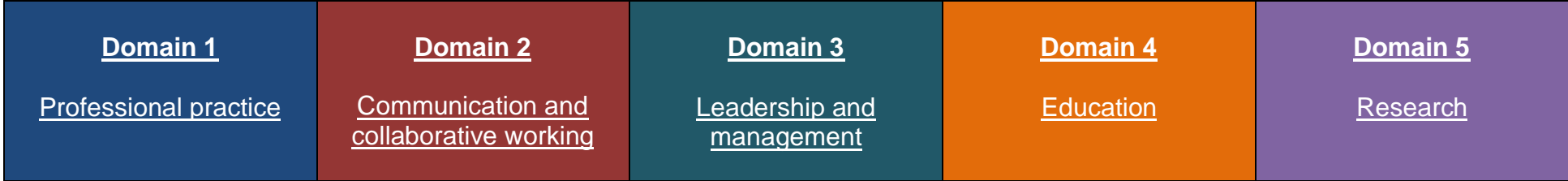# IFPP Learning Opportunities

This guidance has been produced by HEE to support foundation pharmacists in creating action plans that result from their learning needs analysis. It provides you (and your supervisors) with links to free to access resources that are appropriate to support your learning and development throughout the Interim Foundation Pharmacist Programme – **each resource has been mapped against the IFPP Learning Outcomes**. This list of learning opportunities is not exhaustive and can be used alongside other resources available to you locally. Please note you may be required to register to access some of the resources. Further information regarding the registration process for all IFPP resources can be found at the end of this document.

The IFPP Learning Outcomes

The five domains of the new IFPP Learning Outcomes have been developed to focus on confidence, proficiency and decision-making. The learning outcomes have been categorised as high priority (in bold) and longer-term priority (in grey italics). The high priority outcomes were identified as those deemed to be essential for delivery of patient facing services and realistically could be completed within the duration of the IFPP. Due to the registration exam and other significant pressures on current foundation pharmacists the remaining outcomes should be regarded as longer-term priority.

Domain 1	Domain 2	Domain 3	Domain 4	Domain 5
Professional practice	Communication and collaborative working	Leadership and management	Education	Research

Practice Points

To gain the maximum learning from the IFPP the single most important factor is making the most of all learning opportunities. Here are some good practice points to enable you to get the most from experiences within the IFPP. Whilst these practice points will be useful for all those following the IFPP, some of these relate to workplace learning and are only applicable for those in employment.

1. Learning outcomes are achievable in any setting. You do not have to be providing direct patient care to practice clinical pharmacy. Working as a foundation pharmacist there are numerous opportunities to put core clinical knowledge into practice.

2. The biggest challenge you will face when collating evidence of clinical competence is managing to keep up with recording all the contributions you make daily. You will find you can apply your knowledge and competence into everyday practice, e.g. there are plenty of opportunities for learning in every dispensary.

3. During your induction period, you will work your way through various tasks to ensure competence within patient services. Once completed this should be added to the portfolio of evidence and mapped against the learning outcomes.

4. Reflection on critical incidents, such as errors or near misses, are a very important contribution to care. You should use critical incidents as the basis for your learning; using tools such as reflective summaries to document your learning.

5. You must plan your learning to accommodate other demands on your time, leaving room for spontaneous learning too. New learning opportunities can arise from unplanned events. All foundation pharmacists will encounter medicines optimisation issues on a regular basis; most will stem from direct patient care, but they may also stem from other activities.

6. If you are asked to undertake a role or task that is not part of your everyday practice, look for the opportunity to identify new learning needs.

7. Make the most of your non-pharmacy colleagues (e.g. doctors and nurses); not only should they help complete 360 feedback but they are a useful source of information, e.g. foundation pharmacists should have frequent conversations with other members of the multi-disciplinary team, asking questions to aid in their practice and improve patient safety. Providing information about medications to other healthcare professionals or patients is a great opportunity to learn.

8. Foundation pharmacists working in secondary care should use all on-call enquiries as contributions to care. You should ask senior colleagues to review these enquiries to guide in your development.

9. You may be expected to provide leadership within operational pharmacy services, which can provide fruitful opportunities for generating evidence.

