General practice pharmacist
training pathway
Pathway themes learning

Introduction

This document provides signposting to learning opportunities for GP clinical pharmacists provided by CPPE and other organisations. We have linked these learning opportunities to the nine themes of the national learning pathway Developing clinical pharmacists in general practice.

Learning opportunities listed in the ‘GPPTP learning’ sections of this document are available for pharmacists employed at NHS England pilot sites. Topics for study days are included in this document. Study days are in development and we will make an announcement via Canvas when each study day is available for booking, including a link to the relevant page of the CPPE website.

Learning opportunities listed in the ‘Other CPPE learning’ and ‘Other providers’ sections of this document are available for all pharmacists. Some of these may have an associated e-assessment to enable you demonstrate your learning. Some Royal Pharmaceutical Society (RPS) resources are for RPS members only.

GP clinical pharmacists can use the information in this document to identify opportunities to meet the learning needs in their personal development plan to develop knowledge, skills and experience for the nine themes of the national learning pathway.

A note about web links
Throughout this document, we have provided web links to take you directly to an article or specific part of a website. However, we are aware that web links can change. If you have difficulty accessing any web links we provide, please go to the organisation’s home page or your preferred internet search engine and use appropriate key words to search for the relevant item.

All web links were accessed on 15 April 2017.
General practice pharmacist training pathway
Pathway themes learning

Theme 1 – Fundamentals of general practice

GPPTP learning

Our *General practice – the fundamentals of working with GPs* e-course is available on Canvas. This e-course is an excellent introduction to working in a GP surgery. The e-course covers NHS structure and general practice, introduction to local general practice, medicines optimisation, medication review, prescribing and repeat prescribing, prescribing data, clinical information technology systems, audits, evidence-based use of medicines, working with the multidisciplinary team, and patient-centred professionalism. This e-course will enable you to meet the knowledge, skills, experiences and behaviours in theme 1 of the national learning pathway: *Developing clinical pharmacists in general practice*. If you have previous experience of working in a GP practice, you will still find this e-course a useful resource. We have designed the course so that you can dip in and out and focus on the areas of learning that are most relevant to you.

Core skills sessions at the GPPTP induction residential will take you through the steps you need to take to establish yourself in a GP practice, eg, communication of your role to the practice team, stakeholder analysis, identification of priority patient groups and how to set up a clinic: [www.cppe.ac.uk/career/gpptp/induction-residential](http://www.cppe.ac.uk/career/gpptp/induction-residential)

Other CPPE learning

*General practice - the fundamentals of working with GPs* 13 week tutor-supported e-course for pharmacists who are not on the NHS England pilot

**Public health**

*Public health, an introduction to distance learning*

*Public health e-assessment*

*Providing NHS and public health pharmacy services*
General practice pharmacist training pathway

Pathway themes learning

<table>
<thead>
<tr>
<th>Other providers</th>
</tr>
</thead>
</table>

*Royal Pharmaceutical Society. Ultimate guide to working in GP practices hub*

The Primary Care Pharmacy Association (PCPA) delivers symposia and regional workshops on a range of topics for pharmacists working in GP practices and primary care.

*NHS England GP Practice team bulletin*

**Public health**

*Royal Pharmaceutical Society. Professional Standards for Public Health Practice for Pharmacy*
Theme 2 – Prescribing: (a) person-centred, safe and quality prescribing, and (b) formal accredited qualification (via higher education institutes (HEIs) and defined by the General Pharmaceutical Council (GPhC))

GPPTP learning

Independent prescribing is a key part of the general practice pharmacist role. If you are a qualified prescriber but not currently prescribing, you can attend a Return to prescribing for GPPTP one-day workshop (for pharmacists who have attended a GPPTP induction residential).

There will also be a follow-up webinar to support pharmacists returning to prescribing.

Other CPPE learning

Good quality prescribing

*Prescribers guide*

*Non-medical prescribing e-assessment*

*Return to prescribing three-day course* (for pharmacists who have not attended a GPPTP induction residential)

Antimicrobial stewardship

*Antibacterial resistance - a global threat to public health: the role of the pharmacy team distance learning*

*Antimicrobial stewardship learning set*

*Antimicrobial stewardship* NICE e-learning tool (CPPE and NICE)
Independent prescribing is a key part of the general practice pharmacist role. Qualification as a non-medical prescriber will be provided by higher education institutes. You can find more information about independent prescriber courses and accredited programmes on the GPhC website.

