

Great North Clinical Pharmacy Network



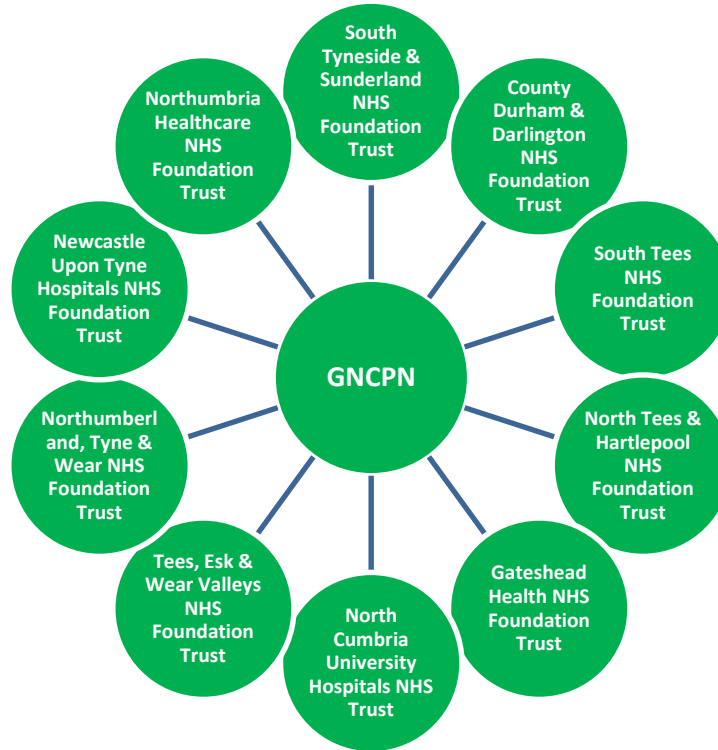
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Hospital Pharmacist's views on training and support provided during early career years

Focus group feedback

Jill Davison
Current Chair of GNCPN

What is the Great North Clinical Pharmacy Network?



Why is GNCPN interested in training and support?



Collaborative network



Work collectively to have a region wide impact



Training and support impacts on all Trusts and all Pharmacists



Relevant and important



Interested to hear region wide views on experiences

Background



Clinical
pharmacist
role ever
evolving

Training and
support is
important

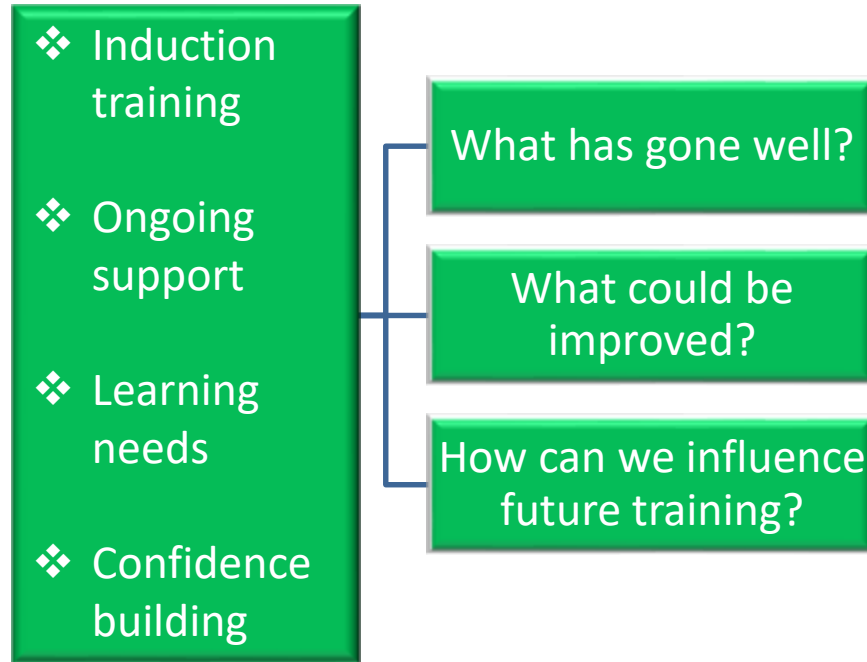
RPS
framework
available

Initial survey
conducted
with early
career
pharmacists in
the region
showed
training
impacts on
confidence

GNCNP
interested to
explore
regional views
further

Focus groups
conducted to
explore views
in more detail

Aims of the focus groups



How were the focus groups conducted?



