Clinical pharmacists in general practice education

A programme supporting GP pharmacists of the future
Welcome

We have developed this brochure for general practice pharmacy teams to let you know how we can support you to improve patient outcomes.

Health Education England (HEE) awarded CPPE the contract to deliver the education for clinical pharmacists in general practice until 2020/2021. This was based on an open procurement process and the success of our education pathway for the 490 clinical pharmacists in Phase 1.

Read on to find out more about the structure and support provided throughout our programme.

About CPPE

The Centre for Pharmacy Postgraduate Education (CPPE) is part of the Division of Pharmacy and Optometry at the University of Manchester.

We provide educational solutions for the NHS pharmacy workforce across England to maximise its contribution to improving patient care.

We are funded by Health Education England to offer continuing professional development for all pharmacists and pharmacy technicians providing NHS services in England.

Programme content

The content of the education programme is written by pharmacy professionals and general practitioners who are nationally recognised for their expertise. We collaborate with national organisations to deliver high-quality training.

All content involves patient and public representatives to ensure learning focuses on the perspectives of patients and carers. We test all of our learning programmes with pharmacy teams before we finalise them.

For further information, visit: [www.cppe.ac.uk](http://www.cppe.ac.uk)

These are some of the experts who have developed learning programmes with us

Deborah Dodge
Specialist Pharmacist in the Central Medicines Team, Care Quality Commission and Clinical Mentor, Clinical pharmacists in general practice education

Zoe Girdis
Pharmacist Prescriber, NICE Medicines Education Regional Technical Adviser

John Miller
Medical Facilitator, University of Manchester and Keele University

Steve Williams
Senior Clinical General Practice Pharmacist, Westbourne Medical Centre

Laura Sims
General Practitioner and Clinical Senior Lecturer, University of Exeter

Louise Smith
Lecturer in Clinical Examination Skills, University of Manchester
General practice forward view

The General practice forward view committed to over £100m of investment to support an extra 1500 clinical pharmacists in general practice by 2020/2021. This is in addition to over 490 clinical pharmacists already working across approximately 650 GP practices as part of Phase 1, launched in July 2015.

Vision of the programme

The vision of the Clinical pharmacists in general practice education programme is to deliver training and education to enable clinical pharmacists and senior clinical pharmacists to embed their role in general practice. These pharmacists will be patient-facing and person-centred practitioners who are integrated within the multidisciplinary team. They will improve patient access to primary care, supporting and empowering patients to achieve optimal health and wellbeing. As prescribing experts they will deliver medicines optimisation and NHS England priorities in the context of local need.

Overview of the programme

The Clinical pharmacists in general practice education programme takes a multi-pathway approach, with a range of modules linked to learning outcomes. We offer three learning pathways to meet the different learning needs and experiences of clinical pharmacists and senior clinical pharmacists.

Pathways include a range of different study methods to suit a range of learning styles and three stages of assessment.

This innovative approach recognises existing capabilities and offers learners a continuous, relevant learning experience.

‘Clinical pharmacists will work in general practice as part of a multidisciplinary team in a patient-facing role to clinically assess and treat patients using their expert knowledge of medicines for specific disease areas. They will be prescribers, or training to become one, and will work with and alongside the general practice team, taking responsibility for patients with chronic diseases and undertaking clinical medication reviews to proactively manage people with complex polypharmacy, especially for the elderly, people in care homes and those with multiple comorbidities’.

NHS England, General practice forward view

“The CPPE training is fabulous – I like the patient focus.”

General practice clinical pharmacist
Structure of the programme

The multi-pathway education programme offers modules suited to individual learning needs, delivered at multiple locations across England. Modules include residential courses, study days, learning sets and online learning.

Online learning includes the tutor-supported Fundamentals of working with GPs e-course, self-directed study, enquiry-based learning and interactive webinars.

Study days are created in collaboration with a range of other providers. They are full day workshops that focus on specific clinical or professional development topics.

Residential study creates the opportunity for clinical pharmacists to network with each other and build strong collegiality to achieve success as part of the NHS England scheme.

