

NEWLY QUALIFIED PHARMACIST PROGRAMME



Newly qualified pharmacist programme

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

Why do newly qualified pharmacists need support?

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 judgement 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.¹ For those working in community pharmacy, the transition from a trainee to a fully qualified pharmacist can be even more challenging

Reference

1. Magola, E, Willis, S, Schafheutle, E. Community pharmacists at transition to independent practice: Isolated, unsupported, and stressed. *Health and Social Care in the Community*. 2018. 26(6): 849-859.

as they adapt to working in isolation from experienced peers, while taking on the role of the responsible pharmacist.

What does the programme include?

The programme takes a blended learning approach and offers a comprehensive mix of online learning activities, workshops, assessment and work-based support. You will be allocated a designated CPPE education supervisor, who will review your progress in practice and provide you with feedback and support. With their help, you will develop confidence and competence to deliver high-quality pharmacy services.

What learning areas does the programme cover?

The programme includes the following online modules:

- **Module 1:** Person-centred care and collaboration
- **Module 2:** Clinical knowledge, skills and decision making
- **Module 3:** Leadership and management
- **Module 4:** Education and research

Who can apply?

Pharmacists who registered with the GPhC from 2022 onwards* who are employed or working as locums in community pharmacy (except Boots), community health services, health and justice, integrated care boards, general practice** or care homes**.

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

** Pharmacists working in general practice or care homes, in posts that are funded via the primary care network additional roles reimbursement scheme, 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 \(PCPEP\)](#).

Why should I apply?

1. Kickstart your professional career

Choose the CPPE *Newly qualified pharmacist programme* as the first step in your post-registration professional development journey. The programme is designed to support you to deliver safe and effective patient care at this pivotal stage in your career as you transition from a trainee to a fully qualified pharmacist.

2. Structured professional development

The programme introduces you to the fundamentals of being a successful and competent pharmacist through a series of online learning modules, self-reflection, assessments and education supervisor support.

3. Evidence of readiness for Independent Prescribing (IP) training

You will be supported to reflect on the strengths and transferable skills that you can build on which are relevant to independent prescribing training. You 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 you to meet the learning objectives in your personal development plan to support your readiness to apply for an IP course by the end of the 12-month programme.

4. Trusted, high-quality learning

For over 30 years, CPPE has been the go-to source for postgraduate pharmacy education and training. The CPPE *Newly qualified pharmacist programme* is one of the latest additions to the CPPE portfolio.

5. Increase your confidence

Learners tell us they are more confident pharmacists as a result of completing a structured training programme with CPPE. They have had the opportunity to develop and improve their intrapersonal, clinical, and patient-centred skills in a supportive environment.

How do I apply?

For more information about the programme, such as eligibility criteria and how to apply, log on to the CPPE website and take a look at the [Newly qualified pharmacist programme](#) section.

Feedback from pharmacists who have previously completed the programme with CPPE

"I felt like it gave me information on different things throughout the year that I perhaps wouldn't have thought about in my first year of qualification - such as the time management, leadership and consultation skills."

"I loved having support from my education supervisor. She was excellent. I am so grateful to have had the opportunity to study on this course and I feel I have grown so much through the year."

"These past 12 months have been a big learning curve for me as a qualified pharmacist, and the programme has had a huge positive impact on my practice."

"The programme provided me with a structure for training and CPD throughout the year and I do think it has improved my confidence as a pharmacist."