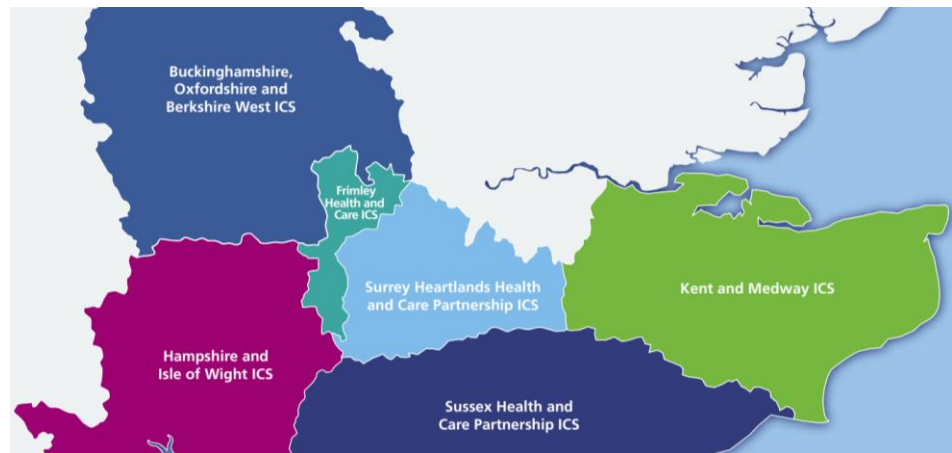


# HEE Update – CPSS Event March 2023



**Shane Costigan**

Regional Head of Pharmacy

HEE South East

# Update Overview

- HEE – Who we are and what we do
- Pharmacist Education Reform Update
- Newly Qualified Pharmacist Pathway
- Independent Prescribing
- Promoting careers in Pharmacy
- Upcoming events

# HEE – Who we are

HEE is part of the NHS, and we work with partners to plan, recruit, educate and train the health workforce.

## Strategic goals

### Future workforce

Reform clinical education to produce the highest quality new clinical professionals ever in the right number.

### Current workforce

Transform today's workforce to work in a co-operative, flexible, multi-professional, digitally enabled system.

### Quality

Assure and deliver with partners, quality education and training that is rigorous, highly sought after and future focused.

## Multi-professional education and training investment plan

Investing in the health workforce of today and tomorrow

# Key Pharmacy contacts - South East

## South east

1. Kent and Medway
2. Sussex Health and Care Partnership
3. Frimley Health
4. Surrey Heartlands
5. Buckinghamshire, Oxfordshire and Berkshire West
6. Hampshire and Isle of Wight

  
Health Education England



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Health Education England

## South east

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Health Education England



# Creating the new NHS England

Workforce Training and Education (WT&E) Directorate in the  
South East region

# Key HEE education and training priorities for Pharmacy in the SE (and nationally)

## Pharmacist Initial Education and Training reforms

- Management of the Year 1-4 Undergraduate Pharmacist Clinical Placement Tariff
- Managed Foundation Pharmacist training programme (Year 5)
- Newly qualified Pharmacist Programme (Year 6)

## Pharmacy Technician Workforce Expansion

- Cross sector expansion
- Single sector commissions to grow
- Link to 5 key priorities of national pharmacy technician and pharmacy support staff strategy

## Pharmacy Integration and Workforce Transformation

- Independent prescribing
- Education and clinical supervision capacity and capability for pharmacy professionals across primary care
- Extension and expansion of Clinical Examination Skills for community pharmacists (procurement)
- Course accreditation – increase access in training for pharmacy technicians working in general practice
- Development of a formal portfolio process for pharmacists working in general practice

## Workforce Data and Quality assurance of Education and Training

# Why?

**HM Government** **Department of Health**

## Pharmacy in England

*Building on strength – delivering the future*

**Department of Health & Social Care**

## Good for you, good for us, good for everybody

A plan to reduce overprescribing to make patient care better and safer, support the NHS, and reduce carbon emissions

Published 22 September 2021



## **NHS** Health Education England

General Pharmaceutical Council

Standards for the initial education and training of pharmacists

January 2021

**NHS** Health Education England

**NHS**

## WE ARE THE NHS:

People Plan 2020/21 - action for us all

**We are the NHS**

We are 1.3 million strong. We are all walks of life, all kinds of experiences. We are the NHS.

**NHS**

## The NHS Long Term Plan

Delivering a more responsive pharmacy workforce

**NHS Long Term Plan**  
[www.longtermplan.nhs.uk](http://www.longtermplan.nhs.uk)

## HEE values and behaviours

Our values and behaviours

**NHS** Health Education England

## HEE Quality Framework from 2021

**NHS** Health Education England

## Education and Training Tariffs

Tariff guidance and prices for the 2022 to 2023 financial year.

