

# Clinical Pharmacy Fellowship Project 2023/24

**Project Implementation Time Frame:** 1st September 2023 – 31st August 2024

**Project Title:** Raising the learner voice in future delivery models of the Midlands Foundation Pharmacist programme

## Expressions of Interest

Please send an expression of interest including (400-500 words):

- How you will support the implementation of the project
- How the fellowship project will benefit your organisation and the pharmacy profession.

We will also require a letter signed by your Chief Pharmacist or lead GP partner to agree to release a fellow to deliver the project from September 2023 whilst maintaining their current employment contract and terms and conditions. The organisation must also commit to providing equipment (including, contact e-mail address, phone number, a work base and Microsoft Teams access for the fellow).

The organisation will receive backfill for salary support quarterly for 0.4WTE at a band 8a level for the fellow and the fellow must be remunerated at a band 8a. In addition, each fellow will receive a £3k training grant which can be used towards their leadership development as well as independent coaching sessions throughout their fellowship.

Prior to the deadline, there will be two question and answer webinars to support the process:

- Thursday 30th March 2023 1-2pm: [Click here to join the meeting](#)
- Wednesday 5th April 2023 12-1pm: [Click here to join the meeting](#)

Deadlines for Expressions of Interest: 4pm on Friday 28<sup>th</sup> April 2023

To be sent to Sejal Gohil, Training Programme Director. E-mail: [sejal.gohil@hee.nhs.uk](mailto:sejal.gohil@hee.nhs.uk)

## Contracting

The lead organisation for the project will be asked to sign a Service Level Agreement with HEE and the Fellow, committing to set KPI's and regular reviews with the HEE lead. Expressions of interests will be assessed on a case-by-case basis.

## Benefits and Deliverables

This fellowship project will give a highly motivated clinical practitioner the opportunity to work on a Midlands scale implementing national workforce strategy. The fellow will be supported to build and develop their professional leadership skills and will have the opportunity to attend key regional and national meetings that focus on workforce development.

The fellowship will create the chance for increasing knowledge of strategic thinking and innovation and will enable the fellows to gain a broader understanding of the NHS and Arm's

Length Bodies. There is a wealth of opportunity for shared learning and personal, professional and leadership development for an individual with a specific interest in workforce transformation across health and social care, talent management, education and research.

The host organisation will benefit from the wealth of knowledge and networks the fellow will bring back to their organisation following the fellowship and support retention of their staff by providing varied opportunities for learning and development for their pharmacy workforce.

### Lead Organisation Responsibilities

Identify a potential fellow within the organisation who would have the skills and knowledge to deliver the project for which the organisation is expressing an interest to host.

- Invite HEE to interview candidates prior to the appointment of the fellow.
- Provide equipment for the fellow to implement the project effectively from a remote location of their choice.

Release the fellow from clinical practice for the duration of the project.

### HEE Responsibilities

- Have regular project review meetings with the fellows to monitor progress against KPI's.
- Introduce the fellows to key leaders in the area of work specified to support their networking and information gathering.

### Fellow Responsibilities

Currently registered as a pharmacist with the General Pharmaceutical Council and in line with requirements of project

- Some post-registration experience.
- Evidence of continuing professional development.
- Have an PgDip level qualification or equivalent experience.
- Potential for leadership and knowledge of the pharmacy workforce agenda.
- Effective project management skills.
- Highly developed communication and influencing skills.
- May be required to travel across the Midlands as well as nationally.

### Project Summary

- Undertake a scoping exercise to understand what challenges Foundation Pharmacists face within each sector and identify exemplars of best practice.
- Utilise the outcomes of this exercise to develop and test the options for the Midlands foundation training programme to have a learner voice which reflects the regulatory change as the programme shifts from NHS Trust employees to Foundation Pharmacists across community and primary care.
- Build upon exemplars and best practice in this area with a focus on developing future workforce, using approaches that are transferable and engaging across professions
- Collaborate with designated supervisors across the region to establish their needs and appetite for a supervisor network across sectors.
- Provide an external contribution as the pharmacy programme develops to be more reflective of the local population
- Contribute to the foundation programme as appropriate to strengthen and develop equality, diversity and inclusivity within it.

### Key Performance Indicators

- Active engagement with Foundation Pharmacists across all sectors and their Designated supervisors.
- Collaborative working with the Midlands Foundation Training Programme Facilitator team and Training Programme Director.

### Partnership Working

- Develop and build relationships with HEE pharmacy leads, NHSE regional leads, pharmacy leaders in service and education and other partners across the system
- To work in collaboration with other Leadership Fellows across the Midlands