**Good quality prescribing**

Royal Pharmaceutical Society. *A competency framework for all prescribers*

*NICE Bites bulletins*

*NICE guidance*

**Antimicrobial stewardship**

Public Health England. *Antimicrobial prescribing and stewardship competencies*

PrescQIPP. *Antimicrobial stewardship hub*
Theme 3 – Clinical assessment, examination and monitoring

**GPPTP learning**

**Clinical assessment**

The introduction to clinical assessment skills session at the GPPTP induction residential covers urinalysis testing, pulse, blood pressure monitoring, peak flow and pulse oximeter.

*Clinical assessment skills – respiratory study day*

*Clinical assessment skills – cardiovascular study day*

*Clinical assessment skills – acute illness in primary care* three-day course – see theme 6 of this document for more details

**Patient monitoring**

Topic 5 of the General practice - the fundamentals of working with GPs e-course includes information about biochemistry/ laboratory values.

**Other CPPE learning**

**Patient monitoring**

*Basic observations* e-learning

*Biochemistry and laboratory tests* e-learning (under development)

**Clinical assessment**

*History taking* e-learning (under development)

**Safeguarding**

*Safeguarding children and vulnerable adults* e-learning and e-assessment

*Safeguarding children and vulnerable adults* workshop
**General practice pharmacist training pathway**

**Pathway themes learning**

<table>
<thead>
<tr>
<th>Other providers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Geeky Medics has a range of clinical skills guides which include video demonstrations showing common procedures.</td>
</tr>
</tbody>
</table>
Theme 4 – Consultation and communication skills

GPPTP learning

Consulting with patients is a core role for many pharmacy professionals and GP practice pharmacists will spend a significant amount of time conducting patient-centred consultations. Taking a true patient-centred approach to the consultation requires skill and practice. Good communication skills are vital to ensure both you and the patient get the best from the consultation.

You will participate in consultation skills sessions at the GPPTP induction residential and will have the opportunity to practice your consultation skills by taking part in role plays with medical actors.

CPPE will commission a health coaching study day in 2017.

CPPE will provide learning materials for small group study at local learning sets, which will be facilitated by a clinical mentor. Communication and consultation skills will feature in the learning sets and other learning experiences. Learning set topics include ‘liaison with community pharmacy’ – which aims to improve communication between general practice and community pharmacy.

Other CPPE learning

Consultation skills

*Consultation skills for pharmacy practice: practice standards for England*

Consultation Skills for Pharmacy Practice (CSIPP) website

*Consultation skills for pharmacy practice: taking a patient-centred approach* distance learning

*Consultation skills: what good practice looks like* e-learning

Consultation skills for pharmacy practice e-assessment

Local CPPE tutors will run the following workshops. Search the CPPE website to see which workshops are available in your area.

*Consultation skills – an introduction* workshop
General practice pharmacist training pathway
Pathway themes learning

Confidence in consultation skills for general practice full day workshop (under development)

Consultation skills: meeting the new practice standards for pharmacy workshop

Consulting with older people workshop

CPPE provides a series of e-learning modules on consultation skills in more specialised situations

Consulting with children and young people e-learning

Consulting with people living with dementia e-learning

Consulting with people with mental health problems e-learning

Written and verbal communication

Accessible Information Standard – making it work e-learning. Implementing the Accessible Information Standard is relevant to all pharmacists. This programme supports pharmacists to implement the five steps to identify, record, flag, share and meet the needs of people with communication difficulties.

See the leadership and management section of this document for more information on our communication learning resources.

Education

See the leadership and management section of this document for more information on our education learning resources.

Other providers

The Health Foundation. Person-centred care resource centre.

The Health Foundation. When doctors and patients talk, making sense of the consultation

Geeky Medics has a range of communication skills resources including resources to support history-taking and information-giving.

Health and Social Care Information Centre (HSCIC) information governance toolkit
Theme 5 – Long-term condition management

**GPPTP learning**

Pharmacists require therapeutic knowledge and skills to manage long term conditions in order to effectively manage care plans and optimise medicines. See theme 3 for clinical assessment, examination and monitoring and theme 4 for consultation skills. There will be study days for the following topics.

- **Type 2 diabetes** study day
- **Cardiovascular** study day
- **Respiratory** study day
- **Mental health awareness, depression and benzodiazepines** study day
- **Care planning** study day

Therapeutics updates will be provided by the NICE Medicines and Prescribing Centre study days and Red Whale ‘GP Update’ study days.

CPPE will provide learning materials for small group study at local learning sets which will be facilitated by a clinical mentor. Topics will include advanced therapeutics, eg, people with learning disabilities, and type 2 diabetes.

**Child health** e-course (under development)

**Other CPPE learning**

The list below includes selected examples of CPPE therapeutics learning. This is not an exhaustive list. If you can’t find what you’re looking for please search the CPPE website for other learning and local workshops.