Published 31 March 2022

Blended learning for pre-registration and undergraduate healthcare professional education

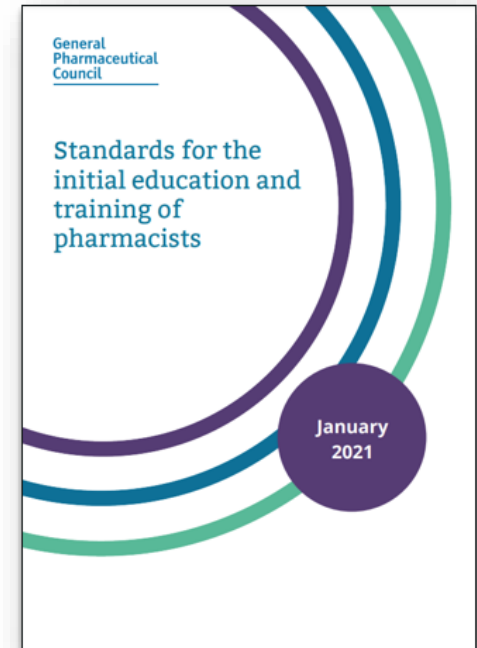


2022



# Standards for the Initial Education and Training of Pharmacists

- One set of [learning outcomes](#) spanning the full five years of education and training – linked to continuum of post-registration development.
- Incorporating skills, knowledge and attributes to enable pharmacists to **independently prescribe** from registration.
- Introduces a (year 5) **foundation training year** with strengthened supervision and support and collaborative working between higher education institutions, statutory education bodies and employers.
- Greater emphasis on **equality, diversity and inclusion** - address health inequalities.



# Education reform: next steps

1. Support roll-out of **undergraduate clinical placements (Years 1-4)**: Access to DHSC Clinical Tariff from 1<sup>st</sup> September 2022 to support clinical placements. Joint working with employers and Pharmacy Schools Council.
2. Evolution of the **Trainee Foundation Pharmacist Programme (Year 5)**: Development and introduction of consistent quality management, recruitment and cross-sectoral training posts throughout the transitional years and beyond.
3. Testing approaches to support the introduction of integrated **independent prescriber (IP)** training and **rotational cross-sector posts**.
4. **Bridging training (Year 6)**: The foundation programme model includes support for pharmacists registering between 2020-25 – recognising the need for a consistently skilled pharmacist workforce.

# Clinical Tariff meaning for the pharmacy profession?



## Addition of Pharmacy to eligible professions

- 4.5 DHSC and HEE have agreed that from 1 September 2022, pharmacy would be added to the professions eligible for clinical tariff.

- Access to DHSC Clinical Tariff from 1st September 2022 to support clinical placements
- Collaborative working with the Pharmacy Schools Council to coordinate IETP reform across the whole 5 years

Comprehensive FAQs on tariff available on this page:

[www.hee.nhs.uk/our-work/pharmacy/initial-education-training-pharmacists-reform-programme/undergraduate-clinical-placements](http://www.hee.nhs.uk/our-work/pharmacy/initial-education-training-pharmacists-reform-programme/undergraduate-clinical-placements)

# Independent prescribing in IETP

- 2025/2026 Foundation Training Year will incorporate **Independent Prescribing training and assessment**
- Collaboration with Pharmacy Schools Council to ensure **continuum** in years 1-5
- Development of models for prescribing **training and assessment** in year 5
- Supporting access to prescribing **placements and supervision** for all trainee pharmacists



# Upcoming change

HEE/NHSE moving from responsibility for NHS managed sector (~800 trainees) to all trainees in England (~2500-3000), with the intention that HEE will be the Statutory Education Body (SEB) for pharmacy in England, responsible for:

- **Pharmacist trainee recruitment**
- **Clinical tariff funding**
- **Foundation year training and assessment**
- **Quality management of training sites**



# Single Commissioning Model: to enable change

- HEE/NHSE moving from responsibility for NHS managed sector to all trainees in England
- Single equitable route for recruitment of all trainees
- Consistent model for the commissioning and funding for all trainees
- Assuring quality of training sites, supporting supervisors in their role



## Newly Qualified Pharmacist Pathway

- This CPPE programme is for pharmacists employed or locuming in community pharmacy (except Boots), primary care or health in justice who have registered with the GPhC since 2020.
- The 12-month programme is fully funded as part of the [HEE Newly Qualified Pharmacist pathway](#), and is designed to help newly qualified pharmacists adapt to this new phase in their career, where they are expected to exercise the responsibilities of professional judgment and accountability.
- **Applications close 13<sup>th</sup> March 2023**



[Newly qualified pharmacist programme now re-open](#)

Register now to start in March 2023!



