

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 they need 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 own skills and knowledge. The Newly Qualified Pharmacist Pathway from HEE will support you on this journey and this document will provide you with the information you need to get started.



The pathway

HEE 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 further enhance patients' care.

This optional pathway is underpinned by a standardised set of revised learning outcomes and is supported by access to the RPS e-Portfolio, funded by HEE. 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 an e-portfolio for professional development
- providing access to a range of resources to support you 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 HEE identified four elements which support **workplace learning** and contribute to your growth:

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.

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.

Learning resources

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

Access to supervision

NHS trusts and certain large multiple community pharmacy employers will be provided with funding to support your educational supervision as a key element of the pathway. For all others, Newly Qualified Pharmacists educational supervision should be accessed through the [CPPE Newly qualified pharmacist programme](#).



Progression to advanced practice

We consider the pathway to be the third part 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 [HEE Newly Qualified Pharmacist Pathway](#) page.

Getting started on the pathway

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

Identify your educational supervisor

- If you are employed in **community pharmacy (except those with in-house training programmes), primary care*, health and justice or as a locum**, access is through the CPPE [Newly qualified pharmacist programme](#). Those registered with the CPPE programme will benefit from fully funded access to educational supervision, a full learning programme, and the RPS e-Portfolio. The CPPE programme is for eligible pharmacists working in community pharmacy, primary care* and health and justice (including locums).

*If you are employed as part of the PCN Additional Roles Reimbursement Scheme (ARRS), you will be expected to enrol for the CPPE Primary care pharmacy education pathway as a requirement of the PCN Directed Enhanced Service (DES) specification. [Find out more about the pathway and how to apply](#).

- For **community pharmacy large multiples and secondary care pharmacy (hospital and mental health trusts)**, your employer will identify your educational supervisor.

Please note: There is separate guidance for educational supervisors to support you accessing the pathway.

First steps on the pathway

We appreciate it's sometimes difficult to know where to start. Therefore, we have produced this short step-by-step guide to getting started on the pathway:

1	Familiarise yourself with the RPS Post-registration Foundation Pharmacist Curriculum
2	Register for the RPS e-Portfolio, including nominating your educational supervisor. Either register as an e-Portfolio user** (scroll down page and select become a registered user) or use your RPS log on details if you are a member.
3	Log into the RPS e-Portfolio and have a look at the functionality. More information is available from the E-Portfolio Guide for Learners
4	Access this microlearning on Portfolio development for information about why a portfolio will be of benefit to you.
5	Complete a learning needs analysis to identify your developmental needs. More information about this tool can be found here – Learning needs analysis
6	Finally, find out why supervision is such an important part of your career by accessing this introduction to supervision microlearning.

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**You do not need to become an RPS member to register to use the HEE Newly Qualified pathway e-Portfolio.

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. You can use this link to register for access: [Recorded webinar registration \(for learners\)](#).

Frequently Asked Questions

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

Contact us

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

If you have any further questions, please contact your HEE regional lead or CPPE:

- East of England: pharmacy.me@hee.nhs.uk
- London: lasepharmacy@hee.nhs.uk
- South East: lasepharmacy@hee.nhs.uk
- Midlands: pharmacy.me@hee.nhs.uk
- North East and Yorkshire: medicinesoptimisation.north@hee.nhs.uk
- North West: medicinesoptimisation.north@hee.nhs.uk
- South West, Thames Valley and Wessex: pharmacy.south@hee.nhs.uk
- CPPE *Newly qualified pharmacist programme*: newlyqualified@cppe.ac.uk