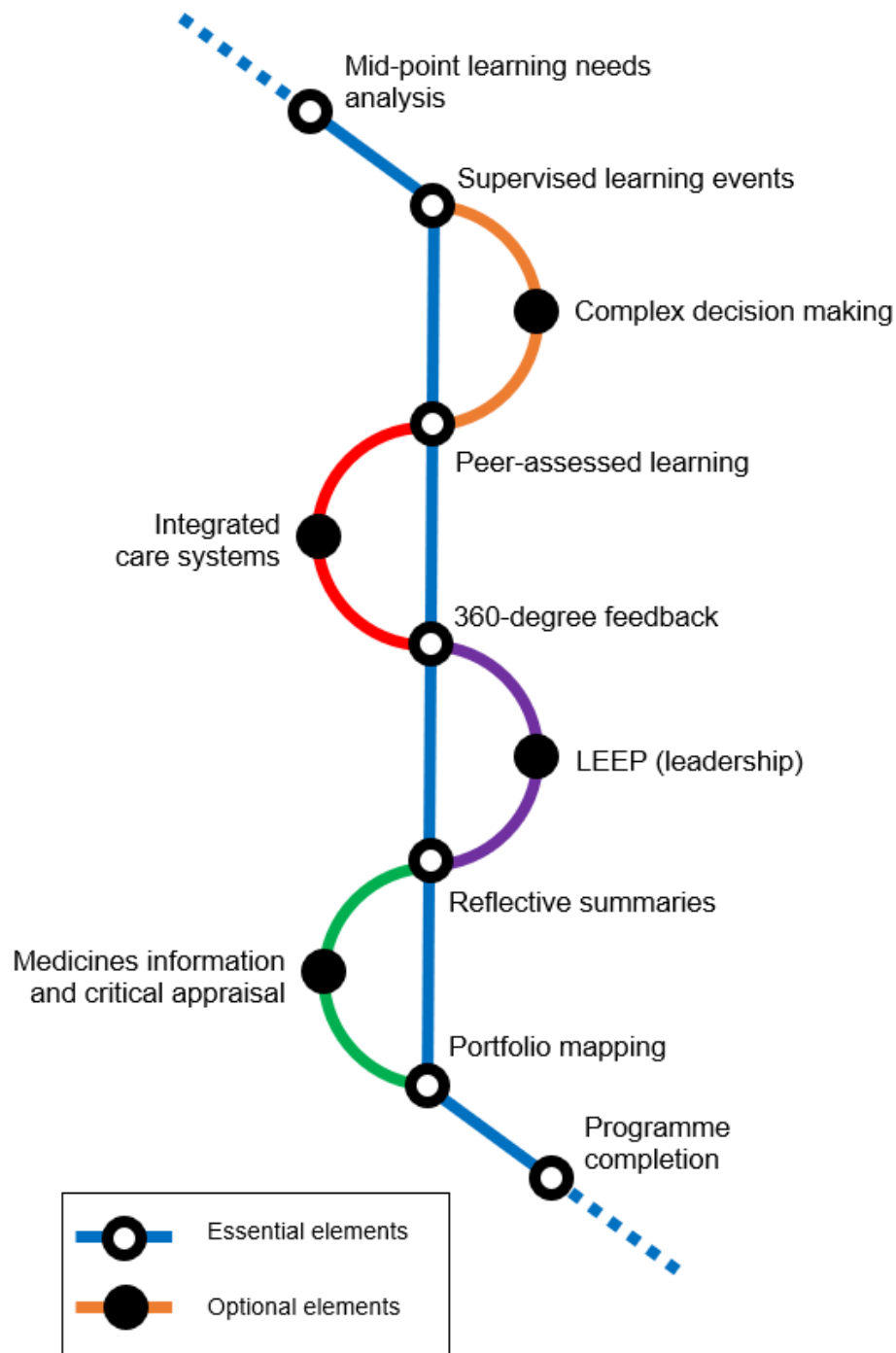


Interim Foundation Pharmacist Programme

Your journey to programme completion...



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1. Introduction

You are now in the final months of the Interim Foundation Pharmacist Programme (IFPP) and a good opportunity to describe the remaining elements of the programme.

Some of these are **essential elements** – when they are completed you will receive a Statement of Development which you can share with current and future employers.

We are also providing you with four **optional elements** which should be relevant to your ongoing learning needs, supporting you with specific learning and development needs relating to your future professional practice.

More detail is provided in the [IFPP Pharmacist's Handbook](#) and on the [IFPP website](#).

2. Deadlines

The IFPP will finish on 31st August 2021. All the minimum assessment requirements (the essential elements) will need to be completed by this deadline.

Assessment methods	Minimum assessment requirements	Essential element?
Learning needs analysis (LNA)	Mid-point and endpoint, with action plans and final Personal Development Plan	<input checked="" type="checkbox"/>
Supervised Learning Event (SLE) assessments	At least four in total	<input checked="" type="checkbox"/>
360-degree feedback	At least one	<input checked="" type="checkbox"/>
Peer assessed learning	One case submitted; three cases reviewed	<input checked="" type="checkbox"/>
Reflective summaries	At least two	<input checked="" type="checkbox"/>

Portfolio	With mapped evidence demonstrating progression against prioritised IFPP learning outcomes	<input checked="" type="checkbox"/>
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3. Essential elements

The information below is intended to guide you through essential elements of the IFPP, signposting additional helpful resources.

