

London, Kent, Surrey and Sussex Pharmacy News

Issue Nine, June 2019

Inside this issue

Introduction	1 - 2
Team Update	2
Clare Williams - My Experience of the Educational Supervisor Course.	3
Supervisor Training Update	4
The Pharmacy Training Company Excellence in Education and Training Awards for Practice and Educational Supervisors 2019	4

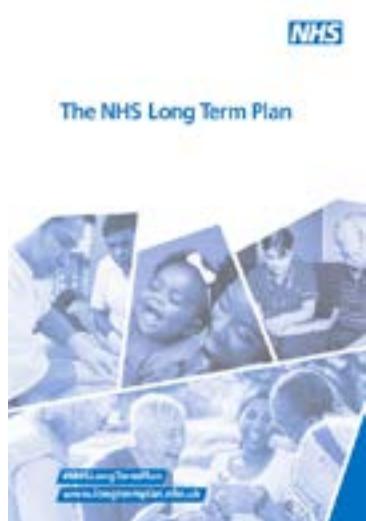
Pre-registration Trainee Pharmacist Recruitment	5
Clinically Enhanced Pharmacist Independent Prescribers Course	5
Pre-registration Trainee Pharmacy Technicians Qualification update	5
GET IN TOUCH	5

Welcome to the summer issue of the HEE LaSE Pharmacy newsletter! It's been a while since our last and what a busy few months it has been for the team and across the wider NHS. In January we saw the launch of the [NHS Long Term Plan](#) which sets out an ambitious vision for the NHS over the next 10 years, one that focuses on prevention, better outcomes and helping people age well. Central to this is the recognition that our people are absolutely key to the delivery of high quality care across all sectors, and outlined in the hot off the press "[interim people plan](#)" is a commitment to make the NHS the "best place to work", improve leadership culture and develop innovative workforce models in pursuit of delivering more integrated models of care. In light of this, we are delighted that the Pharmacy workforce has been

specifically highlighted as fundamental to the delivery of many of the ambitions set out in the NHS Long Term Plan. Our aim as the HEE LaSE Pharmacy team is to work collaboratively with colleagues across the system to enable further Pharmacy workforce transformation over the coming months and years, and support learners and educators in the pursuit of the highest quality of education and training. We were delighted to for-

Continued on Page 2

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mally share the findings of the "Advancing Pharmacy Education and Training" (APET) review, led by the HEE Pharmacy Deans at the Clinical Pharmacy Congress last week, and this highlights a number of key priorities areas that we will be focusing on in the coming year. More details of this review will be published via the HEE website in the coming weeks, watch this space! Building on this work, as a HEE LaSE Pharmacy team we are also in the process of reviewing our priorities and programmes of work in order to ensure that these are aligned with the vision set out in the long term plan and that we are best equipped to support the continued development of a pharmacy workforce that has the right skills

to deliver high quality care to our patients, in the right place and at the right time! So, exciting times ahead and we look forward to continuing to work alongside you all as the picture evolves over the coming months!

Best wishes

Helen



Helen Porter, Pharmacy Dean, Health Education England London, Kent, Surrey and Sussex Pharmacy

Team Update

We have seen many changes since our last newsletter back in the autumn.

We extend a very warm welcome to **Helen Porter**, Pharmacy Dean. Helen has been a hospital pharmacist for over 10 years. She was previously Deputy Chief Pharmacist in the Royal Marsden Hospital (RMH), a world leading cancer hospital.



Her interest in the development of the pharmacy workforce has led her to teach on the KSS Management course and be a member of the course board. She has also recently completed the EMCC Coaching Practitioner qualification and an MBA in Public Services Management



We also welcome **Shane Costigan** as Associate Head of Pharmacy. Shane is responsible for leading a range of pharmacy workforce transformation programmes and for oversight of pharmacy education and training quality standards regionally. He has a passion for workforce transformation, clinical leadership, systems working and population health, having recently completed a Darzi fellowship with HEE where he led a regional programme of work focusing

on organisational culture transformation and retention of staff working in health and care across all sectors. Shane has a background in hospital and community pharmacy, having previously held posts as a medicine's safety officer and pharmacy operational lead in a large acute teaching hospital. He is a Health Foundation "Q" member and an organising lead for TEDxNHS.

