

Background information

Why is CPPE delivering a newly qualified pharmacist programme?

For all healthcare practitioners, the move into professional practice is complex and demanding. It includes a period of intense learning of new skills, knowledge and behaviours. Newly qualified pharmacists need to adapt to a new phase in their career and will experience the responsibilities of professional judgment and accountability. Newly qualified pharmacists have described 'lack of confidence', 'decision making', 'managing professional relationships', 'being in charge' and 'adapting to the workplace' as the greatest challenges they face.

The *Newly qualified pharmacist programme* is a 12-month structured development programme, which supports newly qualified pharmacists to develop and demonstrate confidence and competence in core areas of pharmacy practice at this pivotal stage of their career.

What is the *Newly qualified pharmacist programme*?

The *Newly qualified pharmacist programme* is designed to support newly qualified pharmacists to develop and demonstrate confidence and competence in core areas of pharmacy practice. The programme will springboard pharmacists' development beyond meeting the initial standards of education and training and enable them to develop the attributes that pharmacists of the future will need to deliver increasingly complex clinical care.

The 12-month programme is fully funded by NHS England as part of their [Newly Qualified Pharmacist pathway](#) and has been designed to support early career pharmacists in further developing their capabilities to deliver safe and effective person-centred care. The outcomes place the patient, medicines optimisation and service delivery at the heart of the pharmacist's role.

The programme takes a blended learning approach and offers a mix of online learning, workshops, assessment and work-based support through a designated CPPE education supervisor.

The *Newly qualified pharmacist programme* will be a pharmacist's first step in their post-registration professional development journey and provides comprehensive learning to support pharmacists to deliver safe and effective patient care at this pivotal stage in their career as they transition from a trainee to a fully qualified pharmacist.

How will the CPPE *Newly qualified pharmacist programme* help me to demonstrate readiness to apply for Independent Prescribing training?

The General Pharmaceutical Council (GPhC) entry requirements for a Pharmacist Independent Prescribing (IP) course state that applicants must have relevant experience in a UK pharmacy setting and be able to recognise, understand and articulate the skills and attributes required by a prescriber to act as the foundation of their prescribing practice whilst training. The GPhC also states that IP course providers will be required to assess the quality of the applicant's previous experience, to make sure that pharmacists have the necessary skills and experience before starting the course.

The *Newly qualified pharmacist programme* will support pharmacists to demonstrate readiness to enrol on an IP course by enabling them to:

- develop relevant experience in a pharmacy setting
- recognise, understand and articulate the skills and attributes required by a prescriber
- create a portfolio of evidence linked to the outcomes in the RPS Post-registration foundation curriculum

The experience and awareness gained from the *Newly qualified pharmacist programme* will act as a springboard towards IP training.

Key dates

When does the next cohort of the CPPE *Newly qualified pharmacist programme* start?

Cohort 7

- Applications open on 2 September 2024
- Applications close on 28 October 2024
- Start date: 4 November 2024

Cohort 8

- Applications open on 13 January 2025
- Applications close on 17 March 2025
- Start date: 24 March 2025

Eligibility and applications

Who is eligible to apply?

The CPPE *Newly qualified pharmacist programme* is for pharmacists who registered with the GPhC from 2022 onwards* who are working or locuming in any of the following settings as their main role:

- Community pharmacy (except Boots**)
- Integrated care boards
- Community health services
- Health and justice
- General practice***
- Care homes***

* Pharmacists who registered before 2022 who are returning from a career break are also eligible to apply.

Who is NOT eligible to apply?

**NHS England provide separate funding for pharmacists working for Boots or working in Hospital pharmacy. Pharmacists working for Boots or in hospital pharmacy are not eligible to apply for the CPPE programme; they are expected to access the internal training programmes for newly qualified pharmacists and education supervision provided by those employers and funded by NHS England.

*** Pharmacists working in general practice or care homes in posts which are funded via the primary care network additional roles reimbursement scheme (ARRS) are not eligible to apply for the CPPE *Newly qualified pharmacist programme*, as they are required to enrol on the Primary Care Pharmacy Education Pathway (PCPEP). You can find out more information about the pathway and how to apply [on the CPPE website](#).

Do not enrol for the *Newly qualified pharmacist programme* if you are employed via ARRS funding.

How do I apply for a place on the CPPE *Newly qualified pharmacist programme*?

You will complete an application form on the CPPE website to apply for the *Newly qualified pharmacist programme*. If you meet the eligibility criteria, you can submit your application and you will receive an email from noreply@cppe.ac.uk confirming that we have received your application. A member of our team will contact you within one month of your application to confirm

your place on the programme or reject your application if you are not eligible. Please check your junk email if you don't receive these emails after submitting your application. If you still can't find the email, please contact: newlyqualified@cppe.ac.uk.

