GP pharmacists training pathway
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Learning

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Background

What is the CPPE General practice pharmacist training pathway and where can I learn more?
The CPPE General practice pharmacist training pathway is the education development programme for the first phase of pharmacists on the NHS England clinical pharmacists in general practice scheme. You can find out more about the NHS England project on the NHS England website. You can find out more about the General practice pharmacist training pathway on the CPPE website.

I have never worked in a GP practice or a CCG. Does this matter?
People will enter the pathway from recent experience in community, hospital and general practice. The lack of previous experience working in a GP practice or a CCG is not a barrier to applying for a GP clinical pharmacist position. On the pathway, you will have access to the training you need for your role.

What knowledge and skills do I need for this role?
This role is primarily a clinical, patient-facing role and so you will need to have excellent clinical knowledge and skills. You may hold, or be working towards, a postgraduate clinical pharmacy diploma or equivalent, however this is not mandatory. If you do not hold a prescribing qualification, you will be planning to complete a prescribing course. In addition, you will need to have good communication skills and be able to demonstrate leadership and management skills.

I already work in a GP practice. Is there a fast-track process to complete the training pathway?
No, the pathway is tailored to meet the learning needs of each individual clinical pharmacist. If you enter the pathway with more experience, you will be supported to access pathway learning that is relevant to your development based on your personal development plan.

Is the training pathway the same for clinical pharmacists and senior clinical pharmacists?
The pathway core themes are the same for all pharmacists employed as part of the NHS England scheme. The pathway is designed to be used flexibly to take into account the differences in prior experience and the different roles of clinical pharmacists and senior clinical pharmacists. There will be a range of recommended study days so that you can access pathway learning that is relevant to your development based on your personal development plan. If you are a senior clinical pharmacist, you have an enhancement plan to support your development, including clinical webinars, enquiry-based learning and your own peer network and study days. For more information, refer to the senior clinical pharmacist page on the CPPE website.
What is the role of the senior clinical pharmacist?
If you are a senior clinical pharmacist, you will be supported to develop the skills necessary to undertake this role when you participate in the senior clinical pharmacist work stream in the General practice pharmacist training pathway. As a senior clinical pharmacist, you will provide patient-facing care and act as a role model for the clinical pharmacists within each site. You will support the development of clinical pharmacists through mentoring and may be assessors for work-based assessments. You will provide leadership to the clinical pharmacists and the wider primary care team. Working with GP clinical supervisors and project leads, you will support the development and integration of the clinical pharmacist team within the practices. An important part of your role is to develop networks to raise awareness of the clinical pharmacist role and ensure effective collaborative working to benefit patient care. This will include actively engaging with other senior clinical pharmacists to facilitate the sharing of experiences and spread of good practice. You will identify and address areas for improvement relating to medicines and prescribing in the bid site practices. Your role is key to the effective delivery and sustainability of the model.

What assessment is there on the General practice pharmacist training pathway?
You will complete four assessment stages on the General practice pharmacist training pathway. Detailed information about the assessment tools at each stage can be found on the assessment factsheet available from the CPPE website.

The pathway assessments are unfamiliar to me; how will I be supported?
You will familiarise yourself with the assessment tools in your learning sets and with your education supervisor.

Enrolment

Is enrolment for the training pathway open? Who can enrol?
Enrolment for the first phase of clinical pharmacists recruited to the NHS England bid sites opened in January and closed in September 2016. Successful candidates secured a clinical pharmacist position at a GP practice that was accepted by NHS England to join the clinical pharmacist scheme. Appointment was through usual job application procedures at the practice.

If I did not enrol in phase 1, does this mean I miss out?
No, the GP clinical pharmacist role will become established in general practice. Recruitment for the first phase introduced over 450 new clinical pharmacist posts across 73 sites, covering 698 practices in England. There will be subsequent phases as described in the General Practice Forward View.

When does the phase 1 education pathway end?
The phase 1 education pathway ends in March 2018.
Can the education pathway be extended past March 2018?
No. If you take extended leave during the phase 1 pathway for maternity leave, and/or you are one of the small number of pharmacists who were recruited late into phase 1, you will be offered the option to move to phase 2 education after March 2018.

