

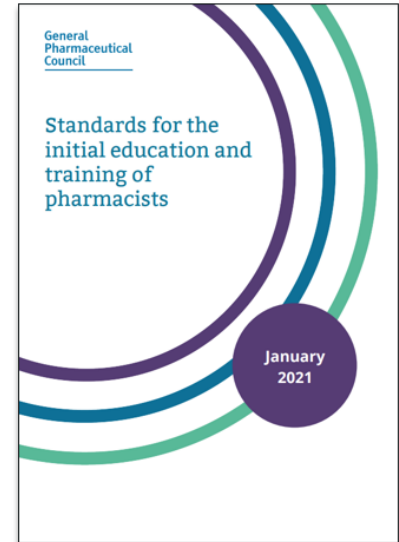
Transforming the initial education and training of pharmacists



Winter 2022 Update

Standards for the Initial Education and Training of Pharmacists

- One set of [learning outcomes](#) spanning the full five years of education and training – linked to continuum of post-registration development.
- Incorporating skills, knowledge and attributes to enable pharmacists to **independently prescribe** from registration.
- Introduces a (year 5) **foundation training year** with strengthened supervision and support and collaborative working between higher education institutions, statutory education bodies and employers.
- Greater emphasis on **equality, diversity and inclusion** - address health inequalities.



Innovation and funding changes

Change is underway that will:

- Equip pharmacists with the necessary consultation skills and confidence to provide the clinical services expected by patients and the NHS, working across health systems.
- Enable pharmacists to be independent prescribers at the point of registration by 2026.
- Help employers develop quality assured training sites.

Headline changes

- Introduction of independent prescribing within initial 5 years (output = 2026)
- Introduction of clinical tariff within the MPharm
- HEE moving from responsibility for NHS Managed Sector (~800 trainees) to all trainees in England (~2500-3000), with the intention that HEE will be the Statutory Education Body (SEB) for pharmacy in England, responsible for:
 - Pharmacist trainee recruitment
 - Funding
 - Oversight and quality assurance of Foundation year training and assessment
 - Quality management of training sites

Introducing independent prescribing within initial education and training



By 2026

Independent prescribing in IETP

- 2025/2026 Foundation Training Year will incorporate **Independent Prescribing training and assessment**
- Collaboration with Pharmacy Schools Council to ensure **continuum** in years 1-5
- Development of models for prescribing **training** and **assessment** in year 5
- Supporting access to prescribing **placements** and **supervision** for all trainee pharmacists



Meaning for the pharmacy profession?

- Huge opportunity for change in the delivery of clinical services across all sectors of pharmacy practice
- IETP reform will support the development of a prescribing workforce at the point of first registration:
 - Equipping pharmacists with the necessary consultation skills and confidence to provide the clinical services expected by patients and the NHS, working across health systems.



Developing the IP curriculum

Joint with the Pharmacy Schools Council:

- Guiding the teaching content in the MPharm (years 1-4) and the Foundation Training Year (Year 5)
- Ready for implementation in 2025/26
- More on the next slide...

Prescribing training curriculum

We are working with the Pharmacy Schools Council to develop a shared curriculum for prescribing in the Initial Education and Training of Pharmacists in England.

This curriculum for prescribing training has been developed by Health Education England and the Pharmacy Schools Council. It is an indicative curriculum to support the effective training of undergraduate pharmacy students and trainee pharmacists in England so they can successfully demonstrate the learning outcomes of the Initial Education and Training standards that link to becoming a prescriber.

Developing a joint curriculum for the first 5 years of training

This curriculum for prescribing training is designed to guide you (as a prescriber or prescriber in training), ready for implementation in 2025/26. We encourage education providers to contribute to the curriculum through the update and review process.

Update and review process

The curriculum is intended to be a live document that continues to evolve over time.

Colleagues in pharmacy schools, Health Education England and the Pharmacy Schools Council are invited to submit additions and amendments. A joint editorial team will be reviewing all submissions on a 6-monthly basis. An updated version will be published on the website.