The education programme is led by CPPE and includes higher education institute partners and a national GP education provider. All of our partners have expertise in delivering GP pharmacist education.

Pathway 1 is designed for pharmacists who have not completed a higher education institution (HEI) clinical pharmacy postgraduate qualification or equivalent learning.

Pathway 2 is designed for pharmacists who have a postgraduate diploma or equivalent knowledge and skills in clinical pharmacy. This pathway is ideal for pharmacists moving into general practice from another pharmacy sector.

The senior pathway is offered to pharmacists appointed into senior clinical pharmacist posts. They will already hold an independent prescribing qualification, or will be working towards one.

Modules Pathway 1 Pathway 2 Senior pathway

| Module 1 | Induction/senior induction | Yes | Yes | Yes (senior induction) |
| Module 2 | Clinical pharmacy | Yes | No | No |
| Module 3 | Clinical pharmacy in general practice | Yes | Yes | Yes |
| Module 4 | Leadership and management | Yes | Yes | No |
| Module 5 | Clinical assessment skills | Yes | No | No |
| Module 6 | Advanced clinical assessment skills | No | Yes | Yes |
| Module 7 | Senior leadership | No | No | Yes |

Collaboration

The education programme is led by CPPE and includes higher education institute partners and a national GP education provider. All of our partners have expertise in delivering GP pharmacist education.

“We are delighted to be working with CPPE and our fellow regional partners to deliver Phase 2 of the programme. The combined expertise of all partners looks set to deliver a highly successful and rewarding collaboration.”

Nick Haddington, Director of Taught Postgraduate Programmes (AP3T), Department of Pharmacy and Pharmacology, University of Bath

“The University of Exeter Medical School is delighted to be one of the regional partners, working with CPPE, on this exciting initiative. Extending the roles of pharmacists is one of the measures needed to sustain primary care services for patient care. We are looking forward to being involved in Phase 2 of the Clinical Pharmacist in General Practice Scheme.”

John Campbell, Professor of General Practice and Primary Care, University of Exeter

“The development of new roles for pharmacists is an exciting time for the pharmacy profession and the University of Brighton is committed to playing a major role to delivering this objective. Putting pharmacists with their fellow professionals at the heart of the primary care team will deliver real benefits for the quality of patient care.”

Claire May, Senior Lecturer in Pharmacy Practice/NMP Lead, University of Brighton

“UEA are delighted to be working with CPPE and all other regional partners to provide this important education and training to support pharmacists entering careers in GP practices. I am particularly excited by the prospect of novel working and collaboration that will have lasting benefits for the wider pharmacy profession.”

James Desborough, University of East Anglia School of Pharmacy

“I really enjoy working with pharmacist colleagues. They retain enthusiasm for the medicine and keep patients at the centre of what they are doing. Maybe this will be one of the unexpected benefits of this scheme - pharmacists injecting some clinical focus and enthusiasm back into practice life!”

Steve Pratt, Red Whale
Meet, mix and motivate – learn together

Clinical pharmacists and senior clinical pharmacists on the Clinical pharmacists in general practice education programme participate in local learning sets, which are core learning. You will have the opportunity to hear about, and learn from, a wide variety of peers in a local group facilitated by a CPPE education supervisor.

“Learning sets create a safe and supportive learning environment, where experiences and knowledge can be shared in an open forum. A unique and innovative opportunity of networking and developing core skills to help support working in general practice.”

Ummar Pervaiz, Clinical Pharmacist

Type 2 diabetes
Work in partnership with patients to make shared decisions about intensification of treatment and promote self-management.

Learning disabilities
This series of two learning sets focuses on stopping over-medication of people with a learning disability and supporting people with a learning disability to optimise their medicines. It will help you to:

- increase your awareness of the challenges people with a learning disability face in using medicines
- ensure that people with a learning disability have a review of psychotropic medicines and if appropriate a gradual reduction and withdrawal of medicines.

Antimicrobial stewardship
This series of two learning sets focuses on engaging patients and the public and optimising antimicrobial prescribing. Assess how the antimicrobial toolkit can be used to engage and educate patients and examine how national and local antimicrobial guidelines can be used to optimise prescribing.