Do I need to hold a prescribing qualification before I apply to enrol on the pathway?
You do not need to hold a prescribing qualification before you apply to enrol on the pathway. However as prescribing is an integral part of the role of the GP clinical pharmacist, you will undertake a prescribing qualification at a university of your choice.

Is independent prescribing offered and funded on the training pathway?
Independent prescribing is funded separately to the General practice pharmacist training pathway, with different funding arrangements for each Health Education England (HEE) local team. Some HEE local teams have a specific number of commissioned places for independent prescribing training and there are contracts in place with specific higher education institutions (HEIs). In other HEE localities you will have to apply for continuing professional development (CPD) funding for independent prescribing training. Funding is not guaranteed so making early enquiries and timely applications is essential.

Where can I find out more information about independent prescriber training and accredited programmes?
You can find out more information on the General Pharmaceutical Council (GPhC) website: http://www.pharmacyregulation.org/education/pharmacist-independent-prescriber

I hold a prescriber qualification but have never used it. Do I need to renew my qualification?
You do not need to renew your qualification. However, you need to make sure that you are still competent to prescribe. We recommend that you apply to attend the CPPE Return to prescribing course.

Can I choose which GP practice I work in?
You can apply for any job advertised in an NHS England GP practice site.

Who is funding the pathway?
NHS England.

Human resource and practical issues

I am already working in a GP practice; can I apply for an NHS England funded post?
Yes.

How much will GP clinical pharmacists be paid?
This is detailed in pilot site or GP surgery job adverts.
Do I need personal indemnity insurance?
The GPhC standards require that all your work, or work for which you are responsible, is covered by appropriate professional indemnity cover. NHS England is working with stakeholders to address clinical negligence cover across primary care in the longer term.

Why did NHS England pay money towards indemnity insurance for phase 1?
NHS England recognised the rising indemnity costs experienced by the first phase of the clinical pharmacists in general practice scheme. Funding was increased by £1000 for each clinical pharmacists as a one-off to help cover this increased indemnity cost.

Can I continue to contribute to the NHS pension?
Most general practices offer the NHS pension. You will need to discuss your terms and conditions of employment with your employing practice.

Do I need to have or update my NHS Smartcard?
You will need to either obtain a new NHS Smartcard or update your existing one to allow you to access GP practice computer systems. Your GP practice employer will arrange this during your induction period.

Do I need to apply for an enhanced Disclosure and Barring Service (DBS) check before enrolling on the pathway?
You may have had a DBS check before taking up your current employment. It is up to your employer (the GP practice) to decide whether a more recent check is necessary.

Do I need to pay for the pathway?
The pathway is fully funded by Health Education England (HEE). This includes assessments, webinars, residential courses, study days, educational support and supervision. It does not include travel costs to attend study days, your application for RPS Faculty assessment or your annual RPS membership fee. However, if you do not complete the programme without adequate reason CPPE may charge you.

What if I go on maternity leave while part of the NHS England clinical pharmacists in general practice scheme?
You will need to contact your CPPE education supervisor as soon as possible and your completion and assessment dates will be adjusted. It is essential that you keep your educational supervisor informed regarding any health issues that may affect your ability to engage with the pathway.

Do I need to be a member of the Royal Pharmaceutical Society?
By applying for a place on the pathway, you have demonstrated that you want to be a leader in the pharmacy profession. We expect all leaders in the profession to be members of the professional leadership body, the Royal Pharmaceutical Society. Your final assessment will be application for RPS Faculty membership. You must be a RPS member to make an RPS Faculty application.
Fundamentals e-course

How is the General practice – the fundamentals of working with GPs e-course assessed?
The assessment for General practice – the fundamentals of working with GPs e-course is a 500-word essay outlining how you have applied your learning to your practice. The course is designed using self-directed activities and opportunities to share experiences with peers. All work undertaken throughout this course can be used as evidence of learning for your RPS Faculty portfolio and CPD records.

I want to start the General practice – the fundamentals of working with GPs e-course but don't know if I will have enough time. Should I start anyway?
The 13-week outline is a guide that encourages participants to share experiences and learn together. If you fall behind there are two ‘catch up’ weeks built into the course to enable you to complete outstanding activities. Material will also be available on the self-directed course.