We welcome back **Laura McEwen-Smith** who will continue to support **Atif Shamim** with our primary care focus over the coming months and has been finalising the national pre-registration pharmacist recruitment evaluation reports, read more about this [work here](#).

We also say farewell to **Stephen Andrew-Whyte** who will be sadly missed from our team. Stephen has taken up a new role as Course Director of the Paediatric ACP programme at London South Bank University. We wish him well on his future direction.

Heather Haynes is currently enjoying a six-month secondment to the KSS Quality Team as their Quality Manager. We wish her every success in this exciting development.

My Experience of the Educational Supervisor Course.

Clare Williams (MAPharmT)

Chief Pharmacy Technician – Education & Training
Maidstone and Tunbridge Wells Hospital

As I would be working as an Educational Supervisor for the Pre-registration Trainee Pharmacy Technicians, I was to undertake 3 modules of the ES course delivered by the Pharmacy Training Company (PTC); Being a Professional Role Model, Giving Feedback and Supporting Learners.

The information and communication from the PTC was timely and effective. I was reminded about webinars and when deadlines were due.

I have been a pharmacy technician with supervision responsibilities for many years, having undertaken a Practice Supervisor course previously, I do have some experience of giving feedback and other supervisory skills.

I found the PTC course very easy to use, the online materials are easy to access, the log on information was received in a timely manner and there was clear guidance on support tools and introductory webinars.

Each module is 2 months in duration and in order to complete a module there is an assignment. I learnt early on to read the module requirements and content carefully and understand fully what the assignment entailed. I enjoyed this structured approach to learning; I could plan my study time and plan my assignment with a view to meet the set deadline.

The ES course gave me the tools to undertake effective feedback including planning for the session, effective questioning, to actively listen and the importance of documentation. From this I have gained confidence when undertaking feedback with trainees. The course allowed me to refresh my knowledge of the GPhC guidance on tutoring and supervising Pharmacy Professionals in training. Within the Being a Professional Role model module was a self-assessment against the GPhC guidance. This gave me the opportunity to map myself against the standards and has provided me with information which I will be using within my appraisal; to ensure my learning objectives map with the gaps in my knowledge and areas of improvement.



Whilst undertaking the last module (Supporting Learners), I learnt more information about fitness to practice and refreshed my knowledge on supporting learners. I feel this is particularly important in my role as PTPT ES as the training qualification that they are undertaking is demanding and learners often require additional support from their ESs. This module gave me the tools and resources to spot signs that a trainee may require additional support.

Overall I found the course easy to fit in to my schedule. Due to work load I did need to do this in my own time, but as the course contents were in relatively small bite size chunks of learning, study was easily achievable before work or at lunchtimes. The modules were very accessible allowing me to undertake study anywhere. Most of my assignments were work based which I found manageable and I now use these materials as part of my role as an ES.

I was really impressed with the support provided by PTC, they gave excellent useful meaningful feedback on assignments and provided advice on learning opportunities to increase knowledge and confidence.

I have now completed the course and I am a more confident ES who understands the support required for trainees. I have been able to provide developmental feedback and coaching to trainees and ensure that they are receiving the best support available. This course has also allowed me to reflect on my own practice wherever possible.

Supervisor Training Update

Educational Supervisor and Practice Supervisor Course

Training for Educational Supervisors is delivered by the Pharmacy Training Company (PTC) via an online platform. This is supported by webinars, a virtual support network of educational and practice supervisors and an enthusiastic team at the PTC. This training is open to all registered pharmacy professionals who are educational supervisors supporting pre-registration pharmacists and/or pre-registration trainee pharmacy technicians within London, Kent, Surrey and Sussex.

