

Programmes of Funding: Pharmacy : A briefing for Trusts

Roz Cheeseman, Pharmacy Dean, Midlands and East



Developing people
for health and
healthcare

www.hee.nhs.uk

Contents

- HEE's Mandate and Pharmacy Mandate deliverables
 - Foundation
 - Careers
 - Workforce Data
- Funding strategy and impact of C-19
- Pharmacy Programme Funding elements
- What's new this year?
- Next steps
- HEE support

Who's on the call?

Roz Cheeseman

Regional Pharmacy Dean



Sejal Gohil

TPD, Foundation Pharmacists



Rob Brooks

Talent for Care
Relationship Manager



Amanda Harries

Regional Workstream Development
Lead/ Project Manager-Pharmacy



Christine Sykes

Deputy Head of Quality

Strategic position and the impacts of Covid-19 pandemic

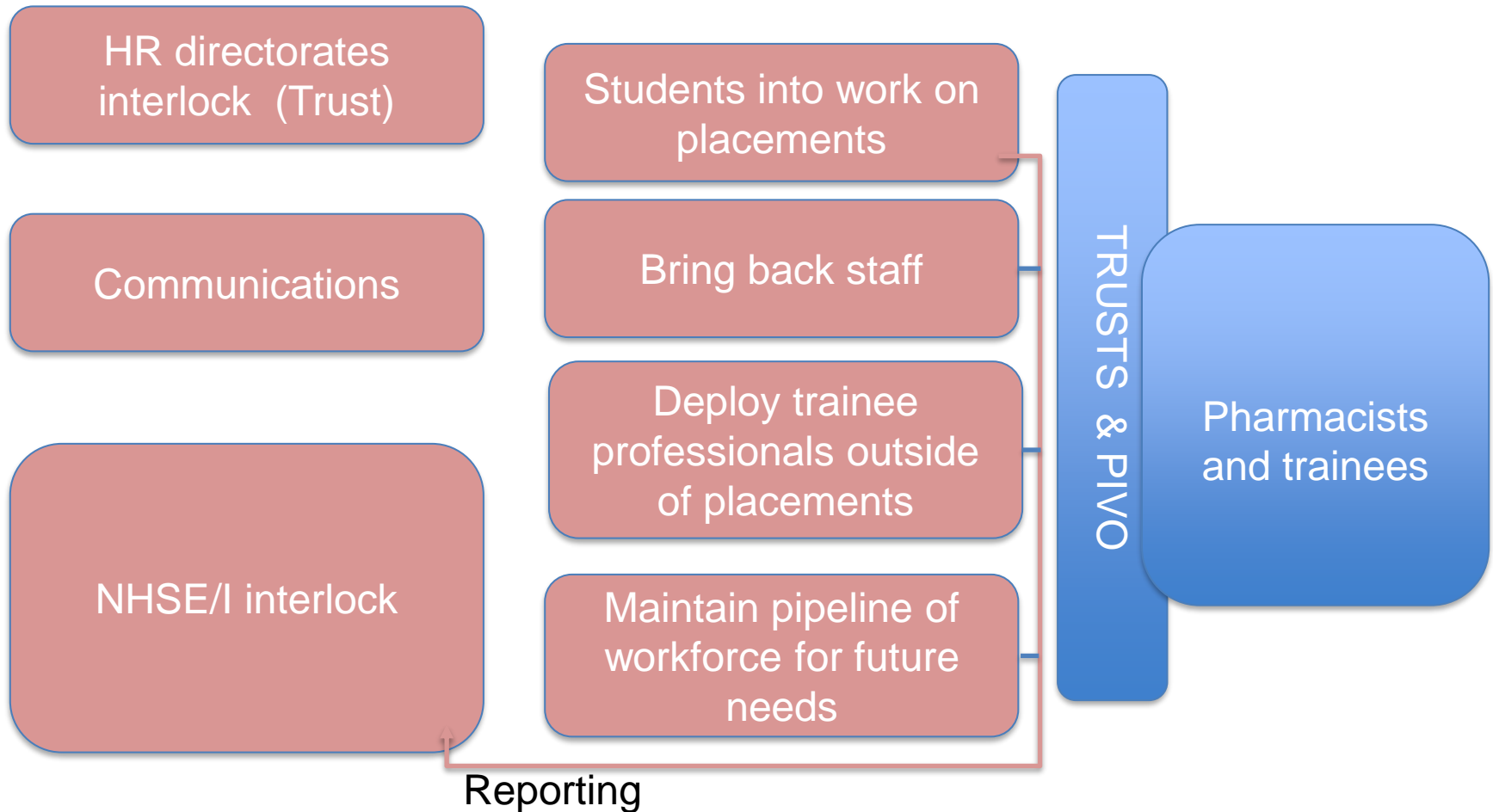
HEE's strategic investment and focus for pharmacy

