

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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It was fantastic to see our very own national pathway lead Sally Greensmith **honoured** on International Women's Day on the 8 March by the Primary Care Pharmacy Association



44 years as a pharmacist with a varied career culminating in strategic leadership and helping others to be the best they can be

 International Women's Day
#IWD2023 #EmbraceEquity



Update on the pathway

Where we are now....

Cohort 12 started in January 2023 and we are enjoying meeting another 782 pharmacy professionals who are starting their journey with us. This number is made up of 532 pharmacists and 250 pharmacy technicians. Applications for cohort 13 (starts May 2023) opened in the last week of January, and Health Education England has confirmed funding for a further two cohorts in 2023/24 (September and January).

Over 7000 pharmacists and pharmacy technicians have enrolled on PCPEP since it started in 2019, of which only 7.8 percent have withdrawn – mainly due to moving to a non-primary care role.

Table 1 Learners per region

Region	Grand total (all cohorts)					
	Total	Pharmacy technicians	Pharmacists	Pharm (with IP)	Pharm (no IP)	Withdrawn
East Midlands	557	127	430	172	258	56
East of England	657	166	491	182	309	40
Kent Surrey and Sussex	483	119	364	125	239	31
North Central and East London	403	51	352	133	219	24
North East	431	119	312	108	204	33
North West	829	228	601	209	392	89
North West London	272	26	246	95	151	29
South London	380	49	331	128	203	19
South West	618	241	377	138	239	33
Thames Valley	164	27	137	51	86	21
Wessex	204	72	132	43	89	22
West Midlands	652	168	484	251	233	69
Yorkshire and the Humber	768	189	579	238	341	72
Unknown location	68	29	39	6	33	10
Total	6486	1611	4875	1879	2996	548
%		25	75	39	61	

On application we ask the pharmacy professionals which sector of practice they have been previously working in. Table 2 shows that over half have come from community pharmacy.

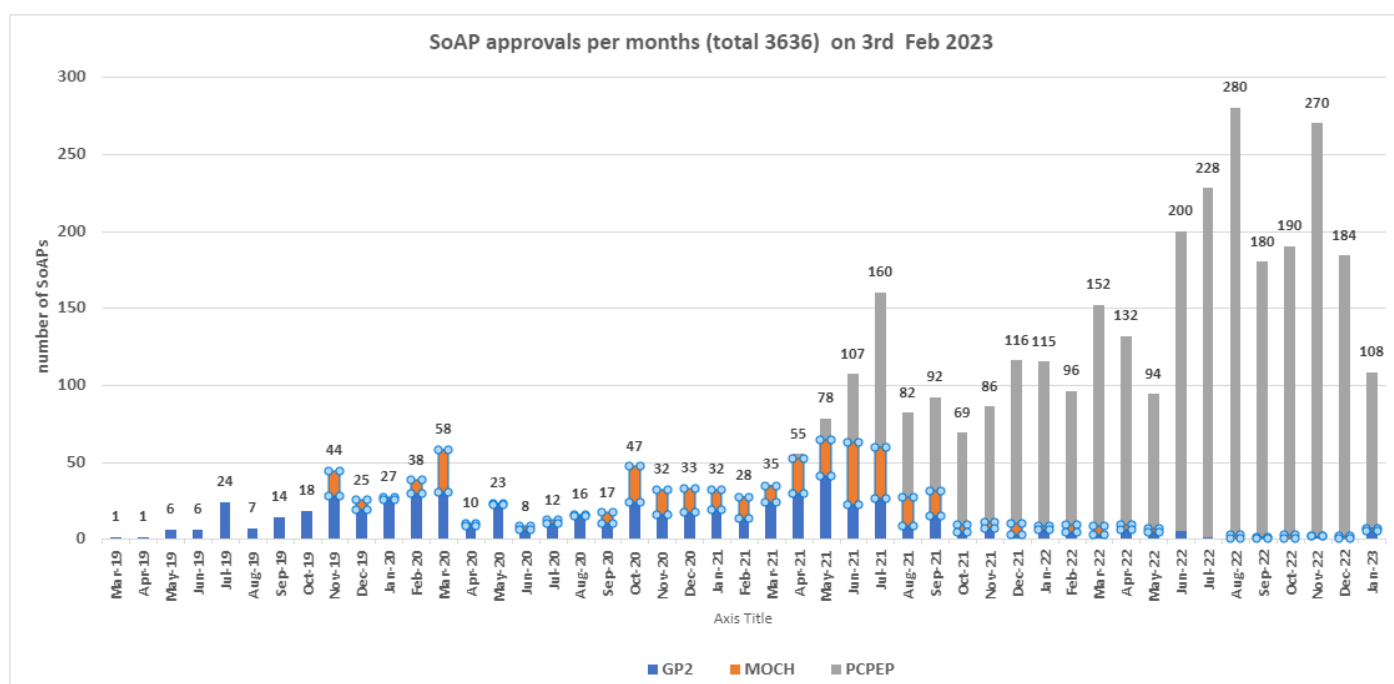
Table 2 Previous sector of pharmacy practice

