

North School of Pharmacy and Medicines Optimisation



Email: medicinesoptimisation.north@hee.nhs.uk

<https://hee.nhs.uk/our-work/medicines-optimisation>

October 2020

Newsletter

Developing people
for health and
healthcare

www.hee.nhs.uk

Welcome to the October newsletter



This is our first newsletter for a while and we have plenty to update you on. The School team, employers and education providers have worked exceptionally hard over the last seven months to ensure that pharmacy trainees progress through their training programmes. We have provided an update on changes to the Oriel recruitment process for pre-registration pharmacists and also the support provided for provisionally registered pharmacists through the Interim Foundation Pharmacist Programme. Do make sure you sign up to weekly updates about the programme and encourage any people who are yet to sit the GPhC registration assessment to enroll. We also have a number of projects to train both pharmacists and pharmacy technicians in a general practice / primary care network setting.

This will help us to build a more flexible workforce with a better appreciation of the whole patient journey. I am really pleased to announce the launch of our updated Medicines Optimisation Training Programme (MOTP) for pharmacy technicians and you can read more about this below.

The national HEE pharmacy team have also published a core mental health competency framework. We will be supporting the implementation of this across the north so do take a minute to read through the framework and reflect on how it applies to you.

HEE regularly updates information about our response to COVID on the [HEE Covid-19 webpage](#). Do have a look at the pharmacy section which you can access directly from the 'contents' page.

I hope you manage to take five minutes to read through this newsletter and as always keep sending your comments and questions in.

Dr Jane Brown FRPharms
Pharmacy Dean

Pre-Registration Trainee Pharmacists

Pre-registration Pharmacists in General Practice

The north of England is leading the way in developing and deploying pre-registration training for pharmacists in general practice. 86 pre-registration pharmacist trainees who have commenced their training in 2020 will be undertaking a placement (between 3 and 6 months in duration) in general practice. The national recruitment process is currently live for 2021, with over 160 programmes that include a placement in general practice available in the north of England. If you want to hear from trainees who've undertaken the programme and find out more check out the [HEE webpage about our trainees experiences](#). You can contact the Pre-registration pharmacist in general practice team on GPPreRegPharm@hee.nhs.uk

We are pleased that the COVID contingency process for ORIEL National Recruitment has gone ahead. At the end of October the situational judgement tests (SJT) and numeracy assessments will have been completed and students will have also chosen their preferred placements. Students and employers will be informed of the offers made in November and December.

Supplementary training for pre-registration pharmacist trainees has been successfully moved online during the COVID period, and we are grateful to all the providers for the work they have done to achieve this.

Foundation Pharmacists

Interim Foundation Pharmacist Programme (IFPP)

This new education and training programme has been established to support the 2019/20 cohort of pre-registration pharmacists whose training and registration have been disrupted by the COVID-19 pandemic. It also provides a unique opportunity to accelerate [pharmacist early years' education and training reform](#) and supports delivery of the [NHS People Plan for 2020/21](#).

We have been working hard to support this in collaboration with the national team and so far, have had over 1000 participants sign up to the programme. Registration for the IFPP is still open. See the new IFPP website for [more information on registration for the Interim Pharmacist Programme](#). Our role within the national team has involved leading on curriculum development and supervision. We have also been busy producing key documents for the programme. This information has been cascaded using the website and weekly updates in which we have created 'bite-sized tasks' to break down core components of the programme into small achievable weekly exercises. You can still register for weekly updates by emailing fpp@hee.nhs.uk stating 'IFPP Updates' in the Header.

Clinical Leadership Fellows

We have also welcomed two new Clinical Leadership Fellows to the team in August and September.

Emma Pearson is focusing on identifying the challenges faced when transitioning across care settings as an early careers' pharmacist and utilising a passport system to help overcome these. She has linked with the Technology Enhanced Learning (TEL) team within HEE to help develop a digital prototype to facilitate the use of a skills passport across organisations in practice. This work is closely aligned to recommendations from the North East Integrated Care Systems (ICS) workforce group and Emma will be linking with that workstream to lead on digital passporting.

