# Executive Summary: NHS England Foundation Trainee Pharmacist Programme: Practice-based Assessment Strategy (from 2025/26)

Version 1.0 September 2024



## Introduction

In July 2025, NHS England Workforce, Training and Education (WT&E) take on new responsibilities, delegated by the General Pharmaceutical Council (GPhC), for the quality management of all foundation training sites in England as the Statutory Education Body. Included in these responsibilities is the development of a practice-based assessment strategy.

The 2025/26 Foundation Trainee Pharmacist Programme, starting in July 2025, will be the first year that trainees can be assessed against the full 2021 GPhC learning outcomes, including independent prescribing. Those that graduate against the [2011 GPhC learning outcomes](https://assets.pharmacyregulation.org/files/document/future_pharmacists_standards_for_the_initial_education_and_training_of_pharmacists.pdf), and Overseas Pharmacists’ Assessment Programme (OSPAP) graduates will continue to be assessed against the interim learning outcomes.

The Strategy provides a clear framework between the continual formative assessment of trainees in practice and the final summative assessment against the GPhC learning outcomes. The trainee’s progress is assessed using a range of defined and validated assessment methodologies, supporting professional and triangulated judgements about the trainee’s progression.

It contains a framework of activities which trainees must complete using a range of evidence tools. Through completion of the activities, the trainee will generate evidence against the GPhC learning outcomes, and document this within the E-Portfolio. The Designated Supervisor (DS) is then required to determine whether each GPhC learning outcome is satisfactorily demonstrated through the provided evidence, leading to the subsequent sign-off of the trainee.

**The Strategy provides assurance that all trainees are being assessed through a consistent approach across all sectors of practice in England, in accordance with the requirements of the GPhC. Irrespective of the type of programme, all training sites in England must use the NHS England Practice-based Assessment Strategy for all foundation trainee pharmacists.**

The Strategy

The Strategy consists of a range of practice-based activities (including prescribing) to be demonstrated by the trainee to be recorded in the e-Portfolio. These activities allow the trainee to provide evidence against each of the GPhC learning outcomes, and supervisors to measure performance at the ‘Does’ level of Miller’s Triangle for all of the GPhC learning outcomes.

The Strategy is made up of 20 activities which all trainees must complete and an additional 8 prescribing activities for those trainees on the full GPhC learning outcomes. These are organised into 3 groupings with 7 sub-groups to support ease of identification as seen in [Table 1](#Table1). These activities must be recorded in the E-portfolio using an evidence tool which can be seen in [Table 2](#Table2).

It is **mandatory** that trainees must complete:

* All the Professional Development Activities to a satisfactory standard
* All the Observed Clinical Activities, including the prescribing activities[[1]](#footnote-2). Each Observed Clinical Activity must be recorded using a permitted supervised learning event tool a minimum of three times, demonstrated to a standard that aligns to safe and effective professional practice.

The full Strategy document supports:

* Trainees to understand how they will collect evidence by completing the activities which demonstrate the GPhC learning outcomes.
* Designated Supervisors (DSs) and Designated Prescribing Practitioners (DPPs) to understand how their trainees will demonstrate the GPhC learning outcomes in a structured and consistent manner.
* Educational leads to develop their local training plans and any training programme that is provided/used by the training site.

The Foundation Trainee Pharmacist Programme Assessment Activities and Tools Guide also provides more detail about the assessment activities, associated tools and portfolio building.

*Table 1. The Practice-based Assessment Strategy Groupings, Groups and Activities*

