

This newsletter provides information about the education pathway for pharmacists and pharmacy technicians employed as part of the NHS England Primary Care Network (PCN) Contract Directed Enhanced Service (DES) Additional Roles Reimbursement Scheme. The *Primary care pharmacy education pathway* (PCPEP) builds on the previous CPPE extended education pathways and aligns with the NHS Long Term Plan and the PCN Contract DES.

Newsletter 1, which can be downloaded from our website [www.cppe.ac.uk/career/pcpep/newsletter](http://www.cppe.ac.uk/career/pcpep/newsletter) has more background information about the pathway and how to enrol.

If you have any queries about the pathway that are not answered on our website, please email: [primarycare@cppe.ac.uk](mailto:primarycare@cppe.ac.uk)

#### **In this newsletter**

- Update on the pathway
- Overcoming obstacles
- Experience of a clinical pharmacist working in a PCN – support focus
- New Service requirements for PCNs
- Clinical supervisor corner
  - Training dates
- PCPEP employer webinar dates
- Demonstrating equivalent learning and experience to the pathway

#### **Update on the pathway**

##### **Cohort 9**

We have over 4000 pharmacy professionals working through the PCPEP. Approvals are already underway for our ninth cohort of learners who will be starting their primary care pharmacy education pathway (PCPEP) in January 2022. This will be over 750 learners.

If you have any new pharmacy professional recruits there are a few places left for January and when these have gone we will open the waiting list for May 2022 – they should use the 'Apply' button through this link [www.cppe.ac.uk/career/pcpep/pcpep-training-pathway#navTop](http://www.cppe.ac.uk/career/pcpep/pcpep-training-pathway#navTop)

#### **Pathway completers**

Congratulations to all the Cohort 1 and 2 learners who have now completed the pathway, especially during the pandemic! The end of December 2021 sees Cohort 3 learners finish their pathway with Cohort 4 beginning their final module.

One PCPEP learner finishing their pathway said:

*"The PCPEP has been a brilliant journey for me with regard to the work content and structure. I have found this to be very useful with forming a good foundation level before I commence my IP programme."*

#### **Your pharmacy professional's progress**

If you want to have more up-to-date information about where your pharmacy professional is in their pathway, you can ask them to make their CPPE viewer available through their CPPE profile so that you can see which events they have completed. It won't show tutorials or webinars but will show all other events. Once they have enabled their viewer in their profile you will be able to see their learning here [www.cppe.ac.uk/viewer](http://www.cppe.ac.uk/viewer). You are also encouraged to speak with your learner's CPPE education supervisor who is expected to send you a short update after each tutorial meeting.

### **Overcoming obstacles**

This year has been challenging for everyone. Being part of the wider NHS means all the stresses and strains have hit our pathway and learners very hard. Receiving learners' testimonials to their education supervisors, like the one below, really lifts the spirits:

*"I would like to take this opportunity to thank you for your support, guidance and assistance in navigating the pathway. As you are aware, my journey has been anything but orthodox. I have had a multitude of issues, personal and professional. You have always been there to support me. You have provided advice and guidance when I needed it and at times you were just there to listen so that I could sound off. When we first met, I appeared very ambivalent about the pathway. I was not necessarily the most amenable person to convince but you persisted in working with me. I know that wasn't the easiest thing to do!*

*I have appreciated your role as my education supervisor. You have provided the right level of direction and allowed me to work at my own pace. You have always provided constructive feedback but also were able to acknowledge the limitations of the pathway and did not attempt a hard sell approach."*

### **Pharmacy technician dedicated support sessions**

Our monthly pharmacy technician informal support webinars are proving to be extremely popular. Run by two of CPPE's senior pharmacy technicians who have had experience in primary care, the webinars provide an opportunity for pharmacy technicians to network, share ideas, discuss aspects of the pathway, and discuss tasks and roles in the practice. The session is a place for pharmacy technicians to feedback any concerns they have, which has led to further support being offered. If you have any pharmacy technicians on the pathway and they are feeling a bit lost or have concerns, please make sure they are discussing these with their education supervisor and are attending the regular monthly lunchtime sessions. They will find the information about the sessions on Canvas, which is our virtual learning environment.