# Pharmacy Integration Programme 2023/24





# Independent prescribing provision in 2023/24

**Applications for training offers for 2022/2023 are now open:**

- 1. Community pharmacists** (including locum pharmacists); **Pharmacists employed in General Practice** (who are not eligible for, or enrolled on, the Primary Care Pharmacy Education Programme (PCPEP) and those who are working to provide primary care services (e.g., working in primary care) who are not employed in ARRS roles); and **Health and Justice pharmacists**
- 2. Pharmacists enrolled on CPPE's Primary Care Pharmacy Education Pathway (PCPEP)** and meet the PCPEP criteria to enrol on an Independent Prescribing Course
- 3. Pharmacists working in an NHS Hospital Trust or Mental Health Trust** (NHS managed sector); **pharmacists working in an integrated care board**, ICB (previously CCG pharmacists)

**Funding extended for another year for 2023/24**

<https://www.hee.nhs.uk/our-work/pharmacy/independent-prescribing>

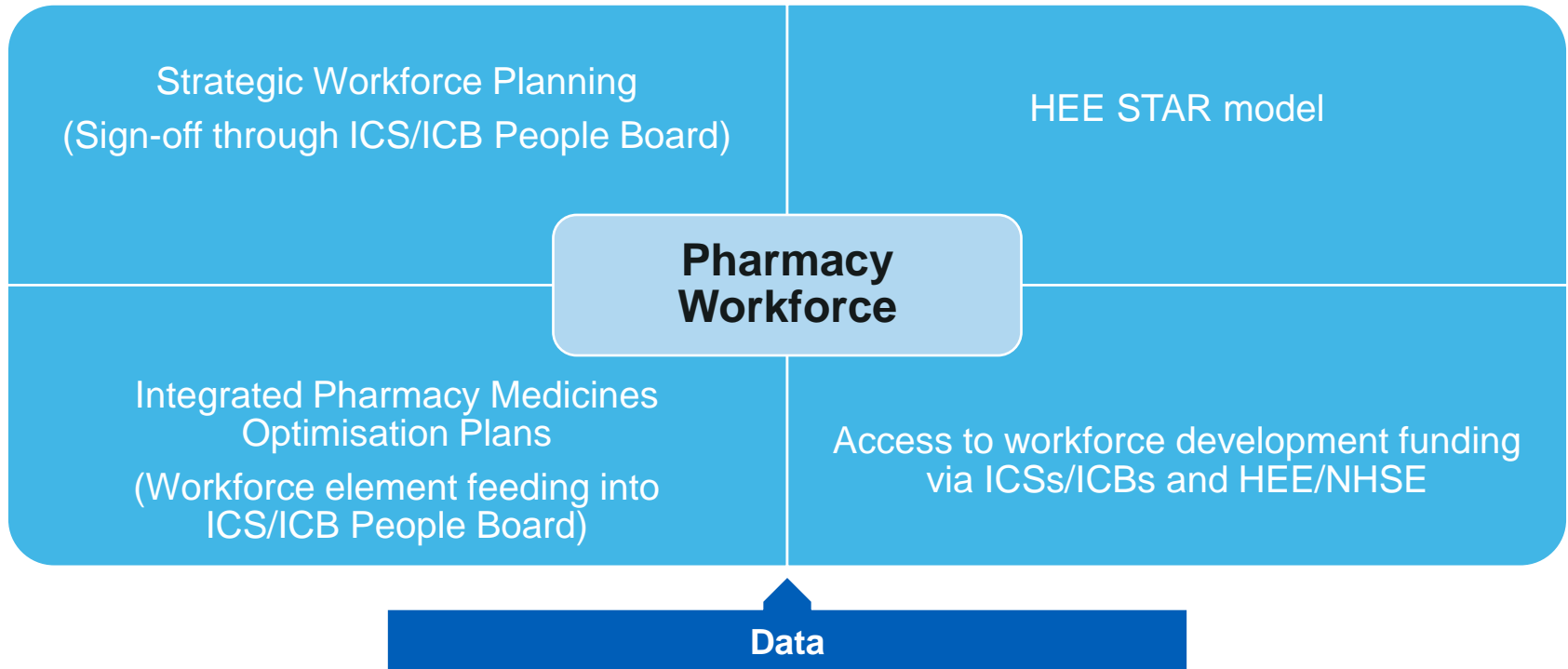
# Clinical Examinations Skills Training for community pharmacists

- New clinical examination skills training will increase the confidence of community pharmacists to manage the types of clinical cases that are increasingly presenting in the community pharmacy setting.
- This new training will consist of a series of modules, with pharmacists able to choose their preferred option based on personal or professional interests. Preferred modules can be accessed following completion of a pre-requisite gateway module on history taking and identification of serious conditions.
- Content will be delivered in a flexible way designed to meet the needs of community pharmacists.
- The training will be launched this winter.
- Register your interest [here](#)