- [View the live document](#)
- [Submit additions and amendments](#)

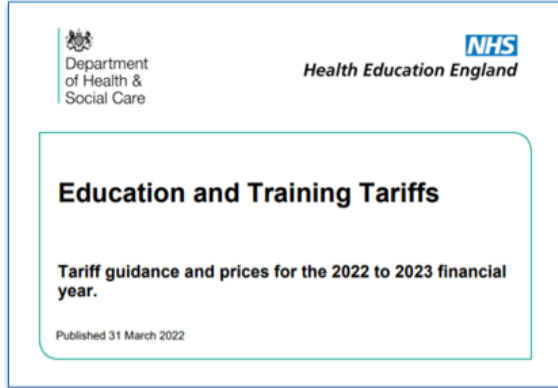
Element of the prescribing consultation	Suggested resources
Managing a structured consultation <i>Plan and manage a consultation to ensure the best outcomes for patients.</i>	Consultation Navigation Tool A framework which offers a patient-centred approach by paying particular attention to the patient's perspective. www.gp-training.net/communication-skills/calgary-cambridge-model/framework/ Damien Kenny: Consultation Navigation Tool A tool for helping clinicians to consult in a structured way. It shows a navigation path for the consultation, emphasising the importance of gathering all relevant information first, before 'crossing the bridge' and discussing management. https://damienkenny.co.uk/
	Some, when partnering with the patient, decide the most appropriate course of action.
	1.5. Demonstrates good consultation skills and builds rapport with the patient/carer.

Live document at this link:
www.hee.nhs.uk/our-work/pharmacy/initial-education-training-pharmacists-reform-programme/prescribing-training-curriculum

Introduction of clinical tariff within the MPharm

From 1 September 2022

Meaning for the pharmacy profession?



- Access to DHSC Clinical Tariff from 1st September 2022 to support clinical placements
- Collaborative working with the Pharmacy Schools Council to coordinate IETP reform across the whole 5 years

Comprehensive FAQs on tariff available on this page:
www.hee.nhs.uk/our-work/pharmacy/initial-education-training-pharmacists-reform-programme/undergraduate-clinical-placements

Addition of Pharmacy to eligible professions

- 4.5 DHSC and HEE have agreed that from 1 September 2022, pharmacy would be added to the professions eligible for clinical tariff.

Clinical placements

- The opportunity for a sea change in experiential learning in the MPharm
- Alignment to the reform of MPharm to new standards

We are working with universities and placement providers across England to develop Entrustable Professional Activities that will support students to become participative learners in the workforce

Changes in educational provision



Transition under way

Upcoming change

- HEE moving from responsibility for NHS managed sector (~800 trainees) to all trainees in England (~2500-3000), with the intention that HEE will be the Statutory Education Body (SEB) for pharmacy in England, responsible for:
 - **Pharmacist trainee recruitment**
 - **Clinical tariff funding**
 - **Foundation year training and assessment**
 - **Quality management of training sites**



Single Commissioning Model: to enable change

- HEE moving from responsibility for NHS managed sector to all trainees in England
- Single equitable route for recruitment of all trainees
- Consistent model for the commissioning and funding for all trainees
- Assuring quality of training sites, supporting supervisors in their role



Pharmacist trainee recruitment

Phased approach to all trainee recruitment via Oriel

- **Phase 1: 24/25 cohort**

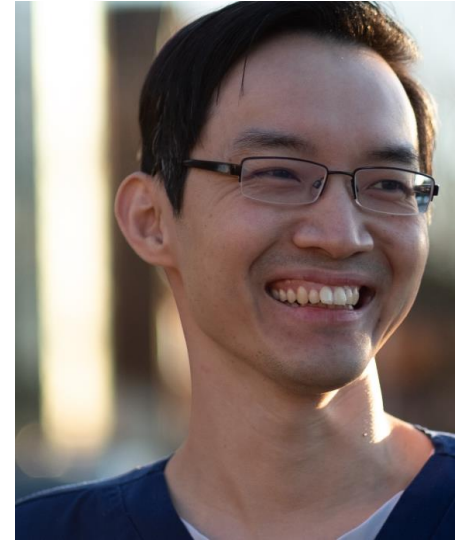
- Open to employers January 2023
- Mandated for NHS managed sector
- Encouraged / optional for community pharmacy
 - HEE Core Offer
 - HEE Quality Strategy and HEE National Education and Training Survey (NETS)

- **Phase 2: 25/26 cohort**

- Open to employers January 2024
- Mandated for all Foundation Training Year recruitment
- HEE oversight of quality for all trainees
 - Quality Management of training sites
 - HEE Core Offer
 - HEE Quality Strategy and HEE National Education and Training Survey (NETS)

HEE support during these changes

- HEE Foundation Year offer from 21/22
- Cross-sector placements
- HEE Quality Strategy and NETS



HEE Foundation Year offer from 21/22

- An overarching practice-based **Assessment Strategy**, which describes a range of Assessment Activities to be completed that are mapped to the Learning Outcomes for the year
- A new Foundation Training **Year E-portfolio**, which directly supports the use of the HEE Assessment Strategy
- Guidance and training materials for **Designated Supervisors** on how to apply the **Assessment Strategy** and **E-portfolio**
- Will develop to incorporate **independent prescribing** assessment
- A range of web-based learning materials for **Trainee Pharmacists**