Fran Clymer is developing the Anonymous Peer Learning and Assessment Network which will form a component of the work-based assessment methods used to support development for the IFPP. She is currently recruiting for a further pilot to evaluate use of this digital learning system across other health care sectors. She is looking for volunteers of pharmacists who qualified in 2018 or 2019 to take part in this. Please contact frances.clymer@hee.nhs.uk if you have any foundation pharmacists that would be keen to get involved!

Advanced Practice Pharmacists

Advanced Practice

Publication of a handbook to support both pharmacists and employers to navigate advanced practice is planned for Autumn 2020 through our networks. We have collaborated with pharmacists from different sectors and stages of advanced practice to produce a document to support pharmacist development between post-foundation and consultant levels. The handbook will complement the Royal Pharmaceutical Society's (RPS) Advanced Pharmacy Framework and HEE's Multi-professional Framework for Advanced Clinical Practice.

At a local level we have been engaging with employers to discuss the development of future networks for localised advanced pharmacist development programmes. If you would like to find out more about this work in your area please contact medicinesoptimisation.north@hee.nhs.uk.

Centre for Advancing Practice

Health Education England's Centre for Advancing Practice (previously known as the Centre for Advanced Clinical Practice) are hosting their national conference for advanced practitioners online as a virtual event on Monday 9 November and Thursday 12 November 2020. The event brings together practitioners from a wide variety of professional backgrounds, educators, employers and researchers to share best practice, collaborate and network. Tickets are now fully booked but you can [be added to the reserve list](#). Find out more about [our Advancing Practice national conference](#).

Our training programme directors are currently contributing to or developing links with regional Advanced Practice Faculties. HEE North West and HEE North East and Yorkshire are developing faculties for Advanced Practice which will build on existing integrated care systems (ICS) level faculties. The faculties work with local systems to identify demand, commission training and support the supervision of trainee Advanced Clinical Practitioners.

Consultant Pharmacists

Leeds GP Confederation have recently been successful in obtaining funding from their Clinical Commissioning Group (CCG) for two primary care consultant posts. The first of these posts, Consultant Pharmacist for Older People, has been approved by the RPS. The second, Consultant Pharmacist in Diabetes, is due to be reviewed by the RPS at their next approval meeting. The pharmacy leadership team at Leeds GP Confederation have collaborated with our Training Programme Directors (TPD) to provide a contribution to our soon to be published Navigating Advanced Pharmacist Practice Handbook. We asked them to share their experience by answering questions from organisations and employers looking to develop consultant pharmacist posts. If you would like to view our blueprints for consultant pharmacist posts please contact medicinesoptimisation.north@hee.nhs.uk.

Find out more about [the process for credentialling individual pharmacists to consultant level practice](#).

Pharmacy Technicians and Support Staff

Pre-Registration Trainee Pharmacy Technicians (PTPT)

HEE have recognised the need for an increased number of PTPT trainees, and for trainees in a range of training sites. A total 219 Preregistration Trainee Pharmacy Technician starts for 2020–21 (increased by 40% from 132 starts in 2019).

Integrated PTPT Cross Sector Pilot

There are nine PTPTs in the north of England who are currently participating in the Integrated Cross Sector Pilot. This commenced in February 2020 and not only have they had to get to grips with a new qualification, but also a new way of working across sectors during the restrictions and uncertainty of COVID-19.

The PTPTs should be applauded for how they have dealt with the challenges and been able to acquire skills in the workplace and knowledge from the units taught at Bradford college. Regular meetings with tutors, lead



employers and educational supervisors are ensuring that everyone feels supported and engaged in the process.

Following the summer break, the PTPTs have now returned to their studies and have hit the ground running. They have started working on the skills units which replace the NVQ element of the previous qualification. This will enable them to demonstrate all they have learnt over the past few months and realise just how much they have absorbed since they started. Really looking forward to seeing their progress and have no doubt they will continue to tackle their studies with the commitment and drive they have displayed so far.

Foundation and Advanced Practice Pharmacy Technicians

We are delighted to announce the launch of our updated Medicines Optimisation Training Programme (MOTP). The programme is a development pathway for pharmacy technicians from all sectors, to develop clinical and technical skills to support foundation and advanced level practice. A series of seven modules is provided alongside an underpinning knowledge programme of clinical learning. Whilst this has been designed predominantly to support registered pharmacy technicians, a new GPhC initial education and training (IET) standard will mean that preregistration trainee pharmacy technicians, from 2020 will begin learning some foundation elements prior to registration. It is expected the MOTP training pathway will take at least 18 months to complete, modular access is also available.