Patient safety in general practice
Evaluate systems and processes, and consider changes that you can make to minimise medicines-related patient safety incidents and keep patients safe.

Working with community pharmacy
Improve communication and collaboration between community pharmacy and general practice teams to deliver person-centred care.

Developing your patient-facing role
Explore practical solutions to support you take up a patient-facing role.

Multimorbidity
Apply NICE guideline NG56: Multimorbidity: clinical assessment and management in the general practice setting.

Dementia
Develop clinical and person-centred holistic management of people with dementia and deliver care that is evidence-based and up to date.

Inflammatory arthritis
Establish safe systems of prescribing, monitoring and optimising medicines to support people with inflammatory arthritis to live well.
The case-based discussion (CbD) assessments have been designed to assess clinical pharmacists undertaking the patient-facing clinical role described in the General practice forward view. The CbD is a retrospective structured discussion, designed to assess the pharmacist’s input into patient care. Clinical mentors assess the CbDs in the learning sets and have completed CbD assessor training through CPPE.

The CbD encourages pharmacists to reflect on practice and allows peers and the clinical mentor to ask questions around professional judgement, clinical decision-making and the application of pharmaceutical knowledge in patient care.

Case-based discussions

Statement of progression

Pharmacists will submit evidence for a statement of progression within 15 months of starting the programme.

This statement reports the pharmacist’s progression in their role, completion of assessments, education progress statement, and learning record.

“I dealt with a patient differently the next day as a direct result of listening to someone else’s case.”

Clinical pharmacist after a case-based discussion learning set
Support structure

Pharmacists benefit from clinical and education support during the programme. Support will be provided by a CPPE education supervisor, senior clinical pharmacist, clinical mentor and workplace-based GP clinical supervisor.

CPPE education supervisor
CPPE education supervisors agree a learning contract at the start of the programme and provide support to the pharmacist to develop their initial and ongoing education plan. Regular meetings take place to review the pharmacist’s progress with their learning pathway, assessments and role progression. Education supervisors assess reflective essays and facilitate learning sets to support learning and reflection.

Senior clinical pharmacist
Senior clinical pharmacists support the professional development of pharmacists through their pathways. Senior clinical pharmacists work with GP clinical supervisors and bid sites to ensure appropriate clinical work and progression of the clinical pharmacist role.

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Clinical mentor
Clinical mentors are senior pharmacists who will either have experience in general practice clinical work or relevant clinical responsibilities in a primary care position. Clinical mentors provide group mentoring at the start of the programme to support pharmacists to become patient facing and assess the pharmacist’s case-based discussions during learning sets.

Clinical supervisor
GP clinical supervisors provide supervision in the workplace. They support role development, integration into the practice and management of workload. GP clinical supervisors provide guidance and feedback of clinical work via debriefs after patient-facing activities and regular developmental conversations. They support workplace-based assessments.

“My education supervisor] could not be more supportive. Identifies and understands my personal and learning issues quickly, offers solutions and follows up – great motivator. Brilliant understanding of how all our pharmacists work, their strengths and how they need to be supported in their development. I thoroughly enjoy working with her.”

Clinical pharmacist on the programme
Clinical mentors provide individual support and mentorship to senior clinical pharmacists, and support for role progression for clinical pharmacists on referral from the education supervisor. They offer mentoring and assess case-based discussions.

North team Sue Alldred
Independent prescriber with 20 years of clinical pharmacy and education and training experience in primary and secondary care.

Midlands team Andrew Jackson
Dual qualified healthcare professional (pharmacist and doctor) with wide ranging experience in primary and secondary healthcare.

London and South East team Graham Stretch
GP clinical pharmacist bid site lead and senior pharmacist. Chair of the PCPA Care Home Group and CPPE GP clinical pharmacist reference group member.

South team Marjorie Weiss
Pharmacist prescriber and academic with 18 years’ teaching experience working in primary care seeing older patients with polypharmacy.

Education supervisors

The national team of CPPE education supervisors ensure pharmacists have an effective learning experience throughout their pathway. Meet some of the team.

