

Pre-reg training and undergrad degree not suited to purpose to prepare pharmacists to transition between sectors

Hospital training is highly sought for the clinical aspects

High training burden and delay in productivity of newly recruited staff lack sector specific skills such as medicines reconciliation and clinical skills.

Lack of specialist area knowledge or experience (e.g. mental health)

Lack of standardised recognition of transferrable skills and no clearly defined minimum competency for a pharmacist

Statutory and Mandatory training duplication burden

HR departments working together to "ease the redtape"

Lack of mixed experience employment models: may draw on perceptions rather than actual experiences of what it is like to work in different sectors

Lack of understanding and promotion of some roles and what they involve

Disparity between job descriptions

Differences in expectations between job roles in terms of practice and skillset

Automatic progression may be an expectation but not a reality

Undergraduate placements may deter students from applying to certain roles if not a positive and representative experience

Introduction: There is a need to up-skill the pharmacy workforce to support the aims of the NHS Long term plan (2019) in its ambition to support workforce flexibility and encourage more cross sector working. This project aimed to understand what barriers exist when transitioning as an early career's pharmacist (ECP) a cross care settings to support this aim.

Transient workforce affecting availability of skilled supervisors

Infrastructure needed to support training

Workforce capacity needed to provide robust training

Inability to adapt to new role with little support due to staffing pressures

Variability with work-place support and assessment

Differences in pay across sectors (eg pre-reg positions and early careers roles in different sectors)

Rotas e.g. roles that include weekend, late night and on-call rotas may not be as attractive as roles with more sociable hours

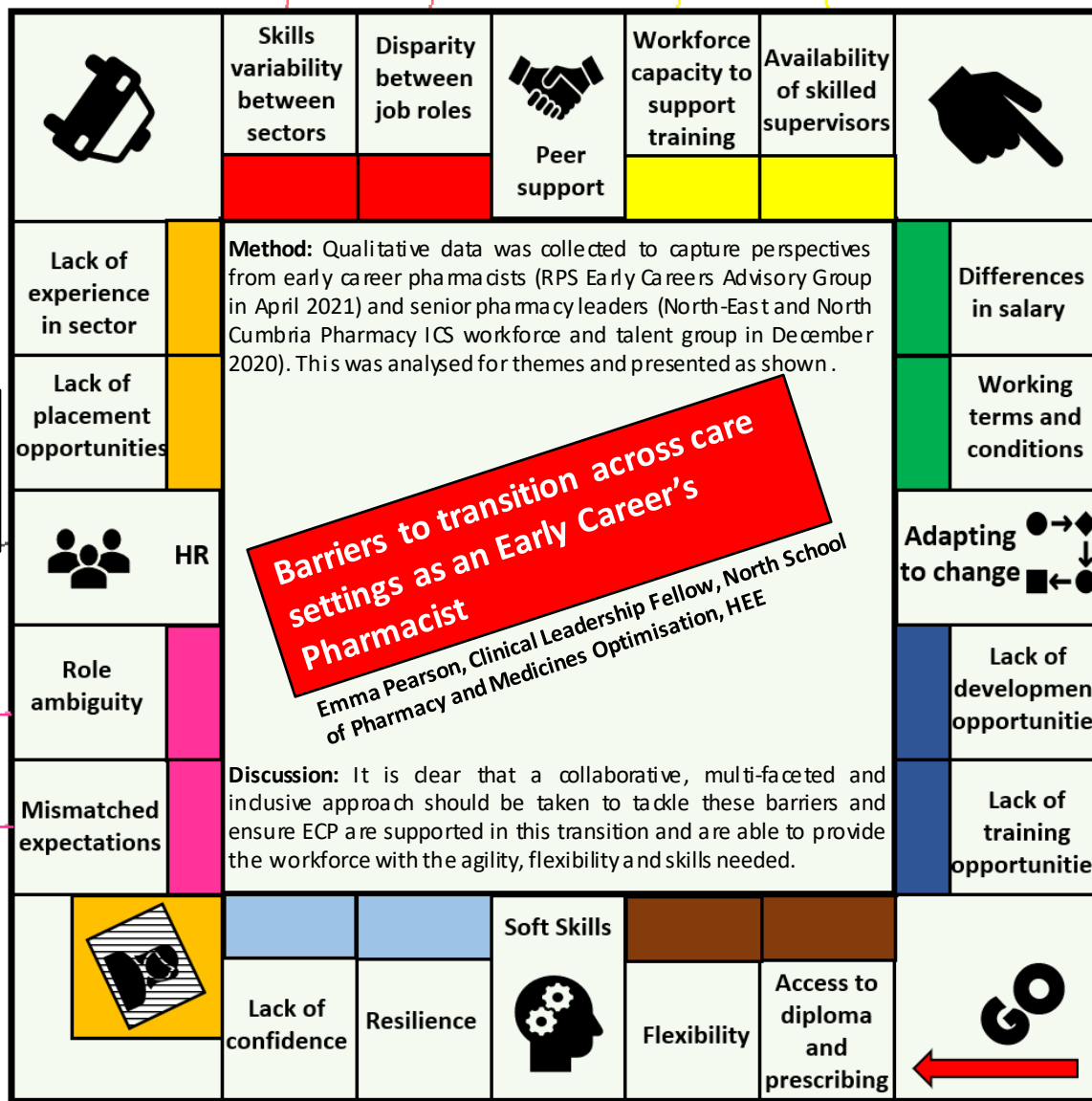
Confidence to "change" careers

Confidence in longevity of the role if part of a new initiative or re-structures likely

Lack of career flexibility and leadership opportunities

Lack of potential for progression in some sectors in comparison to others e.g. community pharmacy

Lack of opportunities in some sectors in comparison to others



References: National Health Service (2019). *The NHS Long Term Plan*.