

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

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Update on the pathway

Cohort 10 enrolment process is open

We have 4500 learners currently on the primary care pathways and nearly 2000 pharmacy professionals who have completed one or other of the pathways that we have been running since 2016. This is a huge achievement.

The tenth cohort of the Primary care pharmacy education pathway is open for booking and we are expecting another 750 pharmacy professionals to join us to start their learning journey. None of this would be happening without the support from employers and workplaces. As we slowly come out of the pandemic restrictions, the pathways lead team would like to thank employers for supporting our pharmacy professionals to continue their learning despite all the added pressures.

The King's fund: Integrating additional roles into primary care networks report

The King's Fund is an organisation with a long history of working with teams in healthcare. More recently, they focused on working with general practices and PCNs as they develop their own teams. The King's Fund, '*developed this project to explore the factors affecting the successful implementation and integration of ARRS roles within general practice, focusing on the experience of staff working within these roles, to explore what might be done at national and local level to address any challenges.*' p.1

'A variety of support – including clinical supervision and managerial, HR and peer support – is critical to the effective integration of ARRS roles within general practice.' p.36

'Managing and supporting staff working across different locations requires leaders to have particular skills in managing complexity and coping with the lack of immediate oversight and control.' p.36

'The Additional Roles Reimbursement Scheme (ARRS) was introduced in England in 2019 as a key part of the government's manifesto commitment to improve access to general practice. The aim of the scheme is to support the recruitment of 26,000 additional staff into general practice. This represents a huge scale of ambition and requires the implementation of significant and complex change across general practice. While primary care networks (PCNs) have swiftly recruited to these roles, they are not being implemented and integrated into primary care teams effectively.'

The King's Fund research focused on four roles: social prescribing link workers, first contact physiotherapists, paramedics, and pharmacists. Issues related to the implementation of these roles were examined with a focus on practitioner experience.

The research found a *'lack of shared understanding about the purpose or potential contribution of the roles, combined with an overall ambiguity about what multidisciplinary working would mean for GPs. Successful implementation of the scheme requires extensive cultural, organisational and leadership development skills that are not easily accessible to PCNs.'*

One key recommendation from the report was *'PCNs must ensure ARRS roles have clear and easy access to a range of support, including clinical supervision and managerial, HR and peer support. Those providing support need access to, and the capacity to undertake, training and development in the necessary leadership skills.'* p.38

The King's fund report *'Integrating additional roles into primary care networks'* can be accessed [here](#). We recommend reading Section 4: Conclusions and recommendations.

Clinical supervisor corner

Observation of clinical assessment skills

As a clinical supervisor you will be supporting your pharmacy professional throughout the pathway and beyond as well as being involved in signing off their clinical assessment skills (CAS). Although this can start from the beginning of the pathway (if you have a competent and practising pharmacy professional in some skills), it typically begins with Module 3 around nine months into the pathway.

Module 3 is a three-month module that focusses on clinical assessment skills in practice. As part of this module there are two workshops for pharmacists and one workshop for pharmacy technicians – both with associated pre-workshop activities. CAS are signed off in the **Clinical examination and procedural skills assessment record** (CEPSAR).

You agree with your pharmacy professional which clinical examinations and procedures are relevant to their role and record these on the table in the CEPSAR logbook. The CEPSAR assessment consists of three aspects:

1. Competency log for clinical skills - please refer to the CEPSAR chapter in the **Assessment handbook** for the list of clinical examination skills which pharmacy professionals must achieve competence in as a minimum requirement. Clinical supervisors are required to provide the final sign off for the competency log - see pages 37-39 of the CEPSAR handbook.
2. Case studies - pharmacy professionals are required to discuss two cases with their clinical supervisor relating to their use of clinical examination skills in practice and subsequently document learning and

action points following this discussion. Please see CEPSAR handbook, Appendix 1 for details of the requirements of this assessment. Examples of case studies are in the Assessment handbook.

3. Reflective essay which the pharmacy professional will complete once the above practice-based components of the assessment are complete. Please see CEPSAR handbook, Appendix 2 for details of the requirements of this assessment.

Minimum clinical assessment skills required for pharmacy professionals in primary care

The following skills are the minimum required for both pharmacists and pharmacy technicians working in primary care. These have been set to reflect the patient facing vision of the role as outlined in the PCN DES. So even if the pharmacy professional is not in a role at the moment that requires these skills, they should be developing their role to use them.

Clinical examination and procedural skills for all pharmacy professionals	Equipment needed	Approximate cost of equipment
Heart rate (Radial pulse)	Manual pulse rate, no equipment required	None
Respiratory rate	Observation, no equipment required	None
Blood pressure (manual)	Sphygmomanometer and stethoscope	<ul style="list-style-type: none"> • Aneroid Sphygmomanometer: Reputable brands include Welch. Expect to pay £25. You may also need a large and standard cuff/ • Stethoscope: Littman is the gold standard brand. However, you will not need a cardiology quality stethoscope. Go for light or classic for about £50-60 depending where you buy.
Automatic blood pressure (automated)	Automatic blood pressure machine	Good brands include Omron and A&D expect to pay about £25.
Peripheral oxygen saturation	Pulse oximeter	Expect to pay about £25 for Choicemed brand
Temperature	Ear thermometer	In-ear thermometer. Expect to pay approx. £20. You will also need to purchase replacement probe covers.

Clinical supervisor training dates

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.

Here are the upcoming dates.

Clinical supervisor online workshop 2	Wednesday 4th May 12.30-2:00pm
Clinical supervisor online workshop 1	Wednesday 11th May 7:00-8.30pm
Clinical supervisor online workshop 2	Thursday 19th May 12.30-2:00pm
Clinical supervisor online workshop 2	Tuesday 24th May 7:00-8.30pm

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

Date	Registration link
Monday May 9, 2022	Register in advance for this meeting: https://cppe.zoom.us/meeting/register/tJwrc- ipqzMqE9ID3fGKmg6UngaxBRXGzr-c

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

Independent prescribing provision for pharmacists on the pathway

Independent prescribing is funded by HEE for pharmacists as part of the Primary care pharmacy education pathway. There are usually courses across the country starting regularly but HEE is currently completing a procurement process for the provision for 2022/2023 onwards. HEE has to follow due process, and this takes time so there won't be any courses starting until September 2022 but there will be plenty of places available for those that have finished the pathway. HEE will update the IP factsheet on its **website** as soon as this information becomes available.

Please note: PCNs/employers should not be seeking funding from elsewhere for IP courses, training hubs have been advised not to provide funding for pharmacists on the pathway as it is a separate funding stream. If PCNs, employers or learners choose to fund this themselves they will not get reimbursement from HEE.

PhD opportunity for pathway alumni

The NIHR School for Primary Care Research has launched the **post-doctoral fellowship** and **primary care clinicians career progression fellowship competitions**. This is a fantastic opportunity for research in primary care. The deadline for both is 25th April.

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.