I have missed the tutor-supported General practice – the fundamentals of working with GPs e-course. How can I access this course?
All course material is accessible in the self-directed course. The tutor-supported course starts in January, April and September 2017.

Can I work through the self-directed General practice – the fundamentals of working with GPs e-course by myself?
We recommend you work with a group. The exchange of ideas and experiences with others on the same journey is an excellent way to maximise learning. Sharing problems and solutions allows you to really put what you have learnt into practice. Learning in a group – either in an online cohort or a face-to-face group – can also help you motivate each other to complete the course.

Ongoing support

Who is and how can I find my education supervisor?
As part of the pathway, CPPE will allocate an education supervisor to you. Your education supervisor will be responsible for overseeing your progress through the pathway. Your education supervisor is your first point of contact regarding the pathway. Contact details are available in the pathway handbook.

What is the role of my education supervisor?
Your education supervisor will ensure that you have an effective learning experience throughout the pathway. They will achieve this by working with you to identify your learning and development needs and support you to produce a personal development plan (PDP). Your education supervisor will provide feedback on progress in relation to goals within your PDP, track assessments, and conduct progress reviews to enable progression through your 18-month pathway. You will agree and sign a learning contract with your education supervisor.
What is the role of my clinical mentor?
The clinical mentor is a clinical pharmacist who will either have experience in general practice clinical work or relevant clinical responsibilities in a primary care position. They will act as a role model and provide group mentoring via the learning sets.

Will the senior general practice pharmacists in phase 1 become the clinical mentors for other pharmacists within their site?
No. It is possible they may in year 2, but our planning typically involves clinical mentors appointed from pharmacists outside the clinical pharmacist training pathway.

What is the role of the GP clinical supervisor?
Your named GP clinical supervisor will supervise you in the workplace, providing a rapid response to issues as they arise. The GP clinical supervisor will support your role development and integration into the practice and work with you to ensure safe management of workload. They will offer you feedback and may offer supervision such as developmental conversations and debrief after clinical sessions. They will also provide feedback on your progress to your education supervisor.

How does the senior clinical pharmacist fit in with other support (education supervisor, clinical supervisor and clinical mentor)?
Your named GP clinical supervisor ensures day-to-day workplace clinical supervision and training. Your education supervisor oversees progress through the pathway. Your clinical mentor acts as a role model and facilitates learning sets to give feedback and advice about non-urgent clinical issues arising in practice. The senior clinical pharmacist leads the team of clinical pharmacists within the site. They will support your development and integration in the practice team.

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Learning

Can I do some learning to prepare to apply for an NHS England post now?
Yes, you can access the General practice – fundamentals of working with GPs e-course. We recommend the tutor-supported courses, which start in January, April and September 2017. You can book on to a self-directed course on the CPPE website. The tutor-supported cohorts start in September 2016 and January 2017.

CPPE is delivering one-day study events across England using education developed for the General practice pharmacist training pathway open to all pharmacy professionals. You can book on these events on the CPPE website:

- Developing your role in general practice study day
  This study day aims to support pharmacists to identify and engage colleagues in general practice, identify the unique selling points of your role in general practice and prioritise patient groups who would benefit from a consultation.
Consultation skills for general practice study day
This study day will support you in developing the key consultation skills needed to ensure you are confident in delivering high-quality, patient-centred consultations and will be specifically tailored to support you in working within the general practice environment.

Care homes, medicines and older people workshop
This workshop is for pharmacy professionals who are new to, or are considering providing clinical services to, care homes for older people.

Medication review study day
This study day will help you engage actively in face-to-face clinical medication reviews with patients. You will evaluate a range of clinical medication review tools and apply evidence-based resources to assess patient outcomes.

Primary care pharmacy study day
The aim of this study day is to provide evidence-based clinical updates, share good practice ideas and consider hot topics in primary care. There will be opportunities for networking and to hear updates on resources available from CPPE.

Clinical assessment skills and history taking in general practice study day
At this study day you will practice taking a patient-focused history and consider what action to take about symptoms of concern. You will practice handwashing and urinalysis techniques, respiratory and cardiovascular clinical assessment skills.

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