

North School of Pharmacy and Medicines Optimisation



June Newsletter 2022

Welcome Message

Jane Brown Pharmacy Dean



Welcome to the latest issue of the North School of Pharmacy and Medicines Optimisation newsletter. This time I want to follow on the conversation I started in January around building a culture of education within pharmacy teams. You may be aware that pharmacy has recently been added to the list of professions that can access clinical tariffs for undergraduate pharmacy placements. This is great news and is a fundamental part of changing the way we train pharmacists working towards them being independent prescribers at the point of registration with the General Pharmaceutical Council (GPhC).

The seven Schools of Pharmacy in the north are working hard to expand their existing clinical placement provision in line with the guidance and this is happening in parallel with joint work between the Pharmacy Schools Council and the Health Education England (HEE) national pharmacy team. Of course, this means that employers will be asked to provide placements and we will work with groups of pharmacy leaders to facilitate this to happen.

It is important that we all develop the necessary skills to provide high quality experiences for our learners. Do book on a session to develop your educator skills and engage with other pharmacy educators. As part of the Newly Qualified Pharmacist (NQP) pathway we are looking to ensure that the 'education' pillar of practice can be met so starting this group of pharmacists on their educator journey. Whilst I am on the topic of the NQP pathway please signpost any pharmacists on the pathway to the Early Careers Team to capture their experiences of the pathway.

As part of our drive to build educator capabilities we have a new section in the newsletter showcasing how members of the team came to work for HEE. Anita Solanki, Mental Health Training Programme Director is the first team member to volunteer. I hope you find the section interesting, and it will hopefully make you think about either the value of releasing a member of your own team to join HEE or to apply for one of our roles yourself.

I had a conversation this week with Emma Groves and Jess Keen who are the north's Lead Pharmacists for the Genomic Medicine Service Alliances. There will be more from them next time, but I just wanted to highlight that the fifth annual #GenomicsConversation campaign is taking place from 20-24 June 2022. The Genomics Education Programme (GEP) would like to invite all healthcare professionals to join them and get prepared to talk about genomics with both patients and colleagues. The goal for the week is to spark a conversation about genomics and increase healthcare professionals' familiarity with the topic. Each day of the week has a dedicated theme covering a different area of genomics communication and will help you to get started in understanding more about this rapidly developing area. Follow [@genomicsedu](https://twitter.com/genomicsedu) so you can hear the latest news about the week and make your voice heard.

I am going to finish off by signposting to the sections relating to our work for staff working in adult social care settings. We are looking for sites in the North West to pilot a Medicines Management Competency Assessment tool. If you work in this area, please get in touch about the pilot. There are also links to training resources for the non-registered medicines workforce.

I hope you enjoy reading this edition of the newsletter and as always do get in touch if you have any comments.

Trainee Pharmacists and Pharmacy Technician and Support Staff

Pharmacy Technician Workforce Expansion Project funding opportunity

We are pleased to announce that the National Pharmacy Technician Workforce Expansion Project will be providing funding for an extra cohort of pre-registration trainee pharmacy technicians (PTPTs) starting in 2022/23. This is in addition to the traditional commission numbers confirmed already with acute and mental health trusts.

The Pharmacy Technician Workforce Expansion Project helps employers develop PTPTs across England, either as part of a cross-sector programme or a single-sector training programme in a community pharmacy. Cross-sector partnerships include a minimum of two healthcare settings, one of which must be either a community or hospital pharmacy.

Sarah Green and Shelley Mannion who are the North Regional Facilitators will be supporting the Pharmacy Technician Workforce Expansion Project 2022/2023.

If you would like any more information on the expansion project, or to receive an expression of interest form, please contact Shelley Mannion, Regional Facilitator for North East and North Cumbria and Yorkshire and Humber at shelley.mannion@hee.nhs.uk or Sarah Green, Regional Facilitator for North West at sarah.green@hee.nhs.uk.

Questions about traditional regional commissions and other pharmacy technician and support staff queries should be sent to Alison Pritchard, Pharmacy Technician and Support Staff Specialty Training Lead for the North West at Alison.pritchard@hee.nhs.uk and Helen Crosby, Pharmacy Specialist Education Lead for the North East and Yorkshire at h.crosby3@nhs.net.