A clinical learning programme (Module 4: Clinical Pharmacy Technician Advanced Training) has been included to support extended roles and enable workforce transformation, as individual pharmacy technicians adapt to changing landscapes, new ways of working or move roles/sectors and will support delivery of medicines and pharmacy services across the health and social care system to support NHS Long Term Plan. This will support a suitably trained pool of pharmacy professionals and provide equitable learning opportunities to upskill our workforce, in line with the NHS People Plan and Association of Pharmacy Technicians UK Foundation Framework.

Find out more about the [Medicines Optimisation Training](#) and [download the Foundation Level and the Advanced Level modules](#).

Technical Services

Congratulations to Ruth Gabanski, from the Leeds Teaching Hospitals NHS Trust, who is our first learner to complete the [Pharmacy Manufacturing Course](#). Ruth is the first trainee to complete from a local pilot, to train new starters working in pharmacy technical services to GPhC minimum standards.

The Manufacturing Course covers the practical and legal aspects of working in pharmacy manufacturing, including aseptics, in licensed and unlicensed units, as well as the basic principles needed for working in a dispensing environment. The course provides the underpinning knowledge and skills for pharmacy practice and working in a pharmacy manufacturing role.

Clinical Leadership Fellows

Allison Pye is making good progress with her Clinical Leadership Fellowship project around Patient, Carer and Public Involvement with regards to care with medicines. Meetings with service users to gain feedback on the patient experiences and discussions with staff pharmacy teams are being undertaken to identify any training gaps.

Both surveys are now complete and live to collect data until 30 November 2020.

- [Survey for service users](#)
- [Survey for staff](#)

The focus is now on facilitating focus groups with patients and carers to gain a deeper insight to their experiences with regards to medicines.

Discussions with Medicine Optimisation Education and Training Pharmacy Leads have taken place to discuss the training of pre-registration pharmacy technicians and qualified pharmacy technicians to gain an insight to what is used currently and to ascertain if there are any gaps in this training. A full report is due out in Spring 2021

Kim Toon, a paramedic attached to the School as part of the HEE Future Leaders Programme has completed her Clinical Leadership Fellow project. Over the past year Kim has been working to support registered managers from care homes to reduce medicine errors and share learning. By adopting and adapting the [Yorkshire Contributory Factors Framework](#) and combining it with human factors and evidence based practice it has been personalised for use within the care home sector.

The *Contributory Factors Framework for Medicine Errors within Care Homes* which is accompanied by a user manual encourages reviewers to think wider through a range of contributory factors to get to the root cause of the error and then to devise an action plan to share the learning both within the care home and the care home sector to prevent recurrences. If anyone would like any details on the framework, please contact medicinesoptimisation.north@hee.nhs.uk.

GP Referral to Community Pharmacist Consultation Service

GP referral to the Community Pharmacist Consultation Service is to be made available across England. GP practices across England will be able to refer patients with minor illnesses asking for a GP appointment for a same day consultation with a community pharmacist, as part of a new referral pathway to the NHS Community Pharmacist Consultation Service (CPCS).



[Findings from the pilot](#) in the Bristol, north Somerset and south Gloucestershire area saw thousands of patients using the service: 71% of patients referred by their GP practice team, who had a consultation with a pharmacist, received clinical advice, or advice and an over the counter product, to manage their minor illness. Only 12% required an urgent GP appointment and 17% were signposted to another health care professional, or back to the GP for a non-urgent appointment.

HEE-funded Clinical Consultation skills CPD training from the [Royal Pharmaceutical Society and Royal College of General Practitioners](#) for Community Pharmacists hoping to deliver this service is now available to access alongside the training already provided by [CPPE](#). Note: you can only attend the training once provided by either CPPE or RPS / RCGP.

