

# Newly Qualified Pharmacist Pathway

## Information for educational supervisors

NHS England's (NHSE) [Newly Qualified Pharmacist Pathway](#) is designed to help learners across all sectors of pharmacy to meet their development needs in the early stages of their professional practice. The pathway is optional, learner-led and designed to fit around working practice, whilst augmenting and enhancing existing workplace programmes and postgraduate learning. It will help newly qualified pharmacists make the transition to more independent, self-directed learning and is part of the continuum of development towards enhanced and advanced practice.



This guide aims to give you the information you need to get started as an educational supervisor (ES) on the Newly Qualified Pharmacist Pathway. For further information about the key features, benefits, elements for success and learner eligibility criteria, and Frequently Asked Questions, please see our [Newly Qualified Pharmacist Pathway webpage](#).

### How does the pathway enhance existing learning programmes?

Many newly qualified pharmacists will already be accessing structured learning (such as post-graduate clinical diplomas or CPPE learning resources) or employer-led programmes. The Newly Qualified Pharmacist Pathway is not intended to replace these. Instead, it is designed to complement them, allowing the learner to capture all their formal and informal learning and development in their e-Portfolio, including everyday work-based activity as well as academic qualifications. This broader view of the learner's clinical practice better reflects their development journey as they move towards advanced practice. For more information about how this pathway supports independent prescribing visit the [Newly Qualified Pharmacist Pathway webpage](#).

While the pathway is optional, we strongly encourage all eligible pharmacists to enrol so that they may benefit from:

- The [RPS Post-Registration Foundation Curriculum](#) and revised learning outcomes
- The [RPS e-Portfolio](#), supporting learners in reflecting on their development and learning (note, alternative e-Portfolios can be used provided they are mapped to the correct curriculum)
- The [virtual library of resources](#) mapped against the curriculum domains
- Workplace supervision

### How do I get started as an education supervisor?

Learners enrolled on the pathway must have a named educational supervisor (ES). The pathway is designed to support the development of self-directed learning skills and therefore your role as an ES is supportive – to keep learners on track and facilitate their progress against the [RPS Post-Registration Foundation Curriculum](#) learning outcomes.

Good quality supervision is critically important, and the five steps below are designed to help you get started as an ES on the pathway:

- 1 [Sign up for the regular NHSE IET updates](#) for the latest news.
- 2 Encourage your learner to think about how they will plan and document their learning. If they are using the RPS e-Portfolio, signpost them to this
- 3 Register for collaborator/supervisor access on the e-Portfolio.
- 4 Review the available ES training (see below) and refresh your knowledge and skills if necessary.
- 5 Schedule your first review meeting with your learner, to review their [learning needs analysis \(LNA\)](#) and action plan.

### What educational supervisor training is available?

Pharmacists who are new to supervision may wish to start with this [introduction to supervision microlearning](#).

NHSE offers these e-learning for healthcare (eLH) [Pharmacy Educational Supervisor Training](#) resources. As a minimum you should have completed [Module 1 \(Core Skills\)](#) within the last two years, and we would also encourage you to undertake [Module 2 \(Enhanced Skills\)](#). Education supervisors will be able to use this as evidence towards their advanced practice portfolio.

We recognise some supervisors may have completed equivalent learning through an accredited provider, such as a regional NHSE-funded course, HEI-delivered supervisor training or CPPE educational supervisor training.

An important element of the Newly Qualified Pharmacist Pathway is access to an appropriately mapped e-Portfolio. If your learner is using the NHSE-funded RPS post-registration foundation e-Portfolio, there are webinars available on the [RPS website](#) which explain how to use it.

In addition, NHSE has developed a series of short videos to support the core elements of the pathway. These can be found on the [Newly Qualified Pharmacist Pathway webpage](#).

### Are employers able to access funding support?

Employers supporting eligible learners on the pathway are able to access funding. NHSE will contact employers twice a year to initiate these payments. If you have any questions about this process, contact your regional NHSE team below.

### 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.