All workplaces and Educational Supervisors will be provided with a named HEE Pharmacy Practice Learning Facilitator (PLF). They will be the primary form of contact and support and we are now contacting workplaces to introduce the team of practice learning facilitators.

Evaluation of the integrated Pre-Registration Trainee Pharmacy Technician Training Pilot report published

The evaluation of this pilot is helping to inform future cohorts, including the Pharmacy technician workforce expansion project 2021/22

This two-year national pilot programme ran from February 2020 to February 2022 and was developed to be aligned with the 2017 GPhC Initial Education and Training Standards. The aim of this pilot was to support the development of a new, cross-sector education model, to ensure a sustainable pipeline of pharmacy technicians who are competent and confident to deliver the objectives of the NHS Long Term Plan.

It is important to note that the national lockdown due to COVID-19 came into effect in March 2020, just after the start of the pilot. This had a substantial impact on the setting up of partnerships and PTPT placements.

The pilot was funded by the Pharmacy Integration Fund (PhIF), and the evaluation undertaken by the Centre for Pharmacy Workforce Studies at the University of Manchester. The findings support the changes we have made to the training programme and recruitment of trainees onto subsequent PTPT integrated training expansion cohorts. For more information please see the [full report](#) and [executive summary](#).

Skills Investment

The HEE North School of Pharmacy and Medicines Optimisation can now offer funding for 2022-23 to support post-registration education and training for upskilling pharmacy staff working in NHS organisations/services across the North of England.

HEE North has provided a fixed budget to support bids around workforce transformation investment priorities for courses not supported by other funding streams, including:

- Clinical knowledge and skills development
- Mental health specialist knowledge
- Pharmacy technical and quality assurance
- Postgraduate clinical diploma including non-medical prescribing (NMP) as an optional module
- Postgraduate clinical diploma excluding NMP as an optional module
- Accuracy checking training
- Development of research skills

The School of Pharmacy and Medicines Optimisation invite bids for funding, by completion of the [Pharmacy Skills Investment Bids \(North\) 2022-23 Survey](#) by 10am on Monday 11 July 2022.

Early Careers Pharmacy

We're excited to announce that the HEE Newly Qualified Pharmacist pathway for 2022/2023 has now been confirmed and will be launching later this year. This pathway aims to link the initial education and training reforms to a continuum of development into post-registration. It is intended to help pharmacists make the transition to more self-directed learning and acts as a stepping-stone towards enhanced and advanced practice. It can be used to support newly qualified pharmacists to demonstrate that they have developed skills and attributes that will support them to undertake an independent prescribing course. The pathway is learner-led has been designed to integrate with work commitments and complement existing workplace and postgraduate learning. It is designed to provide a consistent approach to training across service providers and across organisations.

If you know someone who is currently completing the Newly Qualified Pharmacist pathway 2021/2022 and would be interested in recording a short testimonial video then we would love to hear from them. We want to capture people's experiences of the pathway to share with future learners so that they can understand what to expect. Anyone who is interested in supporting us with this should contact Annie Sellers at annie.sellers@hee.nhs.uk.

There is more information about the pathway, including FAQs, on the [Newly Qualified Pharmacist pathway](#) webpage. This is where you will find information about pathway registration, once this has opened. Until then you can [register your interest here](#) and we will be in contact with details of the pathway launch date. The pathway will be open to pharmacists who qualify this year, although if you know someone who would benefit from the pathway but

qualified in previous years please contact your regional HEE pharmacy team to discuss. The pharmacy team details are available on the pathway webpage – we also welcome any questions that you have about the pathway and any feedback that you have.

Non-Medical Prescribing

Non-Medical Prescribing (NMP) Leads and others who have a responsibility for medicines management and prescribing will be aware that there have been several changes to the Royal Pharmaceutical Society (RPS) Framework.

From a governance point of view, organisations will need to ensure that protocols and policies are updated in accordance with the changes. Individually, all prescribers need to be aware of the changes and adapt their practices accordingly.