10. Queries and problems raised and the method in which you resolve them can demonstrate various skills and competence. You may want to consider including testimonials and thank you letters in your evidence.

	Capabilities		Outcomes (priority outcomes for provisionally registered pharmacists are **bold**)	Resources
Domain 1 Professional practice	**Applies clinical knowledge and skills in practice**	**1.1**	**Applies evidence based clinical knowledge and up to date guidance to make suitable recommendations or take appropriate actions with confidence**	▪ [Clinical Pharmacy and therapeutics (CPPE)](#) ▪ Prescribing and therapeutics modules [(SCRIPT)](#) ▪ Various clinical modules [(eLfH)](#) ▪ Various clinical pharmacy and public health (CPPE) ▪ Various clinical topics and specialist topics [(MLP)](#)
		1.2	**Undertakes a holistic clinical review of a person's medicines to ensure they are appropriate**	
		1.3	*Conducts patient clinical examinations and assessments, gathers information and takes histories proficiently; develops diagnostic skills*	
	Draws upon and critically appraises appropriate information to inform decision making; manages uncertainty and risk appropriately	**1.4**	**Accesses and critically appraises appropriate information to make evidence-based decisions in an efficient and systematic manner; ensures high attention to detail is maintained when making decisions regarding the individual receiving care**	▪ Critical Evaluation [(MLP)](#) ▪ Decision Making [(MLP)](#) ▪ [Emotional resilience (PS)](#) ▪ Freedom to speak up [(eLfH)](#) ▪ IFPP Microlearning: Health and Wellbeing (HEE) ▪ Medicines Optimisation [(CPPE)](#) ▪ Public Health [(CPPE)](#) ▪ Risk management [(CPPE)](#) ▪ Various clinical modules [(eLfH)](#)
		1.5	*Identifies and manages uncertainty and risk appropriately*	
		1.6	*Takes the cost-effectiveness of a decision into account where necessary, working to the appropriate formulary*	
		1.7	*Proactively recognises and corrects the overuse of medicines; positively impacts on the usage and stewardship of medicines at an individual and population level*	

	Capabilities	Outcomes (priority outcomes for provisionally registered pharmacists are **bold**)		Resources
Domain 1 Professional practice	**Delivers person-centred care**	1.8	**Keeps the individual at the centre of their approach to care at all times**	▪ Clinical Pharmacy and therapeutics (CPPE) ▪ Medicines Optimisation (CPPE) ▪ Shared decision making (eLfH) ▪ Various clinical modules (eLfH)
		1.9	**Supports and facilitates the seamless continuity of care for each individual**	
	Practises professionally	1.10	**Actively practises honesty and integrity in all that they do; upholds a duty of candour**	▪ Critical Evaluation (MLP) ▪ Decision Making (MLP) ▪ Deprivation of liberty Safeguards (eLfH) ▪ Leadership resources (CPPE) ▪ Medicines Optimisation (CPPE) ▪ Mental Capacity Act (eLfH) ▪ Mental Capacity Act and Consent (eLfH) ▪ Professional standard (GPhC) ▪ Shared decision making (eLfH)
		1.11	**Treats others as equals and with dignity and respect, supporting them regardless of individual circumstances or background; actively promotes this in their practice**	
		1.12	**Is accountable and responsible for own decisions and actions, understanding the potential consequences of these decisions across the whole care pathway**	
		1.13	**Works within ethical guidelines and legal frameworks, including consent and confidentiality; seeks to gain permission from the individual before accessing confidential records where necessary**	
		1.14	**Recognises and works safely within own level of competence, understanding the importance of working within this; knows when it is appropriate to refer or escalate a situation**	

