

About this newsletter

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, 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

In this newsletter

- Feedback about the pathway
- Update on the pathway
- Integrated Care Systems – April 2022
- IP training
- Clinical supervisor corner
 - 'Key resource'
 - Training dates
 - Role in pathway assessment
- CPPE primary care pathways stakeholder reference group
- PCPEP employer information webinar dates
- PhD opportunity for pathway alumni

Feedback about the pathway

Building confidence with pathway learning

The following is feedback from a pharmacy technician to their education supervisor after completing their pathway:

"PCPEP (with your guidance/advice and support too) has made me realise my strengths again, confidence with patient interaction and believing in my skills and knowledge. I also learnt so much from the pathway that I can share with the team and our patients.

Self-belief has been very lacking for me; You will be pleased to know this isn't now something I need to work on. Thank you again for your help and support."

Update on the pathway

Cohort 10 enrolment process is open

Enrolment for the May 2022 cohort is now open. We have removed the extra step of first applying to the waiting list, so PCN additional role reimbursement scheme funded pharmacy professionals can enrol straight away using the *Apply* button on the PCPEP website page: www.cppe.ac.uk/career/pcpep/pcpep-training-pathway.

As we start 2022, we are cautiously returning to face-to-face study days for some topics, namely *Advanced clinical assessment skills* and *Helping other learn*. Last week, we ran the first events, and while we have achieved a lot online in the last two years, we know that we need to reintroduce an element of face-to-face,

so the learners get the full benefit from the pathway experience. Feedback after one of the events last week from learners included:

- “It was a sheer joy at being back networking face-to-face with you at CPPE as well as our colleagues.”
- “I appreciated being away from their place of work for the day.”
- “Being together removed distractions such as work colleagues not realising I am on training.”
- “I have been working remotely so this was a great opportunity to discuss queries with other colleagues in a safe environment.”

Please remember, as we return to face-to-face events, employers are expected to reimburse any travel costs to and from the venue.

Integrated Care Systems – April 2022

Integrated Care Systems (ICSs) are on track to be implemented in April this year.

*‘Each ICS partnership will be responsible for agreeing an **integrated care strategy** for improving health care, social care and public health across their whole population, using the best insights from data available, built bottom-up up from local assessments of needs and assets identified at place level and focusing on reducing inequalities and addressing the consequences of the pandemic for communities.’ – NHS Confederation, **ICS Design Framework, 2021.***

Pharmacy professionals are uniquely placed to be lynchpins of connection, communication and collaboration with their community and secondary care colleagues. The **ICS implementation guidance** highlights that ICSs must ‘(foster) closer working between sectors to ensure that transitions in care are managed effectively and issues are resolved’. This is just one example in the guidance where pharmacy professionals can contribute to this new structure.

Most ICSs have workforce development groups, and some have specific pharmacy streams. The primary care workforce is very much a part of this agenda, so it is well worth engaging with these groups to see what development opportunities are available to your pharmacy professionals once they have finished the pathway.

If you are part of a local ICS workforce development group and have a work plan or ideas and suggestions you would be happy to share, please get in touch with emma.wright@cppe.ac.uk.

Independent prescribing (IP) training

We still get a lot of queries about the timing of Independent Prescribing training and why the NHSE/I and HEE policy is to wait until the pathway is completed (please see the policy document on our website). The pressure to become a prescriber as early as possible comes from several sources. Sometimes, primary care employers don’t know what to do with pharmacists if they can’t prescribe. If you find yourselves in this position, please make sure you attend the employer webinars (links and dates in this newsletter below) and familiarise yourself with the pathway and role progression handbook that have lots of information about what pharmacists can and should be doing when they start a new primary care role.

We have also found that some pharmacists see their IP qualification as the ‘main attraction’ of the role in primary care and the mandatory pathway and push to complete their independent prescribing early rather than waiting until the end of the training pathway.

Having run national training pathways for many years, CPPE has seen almost all the possible scenarios regarding the IP qualification and agrees with the NHSE/I and HEE policy, which strongly recommends pharmacists wait until the end of their training pathway. Pharmacists can only do the IP qualification from the halfway mark if they meet certain criteria including experience in a patient facing role in primary care. This means they are more confident and competent in their role and have a better idea of what to specialise in for their IP linked to the needs of the PCN. They are also likely to flourish on the IP course and sail through it. We have recently heard some employers are losing pharmacists as soon as they become IPs and are having to re-recruit – another reason to encourage your pharmacists to complete the pathway first.

