

NHS England Foundation Trainee Pharmacist Programme: Training Site Requirements

Version 1.0 Jan 2025

Background

From the 2025/26 training year, NHS England takes on delegated responsibility from the General Pharmaceutical Council (GPhC) for the management and delivery of the Foundation Pharmacist Training Programme (FTPP).

As part of this delegated responsibility, NHS England sets out the following requirements for FTPP training sites in England, in addition to [the National Recruitment Scheme](#) **Terms of Participation**.

Additionally, requirements described by the GPhC must be met, as described by the GPhC.

Training Site Requirements

1. From the 2025/26 training year onwards, in England every training site must be entered into the Oriel/National Recruitment Scheme to be eligible for allocation of a foundation trainee pharmacist.
2. Training Site approval is administered by NHS England and is contingent upon the prospective training site declaring that they will meet all of the requirements set by the GPhC and NHS England at the point where the site is entered into the National Recruitment Scheme (NRS), through agreement with the Terms of Participation.
 - a. NHS England requires that the training site will provide evidence of meeting requirements where this is requested.

3. Each training site must use the NHS England Practice Based Assessment Strategy, and the trainee/supervisor shall complete the activities mandated within this.
4. Each training site must use the provided NHS England e-portfolio to record to the completion of the activities of the Assessment Strategy and submit other key elements of documentation to NHS England as required.
5. Each training site agrees to develop and submit a training plan to NHS England within the described timescales, in line with the associated NHS England guidance.
6. For trainees that have graduated from a MPharm degree against the 2021 Learning Outcomes, the trainee must have access to a Prescribing Learning Environment in which to complete the activities of the Assessment Strategy relating to prescribing, under the supervision of a Designated Prescribing Practitioner.
7. The trainee will be employed by the training site(s) for the duration of the foundation training period.
8. The training post must be of 52 weeks duration (if undertaken full-time)
9. Any organisation can be the employer of the foundation trainee pharmacist (as long as all other requirements for provision of the learning environment are met). This includes but is not limited to:
 - a. NHS Managed Sector (e.g. Acute and Mental Health Hospitals)
 - b. Community Pharmacy (including Distance Selling Pharmacy)
 - c. General Practice / Primary Care, including Health and Justice
 - d. Other Private, Independent and Voluntary Organisation employers where provision includes patient facing care that is commissioned by the NHS
 - e. Other organisations (e.g. Academia, Pharmaceutical Industry)

10. A minimum of 26 weeks of this (or equivalent if training less than full time) must be completed in a 'patient facing setting' which must be within one or more of the following:
- a. Community Pharmacy (NOT distance selling pharmacy)
 - b. NHS Managed Sector (e.g. NHS Acute Trust, NHS Mental Health Trust)
 - c. General Practice/ Primary Care, including Health and Justice
 - d. Other Private, Independent and Voluntary Organisation employers where provision includes patient facing care that is commissioned by the NHS
11. The training must include access to a setting with a dispensary that is supervised by a GPhC registrant, for example:
- a. Community pharmacy
 - b. NHS Managed Sector Pharmacy (e.g. Acute or Mental Health Trust with an on-site pharmacy dispensary)
 - c. Health and Justice with an on-site pharmacy dispensary

This **cannot** be a dispensary in a General Practice that is not a registered pharmacy.

Multi-sector rotations

12. From the 2027/2028 training year, it will be mandatory that each foundation training programme entered into the National Recruitment Scheme (NRS) shall have a rotation into another sector of practice for a minimum of 13 weeks (full time training equivalent)
13. The main sectors of practice are defined as:
- a. Community Pharmacy

- b. NHS managed sector (including hospitals, acute NHS trusts and mental health NHS trusts)
- c. General Practice, other primary care (e.g. ICB) and Health and Justice.