	Capabilities		Outcomes (priority outcomes for provisionally registered pharmacists are **bold**)	Resources
Domain 2 **Communication and collaborative working**	**Communicates effectively, placing the patient at the centre of any interaction**	2.1	**Assimilates and communicates information clearly and calmly to individuals receiving care, or those involved in an individual's care, through different mediums; tailors messages depending on the audience; responds appropriately to questions; adapts language in challenging situations**	▪ Building positive relationships (PS) ▪ Communicating with empathy (eLfH) ▪ Communication (MLP) ▪ Consultations skills (CPPE) ▪ Customer service (CPPE) ▪ Improving social skills and connections (PS) ▪ Presenting well (CPPE) ▪ Shared decision making (eLfH)
		2.2	**Uses effective questioning, active listening and identifies nonverbal cues when engaging with individuals receiving care, or with those involved in an individual's care, to support own decision-making process**	
		2.3	Consults with individuals through open conversation; explores physical, psychological and social aspects for that person, remaining open to what an individual might share; empowers the individual creating an environment to support shared decision making around personal healthcare outcomes and changes to health behaviour	
		2.4	**Demonstrates empathy; seeks to understand a situation from the perspective of each individual; builds rapport with colleagues and individuals receiving care**	

	Capabilities		Outcomes (priority outcomes for provisionally registered pharmacists are **bold**)		Resources
Domain 2 **Communication and collaborative working**	**Collaborates with the wider pharmacy and multidisciplinary team to promote positive patient outcomes**	2.5	**Builds strong relationships across the multidisciplinary team; works in partnership to promote positive outcomes; delegates and refers appropriately to members of the pharmacy and multidisciplinary team, demonstrating an awareness of and using the expertise and knowledge of others.**		▪ Building assertiveness (PS) ▪ Building positive relationships (PS) ▪ Communicating with empathy (eLfH) ▪ Consultations skills (CPPE) ▪ Critical Evaluation (MLP) ▪ Customer service (CPPE) ▪ Decision Making (MLP) ▪ Feedback guide (CPPE) ▪ Guide to being Influential (CPPE) ▪ Guide to delegating (CPPE) ▪ Guide to networking (CPPE) ▪ Helping others learn (CPPE) ▪ Improving social skills and connections (PS) ▪ Leadership: Edward Jenner (NHSLA) ▪ Presenting well (CPPE) ▪ Shared decision making (eLfH)
		2.6	**Demonstrates confidence in speaking to healthcare professionals across the multidisciplinary team; uses appropriate language to influence others**		
		2.7	Recognises the value of members of the multidisciplinary team across the whole care pathway, engages with them effectively and draws on those, both present and virtually, to develop breadth of skills and support own practice		
		2.8	Support members of the multidisciplinary team in the safe use of medicines and to meet the individual needs of those receiving care; effectively influences the decision-making process across the team regarding medicines, where appropriate		

	Capabilities		Outcomes (priority outcomes for provisionally registered pharmacists are **bold**)	Resources
Domain 3 Leadership and management	**Promotes pharmacy services and develops the profession**	**3.1**	**Proactively, demonstrates and promotes the value of pharmacy across other healthcare professionals; educates the public about the role of the pharmacy team within individual healthcare management**	▪ Building positive relationships (PS) ▪ Communicating with empathy (eLfH) ▪ IFPP FP Forum (HEE) ▪ Improving social skills and connections (PS) ▪ Leadership resources (CPPE) ▪ Leadership: Edward Jenner (NHSLA) ▪ Shared decision making (eLfH)
		3.2	*Communicates vision and goals to the broader team to support with achieving group tasks*	
		3.3	*Critically analyses business needs; is mindful of commercial aspects within the pharmacy context; seeks to promote new pharmacy services*	
		3.4	*Draws upon networks to understand the range of clinical, medicines-related and public health activities offered by a pharmacist in all sectors and across the care pathway; recognises the changes to and the opportunities within the future role of pharmacists; seeks out opportunities to modify own approach and deliver different services*	
	Recognises opportunities for change, innovation and quality improvement	*3.5*	*Is open to new approaches and ways of completing work tasks and appropriately challenges others to consider change to improve the quality of care; shares own innovative ideas to improve working practices, both internally and externally*	▪ Effective change guide (CPPE) ▪ Leadership resources (CPPE) ▪ Leadership: Edward Jenner (NHSLA) ▪ Medicines Optimisation (CPPE) ▪ Professional standards (GPhC) ▪ Risk management (CPPE)
		3.6	**Effectively identifies and raises concerns regarding patient safety and risk management; seeks to improve the quality and safety of the use of medicines routinely**	