Previous sector of pharmacy	Percentage of total applications
Community pharmacy	54.50%
Community services	2.13%
Commissioning organisation	0.38%
General practice	17.97%
Primary care	6.44%
Hospital pharmacy	16.94%
Not specified	0.12%
Other	1.53%

By the beginning of February 2023, a total of 3636 pharmacy professionals had completed one of the CPPE extended education pathways.

- 583 – Clinical pharmacists in general practice pathway – no longer running
- 368 – Medicines optimisation in care homes pathway – no longer running (28 percent pharmacy technicians)
- 2685 – Primary care pharmacy education pathway (21 percent pharmacy technicians)

The graph below shows the number of pharmacy professionals completing each month.



Feedback on the pathway

The CPPE education supervisors' main role is supporting pharmacy professionals on the pathway. Some pharmacy professionals need more support than others, and the education supervisors work hard to tailor their support for each learner. Receiving feedback from learners who have struggled but made it through gives us inspiration to keep giving 110 percent!

Here is some feedback from a cohort 8 learner (started September 2021) who has just completed PCPEP, sent in by Emma Bocan-White (ES) and Alison Butt (pathway regional lead):

Hi Both

Thank you both for your continued support and effort throughout the pathway. I'm 100 percent aware that I had fallen behind massively with all my deadlines and progression and had lost my way with other education supervisors during COVID-19 but your guidance, patience, understanding and most importantly compassion towards me during this long process has been beyond amazing and I'm truly grateful. Sometimes we as learners forget/are not aware of the time and effort the education supervisors put in for each student (especially students who are hard work like me!), and this should be appreciated and recognised more.

Thank you Emma for keeping the faith!

And here is feedback sent to CPPE about ES – Sheetal Pancholi:

I hope you are well. I felt compelled to write to you today about my education supervisor, Sheetal. I have just officially completed my primary care pathway and in hindsight, the level of care and support provided to me has been unbelievable.

Sheetal has been a very polite, professional and supportive tutor throughout my course. She has provided me with advice on managing workplace conflicts, helped me keep up-to-date with assessments and ensuring correct bookings were in place, and whenever I made a mistake or missed something important she promptly helped me resolve the situation. At times I have also forgotten things or done them wrong, and Sheetal has repeated points to me which I know for a fact, if it were someone else, would have been relayed to me in a more assertive (stern) manner. But Sheetal is not such a person – she has always been patient and has actually been an example for myself to follow. I have a huge respect for her for this. The level of care and attention is humbling. Her support and patience, her polite and professional mannerisms and her willingness to meet and discuss things made her the best tutor I could have ever asked for, and I thank her for this. Please get more tutors like Sheetal because she really is an example of a great teacher and honestly, I probably wouldn't have been able to do it without her.

Thank you to Sheetal, and to the hard-working education supervisors!

Research publication on the validation of the Medicines Related-Consultation Assessment Tool (MR-CAT)

Demonstrating a person-centred approach in a consultation is a key component of delivering high-quality healthcare. To support development of such an approach requires training, assessment and feedback to support learners in conceptualising what excellent consultation skills behaviours are. Validated tools for assessing person-centred consultation skills are important for identifying the competence of pharmacists and pharmacy technicians as they move into more clinical roles.

Given the lack of a suitable pharmacy-specific tool, a new global consultation skills assessment tool – the Medicines Related-Consultation Assessment Tool (MR-CAT) – was designed by CPPE in 2017 to assess consultation skills of pharmacy professionals as part of our assessment strategy for pharmacists on the 18-month vocational primary care pathways. The MR-CAT is based on the structure of the Calgary-Cambridge model. The MR-CAT includes three levels of practice ('below expectations', 'competent' and 'excellent') and descriptors derived from *Consultation skills for pharmacy practice: practice standards for England*, which summarises the expected skills and behaviours for each level of practice.

Following development and piloting of the MR-CAT, CPPE embarked on a research project with the University of Manchester to test the validity and reliability of the MR-CAT using psychometric methods (a form of statistical analysis). The findings of the study suggest that the MR-CAT is a valid and reliable instrument that is capable of discriminating between different levels of consultation practice ('below expectations', 'competent' and 'excellent'). Moreover, its unique design means that the MR-CAT can be used in both formative and summative assessment.