Supervision Requirements

14. All trainees must have a clear supervision plan that meets the quality requirements of the foundation training year. There must always be appropriate clinical/practice supervision in place to ensure that the trainee is working safely. Details of arrangements must be provided in the training plan submitted to NHS England.
15. Each foundation trainee pharmacist must have a **lead** Designated Supervisor, who is normally the Designated Supervisor based at the primary training site / place of employment.
16. Designated Supervisors must meet the requirements set out in the NHS England **Designated Supervisor Person Specification** (Appendix 1).
17. The lead Designated Supervisor shall be responsible for the final sign off and declaration for the trainee pharmacist.
18. Where the trainee pharmacist has a multi-sector rotation (of 13 weeks or more) into another organisation, there must be another named Designated Supervisor at the rotational site, or a Designated Prescribing Practitioner. The named supervisor will be responsible for ensuring that appropriate clinical/practice supervision is in place at all times, to ensure that the trainee is working safely.
19. A Designated Supervisor may supervise more than one trainee pharmacist (previously only permitted to supervise one trainee pharmacist).
20. There will no longer be the requirement for a Designated Supervisor to have a minimum of 28 hours over four days with the trainee pharmacist.
21. The planned approach for Designated Supervisor provision must be supported by a clear job planning approach, to ensure that the supervisor has sufficient time allocated to be able to meet the requirements of supervision and assessment of the number of trainee pharmacists they are supervising. This must be described within the training plan, which will be submitted to NHS England.

22. For trainees that have graduated from a MPharm degree against the 2021 Learning Outcomes, the trainee must have access to a Designated Prescribing Practitioner.
23. Designated Prescribing Practitioners must meet the requirements set out in the NHS England **Designated Prescribing Practitioner Person Specification** (Appendix 2).
24. Designated Supervisors and Designated Prescribing Practitioners are required to submit their details to NHS England and make a declaration that they meet the requirements of the relevant person specification(s) when they are requested to do so.

Funding and Contracting

25. Funding for the NHS England FPHP is published on the NHS England Website and in the Drug Tariff. This funding is:
 - consistent across all sectors of practice and all regions of England
 - a contribution to all costs of hosting a trainee, including supervision, administration and salary costs.
 - the same level of funding applies for all trainees, regardless of which learning outcomes they have graduated against.
26. Each employer that is allocated a trainee pharmacist shall enter into a contract with NHS England.
 - a. For NHS Organisations, this will be via the NHS England Education Funding Agreement contract
 - b. For Community Pharmacy organisations, this will be through the Manage Your Service function of the BSA interface, which will include equivalent terms and conditions to the Education Funding Agreement contract
 - c. For other organisations, appropriate arrangements shall be made that reflect the Terms and Conditions of the EFA.
27. Where a training site as the employer of a trainee pharmacist includes a rotation to another organisation, they are required to ensure that the requirements of NHS England are met in this rotational placement.

Queries and contacts

For enquiries relating to FTTP training site requirements, please contact your NHS England Workforce Training and Education regional pharmacy team.

Region	Contact email
North West	england.WTEpharmacy.nw@nhs.net
North East	england.WTEpharmacy.ney@nhs.net
Midlands	england.foundationpharmacy.midlands@nhs.net england.WTEpharmacy.mids@nhs.net
East of England	england.WTEpharmacy.eoe@nhs.net
South West	england.WTEpharmacy.sw@nhs.net
South East	england.WTEpharmacy.se@nhs.net
London	england.WTEpharmacy.london@nhs.net

Appendix 1: Designated Supervisor Person Specification

Core supervisor person specification

The core person specification applies to both a Designated Supervisor (DS) and Designated Prescribing Practitioner (DPP).

Description	Essential
Knowledge	Has undertaken Foundation Trainee Pharmacist Programme Orientation training required for their role.
	Undertakes appropriate Equality, Diversity, and Inclusion (EDI) training according to mandated requirements of the organisation/employers.
	Ensures familiarity with the process of escalating concerns about a trainee, and, where appropriate, engages with this process.
Skills/experience	Demonstrates the ability to effectively communicate, establish and maintain working relationships to collaborate with others including trainee and educational stakeholders (e.g., multi-professionals, other supervisors, educational leads).
	During the supervisory period, can competently assess, monitor and sign-off the trainees' skills, knowledge, understanding and behaviours against the required GPhC learning outcomes and NHSE WTE foundation trainee pharmacist assessment strategy.
	Able to provide effective feedback to trainee.
Behaviours	Is able to set and maintain appropriate boundaries.