The Health and Education Co-operative has developed a 20-minute online resource that can be made available for prescribers which:

- Confirms responsibilities with regard to RPS
- Highlights the key changes within the framework
- Encourages reflective thinking in relation to adoption of changes
- Tests understanding of changes through a quiz

To find out more please email Joanna.tate@hecooperative.co.uk.

Electronic medicines competency assessment tool pilot open to social care staff in the North West of England

The School of Pharmacy and Medicines Optimisation team working with Chester University have developed an electronic Medicines Management Competency Assessment tool specifically designed for use in Adult Social Care settings.

The tool is an internet based electronic record that allows social care teams to use a consistent template for assessing and recording staff competence regarding the management and administration of medicines.

The tool offers care providers and staff:

- A means to assess competence robustly and consistently before staff are independently managing and/or administering medicines
- A portable and accessible platform to maintain a record of staff competency assessments
- A robust method to review and recognise staff prior experience

We are currently looking for health and social care providers in the North West to join our pilot. For more information, please contact Katherine.oloughlin@hee.nhs.uk.

Training Resources

Educational Supervision Training Webinars for Pharmacy Staff

As pharmacy roles develop within the NHS, the need for educational supervision sessions for pharmacy technicians and pharmacists from all sectors of pharmacy becomes ever more

important. The School is running a series of on-line educational supervision events delivered via Microsoft Teams to support this agenda. The feedback from participants who have attended the sessions so far has been very positive. We are increasing the number of participants who can attend each workshop to meet the increasing demand for these sessions.

Sessions and dates for autumn 2022 are:

Session1: Roles and Responsibilities, Action Planning and Assessment

- Tue 13 September 10am to midday
- Wed 21 September 2 to 4pm

Session 2: Effective Feedback, Reflective Writing

- Tue 4 October 1:30 to 4:30pm
- Wed 12 October 9:30am to 12:30pm

Session 3: Supporting Trainees Requiring Additional Support

- Wed 2 November 2 to 4pm
- Thu 10 November 10am to midday

Please [register your interest](#) in the Educational Supervisor sessions of your choice as soon as possible.

Mentor Skills Training

This is a programme delivered over two interactive webinar sessions using MS Teams. The webinars offer a variety of group activities, case studies and discussions about how we mentor, and the roles and skills required to understand, support, and motivate others in learning. This training is essential for anyone wishing to develop their skills and mentor trainees in their workplace. Dates for autumn are:

- Session One: Supporting Learners on 11 October 2022
- Session Two: Mentoring in Practice on 8 November 2022

Find out more and [register your interest](#) as soon as possible as places are very limited.

For more information about our training resources, contact us at medicinesoptimisation.north@hee.nhs.uk

Medicines Management and Administration of Medicines eLearning Modules

Working with internal and external stakeholders the School of Pharmacy and Medicines Optimisation team have developed new e-learning modules to support staff working in health and social care settings (care homes, residential and domiciliary settings) to safely manage and administer medicines.

The modules are free to access from our webpage at [Training for non-registered medicines workforce](#) along with other useful resources.

Module 1 [Introduction to Handling Medicines Safely](#) covers the relevant legislation, record keeping, individual staff responsibilities, and demonstrating and managing competence

Module 2 [Administering Medication](#) provides learners with the required knowledge to safely administer most common medicines types. This module may be helpful for informal carers as well as those working in social care

Module 3 [Ordering, receiving, storing and disposal of medicines](#) supports staff with the underpinning knowledge to safely manage medicines in social care settings

Module 4 will be available soon and will cover topics such as: actions and uses of commonly prescribed medicines, high risk medicines, risk reduction, accountability, responsibility and much more.

Please promote these free resources across your networks and if you want any further information or have any feedback please contact Katherine.oloughlin@hee.nhs.uk

Centre for Pharmacy Postgraduate Education (CPPE)

Initiative in cultural competence

The Centre for Pharmacy Postgraduate Education (CPPE) offers high quality learning materials for all pharmacy professionals. This enables skill development and supports workforce transformation in England.

CPPE are currently driving their cultural competence initiatives. Cultural competence can be defined as, “the ability to understand and interact effectively with people regardless of difference”. This definition underpins CPPE’s overall initiative.

