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| CHESHIRE TRAINING HUB |
| Pharmacist Education and Training Support Pack |
| Sub-category of Governance Framework for Training and Education in Primary Care |
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| **Heather Glover Cheshire Training Hub** |
| **6/5/2020** |

**Page 2 Introduction**

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| Pharmacists and pharmacy technicians are required to provide more patient-centred care to deliver the NHS Long Term Plan in primary care.  The role of clinical pharmacists in primary and community care, and specifically within the new primary care networks is now much closer with the launch of the NHS Long Term Plan and new GP contract. The purpose of this support pack is to guide and support the development of the multidisciplinary team to meet the health needs of the population through the education and learning necessary for future success. |

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**Pharmacist Education and Training Support Pack**

**Introduction**

From 2018, through the development of a [Primary Care Academy](http://www.cheshireandmerseysideprimarycareacademy.co.uk/index.php) (PCA), the 5 Locality Training Hubs in Cheshire and Merseyside have been working collaboratively. The [Training Hubs](http://www.cheshireandmerseysideprimarycareacademy.co.uk/index.php/contact-us)  are a resource of further information and guidance for each of the primary care networks, in order to engage and develop their workforce to ensure future success and sustainability. The purpose of this training support pack is to guide and direct practice managers and employees, and assist in the successful development of the growing number of roles within primary care. From training GPs and expanding professions such as clinical pharmacists, Health Education England (HEE) aims to help shape the primary care workforce of the future.

Pharmacists and pharmacy technicians need the knowledge, clinical skills and behaviours required to provide more patient-centred care to deliver the NHS Long Term Plan in primary care. HEE are working with the Royal Pharmaceutical Society, Association of Pharmacy Technicians UK (APTUK), NHS England and NHS Improvement, as well as other partners and stakeholders to support this transformation.

The vision articulated in the NHS long term plan is that every PCN will have a workforce of clinical pharmacists; by 2024, PCNs should have approximately 5–7 full-time equivalents .The General Practitioners Committee of the British Medical Association’s longstanding ambition for every GP practice to benefit from having a pharmacist is now much closer with the launch of the NHS Long Term Plan and new GP contract. Both firmly embed the role of clinical pharmacists in primary and community care, and specifically within the new primary care networks (PCNs).

**Background, roles and responsibilities**

Pharmacists are often involved in the clinical management of chronic diseases, and minor disease diagnosis and treatment. They provide an excellent source of increased primary care workforce to the community by conducting primary prevention through health education. Primary prevention is the essence of public health.

The new clinical pharmacist roles will be part of a multidisciplinary team (MDT) operating at PCN level, supervised by a senior pharmacist and seeing patients wherever is most appropriate. This could include in a patient’s own home, a care home, a GP surgery or other community venue, including community pharmacy.

These dedicated clinical pharmacy teams will allow the development of varied and tailored roles which will include undertaking structured medication reviews, improving medicines optimisation and safety, supporting care homes, and running practice clinics. Pharmacists will play a key role in supporting delivery of the Directed Enhanced Service (DES) specifications within the new networks and this will include tackling over-medication of patients, inappropriate prescribing of antibiotics and withdrawing medicines no longer needed. Pharmacist reviews are expected to reduce avoidable A&E attendances, hospital admissions, avoidable outpatient visits and over-medication. Clinical pharmacists can increase capacity in practices and bring a unique and valuable contribution to the workforce in primary care.

The underpinning purpose of this support pack is that NHS organisations and the multidisciplinary team within must work together and with others to share the common resources available for meeting the health needs of the population through the training and development necessary for future success. The Primary Care Academy is a resource that can be accessed by the multidisciplinary team for all aspects relating to training, development and career progression. The [PCA Education and Training](http://www.cheshireandmerseysideprimarycareacademy.co.uk/index.php/education-training#bottom) page has captured many of the different training opportunities available.

**Training for their specialist role**

Clinical pharmacists will be working in a consistent way across the country and all must complete an 18-month training programme to enhance clinical knowledge and skills, leadership skills and qualify as independent prescribers. The key role responsibilities for clinical pharmacists include:

• Clinical assessment and treatment of patients using their expert knowledge of medicines

• Care management of patients with chronic diseases

• Clinical medication reviews to proactively manage people with complex polypharmacy, especially older people, people in care homes, people with multiple long-term conditions (in particular chronic obstructive pulmonary disease and asthma) and people with learning difficulties

• Reducing waste and promoting self-care through structured medication reviews

• Working with, and alongside, the MDT in a PCN as prescribers

• Providing specialist expertise in the use of medicines

• Leadership on person-centred medicines optimisation, quality improvement and support further integration of general practice with the wider healthcare team

• Taking a central role in the clinical aspects of shared care protocols and clinical research

• Working with specialist pharmacists in hospitals and liaising with community pharmacies

**Supervision**

The SMART (standardise and mobilise, accelerate, resources, and tools) online platform aims to support PCNs, GPs, and pharmacists to:

•help the pharmacist and practice identify individualised development needs when establishing the pharmacist role

•ensure the practice is supporting and supervising the pharmacist in the least time-consuming and most impactful way

•provide the pharmacist with efficient tools and resources, such as long-term condition searches, consultation templates, audits for EMIS, and repeat prescribing toolkits

•demonstrate the pharmacist’s achievements by sharing KPIs that matter to the practice and directed enhanced service delivery.

**Career development**

Development of pharmacy professionals beyond early years foundation level training is a possibility due to the changing face of healthcare provision. The Future Pharmacy Workforce document developed by Health Education England (HEE) illustrates the routes to progress to higher levels of practice, including clinical pharmacy technicians, advanced clinical practitioner and consultant pharmacist status and to senior organisation and system leadership roles. A new single qualification for pre-registration trainee pharmacy technicians was launched in February 2020. This new training pilot is recruiting 48 pre-registration trainee pharmacy technicians to multi-sector training posts.

Employers from community pharmacy, general practice, care homes, secondary care and community mental health have formed partnerships to recruit pre-registration trainees for a 24-month period, with the lead employer responsible for employing the trainees. Trainees will benefit from quality Further and Higher education and training from one of the biggest Further Education colleges in the country, in line with the General Pharmaceutical Council’s (GPhC) Initial Education and Training Standards.

• Local work with workplaces and employers to enable them to deliver the new qualification and new elements, such as accuracy checking and medicines reconciliation.

• Pharmacists are undertaking additional advanced level training, e.g. clinical examination skills.

• Pharmacists are training to become advanced clinical practitioners (ACP) in different clinical settings.

**Resources**

The future pharmacy workforce HEE <https://www.hee.nhs.uk/sites/default/files/documents/Pharmacy%20APET%20slide%20summary.pdf>

The role of clinical pharmacists in primary care <https://pharmafield.co.uk/healthcare/the-role-of-clinical-pharmacists-in-primary-and-community-care/>

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

Primary care networks: The role of the clinical pharmacist <https://www.guidelinesinpractice.co.uk/your-practice/primary-care-networks-the-role-of-the-clinical-pharmacist/455273.article>