**Cardiovascular**

- *Anticoagulants - supporting patients and ensuring safety (2017)* e-assessment
- *Anticoagulation: assessing specialist practice (2017)* e-assessment
Stable angina - second line medicines distance learning

Lipid modification NICE e-learning tool (CPPE and NICE)

Diabetes

Type 1 diabetes NICE e-learning tool (CPPE and NICE)

Older people

Older people distance learning

Dementia e-learning

Respiratory

COPD – new medicines distance learning

Mental health

Antipsychotic reviews in dementia e-learning

Severe mental illness: prescribing and monitoring antipsychotics NICE e-learning tool (CPPE and NICE)

Anxiety disorders NICE e-learning tool (CPPE and NICE)

The Mental Capacity Act 2005 and covert administration of medicines workshop

Medicines optimisation

CPPE is working with the Royal Pharmaceutical Society (RPS) to develop a series of medicines optimisation briefings for pharmacy professionals working in all sectors of healthcare to support patients to get the most from their medicines. Topics include: cardiovascular disease, type 2 diabetes, learning disability, epilepsy and asthma.

Other

CPPE produces an update – What’s new in the BNF – for each new edition of the BNF to provide a fast way to keep up to date with changes. What’s new in the BNF supports you to identify how new recommendations and information in the BNF will affect your clinical practice

CPPE has put together a list of apps for pharmacists and pharmacy technicians in our Apps for pharmacy (6th edition) guide.
### Other providers

**Person-centred care**


**Long term conditions**


PrescQIPP has produced a number of therapeutics webkits including: type 2 diabetes and respiratory.

The Clinical Pharmacy Congress features presentations on long-term conditions and complex morbidity.

The United Kingdom Clinical Pharmacy Association (UKCPA) has a programme of clinical masterclasses and topics including cardiology, respiratory, diabetes and anticoagulation.

**Prescribing for people with learning disabilities and dementia**

PrescQIPP. *Reducing antipsychotic prescribing in dementia toolkit*

### Theme 6 – Common ailments management

#### GPPTP learning

Run over two and a half days, a clinical assessment skills acute illness in primary care course will be provided by the National Minor Ailments Centre. This course comprises seminars on the assessment and management of minor illness. Practical, focused and intensive, it covers all the important facts on areas including:

- Ear, nose and throat (ENT)
- Respiratory system including upper respiratory infections
- Rashes and mouth problems
- Gastroenterology including diarrhea and vomiting, and constipation
- Overviews of mental health, neurology and genitourinary.

#### Other CPPE learning

**Common conditions and minor ailments** distance learning

**Minor ailments: a clinical approach** e-assessment

**Dermatology pocket guide: common skin conditions explained** distance learning

#### Other providers

**NICE clinical knowledge summaries (CKS)** include clinical guidance for common conditions and symptoms presenting in primary care.

**PrescQIPP. Self care webkit.**

**Self care for minor ailments – using the RCGP e-learning**

The Royal College of General Practitioners has a number of e-learning modules for common ailments, eg, *Skin infections*, *Urinary tract infections* and *Managing acute respiratory tract infections.*
Theme 7 – Medicines optimisation, multimorbidity and polypharmacy

GPPTP learning

Medicines optimisation looks at how patients use medicines over time. It may involve stopping some medicines as well as starting others, and considers opportunities for lifestyle changes and nonmedical therapies to reduce the need for medicines. Pharmacists working in GP practices need to be able to support patients to get the best outcomes from their medicines. This often involves making decisions in complex situations where there are several factors that require analysis, interpretation and comparison.

Core skills and polypharmacy sessions at the GPPTP induction residential will introduce you to medication review tools and allow you to apply these to complex clinical cases, eg, patients with multimorbidity and problematic polypharmacy.

The GPPTP two-day residential course (month 12) will include sessions on multimorbidity care pathways and care planning.

CPPE will provide learning materials for small group study at local learning sets which will be facilitated by a clinical mentor. Topics will include a series on medicines optimisation for patients with multimorbidities.

Other CPPE learning

Care homes

Care homes – medicines optimisation in older people study day (under development)

Care homes – care planning and end of life care study day (under development)

Care homes: supporting people, optimising medicines e-learning

Care homes: supporting people, optimising medicines e-assessment

Medicines optimisation and polypharmacy

Polypharmacy distance learning

Polypharmacy e-assessment
General practice pharmacist training pathway

Pathway themes learning

**Medicines optimisation: essential skills e-learning**

**Medication review**

*Medication review e-course (under development)*

*Medication review e-assessment (under development)*

*Medication review study day (under development)*

**Interface and care pathways**

*Transfer of care: supporting patients moving into and out of hospital e-learning*

**Drug-related admissions**

*Acute kidney injury distance learning*

*Acute kidney injury e-assessment*

---

**Other providers**

**Care homes**

The Royal Pharmaceutical Society. *The right medicine; improving care in care homes.*

PrescQIPP. *Care homes* webkit.

