

Foundation Trainee Pharmacist Assessment Strategy – Executive Summary

Version 1, June 2023



Background

The NHS has an urgent demand for increased clinical skills, prevention of ill-health and optimal outcomes from medicines¹. Pharmacists are key to meeting the ambitions of the NHS for primary, mental health and hospital care. In 2021, the General Pharmaceutical Council (GPhC) approved revised Standards for the Initial Education and Training of Pharmacists (IETPs).

These revised standards will ensure newly qualified pharmacists develop the necessary skills and confidence to provide the clinical services required by patients and the NHS, working across health systems. The IETPs span the initial five years of training and integrate learning outcomes that demonstrate competency as an Independent Prescriber at the point of registration. **Independent prescribing will not be incorporated into Pharmacist Foundation Training until 2025/2026. The learning outcomes for training have been modified by the GPhC in the interim to reflect this.**

There are 55 interim learning outcomes, which are organised into four domains:

- Person-centred care and collaboration
- Professional practice
- Leadership and management
- Education and research

To successfully complete foundation training and become a pharmacist, trainees must be able to demonstrate that they have the knowledge, skills and competence needed to practise as a pharmacist. This is assessed by:

- Formal 'sign off' against all the learning outcomes by the Designated Supervisor (DS) by the end of training
- Completion of 52 weeks of foundation training (or equivalent if part-time)
- Passing the GPhC registration assessment

The Foundation Trainee Pharmacist Assessment Strategy (the Strategy) has been developed to support practice-based assessment against the interim learning outcomes.

The Assessment Strategy

The Strategy has been developed for all Foundation training sites in England. It supports trainees to develop towards the interim learning outcomes and provide evidence for sign off by their Designated Supervisors (DS) using a structured approach. A range of assessment activities and tools, mapped to the learning outcomes, are provided for trainees, DSs, and educational leads. This provides a consistent and fair approach across all training sites.

The Strategy describes 21 assessment activities which are organised into five themed groups. The groups and activities can be seen in [table 1](#). Trainees are advised to complete **a minimum** of one assessment activity of each type. This can be done using an assessment tool(s) listed in [table 2](#). Assessment tools are structured documents that support a supervisor to assess a trainee against a planned activity. Different assessment tools are suitable for different activities. **Further activities in addition to the assessment activities listed in the Strategy can also be completed. This should be agreed between the trainee pharmacist and designated supervisor.**

In addition, the full Strategy document describes how the Foundation Trainee Pharmacist E-portfolio and GPhC foundation training progress reports and sign-off forms support delivery. It should be used by:

- Trainee pharmacists to understand how the strategy assists them collecting evidence against the learning outcomes, using the assessment activities and associated tools.
- DSs to understand how to use the strategy to best support their trainee to demonstrate the learning outcomes, using the assessment activities and associated tools.
- Educational leads to support the development of their local training plans and any local/regional 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 Assessment Strategy groups and activities

Group	Assessment activities
Group A: Clinical and Patient Facing Activities	1. Medicines Reconciliation
	2. Patient Consultation: Medicines Use
	3. Patient Consultation: Diagnose/Assess/Recommend
	4. Medicines Optimisation
	5. Patient Focused Public Health Intervention
	6. Medicines Safety
	7. Responding to a Medicines Query
Group B: Healthcare Quality and Improvement	8. Service Improvement
	9. Teaching and Mentoring
	10. Public Health/Health Inequalities
Group C: Supplying Medicines Activities	11. Technical and Legal Prescription Issues: Identify and Resolve
	12. Dispensing Prescriptions and Preparing Medicinal Products
	13. Accuracy Checking
Group D: Mandatory and Specific Training	14. First Aid/Adult Basic Life Support
	15. Safeguarding Children and Vulnerable Adults
	16. Health and Safety
	17. Digital Healthcare Systems Used in Employing Organisation
	18. Development and Application of Advanced Therapies
Group E: Personal Development and Progression	19. Personal Development Plan and Learning Needs Assessment
	20. Multi-Source Feedback
	21. Supplementary Evidence

Table 2. Types of assessment tools available on the E-portfolio

Assessment tool	Examples
Supervised learning events	<ul style="list-style-type: none"> • Mini-clinical evaluation exercise (Mini-CEX) • Direct observation of practice (DOPS) • Case based discussion (CBD) • Medicines related consultation framework (MRCF)
Contribution to care tools	<ul style="list-style-type: none"> • Contribution to care logs • Reflective accounts
Feedback tools	<ul style="list-style-type: none"> • Multi-source feedback (MSF) • Patient satisfaction questionnaires (PSQs)
Other	<ul style="list-style-type: none"> • Miscellaneous evidence • Learning needs analysis • Continuing professional development

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