- HEE is fully engaged and working collaboratively with DHSC and the wider system to ensure appropriate contingency plans are in place to protect the NHS and wider health and care workforce
- HEE will work with NHS England/NHS Improvement to support the development of STPs/ICSs.
- Build a more flexible workforce, **enabling people to develop new skills over the course of their careers** and enabling people to maximise their professional competencies, including through advanced clinical practice.
- Develop the **infrastructure that will underpin a new foundation training programme** for pharmacists to ensure all pharmacists are able to work across the full range of healthcare settings.
- In support of the ...transformation of primary care, including objective for every PCN to have a dedicated clinical pharmacist (in addition to those already working in general practice): **HEE will train 500 clinical pharmacists** to be effective in a general practice setting.
- In support of the new UK 5-year action plan for antimicrobial resistance (AMR) and the cross-system sepsis action plan **HEE will explore training needs for pharmacists** working in PCN and community settings to review the dose, duration and **appropriateness of antimicrobial prescriptions and increase awareness of sepsis** among health and care workers including pharmacists working in primary and community settings.
- Widening routes into NHS careers, particularly through more **effective use of apprenticeships and the Apprenticeship Levy.**
- Work with schools and careers officers **to maximise A-level choices for those who may wish to consider a career in health.**

HEE's investment approach in C19 environment

- HEE, as the NHS ... body for the future workforce, recognises that COVID-19 ...is having a direct impact on the national clinical education capacity,....
- In March, (HEE) wrote to all NHS Trusts to notify them that HEE would be making a three-month Quarter 1 payment to them on account; calculated as 25% of the 2019/2020 value of education and placement activity that they supported.
- The payment includes funding for continuation of all previously agreed salary supported training posts, enabling salary supported students to continue their employment irrespective of the COVID-19 impact on their education programme.
- HEE Commissioning Leads have been working with HEIs enquire if there are any education programmes that have paused or cannot continue, and where this is the case,ask for information to inform and agree plans with for the recovery of education capacity and to identify potential risk to the future workforce.

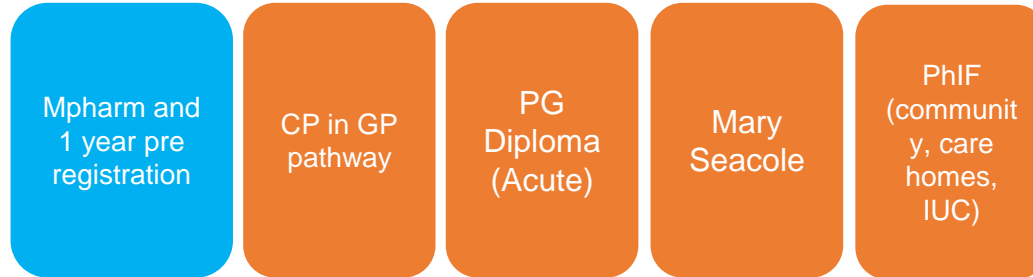
HEE involvement in Covid -19 response



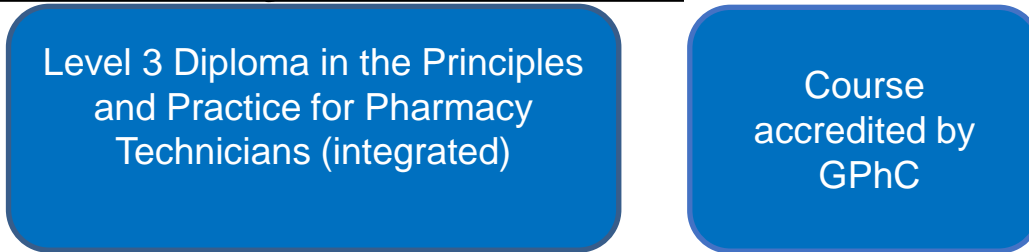
Pharmacy programmes and funding

Routes to qualification

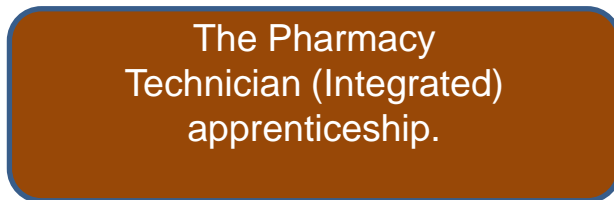
Pharmacists: Degree (4 yrs) then Pre-registration training year. Upon registration training as required



