

Programmes of Funding: Pharmacy : A briefing for Trusts

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Developing people
for health and
healthcare

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Strategic position and the impacts of Covid-19 pandemic

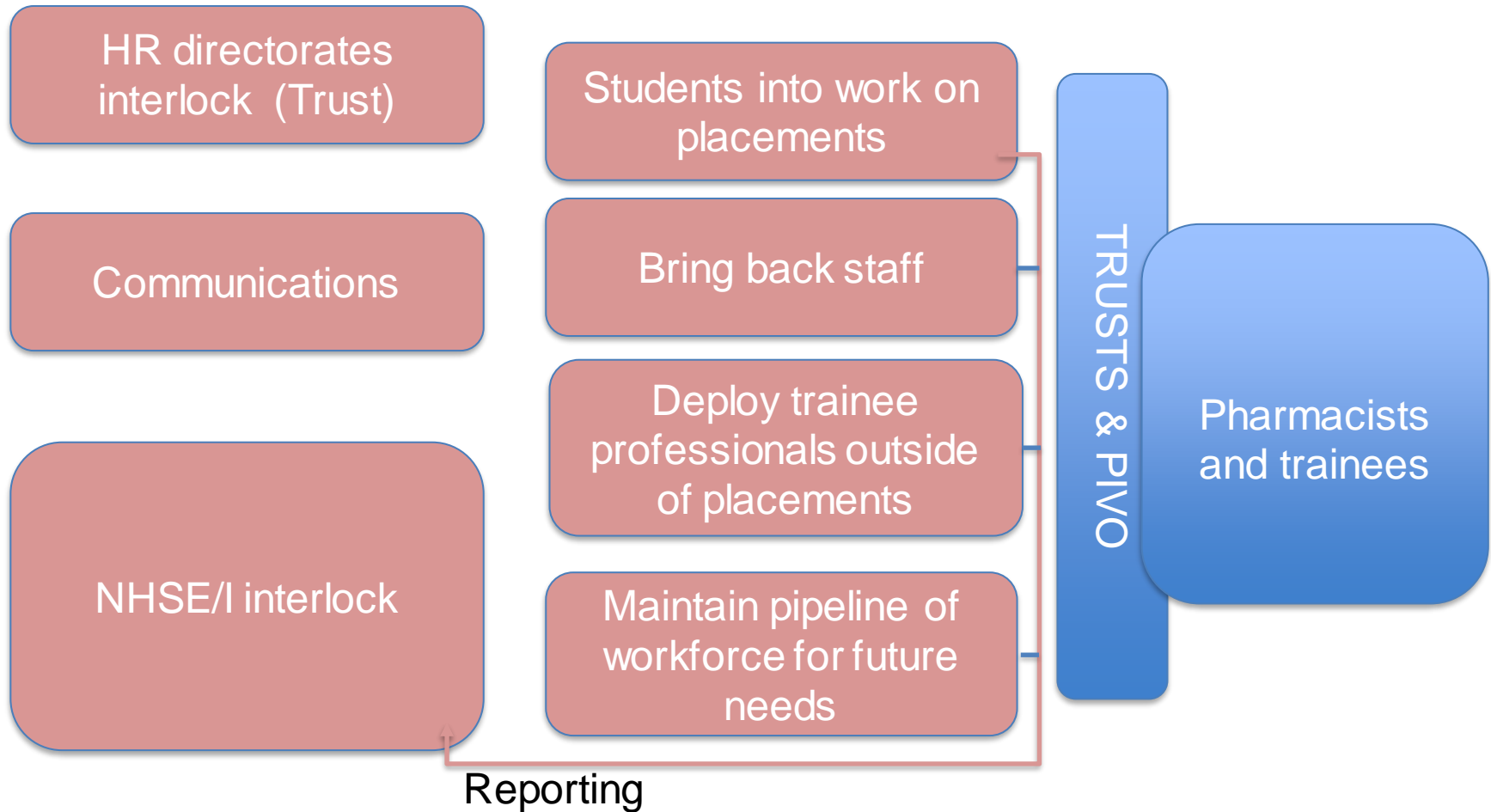
HEE's strategic investment and focus for pharmacy

- 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.

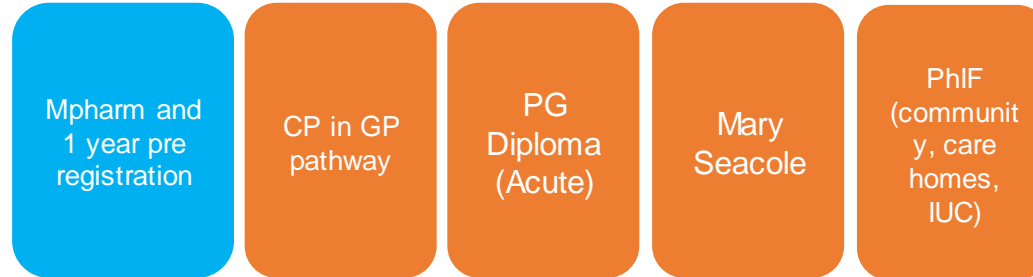
HEE involvement in Covid -19 response



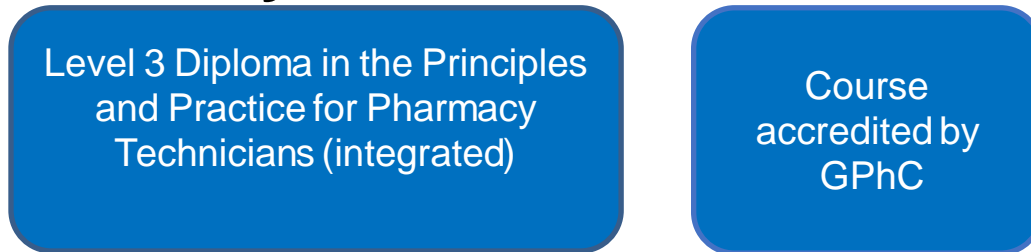
Pharmacy programmes and funding

Routes to qualification

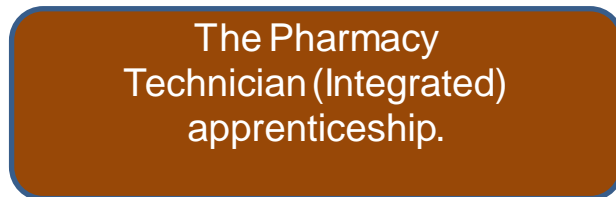
Pharmacists: Degree (4 yrs) then Pre-registration training year. Upon registration training as required



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 PGDIP	Aston DMU Keele
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.

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 (Midlands)

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

	Workforce (FTE)	Source
Total pharmacy technician workforce	24,551	Feb 2017 (GPhC, GB register)
Community Pharmacy	6,572	Community Pharmacy Workforce Survey (2017)
Secondary care	6,174	ESR August 2019
Primary care	310	HEE primary care survey July 2019

Geographical Area	2019/20 Provider(s)	Additional Information
East Midlands	Various	EM is apprenticeship model
West Midlands	Birmingham Metropolitan College & Stoke College	HEE fund education costs and salary support

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
- Non levy payer organization no longer needs to make a contribution.

Pharmacy Technician (3/3) Apprenticeships

Supplier procurement

- To support that move, HEE National procurement exercise until June 1st 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