Do I need to pay for the *Newly qualified pharmacist programme*?

No, the 12-month programme is fully funded by NHS England.

Why can't I apply for the CPPE *Newly qualified pharmacist programme* if I am not currently in employment?

The *Newly qualified pharmacist programme* is a workplace-based vocational training programme. This means that you need to be working to apply the learning to your practice, gather evidence from the workplace for your portfolio and participate in formative supervised learning events (SLEs), also known as workplace-based assessments (WPBAs).

Why can't I apply for the CPPE *Newly qualified pharmacist programme* if I work at Boots or at a hospital pharmacy?

Boots and hospital pharmacies have internal training programmes for newly qualified pharmacists and NHS England provides a contribution towards education supervision for each learner on the Boots programme and hospital pharmacy programme. The funding for the CPPE *Newly qualified pharmacist programme* is specifically for those who do not have access to an employer-training programme.

Can I apply if I work at Boots or hospital pharmacy as my main role but locum in community pharmacy at weekends?

If your main role is at Boots or a hospital pharmacy and you also work as a locum in community pharmacy, then you are not eligible to apply.

Learning for pharmacists who are not eligible to apply

What learning is available from CPPE for newly qualified pharmacists who are not eligible for the *Newly qualified pharmacist programme*?

Recommended learning can be found on the [Early career pharmacists](#) page of our website. We have a variety of resources that will help you develop a range of knowledge, skills and behaviours to meet the outcomes found within the five domains of the [Royal Pharmaceutical Society's Post-registration foundation curriculum](#).

We also have a number of programmes to support pharmacists changing sector of practice.

Preparing for community pharmacy practice e-course

The aim of [this e-course](#) is to build the confidence and competence of newly qualified community pharmacists who have had a significant break in their training, due to the pandemic. To help you reflect on your confidence and competence, you will work through the *Preparing for community pharmacy* self-assessment framework. Completing the self-assessment framework at the start of the programme helps you identify the key topics you need to learn more about, to develop your knowledge and skills in preparation for starting practice. This

learning programme has been developed in collaboration with Health Education England.

Preparing to work in a primary care network or GP practice e-course

[This e-course](#) aims to prepare you for working in general practice or a primary care network (PCN). You will learn about others' experiences in these settings and be supported to identify your development needs, including signposting to key resources. The e-course is split into two sections. The first section provides background to the roles and signposting to relevant information and resources, to support you when considering applying for a role in a PCN or GP practice. In the second section, you will complete the self-assessment framework and use this to inform your learning needs.

Primary care essentials e-course

The aim of [this e-course](#) is to introduce the fundamentals of new roles in primary care. This e-course will cover NHS structure and primary care, introduction to local general practice and care homes, 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 person-centred professionalism.

Orientation to hospital pharmacy e-course

The aim of [this e-course](#) is to support pharmacy professionals who are starting work in hospital pharmacy practice for the first time, to identify their learning needs and to ensure they have what they need to feel confident and capable starting work. This learning programme has been developed in collaboration with Health Education England London and South East Pharmacy for pharmacy professionals new to the hospital sector.

Supervision and support

What support will I receive during the CPPE Newly qualified pharmacist programme?

You will be allocated a designated CPPE education supervisor, who will review your progress in practice, and provide you with feedback and support to develop your confidence and competence to deliver high-quality community pharmacy services. The relationship between you and your education supervisor is vital to successful development during the programme. There will be regular contact points with your education supervisor during the programme, to discuss progress, carry out a number of supervised learning events (also known as practice-based assessment), discuss your portfolio entries and offer feedback and support.

Your CPPE education supervisor will contact you within three weeks of your application being approved, and arrange an online meeting to discuss your learning needs and personal development plan. If you have not heard from your CPPE education supervisor within three weeks, please contact newlyqualified@cppe.ac.uk.

Changes in circumstances

Can I pause the CPPE Newly qualified pharmacist programme if my circumstances change?

If you need to pause your engagement with the programme due to maternity leave, parental leave, adoption leave or a health-related leave of absence, you can discuss the option of pausing the programme with your CPPE education supervisor. If there is funding for further cohorts of the programme, you would be able to re-join the programme when you return from your leave of absence.

What happens if I change employment?

You can continue with the *Newly qualified pharmacist programme* if you continue to work or locum in England provided you are not moving a PCN role which is funded as part of the Additional Roles Reimbursement Scheme (ARRS). If you move to a PCN ARRS funded role you would be required to complete the [Primary Care Pharmacy Education pathway \(PCPEP\)](#).

If you move to hospital pharmacy or Boots your CPPE education supervisor would contact your new employer to discuss whether they can provide education supervision or whether you should continue with the CPPE programme with support from a CPPE education supervisor.

Canvas

What is Canvas?