Participants from
six Acute Hospital
Trusts

Discussions noted,
anonymised,
collated and
analysed for trends
and themes

Feedback sought
around ongoing
development

Participants from
two Mental Health
Trusts



Views explored
around induction
training

Each group
consisted of
between 4 – 8
pharmacists

Pharmacists had
between 2 – 5
years post
qualification
experience

Focus group outcomes



What is
required?

What is not
needed?

What should
ongoing support
look like?

What can
positively impact
on confidence?

What do participants think is required?



Well structured training



Clear objectives



Appropriate access to resources

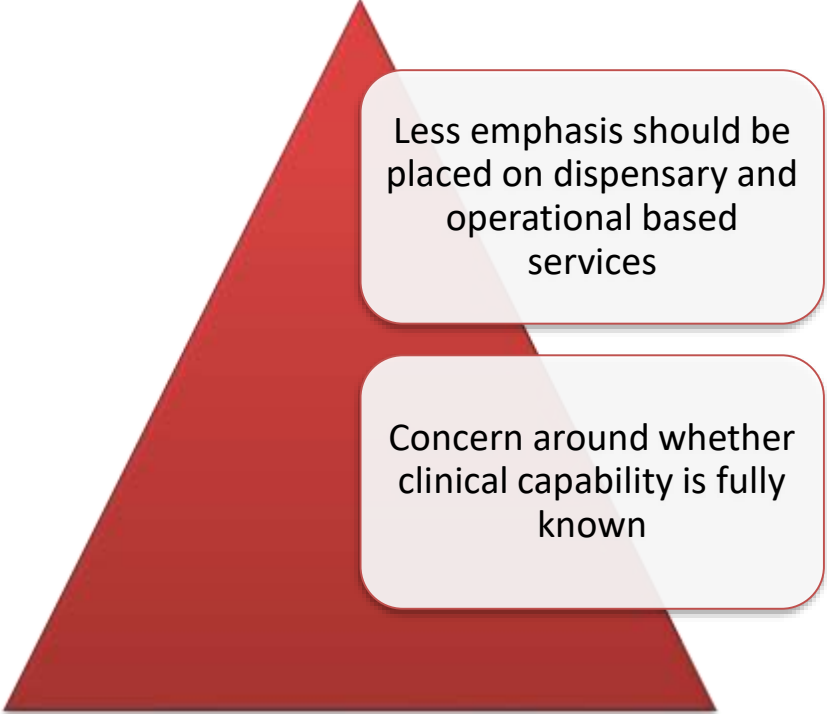


Regular reviews with line managers



Shadowing staff delivering roles

What is not needed or causes concern?



Less emphasis should be placed on dispensary and operational based services

Concern around whether clinical capability is fully known

What does ongoing support look like?



Responses indicated that ongoing support is important, but not defined specifically



Networking



Team meetings



Mapping against
the framework



What impacts on confidence?



Negative impact

- Unclear expectations
- High workload
- Overly critical feedback

Positive impact

- Positive feedback
- Exposure to challenging situation
- Supportive environment

Impact of support



Some activities that were cited as negatively impacting on confidence were often stated as positively impacting on confidence too



The main factor that appears to impact on levels of confidence is the support provided whilst undertaking the task

Summary of findings



Wide
variation in
structure of
induction
training
regionally

A well
structured
induction
programme
important

Participants
felt that
ongoing
support was
essential

Mapping of
ongoing
progress was
cited as being
helpful

Confidence
improved by
providing a
supportive
environment,
particularly
for difficult
tasks

What are the next steps?




Trusts to review
structure of induction

Transferable when
moving Trusts to
facilitate ongoing
support

Potential development
of a regional approach
to portfolio building to
map progress

Watch this space.....






{ Great North
Foundation Pharmacist Portfolio }

Name: _____

Trust: _____



GREAT NORTH Clinical
Pharmacy Network

GNCNP membership



David Gibson	County Durham & Darlington NHS Foundation Trust
Helen Pickles	Gateshead Health NHS Foundation Trust
Jan Forlow	North Cumbria University Hospitals NHS Trust
Rebecca Alexander	North Tees & Hartlepool NHS Foundation Trust
Anthony Young	Northumberland, Tyne & Wear NHS Foundation Trust
Scott Barrett	Northumbria Healthcare NHS Foundation Trust
Neil Oxley	South Tees NHS Foundation Trust
Lesley Davidson	South Tyneside and Sunderland NHS Foundation Trust
Jill Davison	South Tyneside and Sunderland NHS Foundation Trust
Ros Prior	Tees, Esk & Wear Valleys NHS Foundation Trust
Jonathan Foster	The Newcastle Upon Tyne Hospitals NHS Foundation Trust

Thank you for listening



Questions?



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