| **Grouping** | **Group** | **Activity** |
| --- | --- | --- |
| **Professional Development Activities** | **Personal Development** | 1. Learning Agreement |
| 1. Learning Needs Analysis and Personal Development Plan |
| 1. Feedback |
| 1. Progress Reviews |
| 1. Designated Supervisor Final Sign off and Declaration |
| **Personal Development (Prescribing)**2 | 1. Prescribing Learning Agreement |
| 1. Prescribing Learning Needs Analysis and Personal Development Plan |
| 1. Final Prescribing Development Review |
| **Supplying Medicines** | 1. Technical and Legal Prescription Issues |
| 1. Preparing and Supplying Medicinal Products |
| **Education and Research** | 1. Teaching and Mentoring |
| 1. Research, Audit and Quality Improvement |
| **Mandatory and Specific Development** | 1. First Aid/Basic Life Support |
| 1. Safeguarding Children and Vulnerable Adults |
| 1. Health and Safety |
| 1. Digital Systems Used in Employing Organisation |
| 1. Development and Application of Advanced Therapies |
| **Observed Clinical Activities** | **Clinical and Patient Facing** | 1. Medicines Reconciliation |
| 1. Patient Consultation |
| 1. Medicines Optimisation |
| 1. Public Health Intervention |
| 1. Medicines Safety |
| 1. Responding to a Medicines Query |
| **Prescribing** | 1. History Taking |
| 1. Physical and Clinical Examination Skills |
| 1. Prescribing Consultation |
| 1. Prescription Writing |
| 1. Log of 90 Hours |
| **Supplementary Evidence** | | For any additional activities not covered by the above |

*Table 2. Approved Evidence Tools for Activities*

|  |  |
| --- | --- |
| **Activities** | **Approved evidence tool(s)** |
| 1. **Learning Agreement** | Learning agreement |
| 1. **Learning Needs Analysis** | Learning Needs Analysis/Personal Development Plan |
| 1. **Feedback** | Multi-source Feedback **or** Patient Satisfaction Questionnaire |
| 1. **Progress Reviews** | Progress Review Form |
| 1. **Designated Supervisor Final Sign Off and Declaration** | Final Sign-off Form |
| 1. **Prescribing Learning Agreement** | Learning Agreement |
| 1. **Prescribing Learning Needs Analysis** | Learning Needs Analysis/Personal Development Plan |
| 1. **Final Prescribing Development Review** | Prescribing Development Review Form |
| 1. **Technical and Legal Prescription Issues** | Reflective Account (RA), Contribution to Care Log (CCL), Continuing Professional Development (CPD) |
| 1. **Preparing Medicinal Products** | RA, CCL, CPD |
| 1. **Teaching and Mentoring** | Reflective Account |
| 1. **Research, Audit & Quality Improvement** | Reflective Account |
| 1. **First Aid/Basic Life Support** | Reflective Account (with certificate of completion uploaded) |
| 1. **Safeguarding Children & Vulnerable Adults** | Reflective Account (with certificate of completion uploaded) |
| 1. **Health and Safety** | Reflective Account (with certificate of completion uploaded) |
| 1. **Digital Systems Used in Employing Organisation** | Reflective Account (with certificate of completion uploaded) |
| 1. **Development and Application of Advanced Therapies** | Reflective Account (with certificate of completion uploaded) |
| 1. **Medicines Reconciliation** | **Supervised Learning Events**: Mini-CEX, DOPS  **Other**: RA, CCL, CPD |
| 1. **Patient Consultation** | **Supervised Learning Events**: Mini-CEX, MRCF  **Other**: RA, CCL, CPD |
| 1. **Medicines Optimisation** | **Supervised Learning Events**: Mini-CEX, CBD  **Other**: RA, CCL, CPD |
| 1. **Public Health Intervention** | **Supervised Learning Events**: DOPS, CBD  **Other**: RA, CCL, CPD |
| 1. **Medicines Safety** | **Supervised Learning Events**: DOPS, CBD  **Other**: RA, CCL, CPD |
| 1. **Responding to a Medicines Query** | **Supervised Learning Events**: DOPS, CBD  **Other**: RA, CCL, CPD |
| 1. **History Taking** | **Supervised Learning Events**: Mini-CEX, DOPS  **Other**: RA, CCL, CPD |
| 1. **Physical and Clinical Examination Skills** | **Supervised Learning Events**: DOPS  **Other**: RA, CCL, CPD |
| 1. **Prescribing Consultation** | **Supervised Learning Events**: Mini-CEX, MRCF  **Other**: RA, CCL, CPD |
| 1. **Prescription Writing** | **Supervised Learning Events**: DOPS, CBD  **Other**: RA, CCL, CPD |
| 1. **Log of 90 Hours** | The log must include Supervised Learning Events from activities 24, 25, 26 and 27.  **Other**: Reflective Account, Contribution to Care Log, Continuing Professional Development |

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1. For trainees on the full GPhC learning outcomes [↑](#footnote-ref-2)