### **Experience of a clinical pharmacist working in a PCN – pathway support focus**

Dr Bilkis Islam-Ali (Lead Clinical Pharmacist, GPS Healthcare) who successfully applied for exemption from the CPPE pathway describes her experience in Solihull's five PCNs. She has also been an education supervisor for CPPE and will be sharing her knowledge and experiences in the blogs in this newsletter:

*"Since joining GPS, the Lead Pharmacists and Chief Pharmacists have come together to form the Solihull Pharmacy Leadership Group.*

*The aim of this is to have a network of likeminded peers to discuss ways we can work together more collaboratively across the patch, to share ideas of best practice, drive improvement and be a beacon of how other PCN pharmacy teams could work.*

*We are working together to provide a collective and collaborative approach to developing a local Solihull Pharmacy workforce, focused on patient-centred care to ensure patients get the best outcomes from their medicines. This leadership group will form a core support structure in the delivery of local and national contracts in addition to linking in with other providers and commissioners of clinical services.*

*We hold monthly leadership meetings and have plans in place to run bi-monthly clinical training sessions to offer additional educational support to our Pharmacists and Pharmacy Technicians."*

### **New Service requirements for PCN**

Plans have been published for the gradual introduction of new service requirements for Primary Care

Networks (PCNs) and confirmation of how PCNs will access the funding available for their activities through the Investment and Impact Fund (IIF) across the second half of 2021/22 and 2022/23.

There are specific targets on hypertension, outcomes from medicines (more SMRs for targeted groups) and asthma (sustainable NHS, changing the type of inhalers prescribed, etc.). The pathway leads team have been through this document and mapped these services to learning covered on the pathway.

The table below is shared at both the employer webinar and as part of the clinical supervisor training workshop 1. We are sharing it here by request after a recent clinical supervisor training workshop.

PCN service	NHSE DES Task	NHSE DES Deadline	Module
Cardiovascular prevention and diagnosis	<ul style="list-style-type: none"> <li>•Improve hypertension in accordance with (NG 136)</li> <li>•Improve identification of those at risk of AF (CG 180)</li> <li>•Identify patients at risk of Familial hypercholesterolaemia (CG71)</li> <li>•Offer statin therapy to anyone with a QRISK2/3 score &gt;10%</li> <li>•Support early identification of HF</li> </ul>	Oct 21 April 22	2 1,2,3,5
Health inequalities	<ul style="list-style-type: none"> <li>•Learning disabilities</li> <li>•Mental health</li> <li>•Ethnicity record</li> <li>•Lead for health inequalities</li> <li>•Data on health inequalities</li> <li>•Agree engagement strategy</li> <li>•Begin engagement strategy</li> <li>•Started addressing need</li> <li>•Finalise plan to meet unmet needs of the population – start to deliver by March 2022</li> </ul>	Dec 21 Feb 22	2, 5
Anticipatory care	Agree a plan with ICS to and partners(acute/ community and care providers) jointly deliver Anticipatory care	Implement by Oct 22	2,5
Personalised care	Implement Social prescribing plan	Implement by Oct 22	1
Digitising personalised care & Support planning	Digitalise personalized care	March 23	1
Shared decision making	Learning on SDM Evaluate patient's experience on SDM	March 22 March 23	5
Deliver better outcomes for patients on medication	Through the delivery of SMRs to priority patients and through prescribing behaviours known to improve patient safety	Ongoing	Throughout the pathway, especially Module 2
Help create a more sustainable NHS	Through reducing the carbon emissions generated by asthma inhalers.	Ongoing	2

For more information visit [www.england.nhs.uk/publication/primary-care-networks-plans-for-2021-22-and-2022-23/](http://www.england.nhs.uk/publication/primary-care-networks-plans-for-2021-22-and-2022-23/)

## Clinical Supervisor Corner

A huge thank you to all the clinical supervisors involved in supporting pharmacy professionals on the national training pathway. At CPPE we want to support you to have the competence and confidence to undertake this role well.

The two 1.5-hour online workshops help clinical supervisors understand the pathway, following on from the national pathway information (or employer) webinars. In the training, we explore their role in supervision and the competency and capability of pharmacists and pharmacy technicians. This will help manage expectations of what the pharmacy professional can and can't do. The second session is an assessor standardisation using a bespoke consultation observation tool.

All details, including booking links and keycodes can be found on the *Clinical supervisor* pages on the CPPE website: [www.cppe.ac.uk/career/pcpep/clinical-supervisor](http://www.cppe.ac.uk/career/pcpep/clinical-supervisor)

Upcoming dates are listed below.

Clinical supervisor online workshop 1	Wednesday 1st December 7:00-8.30pm
Clinical supervisor online workshop 2	Thursday 9th December 12.30–2:00pm
Clinical supervisor online workshop 1	Tuesday 11th January 12.30-2:00pm
Clinical supervisor online workshop 2	Wednesday 18th January 7:00-8.30pm
Clinical supervisor online workshop 1	Wednesday 1st February 7:00 -8.30pm
Clinical supervisor online workshop 2	Thursday 24th February 7-8.30pm

### **What clinical supervisors can do when your pharmacy professional fails their case based discussion**

Pharmacy professionals on the pathway undertake two case-based discussions (CbDs) at different stages. Clinical mentors who are senior clinical pharmacists with experience in primary care assess these. If a learner fails their CbD they must retake it and will require additional support from their education supervisor, more input from their clinical supervisor and will be automatically identified as requiring additional support.

