

# Newly Qualified Pharmacist Pathway Information for Learners

## Introduction

The GPhC's [Pharmacy Initial Education and Training Standards](#) will transform pharmacist careers. They aim to deliver a workforce of confident and proficient practitioners who have the skills and knowledge to play a greater role in the clinical care of patients and the public. As these changes are underway it is important that you, as a newly qualified pharmacist in the interim period, have access to the support and guidance you need to feel confident in your roles. The Newly Qualified Pharmacist Pathway from NHS England (NHSE) will support you on this journey and this document will provide you with the information you need to get started.



## The pathway

NHSE have developed the Newly Qualified Pharmacist Pathway for pharmacists in all sectors of the profession. It has been designed to complement your working practice and any existing workplace programmes and post-graduate diplomas that you may have access to. The pathway aims to build on your existing skills and will focus on the application of your knowledge and skills into everyday practice, creating opportunities for you to enhance patient care.

This optional pathway is underpinned by a standardised set of revised learning outcomes and is supported by access to the Royal Pharmaceutical Society (RPS) e-Portfolio, funded by NHSE. It is designed to be a flexible learning pathway that is led by you – giving you greater control over the pace of your professional development journey.

The pathway will provide benefits to both you and your employers by:

- Augmenting and enhancing existing learning programmes
- Fostering a culture of life-long learning and career-long professionalism
- Giving you access to an e-portfolio for professional development
- Providing access to a range of resources to support you to develop your professional skills

**Due to the vocational nature of the pathway, there will be no mandated assessments or time out of practice, giving you and your educational supervisor greater flexibility over assessing your progress against the learning outcomes.**

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## Elements for success

Working with partners and stakeholders, NHSE have identified four elements which support **workplace learning** and contribute to your growth:

### Curriculum

The RPS [Post-registration Foundation Pharmacist Curriculum](#) includes learning outcomes which are designed to help you grow as a confident practitioner who can provide increasingly complex care.

### Access to an e-portfolio

The RPS [e-Portfolio](#) is mapped to the RPS Post-registration Foundation Pharmacist Curriculum learning outcomes to help you to assess your own learning needs, develop an action plan, and reflect upon your experiences over time. Learners with access to alternative e-portfolio platforms, mapped to the curriculum above, may choose to use those instead.

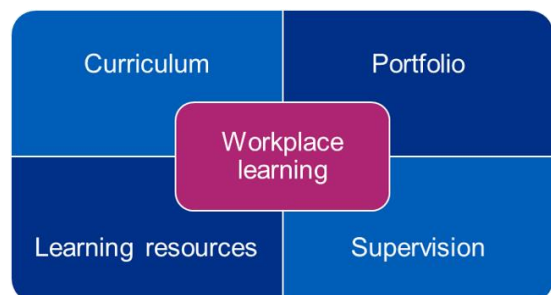
### Learning resources

We have mapped curated resources against the new curriculum domains. This [virtual resource library](#) will support your professional development, based on your individual learning needs, and will complement resources available locally.

### Access to supervision

NHSE will provide funding for learners who work in NHS Trusts or for Boots UK to support your educational supervision.

For all other learners, CPPE (Centre for Pharmacy Postgraduate Education) is funded to provide your educational supervision and support which can be accessed through the [CPPE Newly Qualified Pharmacist Programme](#).



## Progression to advanced practice

We consider the pathway to be the third step of the continuum of learning and development in most pharmacists' careers. This continuum represents a transition from directed learning to self-directed learning as your career progresses.



We anticipate that you will follow the pathway for between one and three years (depending on your pace of development against the learning outcomes), until you are ready to progress to enhanced or advanced practice. For more information about how this pathway supports independent prescribing visit the [Newly Qualified Pharmacist Pathway](#) page.

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## Getting started on the pathway

Information about enrolment can be found on the [Newly Qualified Pharmacist Pathway](#) page.

### Identify your educational supervisor

- **For learners in NHS Trusts or working for Boots UK**, your employer will identify your educational supervisor.
- **For learners in Health and justice, community pharmacy (excluding Boots UK), and primary care\***, access is through the [CPPE Newly Qualified Pharmacist Programme](#). Pharmacists who are returning from a career break may also be eligible to apply.

Those registered with the CPPE programme will benefit from fully funded access to educational supervision, a full learning programme, and the RPS e-Portfolio.

*\*If you are working in primary care and you are employed as part of the PCN (Primary Care Network) Additional Roles Reimbursement Scheme (ARRS), you are not eligible to apply for the CPPE Newly qualified pharmacist programme. You will be expected to enrol onto the CPPE Primary care pharmacy education pathway (PCPEP) instead.*

**Please note:** There is separate guidance available for educational supervisors to support you with access to the pathway.

## First steps on the pathway

For those working in health and justice, community pharmacy (excluding Boots UK) and primary care\*, register with the CPPE Newly Qualified Pharmacist Programme via the [CPPE website](#).

For pharmacists accessing the Newly Qualified Pharmacist Pathway through their employer, we have produced this short step-by-step guide to getting started:

- 1** To join the Newly Qualified Pharmacist Pathway, you need to be assigned an educational supervisor. Speak to your employer/line manager to identify a suitable person to undertake this role.
- 2** Familiarise yourself with the [RPS Post-registration Foundation Pharmacist Curriculum](#).
- 3** Access this microlearning on [Portfolio development](#) for information about why a portfolio will be of benefit to you.
- 4** Consider how you will plan and document your development. If you are using the RPS e-Portfolio, login and have a look at the functionality. More information is available from the [E-Portfolio Guide for Learners](#).

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Complete a learning needs analysis to identify your developmental needs. More information about this tool can be found here – [Learning needs analysis](#).

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Finally, find out why supervision is such an important part of your career by accessing this [introduction to supervision](#).

Please discuss how the Newly Qualified Pharmacist Pathway will support your development with your educational supervisor (either via your employer or CPPE).

### E-Portfolio support

The RPS has run webinars to support the launch of the e-Portfolio, and a [recorded navigation tour is available on the RPS website](#).

### Frequently Asked Questions

More information is available on the [Newly Qualified Pharmacist Pathway](#) page, including Frequently Asked Questions and a 'Getting started' guide for educational supervisors.

### Contact us

If you require technical support with the RPS e-Portfolio, please contact their support team (Monday to Friday, 9am-5pm) at: [eportfolio@rpharms.com](mailto:eportfolio@rpharms.com).

If you have any further questions, please contact your NHSE regional team or CPPE using the details on the [Newly Qualified Pharmacist Pathway](#) page.