	Capabilities	Outcomes (priority outcomes for provisionally registered pharmacists are **bold**)		Resources
Domain 3 Leadership and management	**Demonstrates self-awareness, resilience and adaptability**	*3.7*	*Demonstrates self-awareness and emotional intelligence within the role, reflects on and understands the impact a situation may have on one's own resources*	▪ Being resilient (CPPE) ▪ Destress you (CPPE) ▪ Emotional resilience (PS) ▪ Leadership resources (CPPE) ▪ Leadership: Edward Jenner (NHSLA) ▪ Reflection Guidance (GPhC) ▪ Stress management (PS) ▪ Time management (CPPE)
		3.8	**Remains composed in situations involving the individual receiving care, or involving colleagues, even in challenging or high-pressured situations; develops and draws upon support network in challenging situations**	
		3.9	**Effectively, efficiently and safely manages multiple priorities; maintains accuracy when in a challenging situation; manages own time and workload calmly; demonstrating resilience**	
		3.10	**Works flexibly within unfamiliar environments; is able to adapt and work effectively across different sectors within the pharmacy profession by applying previous learning to new settings**	

Capabilities	Outcomes (priority outcomes for provisionally registered pharmacists are **bold**)		Resources
Develops personally through proactively identifying learning opportunities and reflecting on feedback	4.1	**Demonstrates a positive attitude to development within the role; proactively seeks learning experiences to support own practice, and has a desire and motivation to try new things**	▪ IFPP Microlearning: Action planning (HEE) ▪ IFPP Microlearning: Effective feedback (HEE) ▪ Life skills - developing your potential (CPPE) ▪ Reflection e-lecture (CPPE) ▪ Reflection guidance (GPhC) ▪ Revalidation guidance (GPhC) ▪ Training needs analysis guide (CPPE)
	4.2	**Demonstrates a commitment to self-development throughout own career; reflects on personal strengths, areas for development and potential barriers to achieving these; develops a personal development plan that reflects the breadth of ongoing professional development and includes potential innovations in medicine and practice development**	
	4.3	**Seeks feedback and support from colleagues where appropriate; is receptive to information or advice given to them by others to make changes to own practice**	
Supports the education and development of colleagues	4.4	*Acts as a role model, mentoring and leading others within the pharmacy and multidisciplinary team, where appropriate*	▪ Consultation skills (CPPE) ▪ Educator Training Resources – Various (eLfH) ▪ Helping others learn (CPPE) ▪ IFPP: Various Supervision resources (HEE) ▪ Leadership resources (CPPE) ▪ Leadership: Edward Jenner (NHSLA) ▪ Mentoring (CPPE)
	4.5	**Provides the pharmacy and multidisciplinary team with information and education, for example on clinical, legal and governance aspects of medicine**	
	4.6	*Effectively uses own expertise to provide guidance, support or supervision for less experienced members of the pharmacy and multidisciplinary team*	

Domain 4 Education

	Capabilities	Outcomes (priority outcomes for provisionally registered pharmacists are **bold**)		Resources
Domain 5 Research	**Participates in research and manages data appropriately**	5.1	*Seeks to be involved in research activities; actively disseminates outcomes to appropriate audiences*	▪ Critical evaluation (MLP) ▪ Data security awareness (eLfH) ▪ Presenting well (CPPE) ▪ Research (CPPE) ▪ Research (MLP)
		5.2	*Demonstrates an understanding that data can support improving care; values the importance of the skills required for identification, interpretation, analysis and the effective use of data within clinical practice; considers how to use data to improve outcomes for individuals; adheres to digital copyright, intellectual property and privacy rules and regulations*	

IFPP Resources and Registration Information

In order to access all of the resources available to you as part of the IFPP you are required to access several external websites, some of which require a registration process. Details are provided below:

Essential Resources

IFPP Registration
Complete the IFPP Registration Form to register on to the programme.
You can access the IFPP Registration - Eligibility and Process Flowchart for further guidance.