Genomics Education Programme

There are exciting developments of the Genomics Alliances, and the opportunities for roles that Pharmacy will be playing in these initiatives. A patient's genomic information can help to diagnose a condition, determine the chance of developing a condition in later life, or even inform the correct type of treatment. By becoming a tool in routine healthcare, genomics is likely to be encountered by a variety of healthcare professionals outside of specialist services and, as such, all NHS staff will need to have a working understanding of what this means for their practice and implications for patients.

There are a number of Health Education England funded education courses that are available to pharmacists.

Master's in Genomic Medicine, Post-graduate qualifications and CPD modules. Visit [the Genomics Education website](#) to learn more. These resources are suitable for a broad range of pharmacy team members.

Find out more [if you are specifically interested in the taught courses for your staff](#).

Pharmacogenomics and Stratified Healthcare

Find out more about [Pharmacogenomics and Stratified Healthcare](#).

Mental Health

Framework of core mental health competencies for all pharmacy professionals

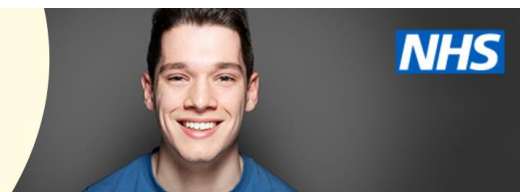
Development of this [framework of core mental health competencies for all pharmacy professions](#) was started before the Covid-19 pandemic. The decision to fast-track its publication was taken because of the importance of supporting people and colleagues with their mental health in a period that is challenging for everyone. In completing the framework, the project team were mindful of not placing any additional burden on front line workers. This means the development process was modified and the framework has not been circulated for open comment as would normally be the case. Please provide any feedback on the framework via mentalhealth@hee.nhs.uk by 2 November 2020. If required, the framework will be updated later in 2020.

Please share the framework document with your networks. If you have any questions regarding this framework please contact mentalhealth@hee.nhs.uk

Find out more about [our work in pharmacy](#) by visiting the website.

New Every Mind Matters Campaign-Children and young people's mental health

**Every Mind
Matters**



Most families have experienced upheaval in their daily lives during the pandemic. With children and young people now back at school or college, the new Public Health England (PHE) [Better Health – Every Mind Matters campaign](#) provides NHS-endorsed tips and advice to help children and young people's mental wellbeing, and equip parents and carers with the knowledge to support them. Find out more by visiting the [PHE News Story 9 Sept 2020](#)

Non-Medical Prescribing

Non-medical prescribing (NMP) training is available across the north of England for suitably qualified professionals delivering NHS services where NMP can be deployed. Read more about [general information, including eligibility for funding and a list of providers](#).

Please note that there are networks for non-medical prescribing leads across the north (in the north west, Yorkshire and the Humber and the north east and north Cumbria).

If you have more questions about accessing NMP or are an NMP lead and would like to join the network please contact medicinesoptimisation.north@hee.nhs.uk.

Designated Prescribing Practitioners (DPPs)

Regulatory changes in 2019 mean that experienced non-medical prescribers of any professional background can become responsible for a trainee prescriber's period of learning in practice in a similar way to Designated Medical Practitioners (DMP).

To support this the Royal Pharmaceutical Society, in collaboration with stakeholders have developed a [competency framework for Designated Prescribing Practitioners](#).

A resource to support DPPs has been developed by the [Health and Education Co-operative](#) which is due to go live imminently.

Access to the resource has been funded for all NHS staff in the north west.

Support for staff working in care homes

Support for pharmacy staff

In response to COVID-19 the Royal Pharmaceutical Society developed a [Knowledge and Capability Guide](#) for working with care homes. Whilst it was created with the pandemic response in mind it sets out the knowledge and skills required for working with care homes as well as resources that can support personal development. The North School of Pharmacy and Medicines Optimisation piloted a webinar which supports pharmacists in the creation of a personal development plan linked to the framework. If you are new to working with care homes and would like support creating a personal development plan, e-mail medicinesoptimisation.north@hee.nhs.uk and we will link you to our local networks.

Academic Health Science Network (AHSN) webinar

On the 1 December the four north AHSNs in collaboration with HEE will be delivering a webinar to share the developments that are happening in care homes, including the medicines safety programme, deterioration pathways and the digital agenda. More information will follow but if you are interested in finding out more please contact medicinesoptimisation.north@hee.nhs.uk.