Pharmacy technicians: current workforce



Future workforce (2020 onwards);



Learners Overview for 20-21

Programme	Learning providers
MPharm: No HEE funding, HEE involvement is to promote engage via Pharmacy Schools Council	
Pre-registration Pharmacists	Trust based only* Traditional posts Emerging and rotational posts
Foundation	<ul style="list-style-type: none"> • UEA (*Pharmacy Practice Post Grad Offer) • University of Herts (Pharmacy Practice PGDip) • Aston University (Psych therapeutics)
Pharmacy Technicians	Trust based trainees Apprenticeships HEE funded PT PT (National Joint Programme)

Year to year consolidation and growth

- Pre-registration pharmacists:
 - growth in 20/21 for Trust based provision,
 - emerging roles for cross sector 50/50 posts.
- Pharmacy technicians:
 - moving further into apprenticeship model to enable growth and consistent approach across the country,
 - those with salary support will remain for 20/21 as part of supportive transition.
- Foundation pharmacists
 - pathways developing, halted in some areas due to COVID and will continue to progress as recovery underway,
 - current funding model remains to support workforce post COVID.

New this year

1. Provisional Pharmacists
2. Foundation Pharmacy Programme
3. Pharmacy Technician Apprenticeship

Provisional pharmacists

Health Education England

- [GPhC Policy Provisional Registration](#)
- The Royal Pharmaceutical Society (RPS) has called on the General Pharmaceutical Council to ensure pre-registration pharmacists are not “disadvantaged in their career due to the Coronavirus crisis.
- Optimising the capacity available in the newly qualified pharmacy workforce to support the crisis and aftermath response
- Where pharmacists have completed their training in 2020 and receive declaration to assure patient safety, they can move to the register on a provisional basis.
- Registrations of ‘provisional pharmacists’ open from July (provisional registrations valid until 1st July 2021) during the interim provisionally registered pharmacists should complete the registration assessment as soon as they are able.

Our position

- HEE East of England is able to provide a funding contribution to post graduate education within the East of England and in other regions if there is not equivalent provision within the region.
- HEE is working with partners across the system on the next steps of a Foundation Pharmacist programme.
- We are looking forward to working with you, on this part of workforce transformation.

Foundation Pharmacists

Background

- The vision for pharmacy includes a workforce of pharmacist's able to work across integrated care pathways, providing patient centred care and ensuring pharmacists are Getting It Right First Time when providing medicines optimisation services. This is a move away from silo working in the traditional sectors of community and hospital pharmacy.
- To enable this change, it is recognised that all newly qualified pharmacists require foundation training, as highlighted in the Interim People Plan,⁵ which will provide opportunities to develop the knowledge, skills, behaviours and attributes to work across a variety of sectors of care,

Update UEA developing a new approach

- Modular CPD approach to be introduced to replace PGDip; allowing flexibility for the pharmacist and develops workforce at their own pace. Each module equals 10-15 HEI credits.

PGDip commissioning in process of being confirmed for 20/21 cohort.

- Future model anticipated to provide a route for learners to submit a portfolio of evidence to RPS (which may include PG Dip modules) and mapped to the framework

Developing a new way for Clinical Supervision....

