

# Newly Qualified Pharmacist pathway



# Initial Education and Training Reforms

- Pharmacist roles have evolved significantly in response to rapid changes in healthcare and pharmacy practice.
- There is a growing demand in the NHS for clinical, patient-facing, accountable pharmacist practitioners across all sectors.
- The fifth (pre-registration) year has become the foundation training year.
- By 2026, the aim is for all pharmacists joining the register to be trained as prescribers and have a greater range of clinical capabilities.



# Post-registration development

- The new five-year initial education and training programme is the first step to a defined career structure for pharmacists.
- Post-registration development will become more structured, creating a continuum of learning and development from novice to higher levels of practice.
- There will be a unified approach to the development of post-registration pathways, including the development of standards, outcomes, curricula and assessments.
- For more information about how this pathway supports independent prescribing visit the [HEE Newly Qualified Pharmacist pathway](#) page.

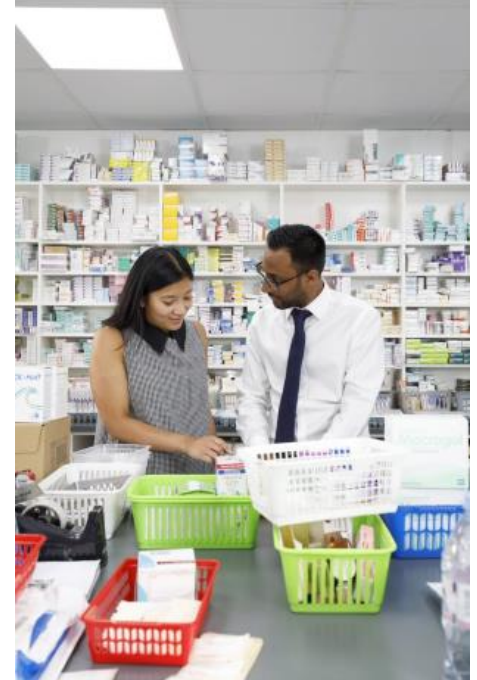
# Pathway overview

- Allows all newly qualified pharmacists consistent opportunities
- Support for pharmacists in the early stage of their career to meet their personal development needs
- Optional, learner-led, designed to fit around working practice
- Aim: to enable people to progress from foundation to career development pathways



# Pathway principles

- The HEE Newly Qualified Pharmacist pathway (NQPh pathway) is designed to start pharmacists on the journey towards advanced practice roles.
- Newly qualified pharmacists need to:
  - ❑ Adjust to the demands of professional practice
  - ❑ Continue to develop clinical reasoning and decision-making skills
  - ❑ Progress leadership and educational behaviours
  - ❑ Apply learning into complex clinical environments
  - ❑ Consider how research is embedded into clinical practice
- The good learning habits developed in the early stages of an individual's career will support them throughout their career development path



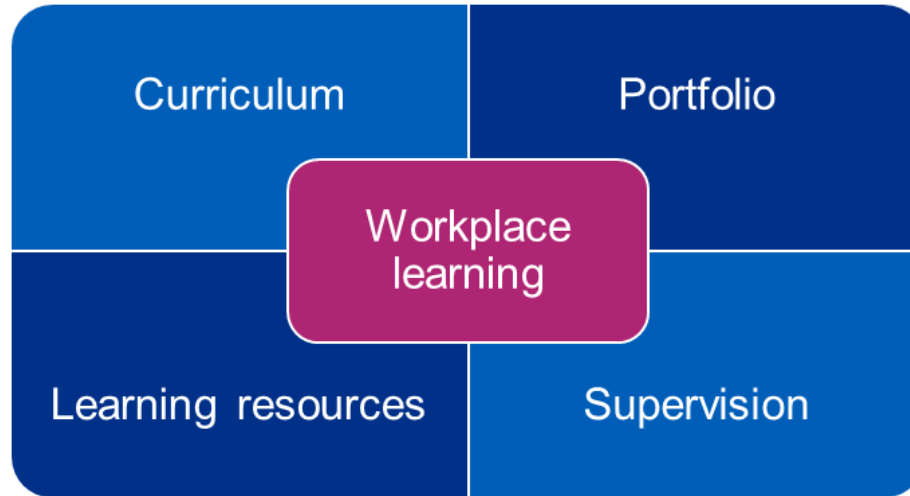
# NQPh pathway: Key points

- Designed for learners across all sectors of pharmacy
- Designed to be flexible and lets the individual tailor their own learning, according to their needs and situation
- Helps meet development needs as learners enter newly qualified practice
- Helps transition to more self-directed learning