Support for care home staff handling medicines

Members of the North School of Pharmacy and Medicines Optimisation team are working with stakeholders across the north west to develop support and guidance for care homes staff

implementing education and training relating to the safe use of medicines. Once completed the material will be available across the north of England.

We already have [links and learning materials available to support staff working in all sectors to handle medicines safely](#), with a specific eLearning module for social care staff 'Introduction to: Handling medicines safely for social care staff' and further learning for all staff can be found [on our Work-based Learning Programmes page](#).

Training Resources

Pharmacy Educational Supervisor Training 2020-2021

We're offering three modules with supporting handbook, mapped to GPhC Guidance for tutoring and supervising pharmacy professionals in training. The online workshops are delivered by pharmacy professionals who are experienced educators.

Session 1 Roles and responsibilities, Action Planning and Assessment 2-4pm 13/20 Oct 2020
Session 2 Effective Feedback and Reflective Writing 1.30-4.30pm 10/17 Nov 2020
Session 3 Supporting Trainees Requiring Additional Support 2-4pm 3/10 Dec 2020

All sessions for 2020 are fully booked but we'll be offering more in early 2021

Pre and In-Process Checking (PIPC) Course - new Webinars 20-21

The Nationally Recognised Framework for Accreditation of Pre and In-Process Checking within Technical Services (PIPC) Framework assists in the training and development of staff as accredited pre and in-process checkers.

The full training programme includes pre-work, attendance on the study sessions and portfolio development, which will support achievement of the minimum standard in training staff undertaking accuracy checking in aseptic services.

To support this framework we are delivering two webinars:
12th November 2020- PIPC Introduction Day 10am -12noon
11th February 2021 – PIPC Underpinning Knowledge 10am -1pm
[Find out more and download the flyer.](#)

SCRIPT – Safer Prescriber

[SCRIPT](#) programmes are now freely available to all NHS staff (sign up using nhs.net or nhs.uk e-mail address). SCRIPT is an eLearning programme developed to improve safety and competency among healthcare professionals around prescribing, therapeutics and medicines management.

An extensive range of modules are available covering clinical therapeutics as well as practical medication safety elements. Modules are organised into individual programmes, all of which are now freely available. Programmes include:

[Medicine and Surgery](#) [Paediatric](#) [Nursing](#) [Dentistry](#) [Primary Care](#) [Ambulance Service](#)
[Foundation Pharmacists \(interim\)](#)

[Find out more information about SCRIPT.](#)

News

New School Team Members Welcome

We are pleased to welcome to our team, from October 2020:
Washington Chifamba - NW Project Administrator
Evelyn Ryan - YH Project Administrator
Charlotte Young - Pharmacy Practice Learning Facilitator

Amy Vigar is now the Associate Dean – advanced pharmacist practice (previously training programme director) and Elaine Goldwater has stepped into the role of senior project officer. Congratulations to both of them on their new roles.

HEE Apprenticeship Hub

The HEE Apprenticeship Hub has regular newsletters containing all the latest news and updates on Apprenticeships. For queries and feedback on the newsletter, please contact:
candice.walker@hee.nhs.uk

Pharmacy Technician Day October 2020



Each year the Association of Pharmacy Technicians UK (APTUK) join with countries across the globe to celebrate Pharmacy Technicians.

The theme for this year was '**Honouring Pharmacy Technicians on the Front Line**'.

APTUK encouraged all Pharmacy Technicians to take part. The celebration was a great success across our region and you can view the tweets at [#RXTECHDAY](https://twitter.com/RXTECHDAY)

Public Health - Smoking Cessation

This [Stoptober](#), smokers in England are being encouraged to put their lungs first, strengthen their immune system and breathe easier ahead of flu season by joining more than 2 million smokers who have made a quit attempt since 2012 with the annual campaign. Find out more at [Better Health](#)

Public Health England says 'surge in smokers trying to quit see increased success rates in 2020' Find out more at [PHE Press Release 21 Sept 2020](#)



We hope you have enjoyed this edition of the newsletter.
If you would like to hear more about a particular topic, please contact
medicinesoptimisation.north@hee.nhs.uk