

Primary care pharmacy education pathway newsletter

Number 4 – December 2019

This document provides information about the education pathway for pharmacists employed as part of the NHS England primary care network (PCN) Contract Directed Enhanced Service (DES) additional roles. At the request of Health Education England, CPPE has reviewed its extended education pathway for pharmacists working in primary care to align with the NHS Long Term Plan and the PCN Contract DES. The pathway has been renamed the *Primary care pharmacy education pathway* (PCPEP). Newsletter 1 has more background information about the pathway and how to enrol. It can be downloaded from **our website**.

If you have any queries about the pathway that you can't find the answer to on our website, please email: **primarycare@cppe.ac.uk**.

In this newsletter

- Pathway December update
- Myths and misconceptions
- Clinical supervisor training
- Information webinars
- New PC-Alumni listserv
- Indemnity insurance

December update

The module 1 residential inductions for cohort one of PCPEP have now finished, with the first peer learning sets starting last month. The learners have now embarked on module 2 which is the clinical knowledge and its application module.

We will be having a cohort of 30 pharmacy technicians joining the pathway as a pilot in January from one area– London and surrounding counties. The geography is limited for this pilot cohort of pharmacy technicians so that we have a viable minimum number at the events. To find out more about this please email **primarycare@cppe.ac.uk**.

We are continuing to work with our partners, Red Whale, the University of East Anglia and the University of Bath. De Montfort University has also joined the partnership. We are looking to recruit one or two more to deliver the education on the pathway.

Bookings for cohort 2 (starting in January 2020) are still open, with up to 400 places available. Bookings will close when it is full or in early January, whichever comes first. Enrolment is via the CPPE website, **www.cppe.ac.uk/career/pcpep/pcpep-training-pathway**. Please ensure that your pharmacists enrol as soon as possible. Early enrolment helps your pharmacist get connected into their training pathway quickly and enables CPPE to plan where the training 'hubs' are going to run for the cohort. Learners need to be available for residential events in module 1 and there is an overview of dates on the *Event dates* tab on the CPPE website. Some dates are not confirmed yet as they are dependent on the number of learners that enrol; however, there should be enough information to help learners plan.

Cohort 3 will start at the beginning of May 2020 and bookings will open in the third week of January.

Please note that the PCPEP is compulsory for all pharmacists taking on PCN roles funded through the **PCN Contract DES**, unless they are already on or have completed one of our pathways. Details of exemptions can be found on the website with other information about the pathway: **www.cppe.ac.uk/career/pcpep/pcpep-training-pathway**.

If you want to know more about the training pathway, please visit the **CPPE website** or email primarycare@cppe.ac.uk

Myths and misconceptions

Are the roles for experienced pharmacists?

They can be, but the roles are first and foremost training roles to grow the primary care workforce. 70% funding is a contribution towards salary and to be able to provide clinical supervision and release pharmacist for training.

Is the PCPEP training optional?

No. All pharmacists employed with additional funding must either enrol on the training or apply for exemption. They will need evidence of exemption for clinical commissioning group (CCG) audit and post-payment verification purposes. The pharmacists are taking on roles that they have not previously done so need training and support to become competent and confident. The recent article published by the Pharmacy Defence Association (PDA) is about recent cases that are linked in some way to pharmacists prescribing inappropriately or offering poor advice, often underpinned by an ill-founded assumption of competence that was ill-founded.

We agree with the PDA that it is extremely important for employers and pharmacists to consider their levels of experience and skill at all times **before** making a clinical decision and/or issuing a prescription. The CPPE training pathway helps pharmacists to identify their levels of competence and fill their learning gaps.

I need the pharmacist to get their prescribing qualification as soon as possible.

It is important that the pharmacists have a solid foundation of knowledge and experience before they undertake the prescribing training. This is also linked to the previous answer. There are plenty of tasks that a pharmacist in a patient-facing role can undertake without being a prescriber. These are listed in the *Pathway and role progression handbook* on the CPPE website: www.cppe.ac.uk/career/pcpep/pcpep-training-pathway.

Is the NHS England's intention of one senior to five pharmacists as in the *Clinical pharmacists in general practice programme* still in place for PCNs?

Yes. The NHSE guidance says that *"As the number of clinical pharmacists working within PCNs increases, this should be on a ratio of one senior clinical pharmacist to five junior clinical pharmacists, and in all cases appropriate peer support and supervision must be in place."*

This means that if there is not a senior pharmacist in a PCN already then the PCN should identify senior (or peer) support. This could be someone from the CCG or the wider integrated care system or sustainability and transformation partnership (STP). CPPE cannot fund clinical mentors to act as the regular senior support but we do provide the opportunity for peer support through the learning sets and other face-to-face events. The time at the end of learning sets is intended for this purpose and many education supervisors have facilitated this type of peer support. Clinical mentors can, of course, be used for those who need additional support.

What other support does the PCN need to provide?

The following paragraph is taken from the **PCN Contract DES guidance**. It explains what support the PCN is expected to provide.

"4.4.1 Guidance on Supervision of Clinical Pharmacist

All clinical pharmacists will be part of a professional clinical network and will always be clinically supervised by a senior clinical pharmacist and GP clinical supervisor. The following supervision must be in place for senior clinical pharmacists and clinical pharmacists:

- *Each clinical pharmacist will receive a minimum of one supervision session per month by a senior clinical pharmacist*
- *The senior clinical pharmacist will receive a minimum of one supervision session every three months by a GP clinical supervisor*
- *All clinical pharmacists will have access to an assigned GP clinical supervisor for support and development.”*

The ratio of senior to junior clinical pharmacists should be one to five, and in all cases appropriate peer support and supervision must be in place. Flexible and innovative approaches to the formation of clinical networks can be adopted and promoted to enhance collaboration/integration across healthcare interfaces.

As there are not enough senior clinical pharmacists in PCNs yet, our supervision guidance says that GP clinical supervisors should do monthly supervision sessions as well as being available for everyday support and development. Some CCGs and STPs have set up networks for the pharmacists; this should be encouraged wherever possible if we are going to truly have integrated care systems.

Clinical supervisor training

There are upcoming training dates for half day training for clinical supervisors on CPPE national pathways.

- Face to face: Thursday 16 January 2020, London
- Online webinars: 23 January and 5 February 2020, 12:00pm-1:30pm

You must attend both webinars.

Please refer to the flyer accompanying this newsletter for more details of how to book.

The clinical supervisor self-assessment document was sent out via the PC-SUPERVISOR email list earlier this month.

Information webinars

These are for one hour and are intended for employers, potential learners and local commissioners. These will commence next year. You can also watch a recording using the following link: <https://bit.ly/2GtOBV4>.

New mailing list for past national training pathway professionals

If you have previously completed a national training pathway with CPPE then we would like to keep in touch with you about opportunities, national changes and important news. We are encouraging all previous pharmacy professionals to subscribe to this list.

To subscribe:

1. Email listserv@listserv.manchester.ac.uk from the email address you want to subscribe from.
2. Put the words *Subscribe CPPE-PC-ALUMNI* in the body of the email. Please note: if the email does not contain these words, the automated subscription will fail.

Wait for the confirmation email from CPPE to complete the process. This may take up to three days.

Indemnity insurance

We are often asked whether or not pharmacists need insurance in addition to the NHS state-backed clinical negligence scheme. The General Pharmaceutical Council has clear guidance on the requirement for indemnity insurance: www.pharmacyregulation.org/professional-indemnity-requirements.

It is up to the individual and the employer to decide whether or not additional personal insurance is required. We understand that insurance providers have or are considering add-on insurance schemes for pharmacists based in GP practices.