In some cases, there is a worrying correlation between the quality and quantity of clinical supervisor time and CbD assessment pass rates. In most cases, education supervisors will then ask learners to keep track of the meetings they have with their clinical supervisors to ensure they are getting adequate support. Clinical supervisors can help by spending a bit of extra time to talk through the case including what went wrong. Then, during a subsequent supervision session, discuss another case.

The assessment criteria are derived from the Royal Pharmaceutical Society's (RPS) Advanced Pharmacy

Framework (APF), which is suitable for all pharmacy professionals. The assessment criteria for the case-based discussion are divided into two clusters of competencies.

Cluster	Competencies	Demonstrating overall competence
Cluster 1: Expert professional practice	1.1 Expert knowledge and skills 1.2 Delivery of professional expertise 1.3 Reasoning and judgment 1.4 Professional autonomy	Majority principle – The pharmacy professional must demonstrate at least three of the four competencies in Cluster 1 to demonstrate this cluster overall..
Cluster 2: Collaborative working relationships	2.1 Communication 2.2 Team work	Majority principle – The pharmacy professional must demonstrate both competencies in Cluster 2 to demonstrate this cluster overall.

For more information on the Case based discussion assessment please refer to Section 2 of the Assessment handbook [www.cppe.ac.uk/career/pcpep/pathway-handbooks](http://www.cppe.ac.uk/career/pcpep/pathway-handbooks)

## Pathway information webinar for employers

This is a webinar for employers, clinical supervisors and interested parties outlining the PCPEP pathway. For clinical supervisors, this is in addition to the clinical supervisor training. Although there is a small bit of repetition, we advise all employers, clinical supervisors and interested parties to attend one of these or listen to a recording to get the basic information about the pathway.

They all run from 1:00–2:00pm. To register for an upcoming date, click on the link in the table below.

Date	Registration link
Monday 8 December	<a href="https://cppe.zoom.us/meeting/register/tJcvceGtqj0vHdKAnqIcxAQjNBsT5XTnbgES">https://cppe.zoom.us/meeting/register/tJcvceGtqj0vHdKAnqIcxAQjNBsT5XTnbgES</a>
Wednesday 12 January	<a href="https://cppe.zoom.us/meeting/register/tJ0ocuisqjstGNM8YHqkJ0ibdVbVXUeFqdAX">https://cppe.zoom.us/meeting/register/tJ0ocuisqjstGNM8YHqkJ0ibdVbVXUeFqdAX</a>
Wednesday 23 February	<a href="https://cppe.zoom.us/meeting/register/tJwrfu6grjsuGtNHHcckCIPBxIrg11eLt8_m">https://cppe.zoom.us/meeting/register/tJwrfu6grjsuGtNHHcckCIPBxIrg11eLt8_m</a>
Wednesday 23 March	<a href="https://cppe.zoom.us/meeting/register/tJYuf-uqqDIjHNBXRmoRnYHW4nkux1uDx6Yu">https://cppe.zoom.us/meeting/register/tJYuf-uqqDIjHNBXRmoRnYHW4nkux1uDx6Yu</a>

If you are unable to make any of these dates, then a recording of a previous webinar is available. Please email: [emma.wright@cppe.ac.uk](mailto:emma.wright@cppe.ac.uk)

## Demonstrating equivalent learning and experience to the pathway

Do you have any experienced pharmacists in your PCN who are not ARRS funded so cannot access the pathway?

Do you want to be assured of their capability to do structured medication review as outlined in the Network Directed Enhanced Service (DES) contract?

CPPE has developed a process for pharmacists to demonstrate equivalent knowledge skills and experience to the PCPEP. The process, commissioned by NHS England and Improvement and Health

Education England, is also intended to help PCN clinical directors understand that their pharmacist workforce has the competence to carry out structured medication review. The process consists of

- Part 1 - completion of an online form to provide some information about the pharmacist, a description of their role, and details of the relevant education and training they have completed.
- Part 2 - writing and submitting reflective accounts by answering five questions giving more detail of their role and how they are applying their knowledge, skills and experience.

Further information about the process, including a link to download detailed guidance for applicants is available on the CPPE website [here](#).

**CPPE's annual report** is now available, you can access this here:

<https://www.cppe.ac.uk/news/a/914/annualreport2021>

## **How to contact us**

If you have any queries about the pathway, you can contact [primarycare@cppe.ac.uk](mailto:primarycare@cppe.ac.uk)

Please also visit our website to find the **Frequently asked questions** documents for learners and employers, as well as the dedicated clinical supervisor pages and the pathway handbooks.