**Medicines optimisation and polypharmacy**


PrescQIPP. *Polypharmacy and deprescribing* webkit.

PrescQIPP Adherence and waste webkit [https://www.prescqipp.info/info/maw](https://www.prescqipp.info/info/maw)
Interface and care pathways

The Royal Pharmaceutical Society. *Keeping patients safe report.*

The United Kingdom Clinical Pharmacy Association (UKCPA) has a clinical masterclass on medicines optimisation across the interface.

PrescQIPP. *Transfer of care webkit.*
Theme 8 – Evidence-based medicine and safety

**GPPTP learning**

Study days will support you to apply the principles of evidence-based medicine to specific patients and populations to implement NICE guidelines, act on audit findings and reduce variation in prescribing. Study days include:

*Evidence-informed decision-making* study day

*Using the PRIMIS and PINCER audit tools* study day

CPPE will provide learning materials for a patient safety learning set which will be facilitated by a clinical mentor.

**Other CPPE learning**

**Evidence-based medicine**


**Safety**

*Preventing medication errors in community and primary care: Making a difference* podcast.

Medicines Safety app available from iTunes and Google Play

*Safer supply and use of Specials* e-learning

**Medicines information**

*Answering medicines-related questions in practice* distance learning
### General practice pharmacist training pathway

### Pathway themes learning

#### Other providers

**Audit**

Royal College of Paediatrics and Child Health (RCPCH). *Clinical audit e-learning.*

Healthcare Quality Improvement Partnership (HQIP). *Transforming clinical audit data into quality improvements e-learning.*

Royal Pharmaceutical Society. Clinical audit resources.

PINCER audit tool

**Safety**

MHRA website

MHRA *Drug safety update bulletin*
Theme 9 – Leadership and management

**GPPTP learning**

The development of leadership behaviours are required to improve patient and health outcomes, embedding the values of compassion and care. Pharmacists are introduced to leadership and the NHS healthcare leadership model during core skills sessions at the induction residential and are encouraged to reflect on how leadership is embedded in their practice.

The GPPTP two-day residential course (month 12) will explore leadership in more detail and pharmacists will complete a self-assessment of their leadership behaviours using the NHS Healthcare leadership model self-assessment tool.

The senior pharmacists recruited to the pilot are key to the success and sustainability of the model. They are a valuable resource to lead the service transformation and improvement agenda. Senior pharmacist study days will focus on leadership, management and mentorship skills to equip pharmacists for the senior role.

**Other CPPE learning**

**Leadership**

*Leadership school* four-day residential course

*Leadership for pharmacy professionals* workshop

*Leadership learning communities*

*Learning communities: a guide for leaders*

**Education**

*Facilitator support: maximising your potential (full-day event)*

*Helping others learn* e-learning

*Mentoring guide*
Resilience

*Life skills – developing your potential e-course*

*De-stress you guide*

**Personal skills guides**

CPPE has a series of guides available to support pharmacists with their professional and personal development. Each guide covers a range of approaches to help them develop and apply key skills and techniques to practice. Topics include personal skills, management and leadership.

*Assertiveness guide*

*Being influential guide*

*Business cases guide*

*Dealing with difficult behaviour guide*

*Delegating guide*

*Effective change guide*

*Feedback guide*

*Managing people guide*

*Managing performance guide*

*Managing projects guide*

*Managing teams guide*

*Motivating guide*

*Networking guide*

*Problem solving guide*

*Research guide*

*Resolving conflict guide*
General practice pharmacist training pathway

Pathway themes learning

Risk management guide

Time management guide

Other providers

Leadership

Royal Pharmaceutical Society. Developing leadership resources, including the RPS Leadership Development Framework and Handbook.

London Leadership Academy. Leadership toolkit.


NHS Leadership Academy. Healthcare leadership model.

NHS Leadership Academy. Healthcare leadership model 360 degree feedback tool

Resilience

Pharmacist Support provides resources and one-to-one support for resilience, wellbeing and stress management.

I-resilience report

Mentorship

Royal Pharmaceutical Society. Mentoring support resources.

Current document version | April 2017
--- | ---
Next review date | October 2017
Owner | GPPTP web lead