisors.

All of the specialist rotation hosts have identified named practice supervisors (PS) to provide support, training and day to day supervision for the multisector pharmacists through progress monitoring & Supervised Learning Events (SLE) that demonstrate progression & development.

Specified training requirements have been developed for the programme to clarify PS expectations of the role, offer consistency across sectors and underpin the Local Faculty Group (LFG) quality educational infrastructure. The LFG model is aligned to standard practice for commissioned training placements within the region and reports within the trust to the Local Academic Board (LAB). The Training Programme Directors are part of the membership of the ESHT LAB.

Through the LFG and with the support of HEE LaSE we have developed a bespoke TRAS (Trainees Requiring Additional Support) matrix applicable for any pharmacists in training based on the HEE standard model for their commissioned trainees. This provides us with a robust and transparent mechanism to manage any challenges relating to pharmacist progression within the programme. The LFG meets frequently (every 2-3 months currently) to monitor the programme.



ASSESSMENTS

Each rotation includes a defined number of supervised learning events (SLE's) to be completed as key performance indicators of progression for the rotation. These include Case Based Discussions, Mini Cex, Medication Related Consultation Framework assessments, Peer Observation of Teaching and Multi-Source Feedback. Pharmacists with no previous post graduate qualifications are encouraged to complete the RPS foundation portfolio requirements as part of the programme's gateway to the independent Prescribing Course. Two of our VTS pharmacists were amongst the first cohort to be successfully awarded RPS Foundation accreditation through portfolio submission and face to face Assessments in 2019.



PROGRAMME GOVERNANCE AND QUALITY ASSURANCE

The programme is overseen by a strategic project board including representation from all partners, including finance and human resource expertise and a representative from HEE.

The LFG (as mentioned above) also has a remit to report to the project board as required which includes input from a "trainee representative". The trainee representative role has helped shape the content and ongoing improvement of the programme via the voice of the multi-sector pharmacist on the Local Faculty Group (LFG). Additionally, representation from library and knowledge services allows available resources to be highlighted.

As the pilot progresses to business as usual, it is likely that the project board will convert to a programme board to retain the stakeholder input that is pivotal to the ongoing success of the programme.



INDEPENDENT PRESCRIBING

The opportunity to apply for the HEE commissioned Clinical Enhanced Pharmacist Independent Prescribers (CEPIP) qualification requires the pharmacist to meet the programme thresholds which would usually be either a relevant post graduate pharmacist qualification or completion of the RPS foundation accreditation.

It is anticipated that this is achievable for year 2 of the programme, however this may be sooner or later depending on the individual demonstrating the prerequisite requirements and the need for a prescriber in a particular speciality.



Evaluations

Several evaluation processes are in place for evaluation of the East Sussex Multisector Foundation to Advanced VTS pilot at various stages.

An external evaluation was completed during year one of the pilot that was commissioned by HEE which highlighted some key themes for us to reflect on as the programme develops and we have a standard evaluation template for any Pharmacist to complete who exits the programme to allow us to capture their views and strengthen the programme through any lessons learnt.

For further information on the experience from this pilot, contact the Training Programme Director(s), Alice Conway alice.conway@nhs.net 07980947244 or Sarah Purdy s.purdy@nhs.net 07980947227