Who is this initiative for?

This initiative and its associated learning materials and resources are designed for all pharmacy professionals, from any sector, and at any stage of their pharmacy journey.

What is the goal?

Initiatives such as this have been designed to reduce prejudice, discrimination, and inequality within the profession and in our interactions with patients and the public.

How do I get involved?

CPPE is supporting registered pharmacy professionals to meet their learning needs for culturally competent person-centred care via a portfolio of learning resources.

- The [Seeing you better: Culturally competent person-centred care](#) campaign is an introduction to the underpinning knowledge and skills that can help us address inequality, prejudice, and discrimination and is a great place to get started
- More recently, CPPE have launched the [Culturally competent communication in person-centred care e-learning programme](#). This programme focuses on the words, terms and phrases that demonstrate dignity and respect in our communication with people from a wide range of cultures and communities
- The [Cultural competence hub](#) allows you to explore the range of learning resources that CPPE has produced and signposted

School News

New Team Members

We welcomed many new staff members over the first half of the year as part of the pre-registration trainee pharmacy technician expansion programme. Practice Learning Facilitator Jane Astley has joined us in the North West with Emily McDonald, Nicola Crawley, and Liz Powley, joining us in the North East. As part of the programme we also welcomed Svet Mihaylov, who has taken on the role of Project Manager covering the North West, and Shelley Mannion as Regional Facilitator in North East and Yorkshire.

We have also recently welcomed Zaqeea Mobeen, who has joined the School as a Training Programme Director working in the Trainee Pharmacist team.

Tina Hawkins tina.hawkins@hee.nhs.uk joined the School team at the start of June as the Pharmacy Integration Programme Manager for the North West. Gill Risby gill.risby@hee.nhs.uk has been appointed to the same role in the North East and Yorkshire. Both are in the process of developing their delivery plans and we will be able to share these soon. They will both be attending pharmacy workforce and development meetings across the regions as part of their initial inductions into the role.

Careers Spotlight

Welcome to this new section in our newsletter to showcase how members of our team came to work for HEE

Anita Solanki, Mental Health Training Programme Director

My journey to joining the Health Education England School of Pharmacy and Medicines Optimisation as the Mental Health Training Programme Manager started years prior. I developed an interest in mental health as a result of inspiring lectures and placements starting in my undergraduate years facilitated by enthusiastic and knowledgeable tutors and trainers. I also recall experiences with not so good, disengaging trainers and peers which serves as a helpful reminder too of what not to repeat and the importance of good trainer skills development.

After gaining general clinical pharmacy experience as well as developing my teaching experience and skills, I came back to mental health as the clinical area that I wanted to specialise in, but I also wanted to continue my professional development in a non-clinical area too. Be that planning it, delivering it, or having strategic oversight of it for an individual or for a section of the workforce, education and training was an area of practice that made me smile. We also had good trainee feedback and healthy recruitment on the back of training I delivered or organised in my trust. My then Chief Pharmacist alerted me to an opportunity opening in the then new School of Medicines Optimisation for a Mental Health Training Programme Director (MH TPD) which sounded “right up my street”. Wind on to current day and the role of HEE’s MH TPD has been fantastic on so many levels.

As the first Pharmacy based MH TPD in the School, I have developed local, regional and national mental health multidisciplinary networks and led on programmes of work with many organisations to directly impact on pharmacy professionals’ knowledge and skills with regard to

mental health medicines and awareness. Please visit [HEE Mental Health Pharmacy](#) for more information.

I am fortunate to be able to slot my TPD role in with my clinical and lead roles in my NHS mental health trust. This dovetailing allows me to contribute and create mental health pharmacy programmes and policy based upon clinical foundations. Likewise, the visionary lens of HEE is helpful when it comes to creating and implementing new roles in the trust and recognising the first-hand importance of appropriate training to develop staff and the trainers to support their own and the development of others.

Combining two roles can be challenging and requires a flexible approach to be able to undertake the juggling that is required from time to time. But that is a small price to pay for the personal and professional development opportunities that being part of the School has brought me.

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

Or visit our [website](#)

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