Pharmacist Foundation Training is changing from 2025/26: What do I need to know? How do I prepare?
How the Foundation Training Year is changing

2021
Standards for the Initial Education and Training of Pharmacists published

A new single set of learning outcomes covering both the MPharm degree and the Foundation Training Year (year 5)

Embed enhanced clinical capabilities, including independent prescribing

2021/22 to 2024/25
‘Interim’ reform period

Working to an ‘interim’ set of new learning outcomes (adapted to remove prescribing)

In parallel: MPharm degrees are revised and reaccredited

2025/26 onwards
MPharm students will graduate against the full new learning outcomes in Summer 2025

Foundation Training Year aligned to full learning outcomes - pharmacists join the register as prescribers in Summer 2026

NHSE adopts SEB responsibilities for all trainees in England for the 2025/26 training year onwards
Key elements of the Foundation Training Year 2025/26

NHSE Workforce, Training and Education Directorate (NHSE WT&E) takes on role of statutory education body, with responsibility for all trainee pharmacists in England, across all sectors

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<th>Key elements for Foundation Training Year</th>
<th>Objectives for 2025/26 Training Year</th>
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| **Trainee pharmacist recruitment and selection system/process** | • All trainee pharmacist places recruited via National Recruitment Scheme (NRS) / Oriel regardless of primary sector of employment  
• Single harmonised funding model |
| **Quality Assurance of training sites sets out key requirements** | • Designated Supervisor (DS)  
• Access to prescribing learning setting  
• Access to Designated Prescribing Practitioner (DPP)  
• Multi-sector rotation  
• NHSE WT&E Assessment Strategy  
• NHSE WT&E E-portfolio |
| **Training/learning materials** | • NHSE WT&E provides national learning materials available to all trainees, supporting Assessment Strategy |
| **Training course provision** | • NHSE WT&E provides consistent funded training course for all trainees |
Recruitment: Route to foundation training places

• The National Recruitment Scheme (NRS) / Oriel will become the only route to a funded foundation training place for trainees commencing August 2025
  ➢ Between 3.5k-4k places already use the NRS
  ➢ Standardised and centralised recruitment process on behalf of employers
  ➢ Single point of application and equality of opportunity for applicants
Multi-sector rotations

The primary aims of IETP reform stated by the GPhC include:

“To produce adaptable pharmacist professionals who will be confident and capable of operating in multi-professional teams across a variety of healthcare settings, to meet diverse and changing patient needs”

“Placing an emphasis on creating confident pharmacists that are capable of operating within a variety of healthcare settings”

Goal: Incorporate rotations between multiple sectors of practice during the Foundation Training Year, including hospital, community and GP.

- Actively exploring for 2025/26
- Building on the evidence generated from the HEE Trainee Pharmacist in GP Programme (split placements) around effective duration and design
Quality agenda for training sites 2025/26

Training plan
- Must support completion of practice-based Assessment Activities
- Ensure access to a prescribing learning setting
- Learning outcomes for Multi-sector rotation

Assessment & Supervision
Training site must:
- Confirm that a DS and a DPP will be role specification requirements
- Use NHSE Assessment Strategy and associated Assessment Activities
- Use NHSE E-portfolio

Trainee support
- Clear process for reporting concerns – from the trainee or supervisor
- Accessing additional support where needed

Quality monitoring
- A range of data and reporting, including National Education and Training Survey (NETS), E-portfolio data and reported issues
- Underpinned by the Quality Framework
Harmonising Foundation Training Funding

Current situation

- NHSE WT&E provide training contribution to NHS Managed Sector (hospital) training sites
- NHSE WT&E also provide a funded training course for all hospital-based trainees.
- Community Pharmacy training site can draw on the Training Grant
- Community pharmacy receive no funding for provision of a training course
- Variation in funding between sectors and regions within NHSE

Direction of travel

- Establish harmonised funding model with single, equitable payment to each training site
- Equitable provision of funded training course for all trainees

Next steps

- Funding for community pharmacy grant with Education Directorate – process in development for Aug 2023 cohort working with GPhC
- Work with key stakeholders and senior leaders to determine timescales of future harmonisation
Key messages to take away

• The National Recruitment Scheme (NRS) / Oriel will become the single-entry route to obtain a funded Foundation Training Year place for employers – opens Jan 2024
• Key NRS/Oriel Terms of Participation – full Terms of Participation Autumn 2023
• Development of harmonised funded model will continue to progress across FTY
• Training course provision in development
• Training sites will be required to confirm that they will meet the Terms of Participation for 2025/26 training year in early 2024, but then have a longer time period to establish detailed arrangements prior to trainees starting
Call to action

• Consider what you need to do to prepare for the training site requirements in 2025/26 – what can you do? What support do you need?

• Explore system-level relationships to develop multi-sector collaboration opportunities – consider informal, shorter multi-sector rotations in 2023/24 and 2024/5 training years

• Support existing prescribers to use qualification – laying groundwork for supervisor role – support non-prescribers to train

• Consider what support you can give to training sites in other sectors, and what you can gain from the relationship

• Engage with the Assessment Strategy and E-portfolio – early familiarity will support adaptability to subsequent changes
Find out more and get in touch

• To receive news by email about the initial education and training of pharmacists, please complete this form: https://healtheducationyh.onlinesurveys.ac.uk/register-for-iert-updates

• Engage with the Assessment Strategy and E-portfolio: www.hee.nhs.uk/our-work/pharmacy/trainee-pharmacist-foundation-year-programme

• Bookmark the NRS/Oriel site: www.lasepharmacy.hee.nhs.uk/national-recruitment/

• Email address: trainee.pharmacist@hee.nhs.uk