Canvas is an online platform that is your virtual classroom for your training programme. You will complete the e-course component of the *Newly qualified pharmacist programme* on Canvas. As part of an online learning community, you will also take part in some interactive activities, such as discussion forums on Canvas, where you can share ideas for best practice and take part in problem solving.

How do I access Canvas?

You will receive an invitation to Canvas once you have successfully enrolled onto the *Newly qualified pharmacist programme* and have received confirmation that your application has been approved. This is usually within two weeks of applying.

Why haven't I received an invitation to Canvas?

There are two reasons why you may not have received a Canvas invitation:

- If you have already completed a CPPE online course with a Canvas login, you will not get a new username and password. Log in to Canvas and the *Newly qualified pharmacist programme* course will be there under your courses.
- If you have not previously enrolled onto a CPPE online course and have not received the invitation email, check your 'junk' or 'spam' inbox for the email.

If you are still having issues, please email newlyqualified@cppe.ac.uk.

Workshops

What happens if the workshops I want to do are fully booked?

Booking places on workshops is on a first-come first-served basis. We encourage you to book early to have the best chance of getting a place on your preferred workshop.

If your preferred workshop is not available, you will need to select another topic from the recommended list of workshops for learners on the *Newly qualified pharmacist programme*, available on Canvas.

Alternatively, if you think another core CPPE workshop is more suitable for your learning needs, you can discuss this with your education supervisor.

Assessment and completion of the programme

What assessments are there on the *Newly qualified pharmacist programme*?

Assessments include e-assessments, supervised learning events (also known as practice-based assessments) and a portfolio. The assessment strategy is proportionate, providing assurance of patient safety within a manageable time. The practice-based assessment strategy will support newly qualified pharmacists to complete a range of supervised learning events that are assessed by their education supervisor. Assessment activities are recorded using standardised assessment tools to support a consistent approach.

Will I need to complete a portfolio of evidence?

The e-portfolio is an important part of the *Newly qualified pharmacist programme* which assists newly qualified pharmacists and their education supervisor to record, upload, manage and review evidence, to demonstrate progress against the learning outcomes in the RPS [Post-registration foundation curriculum](#). A well-constructed e-portfolio should describe your learning journey towards the attainment of professional competence.

At the end of the *Newly qualified pharmacist programme*, pharmacists will have a review meeting with their education supervisor to discuss their progression over the 12 months. This is about the outcomes in the RPS [Post-registration foundation curriculum](#) and the evidence in their e-portfolio. The learner will also complete an end of programme learning needs analysis (LNA) and personal development plan (PDP). The education supervisor will complete the end-of-programme education supervisor report.

What is a personal development plan?

A personal development plan (PDP) is a structured process undertaken by an individual to reflect on their own learning, performance and/or achievements, and to plan for their personal, educational and career development. The purpose of the PDP is to encourage you to develop and plan your learning by becoming more aware of your capabilities and the opportunities around you.

Independent prescribing

Does the CPPE *Newly qualified pharmacist programme* include an independent prescribing qualification?

No, the *Newly qualified pharmacist programme* does not include an independent prescribing qualification. However, it is mapped to the RPS Post-registration Foundation Pharmacist Curriculum learning outcomes that have been designed to develop prescribing competence. By using these learning outcomes, this programme helps you develop the skills and competence you need to prepare for a prescribing course. The experience and awareness gained from the *Newly qualified pharmacist programme* will act as a springboard towards IP training.

The *Preparing to train as an independent prescriber* e-course is included as Module 5 of the *Newly qualified pharmacist programme*. This module is designed to support you in preparing to apply for an IP course. It will also guide you to reflect on your existing transferable skills and identify development needs to support your readiness for starting an IP course. Pharmacists will be supported to reflect on their strengths and transferable skills which they can build on that are relevant to IP training. They will also identify development needs and create a personal development plan to prepare for undertaking an IP course. The online learning and assessments will enable pharmacists to meet the objectives in their personal development plan to support their

readiness to apply for an IP course by the end of the 12-month programme.

Indemnity insurance

Do I need personal indemnity insurance?

CPPE is not an insurance provider nor is it an expert in this field and cannot advise on individual cases. Pharmacy professionals have a responsibility to have a professional indemnity arrangement in place as required by the **General Pharmaceutical Council**. This may be in addition to an employer's policy, so you should check your employer's arrangements. In all cases, it is up to you and your employer to decide if adequate cover is in place, and you should take legal advice if you are unsure. Pharmacy insurance companies have in-house solicitors who can advise on any extra cover you may need. We do not recommend any particular insurance provider; however, the **Pharmacy Defence Association** is one of a number of providers and has some useful advice on its website about personal indemnity insurance.

Any other questions

What do I do if my question is not answered in this document?

If you have any other questions, which are not answered in this FAQ document, please email: newlyqualified@cppe.ac.uk.

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