Please note currently there is very limited IP training provision and HEE has made the following statement: *'Health Education England (HEE) is committed to providing training to Clinical Pharmacists in line with the requirements of the Network Contract Direct Enhanced Service (DES). Part of this commitment is to commission places with HEIs to deliver Independent Prescribing training. We are currently in the process of procuring new provider(s) to deliver this training for 2022/23, with the first cohort(s) commencing September 2022.'*

There is some availability for cohorts commencing March 2022; details of these, along with eligibility criteria and how to apply, can be found on our factsheet.

Further details regarding 2022/23 providers and cohorts will be listed on the factsheet when available, as well as shared with CPPE education supervisors.

Clinical Supervisor Corner

Clinical supervision highlighted as a 'key resource'

The medicines optimisation in care homes (MOCH) pathway was funded by the NHSE/I Pharmacy Integration Fund. The Evaluation of the Pharmacy Integration Fund Learning Pathways (Final Report) was released this month, and although it did not exclusively review the CPPE national training pathway, the report highlighted that ***'Both educational and clinical supervision supporting experiential learning were a key resource for learners'***.

The **executive summary** also stated:

'The development of leadership, clinical reasoning, and communication through practice made a significant contribution to changes in learners' own behaviour, and the practice of other health professionals. Learners and employers also highlighted organisational benefits and improvements to patient care.'

Overall, PhIF funding and learning pathways appear to have acted as a catalyst for the advancement of roles and opportunities available to the pharmacy workforce (both pharmacists and pharmacy technicians), pushing the boundaries of what the workforce can and is expected to do.'

The current PCPEP was developed building on the success of the MOCH pathway and the previous *Clinical pharmacists in general practice* pathway.

Training dates

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, which 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

Upcoming dates are listed below.

Clinical supervisor online workshop 1	Wednesday 1 February 7:00pm – 8:30pm
Clinical supervisor online workshop 2	Thursday 24 February 7:00 – 8:30pm
Clinical supervisor online workshop 2	Monday 28 February 12:30 – 2:00pm
Clinical supervisor online workshop 1	Monday 16 March 12:30 – 2:00pm
Clinical supervisor online workshop 2	Monday 21 March 12:30pm – 2:00pm
Clinical supervisor online workshop 2	Wednesday 30 March 7:00pm – 8.30pm
Clinical supervisor online workshop 1	Tuesday 5 April 7:00pm – 8.30pm
Clinical supervisor online workshop 2	Thursday 7 April 12:30pm – 2:00pm

The clinical supervisor role in pathway assessment

We have been asked to share the following slide summaries by a cohort of clinical supervisors undertaking the clinical supervisor training.

Module	Assessment	CS involvement
Module 2	Case based Discussion (CbD)	Help pharmacy professional select appropriate case and discuss
	Multisource feedback (MSF)	Participate in the MSF
Module 3	Clinical Examination and Procedural Skills Assessment Record (CEPSAR)	Sign off observations

Module 4	Quality improvement project	Agree quality improvement project and work through with pharmacy professional
Module 5	Case-based discussion (CbD) Multisource feedback Consultation skills assessment MR-CAT Reflection on patient feedback PSQ	Help pharmacy professional select appropriate case and discuss Participate in the MSF Observe two consultations and complete the MR-CAT assessment and reflection Discuss reflection on patient feedback

Primary care pathways stakeholder reference

We have some vacancies on the pathways reference group. One for an ICS representative and one for an employer of PCN pharmacy professionals. We also have vacancies for a pharmacist and a pharmacy technician who have recently completed the pathway or are nearly finished. We have online meetings three times a year that last no more than two hours. If you are interested in being involved with the running of the Primary care pharmacy education pathway, please contact sally.greensmith@cppe.ac.uk.

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

Date	Registration link
Wednesday 23 February	https://cppe.zoom.us/meeting/register/tJwrfu6grjsuGtNHHcckCIPBxIrg11eLt8_m
Wednesday 23 March	https://cppe.zoom.us/meeting/register/tJYuf-uqqDIjHNBXRmoRnYHW4nkux1uDx6Yu
Wednesday 27 April	https://cppe.zoom.us/meeting/register/tJlIfuqhqjSpHtOGVtCCOWXgEFq6h8den9oX
Monday 9 May	https://cppe.zoom.us/meeting/register/tJwrc-ipqzMqE9ID3fGKmg6UngaxBRXGzr-c

If you are unable to make either of these dates, then a recording of a previous webinar is available. Please email: emma.wright@cppe.ac.uk

PhD opportunity for pathway alumni

If you are a pathway alumni and are interested in a doctoral training programme that will build a clinical academic workforce to lead and implement the research needed to underpin developments in primary care practice, please see the information on this website: www.spcr.nihr.ac.uk/doctoral-training-programme-for-primary-care-clinicians.

How to contact us

If you have any queries about the pathway, you can contact 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.