General practice pharmacist training pathway

Supporting GP pharmacists of the future
Who is CPPE?

The Centre for Pharmacy Postgraduate Education (CPPE) is part of the Division of Pharmacy and Optometry, within the Faculty of Biology, Medicine and Health at the University of Manchester.

CPPE offers a wide range of learning opportunities in a variety of formats for pharmacy professionals from all sectors of practice. CPPE is funded by Health Education England to offer continuing professional development for all pharmacists and pharmacy technicians providing NHS services in England.

What is the General practice pharmacist training pathway?

In 2015 NHS England announced the Clinical Pharmacist in General Practice Scheme to test the role of clinical pharmacists working in general practice. As part of this scheme CPPE is leading the provision of the General practice pharmacist training pathway for all pharmacists employed in the NHS England bid sites.

The pathway offers a comprehensive programme of residential courses, study days, small group learning, resources for self-directed study, assessment and support to equip pharmacists with the necessary knowledge, skills, behaviours and experience for their general practice role.

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Core themes
1. Fundamentals of general practice
2. Prescribing (a) person-centred, safe and quality prescribing, and (b) formal accredited prescriber qualification (via higher education institutes and defined by the General Pharmaceutical Council)
3. Clinical assessment, examination and monitoring
4. Consultation and communication skills
5. Long-term condition management
6. Common ailments management
7. Medicines optimisation, multimorbidity and polypharmacy
8. Evidence-based medicine and safety
9. Leadership and management

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What the pathway offers

- An engaging pathway of learning and assessment
- An education supervisor offering each clinical pharmacist six visits over 18 months
- Local learning sets led by clinical mentors
- Residential study to build collegiality and peer support
- Study days in collaboration with a range of providers
- Dedicated senior clinical pharmacist support and education to build successful team-working and sustainability for the future

Figures so far

- 457 clinical pharmacists registered with the education pathway
- 44 learning sets meet locally
- 78 senior clinical pharmacists
- 32 clinical mentors have been appointed across England
- 17 study day topics available or in development with partners
- 18 education supervisors across England
- 14 induction residential have taken place

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Pharmacist on pathway
People involved

GP pharmacist training pathway reference group

Sue Ambler  Health Education England
Ros Cheeseman  Health Education England
Chris Cutts  CPPE
Ceinwen Mannall  CPPE
Rachel Souter  NHS England
Ravi Sharma  NHS England
Andrea Hollister  HEE Thames Valley
Graham Stretch  Senior clinical pharmacist
David Evans  Senior GP partner
Ian Cubbin  Pharmacy Voice
Christine Gratus  Lay member
John Howard  GP programme director
Nicky O’Brian  Senior clinical pharmacist
Jo Smithson  Project manager, South Manchester GP Federation

Supported by CPPE head office and wider regional teams

Our partners

CPPE delivers elements of the General practice pharmacist training pathway in collaboration with these providers.

Working with GP medical education

- Joint training of GP clinical supervisors
- Teaching GPs how to support pharmacist training
- Facilitated access to postgraduate medical libraries
- Advice and support from postgraduate deans and GP deans
- Symposium presentations
- Network and leadership meetings
- Connecting to local CEPNs
- Planning joint study days and learning sets
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Supervision

Pharmacists on the pathway are supported by a CPPE education supervisor, clinical mentor and workplace-based GP clinical supervisor.

Education supervisor

A CPPE education supervisor works with pharmacists on the pathway to identify their learning and development needs and produce a personal development plan. The education supervisor provides feedback on progress, offers mentoring to support role development and learning engagement, tracks assessments, and conducts progress reviews to enable progression through the 18-month pathway.

Clinical mentor

The clinical mentor is a senior pharmacist who either has experience in general practice clinical work or relevant clinical responsibilities in a primary care position. They act as a role model and provide group mentoring via the learning sets.

GP clinical supervisor

A GP clinical supervisor supervises pharmacists in the workplace, providing a rapid response to issues as they arise. The GP clinical supervisor supports role development and integration into the practice, and works with pharmacists to ensure safe management of workload.
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- Evidence informed decision-making
- Clinical topics including type 2 diabetes, cardiovascular, respiratory, mental health, pain and clinical ‘what’s new?’ updates
- Acute illness in primary care
- Clinical assessment skills – respiratory
- Clinical assessment skills – cardiovascular
- Return to prescribing
- Care homes, medicines and older people
- Care homes – dementia and end-of-life care

- Health coaching
- Using PRIMIS tools for quality improvement
- A regional two-day residential 12 months into the pathway will include leadership, sharing success, improving practice and next steps in your GP career.

There are also a range of e-learning and self-study programmes available to pharmacists on the pathway.

The pathway is flexible, allowing pharmacists to identify their learning needs in relation to the nine pathway themes and create a personal development plan to prioritise their learning.

Learning sets

Pharmacists meet approximately once a month in local groups (learning sets) of between 6 and 12 GP clinical pharmacists. The learning sets are facilitated by a clinical mentor and provide protected time for reflection on clinical practice and the opportunity to discuss individual cases in depth.

The learning sets promote the development of a peer support network and provide the opportunity to critically review and improve practice. They include a mixture of structured learning materials focusing on national priorities, eg, working with community pharmacy, antimicrobial resistance, supporting people with a learning disability with medicines optimisation, and type 2 diabetes, as well as reflection on real-life case studies from participants’ own practice.
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Pharmacist on pathway

Assessment

There are four assessment stages in the pathway.

**Assessment and self-evaluation stage 1**
- Safeguarding e-assessment
- Clinical self-assessment
- Myers-Briggs Type Indicator (MBTI®)
- Consultation skills

**Assessment stages 2 and 3**
- Consultation skills e-assessment
- NHS Healthcare Leadership Model™ self-assessment tool
- Reflection on GP and patient perceptions of clinical pharmacist role
- Multisource feedback
- Case-based discussions
- Direct observation of practice
- Clinical assessment skills log

**Assessment stage 4**
- Application for Royal Pharmaceutical Society Faculty membership
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Senior pharmacist on pathway
Learning support for senior clinical pharmacists

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Feedback so far

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Pharmacist on pathway talking about clinical mentor

“What I found really useful was the skill mix because there were people with different experiences. Some were very senior, and so it was great the way they mixed us around tables so that we would have a chance to discuss things with people who perhaps had more knowledge.”
Pharmacist on pathway talking about induction

“It’s just even having someone who is a pharmacist and has some experience, just knowing that you can phone them just to speak to a colleague who’s in the same field I think would be really helpful.”
Pharmacist on pathway talking about care homes study day

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Pathway seems well set up and I am looking forward to my learning sets and working with my other local pilot pharmacists.
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- We will organise delivery into modules to allow flexibility for clinical pharmacists to focus their learning needs.
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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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