How to Apply:

Applications for the August (2019) cohort will be opening soon. Further information and how to apply can be found on our [website](#).

Practice Supervisor Course Update

Our contract with the PTC to deliver Practice Supervisor (PS) training has now ended and will not be extended.

We established a working group to revisit the Practice Supervisor framework and training programme. The working group developed the revised framework and have drafted a new curricular which aims to provide a training programme which is fit for purpose, reduce impact on service delivery and resource.

We organised a stakeholder event on 2nd May where we launched the [PS Framework](#) and gathered feedback on the proposed curricular, this feedback will be used during the commissioning process for a new provider to deliver PS training. The PS framework is now available on our website to download and will support you with implementation within the workplace.

Educational Supervisor Course

Future cohort and enrolment dates:

August 2019:

Applications Open: 1st June 2019

Applications Close: 1st August 2019

Introductory Webinars: 8pm on 8th August 2019 OR 1pm on 9th August 2019

October 2019:

Applications Open: 3rd August 2019

Applications Close: 3rd October 2019

Introductory Webinars: 8pm on 10th October 2019 OR 1pm on 11th October 2019

The Pharmacy Training Company Excellence in Education and Training Awards for Practice and Educational Supervisors 2019

The awards are open for anyone who has successfully completed our commissioned training course for Educational or Practice Supervisors provided by The Pharmacy Training Company and scored between 90 and 100% on all their assignments. The awards will be accessible to all registered professionals irrespective of their level of career progression.

For more information please visit the Pharmacy Training Company [website](#)

The closing date for applications is 31st August 2019.



Pre-registration Trainee Pharmacist Recruitment

Recruitment for 20-21 trainees is fast approaching, and Oriel will be open for applicants from the 5th - 26th June 2019. The annual [London and South East Open Day](#) will be held on Wednesday 19th June at the ILEC Conference Centre, London. Details of the event has been widely publicised to all third-year pharmacy undergraduates.

All employers who have signed up to the National Recruitment Scheme within our region have been invited to attend, a big thank you to all who have registered. Previous feedback indicates undergraduates find the experience of talking to potential employers particularly valuable when preferencing programmes, so please come armed with information and enthusiasm (caffeine will be provided to maintain the latter!)

We look forward to welcoming all exhibitors and undergraduates at the event.

Clinically Enhanced Pharmacist Independent Prescribers Course

Dates for the 2019/2020 courses available at Kings College London and Medway School of Pharmacy are now on our [Advanced Practice](#) page.

CEPIP can be accessed by those working for NHS organisations, now including Clinical Commissioning Group Pharmacists.

The deadlines for the September cohorts are 14th June for Medway School of Pharmacy and 12th July for Kings College London.



Pre-registration Trainee Pharmacy Technicians Qualification update

We are pleased to be able to offer funded pharmacy technician training on the new single qualification pathway from February 2020.

The Level 3 Diploma in the Principles and Practice for Pharmacy Technicians consists of 21 mandatory units, covering a mix of skills and underpinning knowledge that meet the IET standards. Delivery will be taught in the workplace and by education and training providers through work-based learning, guided learning and individual study over a two-year training programme.

This qualification has undergone stage 1 of the GPhC recognition process. The recognition report is available to view via the GPhC website [here](#).

Following the announcement by Skills for Health regarding the revised operational date of February 2020, we held a focussed workshop for Chief Pharmacists on Thursday

25th April 2019, to provide detailed context, the case for change and to identify strategic priorities from a workforce and service perspective. Following the appraisal of available options, two final options were identified for our stakeholders to choose:

Option 1 - NHS Trusts across London and KSS select an education provider to deliver the current qualification from September 2019 with education provision sourced and funded by the trust.

Option 2 – We will procure and fund provision of the new qualification for one cohort to begin in February 2020.

Stakeholders were invited to submit their option and associated trainee numbers to us by 31st May 2019. Responses are being collated and confirmation of places and further guidance will follow in the coming weeks.

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lasepharmacy@hee.nhs.uk