

E-portfolio and Pharmacy Competency Panel

Introduction

Following proposals to modernise pharmacy careers in 2011ⁱ and persistent concerns raised by trainees about the quality and consistency of pre-registration trainingⁱⁱ, Health Education England (HEE) are undertaking a programme of work to reform Pharmacy Education and Training, with a particular focus on selection, assessment and quality assurance of pre-registration trainingⁱⁱⁱ.

The General Pharmaceutical Council (GPhC) requires pre-registration trainees to complete 52 weeks of training, demonstrate competency against 76 Performance Standards, and pass a national registration exam in order to register as a pharmacist in UK^{iv}.

HEE are piloting an electronic portfolio (e-portfolio) and Pharmacy Competency Panels to help assure the consistency and quality of Pre-registration. This is being conducted in 4 phases:

- Phase 1 – 2016-17 discovery phase (East of England and East Midlands)
- Phase 2 – 2017-18 pilot across 4 regions of England
- Phase 3 – 2018-19 extend to all pre-reg trainees in England
- Phase 4 – 2019-20 summative process for declaration of competence*

The pilot aims to determine the feasibility of using an e-portfolio, and develop a specification to adopt this for all pre-registration trainees in England. Pharmacy Competency Panels, is based on the model used in post-graduate medical training. The process assesses e-portfolios to confirm that students are achieving adequate outcomes. This is a formative process to support trainees and tutors, but subject to agreement with the GPhC* which may involve summative declaration of competence in phase 4 (2019-20)

Process

Trainees complete records of evidence and meetings with their pre-registration tutor in an e-portfolio, and submits this for formative review in week 33 to a panel of experienced tutors, in each region. Pre-registration trainees and tutors will receive feedback, via the e-portfolio of the outcome of this review by week 35, to allow improvements to be made, where necessary, prior to final declaration of competence.

Plans are in progress to also hold a 'virtual panel' in week 45 of training to flag up any issues prior to week 49 final declaration of competence by the tutor – it is anticipated that regional Pharmacy Deans will sign off this final declaration in future. *Trainees are not required to attend any Pharmacy Competency Panels.*

Your Involvement

Following a successful phase 1 pilot, we are looking to recruit further chairs and tutors, from community and hospital pharmacy, along with 200 trainees in each region to participate in the pilot.

Summary of Results of Phase 1 (see infographic)

- 165 trainees recruited for e-portfolio feasibility testing
- 92 trainees recruited for Pharmacy Competency Panel review
- 66 portfolios were reviewed ~week 33 with variable outcomes

Trainees and tutors provided valuable feedback on their experience of using the e-Portfolio, and participating in Competency Panels, to inform the next steps in the national pilot – refer to executive summary^v.

Phase 2 - pilot across all 4 regions of England (2017-18)

The e-portfolio and pharmacy competency panels will be piloted with 200 trainees (100 hospital and 100 community). 100 e-portfolios (from 50 hospital and 50 community) in each region, will be reviewed through the pharmacy competency panels. This will ensure the momentum gained in the last year will continue and grow across the four regions. These will be supported by a comprehensive 'Pharmacy Guide', which outlines the arrangements for the pharmacy competency panels, along with a user guide for use with the e-portfolio. There will be additional training via webinars for super-users in each region. This is outlined below:

2017

- Jun confirmation of trainee numbers from each sector in regions
- Jul training in e-portfolio and Competency Panel process for tutors
- Aug training in e-portfolio and Competency Panel process for trainees
- Sep recruitment of hospital and community tutors for Competency Panels

2018

- Jan week 26 panel training (for panel tutors only)
- Mar week 33 portfolio submissions to formative panels (feedback in week 35)
- Jul week 45 virtual panels to inform tutor declaration of competence

Pre-registration trainees and their tutors will be expected to undergo training and use the e-portfolio to collate and review evidence to demonstrate competence against the Performance Standards, and to submit this for review by the pharmacy competency panel in week 35 and week 45 of training.

Panel members will be expected to attend a training panel in week 26 (1 day) and formative panel in week 35 (1 day). Each panel member will be allocated up to 3 e-portfolios to review prior to the formative panel (week 35). Tutors and trainees will be invited to take part in an evaluation of the e-portfolio and competency panel process to inform further specification and development.

ⁱ Smith A, Darracott R. Review of undergraduate education and Pre-registration training and proposals for reform. April 2011 <http://hee.nhs.uk/work-programmes/pharmacy/pharmacist-education-and-training/>

ⁱⁱ GPhC Pre-registration surveys. <https://www.pharmacyregulation.org/pre-registration-surveys-2016> [accessed June 2017]

ⁱⁱⁱ HEE. Training pre-registration pharmacists. <https://www.hee.nhs.uk/our-work/developing-our-workforce/pharmacy-education-training/training-pre-registration-pharmacists> [June 2017]

^{iv} GPhC Pre-registration training scheme. <https://www.pharmacyregulation.org/education/pharmacist-pre-registration-training-scheme> [June 2017]

^v Wright D.A. and Doll A. Pharmacy Competency Panels and e-portfolio Discovery Phase: Executive summary. June 2017 (awaiting publication).