IFPP Updates
You can register to receive the weekly IFPP updates by emailing fpp@hee.nhs.uk stating 'IFPP Updates' in the subject header.
These updates are how we will communicate all the latest information about the IFPP.

CPPE Foundation Pharmacist Programme Registration (Independent / small multiple pharmacy / primary care and Health in Justice settings only)
Please register with the Foundation pharmacist programme via the CPPE website if you work in an independent or small multiple pharmacy setting, primary care or Health in Justice.
This is additional to the IFPP registration outlined above.

RPS E-Portfolio
You can access the RPS E-portfolio by logging in via your existing RPS account or registering for free as a 'registered user'.

NHS Learning Hub
The IFPP is developing a catalogue of resources to support both you and your supervisor(s); these will be hosted on a bespoke site within the NHS Learning Hub.
You can register with the Learning hub with either:
- An NHS email address
- An OpenAthens account

SCRIPT
Please sign up to SCRIPT to access a comprehensive suite of e-learning modules relating to prescribing and therapeutics across a wide range of subjects.

NHS OpenAthens account
Register here for an NHS OpenAthens account to access a wealth of resources to support evidence-based healthcare. (See appendix 1 for OpenAthens registration process)

The following resources are accessible with an OpenAthens account:
- NHS Learning Hub
- BMJ Best Practice
- Journals and Databases

Other Recommended Resources

Medicines Learning Portal (MLP)
You can access the MLP resources without any registration process on the MLP website.

General Pharmaceutical Council (GPhC)
Resources provided by the GPhC are available on the GPhC website.

NHS Leadership Academy (NHSLA)
The NHS Leadership Academy offers a range of tools, models, programmes and expertise to improve leadership behaviours and skills. More information is available on their website.

Pharmacist Support (PS)
Pharmacist Support is an independent charity providing a variety of support services to pharmacists and their families. See their website for further information.

CPPE
Please register with CPPE to access a large selection of pathways, programmes and assessments relevant to pharmacy practice.

e-Learning for Healthcare (eLfH)
Provides e-learning modules to educate and train the health and social care workforce. You can access e-Learning for Healthcare (eLfH) in the following ways:
- Register with eLfH using an NHS email address
- Log in to the CPPE website and access eLfH modules from the e-learning portfolio
- Using your OpenAthens log in, select 'Sign on with OpenAthens' from the login page.

Produced by Lisa Ainsworth and Jonathan Foster, Health Education England.
While every care has been taken over this document, errors can occur. Please contact fpp@hee.nhs.uk with the subject "LO" to report any issues.
If you use assistive technology (such as a screen reader) and need a version of this document in a more accessible format, please email fpp@hee.nhs.uk.

Appendix 1 – NHS OpenAthens

To access many of these resources and additional learning on the NHS Learning Hub, you will need an NHS OpenAthens account. One username and password gives you access to a wide range of resources bought for the NHS, as well as additional resources that your local organisation may provide.

To register, go to https://openathens.nice.org.uk/.

Fill in the boxes using your work details:
- Use a NHS work email address, if you have one (this speeds up the approval process)
- In the "Please enter your organisation" box start typing the name of the organisation you're working in, wait a few seconds for a list of options to appear, then click on the appropriate one to select it
- If you work in a GP practice, try typing GPs and your region (either North, Midlands, South West or London, Kent, Surrey and Sussex) and select the appropriate option
- If you work in a community pharmacy, other employer not listed or not in employment, type **Other eligible** and click on the option that comes up with your region.
- In the following box, please type Foundation Pharmacy Programme: In "Position/job title" put *Foundation Pharmacist*

You will receive an email to the email address you registered with (check your junk/spam mail folder). This email has your NHS OpenAthens username. It also has an activation link in the email – click on the link to set your password.

To find which resources you can now access, login to your account at https://openathens.nice.org.uk/Auth/Login. Enter your NHS OpenAthens username or the email address you registered with, and the password you chose.

Then click on **My Resources**. You will see a list of everything you can access with your NHS OpenAthens account – just click on the name of a resource to be taken to their website.

Some resources need you to select an institution before letting you login. Just type in **NHS in England** and select that option