North team Deborah Howard
Pharmacist with 20 years’ experience in leading teams and developing others. Currently working as an education supervisor for the NHS England Phase 1 programme for clinical pharmacists in general practice, as well as a regional tutor covering the North West of England.

Midlands team Nuala Hampson
Pharmacist prescriber and educator with 15 years’ experience in primary care and seven years’ experience in the development and delivery of postgraduate education to pharmacy, nursing and medical professions. Independent prescriber working in general practice. Currently supervising 24 pharmacists in the NHS England Phase 1 programme to develop their role in general practice.

London and South East team Sneha Varia
Pharmacist with 14 years’ experience of working in postgraduate pharmacy education. Past experience includes managing the Royal Pharmaceutical Society credentialing of advanced practice for pharmacy professionals. Currently supporting the education of clinical pharmacists in the NHS England Phase 1 programme for clinical pharmacists in general practice.

South team Cathryn Dawes
Pharmacist with 30 years’ experience of working in clinical pharmacy practice in primary and secondary care. Clinical practice pharmacist (independent prescriber) within general practice for the last ten years. Currently working as an education supervisor to deliver the NHS England Phase 1 programme for clinical pharmacists in general practice.

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General practice integration

Alice Foster started as senior clinical pharmacist on Phase 1 of the Clinical pharmacists in general practice education programme in September 2016. Alice supports six clinical pharmacists in six GP practices.

Before the programme, Alice worked in multiple roles in acute care, integrated care, primary care and community pharmacy over the last 30 years.

Here are the reflections of Alice, her GP supervisor and practice manager one year on.

“I could see immediately how the general practice pharmacist role could work for pharmacists. Being part of a national project was really exciting... the programme allows you to pick and choose what suits you. I have fantastic support from my practice manager and my GP supervisor. [As a senior] I work with clinical pharmacists to integrate their role in their practices. My advice to future pharmacists is do not be afraid to ask a question.”

Alice Foster, Senior Pharmacist, Clinical pharmacists in general practice education, Phase 1

“The [programme] is proving incredibly positive...There is an important role for clinical pharmacists in GP practices which is beneficial for both patients and clinical staff.”

Zoe Rog, GP Clinical Supervisor, Castlefields Health Centre

“Our senior clinical pharmacist, Alice Foster, provides the perfect professional link between practice needs and service provision. She is a source of great support and guidance for the developing team of clinical pharmacists and reassuring liaison and advice for the practice clinicians.”

Maria Stacy, Practice Manager, Murdishaw Health Centre
Learning for role progression in general practice

Clinical assessment skills
During our clinical assessment skills study days experienced GP tutors introduce pharmacists to essential clinical history-taking and examination skills relating to a specific clinical area, such as respiratory or cardiovascular.
These days were created to equip pharmacists in general practice for the clinical assessment and monitoring of patients. The workshops are safe environments for pharmacists to carry out hands-on examination of simulated patients and practise new skills to support a more advanced role in their practice.

Mental health
This study day reinforces and refreshes existing knowledge of common mental health conditions seen in primary care and enables GP clinical pharmacists to support patients with a mental health condition to optimise their medicines.
Led by a specialist mental health pharmacist, this study day is designed and facilitated by regional partners. Pharmacists use a team-based learning (TBL) approach to facilitate networking and discussion, working through a variety of case studies to apply knowledge and share best practice.

Pain
This one-day course for clinical pharmacists in GP practice introduces the evidence-based approach to pain management in general practice.
Pharmacists consider practical application to patient care and effective communication approaches for patients with osteoarthritis, inflammatory arthritis and back pain.
During the study day pharmacists explore a clear and practical framework to approach chronic pain with the latest evidence and guidance.
This course is delivered by Red Whale in partnership with CPPE.

“Very interactive and thought provoking, it was all great”
Clinical pharmacist on the programme

“...It is definitely one of the best organised teaching sessions I’ve ever worked on!”
Abhijit Gill, GP
Contacting CPPE
For information on your orders or bookings, or any general enquiries, please contact us by email, telephone or post. A member of our customer services team will be happy to help you with your enquiry.

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Share your learning experience with us:
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