# Pharmacy Technician Workforce Expansion 2023/24



# Workforce planning: Pharmacy





**NHS**

Health Education England

**Results available Spring  
2023**

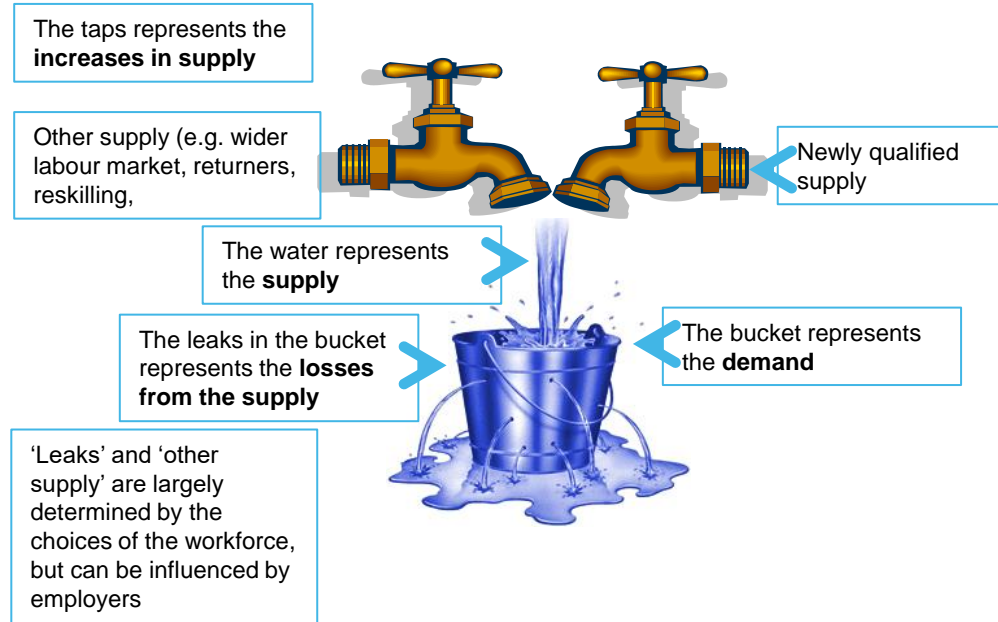
## **Community Pharmacy Workforce Survey 2022**

Live from 6 October to 30 November

**Annual completion required from 2022 to help build a  
picture of the pharmacy workforce in England**

<https://www.hee.nhs.uk/our-work/pharmacy/community-pharmacy-workforce-survey>

# Understanding workforce availability



# Pharmacy Careers ambassadors

NCW National Careers Week

NatWest Group

Facebook, Twitter, Instagram, YouTube, LinkedIn

NCW TV IS NOW LIVE!

This banner features the NCW logo, the NatWest Group logo, social media icons for Facebook, Twitter, Instagram, YouTube, and LinkedIn, and a pink button that says 'NCW TV IS NOW LIVE!'.

National Careers Week 2023 6th - 11th March

Education and Employers | inspiring the future

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Sign up

About Schools and colleges Volunteers Employers News Campaigns Research

This is a screenshot of the 'Inspiring the Future' website header. It includes the 'Education and Employers' logo, the 'inspiring the future' logo, navigation links for 'About', 'Schools and colleges', 'Volunteers', 'Employers', 'News', 'Campaigns', and 'Research', and a 'Sign up' button. Below the navigation bar is a photograph of two young women smiling.

Sign up to the NHS ambassadors programme here - <https://www.inspiringthefuture.org/nhs-ambassadors-2/>

# NHSE/HEE SE Pharmacy workforce event

**27<sup>th</sup> April\*\***



# Keep up to date

To receive news by email about the initial education and training of pharmacists, **please register here:** <https://healtheducationyh.onlinesurveys.ac.uk/register-for-ietp-updates>

Find out more about the foundation training year:

[www.hee.nhs.uk/our-work/pharmacy/trainee-pharmacist-foundation-year-programme](http://www.hee.nhs.uk/our-work/pharmacy/trainee-pharmacist-foundation-year-programme) -

**Email address:** [traineepharmacist@hee.nhs.uk](mailto:traineepharmacist@hee.nhs.uk)

Find out more about the Newly Qualified Pharmacist pathway:

[www.hee.nhs.uk/our-work/pharmacy/transforming-pharmacy-education-training/initial-education-training-pharmacists-reform-programme/newly-qualified-pharmacist-pathway](http://www.hee.nhs.uk/our-work/pharmacy/transforming-pharmacy-education-training/initial-education-training-pharmacists-reform-programme/newly-qualified-pharmacist-pathway)

# Thank you