HEE Assessment Strategy at a glance

Assessment Activity Group	Description
Group A: Clinical and patient facing activities	<ul style="list-style-type: none">Activities that are focussed on providing an aspect of healthcare to a specific patient, e.g. medicines reconciliation, medicines optimisation
Group B: Healthcare quality and improvement	<ul style="list-style-type: none">Quality Improvement ActivitiesTrainees are required to include a focus on public health and health inequalities
Group C: Supplying medicines activities	<ul style="list-style-type: none">Safe and effective supply of medicines including technical skills and processes such as dispensing and accuracy checking
Group D: Mandatory and Specific Training	<ul style="list-style-type: none">Focussed training and learning activities including mandatory training and locally identified first-aid training.
Group E: Personal Development and Progression	<ul style="list-style-type: none">Learning Needs Analysis and Personal Development PlanningAdditional evidence

HEE web-based learning resources

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Trainee Pharmacist Learning Resources

[Find out more on our dedicated web pages](#)

Registering to access resources

To access some of the resources you will need to register with the provider or have an email address ending with nhs.net or nhs.uk. Please click on the boxes below to learn more about these resources and how to register for them.

Resources

- [Creating an nhs.net email account](#)
- [Centre for Pharmacy Postgraduate Education \(CPPE\)](#)
- [SCRIPT](#)
- [Clinical and Patient Facing Resources](#)
- [Healthcare Quality and Improvement Resources](#)
- [Supplying Medicines Resources](#)
- [Mandatory and Specific Training Resources](#)
- [Personal Development and Progression Resources](#)
- [General and Calculations Resources](#)

Cross-sector placements

- GP cross-sector placements developed and evaluated over past 3 years
- Aiming to produce pharmacists that are system aware, supporting the patient throughout their journey across sectors
- We will be working with partners to develop and work towards a consistent approach to cross-sector placements during the IETP reform
- Critical to realising prescribing training within the initial 5 years



	Current State	Aim for 2025/26 TY
Recruitment and selection system/process (ORIEL/NRS)	Compulsory for NHS managed sector (HEE funded) Optional for community pharmacy (NHSE funded)	All trainee pharmacist places regardless of primary sector of employment. Intent for Single funding model
QA of training sites – including any cross-sector/rotational requirements	GPhC approves training site	HEE quality management of training placements.
QA of supervision – including any training/experience requirements		HEE quality management for supervisors.
HEE Foundation Training Year Assessment Strategy	Optional for all sectors	Compulsory for all training sites
HEE Foundation Training Year E-portfolio	Optional for all sectors	Compulsory for all training sites
Virtual learning environment	Typically linked to training course provider	Single platform for all trainees
Training/learning materials	Core HEE offer hosted on HEE website – open to all trainees	Core HEE offer hosted on HEE website – open to all trainees
Training course provision (e.g. workshop days, webinars, OSCEs, local learning sets)	HEE commissioned trainees: Provision of training course funded by HEE and delivered within regions Community pharmacy organisations either resource and provide in-house training, or contract training course externally	Under development

Education Reform: Next Steps

1. Support roll-out of **undergraduate clinical placements (Years 1-4)**: Access to DHSC Clinical Tariff from 1st September 2022 to support clinical placements. Joint working with employers and Pharmacy Schools Council.
2. Evolution of the **Trainee Foundation Pharmacist Programme (Year 5)**: Development and introduction of consistent quality management, recruitment and cross-sectoral training posts throughout the transitional years and beyond.
3. Testing approaches to support the introduction of integrated **independent prescriber (IP)** training and **rotational cross-sector posts**.
4. **Bridging training (Year 6)**: The foundation programme model includes support for pharmacists registering between 2020-25 – recognising the need for a consistently skilled pharmacist workforce.

Keep up to date

To receive **news** by email about the initial education and training of pharmacists, **please register here:** <https://healtheducationyh.onlinesurveys.ac.uk/register-for-ietp-updates>

Find out more about the **foundation training year:**

www.hee.nhs.uk/our-work/pharmacy/trainee-pharmacist-foundation-year-programme -

Email address: traineepharmacist@hee.nhs.uk

Find out more about the **Newly Qualified Pharmacist pathway:**

www.hee.nhs.uk/our-work/pharmacy/transforming-pharmacy-education-training/initial-education-training-pharmacists-reform-programme/newly-qualified-pharmacist-pathway

Find out more about **undergraduate clinical placements and tariff:**

www.hee.nhs.uk/our-work/pharmacy/initial-education-training-pharmacists-reform-programme/undergraduate-clinical-placements