*“The goal is to establish lifelong learning along the pharmacy education and career continuum.”*



# Core elements of the pathway



# Who is eligible?

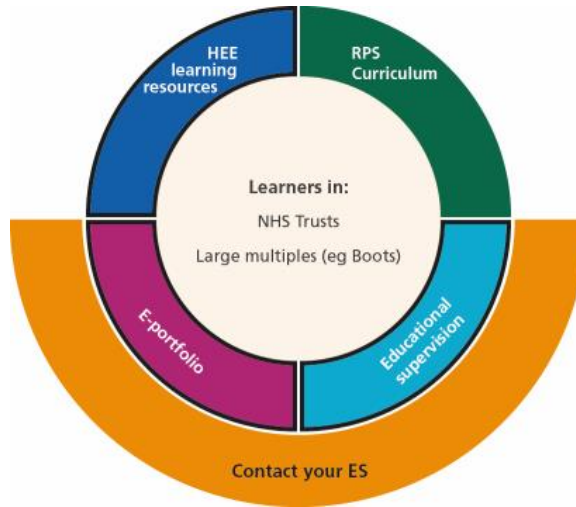
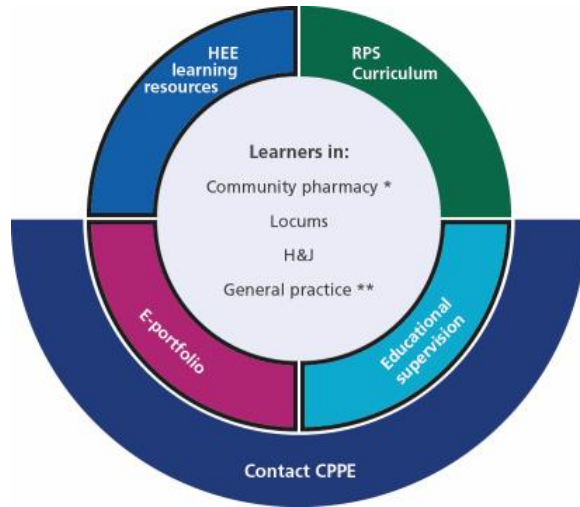
The pathway is open to pharmacists in **any pharmacy sector**, including locums, who:

- Completed their foundation training within a year of pathway registration opening\*
- Have GPhC registration
- Are in employment in England
- Have access to a workplace educational supervisor or are enrolled on the CPPE *Newly qualified pharmacist programme* and have access to an educational supervisor via CPPE.

\* Those who completed their foundation training more than one year before pathway opening should contact their regional HEE pharmacy team or CPPE to discuss available options. Exceptions may include those who have been qualified for longer than a year but have not had access to a HEE-funded learning pathway such as a previous Newly Qualified Pharmacist Pathway or the Primary Care Pharmacy Education Pathway.



# Accessing the pathway



## Key:

- Support funded by HEE as part of the Newly Qualified Pharmacist pathway
- \* Except those organisations with an in-house programme
- \*\* Excluding those enrolled on ARRS scheme

# Learners: Getting started

1	Familiarise yourself with the <a href="#">RPS Post-registration Foundation Pharmacist Curriculum</a>
2	<a href="#">Register for the RPS e-Portfolio</a> , 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 <a href="#">E-Portfolio Guide for Learners</a>
4	Access this microlearning on <a href="#">Portfolio development</a> 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 – <a href="#">Learning needs analysis</a>
6	Finally, find out why supervision is such an important part of your career by accessing this <a href="#">Introduction to supervision</a> microlearning.

*Find out more from 'Getting started' guides and Frequently Asked Questions on the [HEE Newly Qualified Pharmacist pathway web page](#).*

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

# Keep in touch

We would welcome your support and feedback.

- [More information is available on our website](#), including Frequently Asked Questions, ‘Getting started’ guides for learners and educational supervisors and a briefing for employers and key stakeholders
- Sign up for monthly updates on pharmacist education and training reform by [completing this short survey](#).

# Contact details

Contact your regional HEE pharmacy office or CPPE for further information

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