

General practice pharmacist training pathway

The general practice pharmacist training pathway will deliver a comprehensive training pathway to equip clinical pharmacists to deliver patient facing services integrated within the multidisciplinary general practice focusing on person centred consultations, implementing the seven principles of medicines optimisation¹, medication review, communication and leadership. The pathway learning will support demonstration of new roles in general practice to benefit patient care.

Vision

This pathway will train clinical pharmacists to work in general practice who will:

- Offer patient facing and person centred consultations
- Work within a multidisciplinary general practice team, offering outcome focused medication review for people with multimorbidities taking multiple medicines
- Focus on high priority, common and long term conditions or a broad range of medical conditions dependent on local need
- Improve access to primary care, which supports people to manage their own health, medicines and long terms conditions
- Deliver medicines optimisation and offer high-quality, safe and cost effective prescribing expertise
- Deliver clinics via patient appointments or as drop in services
- Support enhanced liaison and closer working with local community pharmacy
- Deliver NHS England priorities and plans for medicines optimisation, health and wellbeing

Core principles

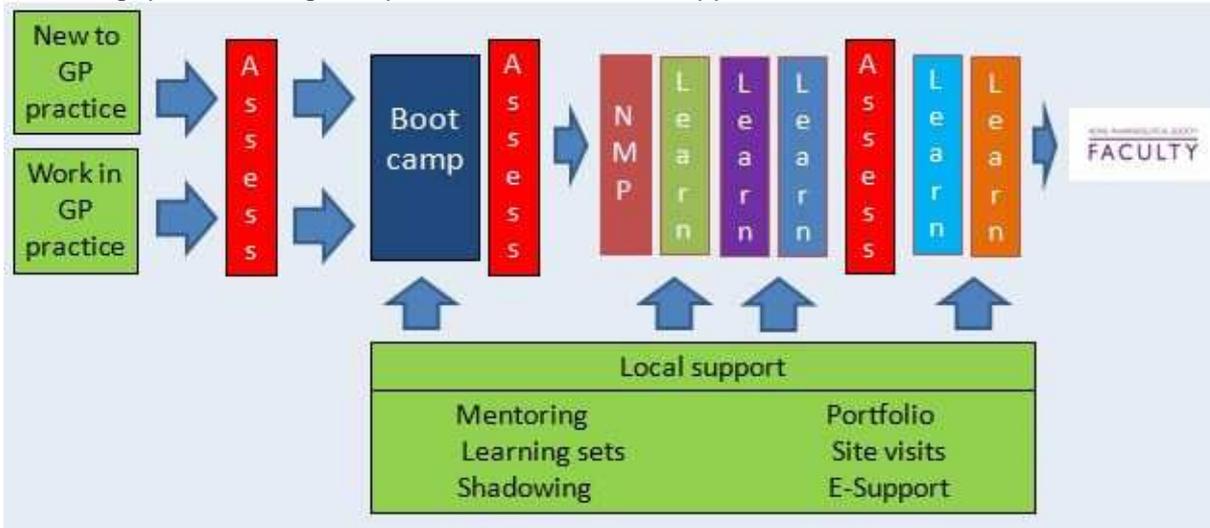
The core principles supporting this framework will ensure the trainee will:

- Be trained in a supervised setting supported by education providers and supervisors
- Be given protected learning time (up to 35 days over the 18 month pathway) including study days and self-study
- Be supported via local personal support (ie mentoring, shadowing, coaching, learning sets, peer support, etc)
- Work towards an independent prescribing qualification, if not held
- Build on existing models of pharmacist work in GP practice
- Develop a advanced practice portfolio, linked to Royal Pharmaceutical Society (RPS) Faculty
- Use established competency frameworks alongside this pathway:
 - NHS Healthcare Leadership Model (and associated RPS Leadership Development Framework 2015)
 - RPS Advanced Practice Framework
 - Single Competency Framework for Prescribers (being updated)
 - Consultation Skills for Pharmacy Practice: Practice standards for England
 - Any relevant clinical pharmacy specialist group framework

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Learning pathway

CPPE is working with NHS England and Health Education England as a delivery partner to provide the training pathway. Residential study courses, study days, small group learning sets and self-directed study will all contribute to the pathway provision. Education will be delivered by online methods and face-to-face to encourage peer support. Clinical pharmacist trainees will be supported for the duration of the pathway by mentoring, peer learning and personal educational support.



Induction residential

Each cohort of 30 trainees will start their pathway with a four day induction residential 'boot camp'. The boot camp will include sessions on developing leadership, multimorbidity and polypharmacy, consultation skills, hands on medical examination techniques, personal development planning and IT skills.

Boot camps will be held across England and details of dates and venues will be available on the CPPE website. Each boot camp will run from noon on day one to 4pm on day four.

Study days

Throughout the 18 month pathway all day study days will be offered on a variety of clinical and professional topics. Study days will focus on key clinical topics for long term condition management, clinical assessment and quality prescribing as well as leadership and communication. Study days will be delivered by several organisations in partnership with CPPE.

Learning sets

Each cohort will be divided into smaller, local learning sets. Small group and case based learning focusing on the workplace and developing a peer support network will be arranged.

Non-medical prescribing

Non-medical prescribing is a key part of the general practice pharmacist role. Qualification as a non-medical prescriber will be provided by Higher Education Institution providers with funding from HEE's Local Education and Training Boards. For pharmacists who are qualified but currently not prescribing CPPE will offer General practice pharmacist training pathway *Return to Prescribing* study days.

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Support

A strong support structure underpins the pathway. Support will be delivered by an educational supervisor, clinical supervisor and workplace based GP trainer.



The education supervisor will ensure that each trainee experiences an effective learning experience throughout the pathway. The education supervisor will achieve this by working with trainees to identify learning and development needs and give effective feedback. The education supervisor will facilitate learning events and use appraisal with coaching support to enable progression through the 18 month pathway.

The clinical supervisor will guide the trainee to deliver safe and effective patient care in the workplace and act as a role model. This will be achieved by monthly meetings to discuss clinical patient care, facilitation of on-the-job teaching and discussion sessions, regular feedback and advise about non-urgent clinical issues arising in practice. The workbased GP trainer will be the third support for every pharmacist trainee. The GP trainer will supervise the workplace role, support role development and integration into the practice, provide urgent clinical supervision where necessary and help safe management of workload.

Assessment

The general practice pathway will require four assessment stages.

Assessment and self evaluation stage 1 will include safeguarding and consultation skills e assessment, NHS healthcare leadership model self assessment tool and the Myers-Briggs Type Indicator (MBTI®). Assessment stage 2 and 3 will be completed during the 18 month pathway and will include case based discussions, practice based assessment, 360° feedback, RPS Faculty assessments and clinical assessment. Assessment stage 4 is application for RPS Faculty accreditation.

Pathway themes

1. Fundamentals of general practice
2. Prescribing
3. Clinical assessment, examination and monitoring
4. Communication
5. Long term condition management specialties
6. Minor ailments management
7. Medicines optimisation, multimorbidity and polypharmacy
8. Evidence based medicine and safety
9. Leadership and management

References 1. Royal Pharmaceutical Society [Medicines optimisation: helping patients to make the most of medicines](#) May 2013

Contact CPPE email info@cppe.ac.uk or call 0161 778 4000