

Collaborative Workplace Learning- How to make the most of everyday workplace learning opportunities (integrated Care)

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Foundation Pharmacist Voice in the North: We hear you



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Demographics

- 80 pharmacists across the North, qualified less than 3 years completed the survey

Sector	% (number)
Community	17 (n=15)
Hospital	65 (n=56)
CCG	5 (n=4)
GP Practice	4 (n=3)
Other	9 (n=8)

- Only 59% (n=47) of pharmacists were doing a formal postgraduate qualification. Of these, 79% (n=37) were completing a diploma.

STP	% (number)
Cheshire & Merseyside	7 (n=6)
Durham, Darlington, Teesside, Hambleton, Richmondshire and Whitby	1 (n=1)
Greater Manchester	25 (n=20)
Humber, Coast and Vale	4 (n=3)
Lancashire and South Cumbria	5 (n=4)
Northumberland, Tyne and Wear and North Durham	12 (n=10)
South Yorkshire and Bassetlaw	14 (n=11)
West, North and East Cumbria	4 (n=3)
West Yorkshire and Harrogate	28 (n=23)

What knowledge & skills are required?

- The further training that is required by foundation pharmacist included the following:
 - Training with senior pharmacists
 - Clinical diploma was a popular training requirement
 - Prescribing
 - Training in line with doctors and other AHPs
 - Experience of other sectors
 - A foundation training programme or in- house support for training
 - Others included rotational posts, research teaching, peer support, online learning and protected study days.

Contributions from the employer

The support that the foundation pharmacists require was mainly around:

- Learning or teaching
- Time to be able to carry out ward based assessments
- Support from peer networks or senior pharmacists
- Others said no further support was needed
- Whilst a small number of pharmacists said support should be in the form of a career development plan, mental health support, paid leave for study and greater staff numbers to allow for further time for development.

I have completed clinical diploma and prescribing course. Neither were particularly inspiring and felt a lot like box ticking exercises.

I want to learn more about cost in community pharmacy as during uni/pre reg not a lot of information in medicines reimbursement/drug tariff is given to students. I'd also like to gain more knowledge about managing complex long term conditions.

I have gained the funding to do the clinical assessment course myself. I have had to change my hours to 4 long days and on my day off I attend university in my own time. I am enjoying the knowledge I am acquiring - understanding how to do different consultations and the red flags to be aware of. I am learning a lot of physiology of the body.

On call training, resilience training, stress manage by (there's a lot of responsibility in pharmacy, especially if you make a mistake).

I don't have a line manager really I do occasional locum shifts so have zero support with practice. I have a uni supervisor who advises on careers etc but that is more the academic side.

The knowledge I have gained is via the clinical diploma with prescribing which has taught me about service improvement, team working, clinical specialties

How can we embed this in practice?

- Clinical Supervisor
- Supervisor Training
- Educational Supervisor
- Role modelling?
- E Portfolio?

Building Blocks- Foundation Programme

Purpose, change case & place in career development	Framework and syllabus	Work based experiences expectation i.e cross sector	Recruitment and induction
Clear process pathway and system	Supervision – clinical and educational	IT including e-portfolio	Quality assurance and management
Provision of learning	Provision of learning support and time to learn (protected)	Assessment including final assessment	Stakeholder, partner, employer and learner support, commitment and management

Any Questions?