It is critical that all essential elements and additional evidence are uploaded to the [RPS e-portfolio](#) and that each piece must be mapped against the [IFPP Learning Outcomes](#).

This will enable you and your supervisor to review your performance and identify any outstanding learning needs you will need to meet to complete the programme. Within this document we have suggested the prioritised IFPP learning outcomes that may be most relevant for each element of the programme.

Further information on the e-portfolio is provided in the [RPS e-Portfolio user guides](#) and [this e-Portfolio video](#).

The **RPS Provisional Registration Service Support Line** is also available to answer questions, Monday to Friday from 9am until 5pm:

- Email: ProvReg@rpharms.com
- Telephone: 0207 572 2737 or 0333 733 2570

Mid-point learning needs analysis

Suggested prioritised IFPP learning outcomes: 4.1, 4.2.

The learning needs analysis (LNA) is a helpful tool for you to prepare for the final stage of the IFPP. We recommend you use it as a starting point for planning your remaining learning and development activities.

The LNA tool will help guide you through the prioritisation of your learning outcomes. The LNA represents a shift away from mandated learning during your undergraduate and pre-registration experience.

This process should support you by:

- Developing objectives and actions that are individual to you,
- Establishing priorities that are relevant to your practice,
- Providing a means of documenting your plans which can then be shared with others,
- Allowing you to reflect on and evaluate your progress.

If you joined the IFPP prior to April 2021, you may have already completed an LNA, and you can use your reflections on this as the starting point for your next LNA.

➔ [Click here for more information](#)

Supervised learning events

Suggested prioritised IFPP learning outcomes: 1.1, 1.2, 1.4, 1.8-1.14, 2.1-2.8, 3.8.

Supervision and supervised learning events (SLEs) are essential elements of the IFPP. A SLE is an episode (organised in advance) during which a supervisor assesses a learner's performance in the clinical or practice setting. This provides a learning opportunity, as well as time for reflection and developmental feedback.

→ [Click here for more information](#)

The IFPP minimum assessment requirements for SLEs are satisfactory completion of four SLEs including:

- One mini clinical evaluation exercise (Mini-CEX),
- One direct observation of practical skills (DOPS),
- One case-based discussion (CBD),
- One assessment using the medication-related consultation framework (MRCF).

E-portfolio Hint: you can complete SLEs with input from your supervisor directly in your e-Portfolio. Alternatively, paper copies of the assessment forms are available in the [Learning Hub](#) if these are practical for you to use. These can either be transcribed into the e-Portfolio, or scanned and uploaded, making sure you tag the upload with the appropriate document type e.g., mini-CEX.

Mini clinical evaluation exercise (Mini-CEX) – A Mini-CEX is used to assess your ability to identify, action and resolve issues effectively when providing pharmaceutical care for a patient. It enables your supervisors to review various skills, attitudes, knowledge, and behaviours. A Mini-CEX can be adapted to many scenarios, such as carrying out a medicines' reconciliation, taking in and resolving an issue with a request for a medication (e.g., out of stock or contraindicated) and medicines use reviews.

→ [Click here for more information](#)

Direct observation of practice (DOPS) – A DOPS assesses your ability to carry out an activity that adheres to a defined protocol. Examples of suitable activities are vaccination administration, final checking of dispensed items, monitoring of blood pressure or other physical assessment, completing an incident report, or taking in a medicine information enquiry.

→ [Click here for more information](#)

Case based discussion (CBD) – In a CBD you can discuss pharmaceutical management and understanding of a patient case with your supervisor. During the discussion, your supervisor should probe your knowledge and approach to managing the case. For example, a CBD might cover a patient care interaction and intervention with a patient who has a chronic illness such as diabetes.

→ [Click here for more information](#)

Medicines related consultation framework (MRCF) – The MRCF is a structured validated patient-centred approach to patient consultation. It supports you in developing consultation skills. This tool enables the supervisor to assess whether you are an effective communicator and able to shape the patient's behaviour through a shared agenda to ensure medicines optimisation.

→ [Click here for more information](#)

Peer-assessed learning

Suggested prioritised IFPP learning outcomes: 1.1, 1.2, 1.4, 1.8-1.14, 4.1-4.3

This is a new type of assessment designed to enable peer learning. The web-based platform will allow you to upload an anonymous case study, which your peers and educational supervisors can review and provide feedback. The system allows peers to learn from each other, promotes positive feedback to improve the care provided, stimulates reflection on critical incidents and interesting patients and enables sharing of experience between pharmacists. As part of the IFPP you are required to submit one case, and review three others.

Further information regarding peer-assessed learning will follow.