	Understands the role of a supervisor as a positive role model and mentor to the trainee in providing professional support and guidance.
Training	<p>The supervisor has undertaken and maintained the currency of relevant training in supervision which includes understanding and applying the following:</p> <ul style="list-style-type: none"> • The role of the supervisor • Educational theories that support effective learning • Methods to ensure effective learning and adapt these to meet trainee needs • Assessment and monitoring • Approaches that meet the needs of trainees that require additional support • Effective feedback

Additional DS person specification

In addition to the above core supervisor person specification this person specification applies to a DS (someone fulfilling the role of **DPP** only does not need to meet these requirements)

Description	Essential
Regulator requirement	Registered as a pharmacist in Great Britain or Northern Ireland for a minimum of 3 years and meet the Standards for Pharmacy Professionals set by the GPhC.

	Satisfies the assessment requirements if under investigation by the GPhC (have no sanctions or conditions on GPhC registration and no current fitness to practice issues).
Knowledge	Understands and is up to date with pharmacist foundation training and GPhC learning outcomes
Experience	Currently practicing and has relevant experience in sector of practice in which they wish to supervise.

Appendix 2: Designated Prescribing Practitioner Person Specification

The Designated Supervisor (DS) and Designated Prescribing Practitioner (DPP) roles can be filled by two separate people or one person, as long as that person meets the requirements for both roles.

Core supervisor person specification

The core person specification applies to both a DS and DPP.

Description	Essential
Knowledge	Has undertaken Foundation Trainee Pharmacist Programme Orientation training required for their role.
	Undertakes appropriate Equality, Diversity, and Inclusion (EDI) training according to mandated requirements of the organisation/employers.
	Ensures familiarity with the process of escalating concerns about a trainee, and, where appropriate, engages with this process.
Skills/experience	Demonstrates the ability to effectively communicate, establish and maintain working relationships to collaborate with others including trainee and educational stakeholders (e.g., multi-professionals, other supervisors, educational leads).
	During the supervisory period, can competently assess, monitor and sign-off the trainees' skills, knowledge, understanding and behaviours against the required GPhC learning outcomes and NHSE WTE foundation trainee pharmacist assessment strategy.

	Able to provide effective feedback to trainee.
Behaviours	Is able to set and maintain appropriate boundaries.
	Understands the role of a supervisor as a positive role model and mentor to the trainee in providing professional support and guidance.
Training	<p>The supervisor has undertaken and maintained the currency of relevant training in supervision which includes understanding and applying the following:</p> <ul style="list-style-type: none"> • The role of the supervisor • Educational theories that support effective learning • Methods to ensure effective learning and adapt these to meet trainee needs • Assessment and monitoring • Approaches that meet the needs of trainees that require additional support • Effective feedback

Additional DPP person specification

In addition to the above core supervisor person specification this person specification applies to a DPP.

It is important to note that DPP requirements may vary across Higher Education Institutes (HEIs) for those undertaking non-medical prescribing course **which is not**

part of Pharmacist Foundation Training. Please see individual HEI websites for further information.

Description	Essential
Regulator requirement	Registered healthcare professional in Great Britain or Northern Ireland who is an independent prescriber (either through primary or post-registration training).
	Good standing with their professional regulator (have no sanctions or conditions on their registration and no current fitness to practice issues).
Experience	An active prescriber* in a patient-facing role, with appropriate knowledge and experience relevant to the trainee's nominated prescribing area.
	Practises in line with the Competency Framework for All Prescribers.

* An active prescriber consults with patients and makes prescribing decisions based on clinical assessment with sufficient frequency to maintain competence. Reflects and audits prescribing practice to identify developmental needs.

Version history

This NHS England Foundation Trainee Pharmacist Programme: Training Site Requirements (Version 1.0 Jan 2025) combines and replaces the following two documents which have now been removed from the website:

- Foundation Pharmacist Training Site Requirements for 2025/26
- Designated Supervisor Requirements for the 2025/26 Foundation Training Programme

Please contact england.trainee pharmacist@nhs.net with any editorial suggestions.

Version	Date	Purpose / change
1.0	January 2025	Combination of two previously released documents into a single rationalised document.

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