Since completion of the validation study, the MR-CAT has been used in the practice setting to assess over 4000 pharmacy professionals' consultations. The MR-CAT supports learners and assessors in conceptualising what good consultation skills and behaviours are, and it promotes reflection through the identification of strengths and areas for development, which in turn facilitates timely and personalised feedback in the consultation – a key component of skill development.

We are delighted that the hard work of CPPE regional lead Helen Middleton and our previous head of learning development, Lesley Grimes, has been published. "*Reliability and validity testing of the Medicines Related - Consultation Assessment Tool for assessing pharmacists' consultations*" has been published in *The International Journal of Clinical Pharmacy*. The paper is **available online** or **as a PDF**.

Royal Pharmaceutical Society (RPS) supported accreditation programme

*This project was introduced in the December newsletter last year and was officially launched on the 9th March 2023. **Read the RPS summary here.***

Health Education England has commissioned the RPS to work with CPPE to provide a supported programme to help pharmacists who have completed the PCPEP to map their practice against the 2022 **RPS Core Advanced Curriculum** and the **HEE advanced clinical practice framework**.

Pharmacists who are currently eligible for this supported programme are those who meet all the following criteria. They must:

- be working within an NHS commissioned service
- be in an advanced role currently – including practicing as an independent prescriber
- have endorsement and support of their employer
- be able to provide evidence that demonstrates you meet the capabilities across all four pillars of **HEE's (2017) Multi-professional Framework for Advanced Clinical Practice in England**
- be leading or managing other team members in the workplace
- be undertaking research and/or quality improvement, to improve healthcare outcomes at a team and/or service level.

Information webinars for pharmacists who registered interest ran from November 2022 to January 2023, and featured contributions from representatives of both the **HEE Centre for Advancing Practice** and the **RPS**.

Online discussions on learning needs analysis are taking place between education supervisors and eligible pharmacists during February and March 2023. The first cohort will officially launch in March, with portfolio submission in July 2023.

Pharmacists can still register interest through the **CPPE website** to get involved. This will begin the process of gaining access to the RPS e-portfolio and CPPE's Canvas platform.

It has long been the ambition at CPPE that completion of our practice-based learning pathways would enable the individual to gain recognition of their achievement through their professional body. Gaining this mark of assurance simultaneously through the HEE Centre for Advancing Practice and the Royal Pharmaceutical Society affords pharmacists a great opportunity. We look forward to continuing to support our learners as they evidence their practice change. Dr Matthew Shaw – Director, CPPE

Clinical supervisor corner

“What am I signing up for?” is a legitimate question for anyone taking on the role of a clinical supervisor in practice for a pharmacy professional on the pathway.

Attached to the email carrying this newsletter is a one-page resource that outlines the clinical supervisor role and signposts to resources.

Clinical supervisor training dates

Our two 90-minute 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.

Here are the upcoming dates.

Clinical supervisor online workshop 1	Monday 20 March 7:00pm – 8:30pm
Clinical supervisor online workshop 2	Thursday 30 March 12:30pm – 2:00pm
Clinical supervisor online workshop 1	Tuesday 18 April 12:30pm – 2:00pm
Clinical supervisor online workshop 2	Wednesday 26 April 7:00pm – 8:30pm
Clinical supervisor online workshop 2	Thursday 11 May 12:30pm – 2:00pm
Clinical supervisor online workshop 1	Wednesday 24 May 7:00pm – 8:30pm
Clinical supervisor online workshop 2	Tuesday 30 May 7:00pm – 8:30pm

Pathway information webinar for employers

This is a bi-monthly webinar for employers, clinical supervisors and interested parties outlining the PCPEP pathway. For clinical supervisors, this is in addition to the clinical supervisor training. 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 8 March	Register in advance for this webinar here: https://zoom.us/meeting/register/tJYsfu-orD4jHNyl9bZMJPFYQbZJPhMSBr8
Wednesday 17 May	Register in advance for this webinar here: https://cppe.zoom.us/webinar/register/WN_oZymU1FAStSBjPJ3p_SLSA

There is a **recording** of a previous employer information webinar on **the PCPEP landing page** on our website, just above the pathway diagram.

CPPE stakeholder reference group members needed

We are looking for patient and learner representatives on our CPPE stakeholder reference group that meets for 90 minutes, three times a year. If you know of any willing patients who have experienced consultations with your pharmacy professionals and would be able to contribute to a reference group, please ask them to contact emma.wright@cppe.ac.uk.

We also want a pharmacist or a pharmacy technician who has recently been through or nearly finished the pathway to be part of the group. We do pay an attendance fee to patient and learner representatives (if they are taking part in their own time).

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.