360-degree feedback

Suggested prioritised IFPP learning outcomes: 1.10-1.14, 2.1-2.8, 3.9, 4.1-4.3

A 360-degree feedback tool is a validated method of gaining perspective from your colleagues to help you identify positive areas of your behaviour and performance, as well as areas that may benefit from improvement. It is an opportunity for both personal and professional development.

To assist you and your supervisor a flow chart of the 360 process will be shared on the RPS ePortfolio.

Reflective summaries

Suggested prioritised IFPP learning outcomes depends on contents of reflections.

Written reflections are an essential part of documenting your learning. Reflection is your opportunity to consider how your practice has changed because of your learning. Reflections can also help you identify how best to show that you have met a particular learning outcome. You are required to complete two reflective summaries during the IFPP – a template can be found in your RPS e-portfolio.

4. Optional elements

In addition to the five essential elements, the IFPP offers four additional options for you to consider. Whilst completion is not mandated, they are available to support you with specific learning and development needs which will support your future professional practice. This section provides you with further information about what additional LOs you could achieve by completing these elements.

Please keep in mind that some of these will be only available on specific dates and will require you to enrol.

Complex decision making

Date: already available

Suggested IFPP learning outcomes: 1.1, 1.2, 1.4, 1.8, 1.9.

This extremely useful session and resource were shared in December 2020. This includes a webinar that introduces complex decision making, a comprehensive guide, infographics, and a template to support your reflection on decision you have made. Please take the time to visit these resources if you did not have time during the challenges of the winter. The resources and webinar recording can all be found [here](#).

Integrated care systems

Date: 19th May 2021

Suggested IFPP learning outcomes: 1.1, 1.8-1.9, 1.12, 1.14, 2.1-2.2, 2.4-2.8, 3.8, 3.10, 4.3, 4.5.

Integrated care systems (ICS) were established to address the challenges of fragmented provision of care and services across the health and care system in England. Integrated care systems drive the provision of coordinated services between organisations, tailored to the local population through partnership working between the NHS, local councils, and strategic partners. Pharmacists work across various health and care settings as key members of the ICS workforce. A learning event to introduce you to Integrated Care Systems will take place in May. This will help you develop an understanding of the pharmacist's role within the ICS in your area, the role of other members of the ICS workforce and teams and an awareness of key relations to start to build your network of practice in the provision of patient-centred care. A link to register for the event will be shared soon.

LEEP (Leading through Education to Excellent Patient care)

Dates: Cohort A 27th May & 5th June 2021 and Cohort B 10th June & 19th June 2021

Suggested IFPP learning outcomes: 3.6, 3.8-3.10

The importance of leadership – As a pharmacist you are already (or will in future be) working as a leader in your organisation. This interactive learning event will support you to further enhance your leadership skills and reflect on your leadership style.

About LEEP – This programme provides a multi-dimensional and interactive approach to development focusing on three perspectives: developing as an individual, developing your network and developing system literacy.

How this links to the IFPP – The IFPP is designed for provisionally registered pharmacists in England. It will provide you with the support you need when making the transition to becoming a fully registered foundation pharmacist and beyond. This learning event is a national pilot and will be offered to all provisional registrants currently registered on the IFPP. We are going to run two events per module and will only be offering modules 1 and 2 as part of the IFPP.

Modules 1 and 2 will support you to meet some of the IFPP learning outcomes in domains 1 to 3, professional practice, communication and collaborative working & leadership and management. This learning may be used when writing your reflective summaries as part of your IFPP e-portfolio.

Medicines Information and Critical Thinking

Date: July 2021

Suggested IFPP learning outcomes: 1.1, 1.4, 1.8, 1.9.

As a pharmacist involved in patient care you will need Medicines Information (MI) skills i.e., clinical problem-solving skills to optimise medicines use and to be able to confidently extract and communicate information to patients, as well as other healthcare professionals.

The following MI and Critical Thinking Learning Event resources will be available to you via the [Learning Hub](#):

- A workbook (which signposts you to a range of useful and freely accessible MI resources) with cases for you to work through and reflect on either individually, with your peers and/or with your Educational Supervisor.
- A series of short bitesize videos which focus on critical thinking. These will cover a range of topics, including how to approach clinical questions/queries.

These resources will provide you with a framework of skills and knowledge that you can use when presented with novel situations in practice, supporting you in making decisions where evidence maybe limited or where patients are complex.

5. Programme completion

Upon completion of the Interim Foundation Pharmacist Programme (IFPP), pharmacists will receive a Health Education England (HEE) **Statement of Development** against the IFPP.

The process of completing the programme and receiving a statement of development will include an educational appraisal with your educational supervisor. Further details and guidance will be released in due course.

We strongly recommend that trainees and educational supervisors map evidence to learning outcomes as they progress in the programme to make this process easier.

Please note that to attain a **Statement of Development**, you do not have to achieve sign-off for all the IFPP learning outcomes. We understand that, due to the pressures of the pandemic, you may be in the process of working towards some of the learning outcomes but might not feel they are complete yet. In this situation you should include an action plan of how you intend to address these remaining learning outcomes in your PDP.