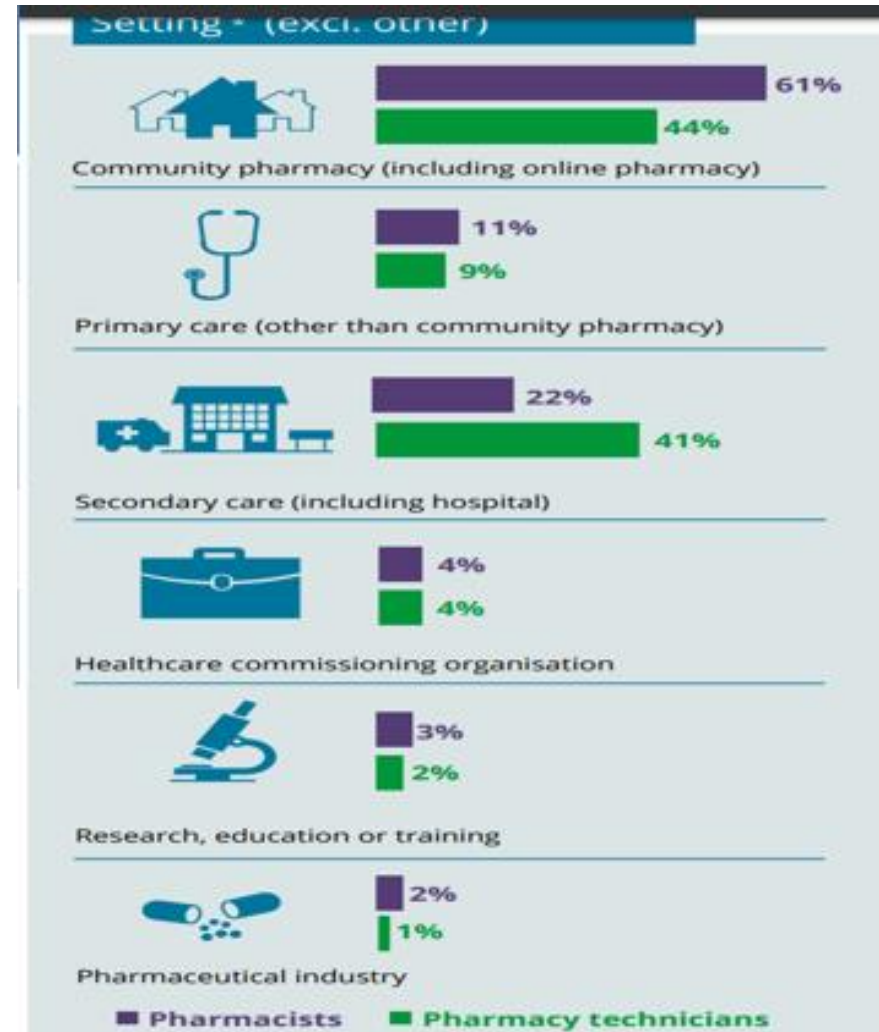
- A transition approach has been implemented across the region which seeks to develop standardized offer for clinical supervision across Pharmacy

[Pharmacy Clinical and Educational Supervisor Core Skills Module](#)

Pharmacy Technicians (1/3) Supply

Health Education England

Area of work	Supply (latest available)
Pharmacy Technicians working in Community	6,570 FTE 7,900 (Headcount)
Pharmacy Technicians working in Acute	7,591 FTE 8,503 (Headcount)
Pharmacy Technicians working in GP	55 FTE 75 (Headcount)
Other	3,000 (Headcount)
Pharmacy Technicians total on the register	19,455 GPhc (Headcount England Only)



Pharmacy Technician (2/3) Apprenticeships

Background

- We are moving, at pace, to the new PT apprenticeship.
- <https://www.instituteforapprenticeships.org/apprenticeship-standards/pharmacy-technician-integrated/>
- HEE funding in transition year and **will increasingly default to levy funding.**

Levy

- Gifting across systems encouraged; supporting rotational development programmes
- Levy transfer can be used in place of non-levy payer contribution”

Pharmacy Technician (3/3) Apprenticeships

Supplier procurement

- To support that move, HEE National procurement exercise to provide a framework of education providers that Trusts and PCN can draw from.
- Providers selected must be able to provide on a national and/ or regional footprint
- Provision for remote learning and support will be assessed.
- Note: employers are welcome to procure other suppliers; those on the HEE supplier list will have been assessed and selected for offer and quality.
- Procurement and approved suppliers to be complete by June 29th 2020.

The procurement will bring a level of standardization on price point. There will be differentiation in terms of offer content and quality but these will be assessed.

HEE support

- Apprenticeship leads support
- Working with Workforce teams in each STP
- Regional Task and Finish groups to develop and implement change
- New pharmacy technician: action learning set and webinars to develop ICS/STP system wide pharmacy:
 - Rotational posts and learning pathways
 - Levy access and use across a system
 - Engaging with primary and community pharmacy through the Training Hub network

Questions and Answers