

# Post-registration Multisector Pharmacist Programmes

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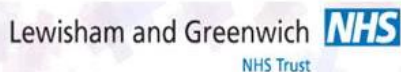
# Agenda

1. Overview of SEL VTS Pilot
2. Overview of East Sussex Multisector Foundation to Advanced Programme
3. Staff Retention and Next Roles
4. Benefits of post-registration multisector
5. Lessons and considerations
6. Surrey Heartlands Discussion
7. Contact details

# SEL VTS Pilot - Overview

- HEE-commissioned collaborative project to develop an innovative **region-wide multi-sector post-registration pharmacist training programme** with 4 training partners and 17 individual employer organisations, with differing service models, needs and expectations.
- Started in Oct 2017 and completed in Dec 2020 (Delayed due to COVID).
- **Newly qualified pharmacists** Band 6 – came straight from pre-reg year.
- The pilot aim was to create a pharmacist workforce who could work flexibly across the system. Part of [Our Healthier South East London Sustainability and Transformation Partnership](#) (SEL STP/ICS) pharmacy workforce development.
- Newly qualified pharmacists were able to gain experience in the **3 main sectors of pharmacy practice: hospital, community and GP practice**. One pharmacist completed hospital training in acute mental health. One pharmacist completed a 4<sup>th</sup> sector experience in strategic medicines optimisation and procurement (NHS LPP).
- **Year 1 and 2:** NHS Education for Scotland NES Foundation Framework – multisector RPS-accredited structured foundation training framework.
  - The vocational 'on the job' training and competency framework enabled Foundation Pharmacists to better deliver safe and competent medicines optimisation and patient-centred care across 3 sectors.
- **End Year 2:** RPS Assessment pilot. Must successfully pass to move to IP.
- **Year 3:** Kings College London Clinically Enhanced Pharmacist Independent Prescribing (CEPIP).

# SEL VTS Multisector Pilot Programme Partners & Organisations



The Lyndhurst Medical Centre

Belvedere Medical Centre

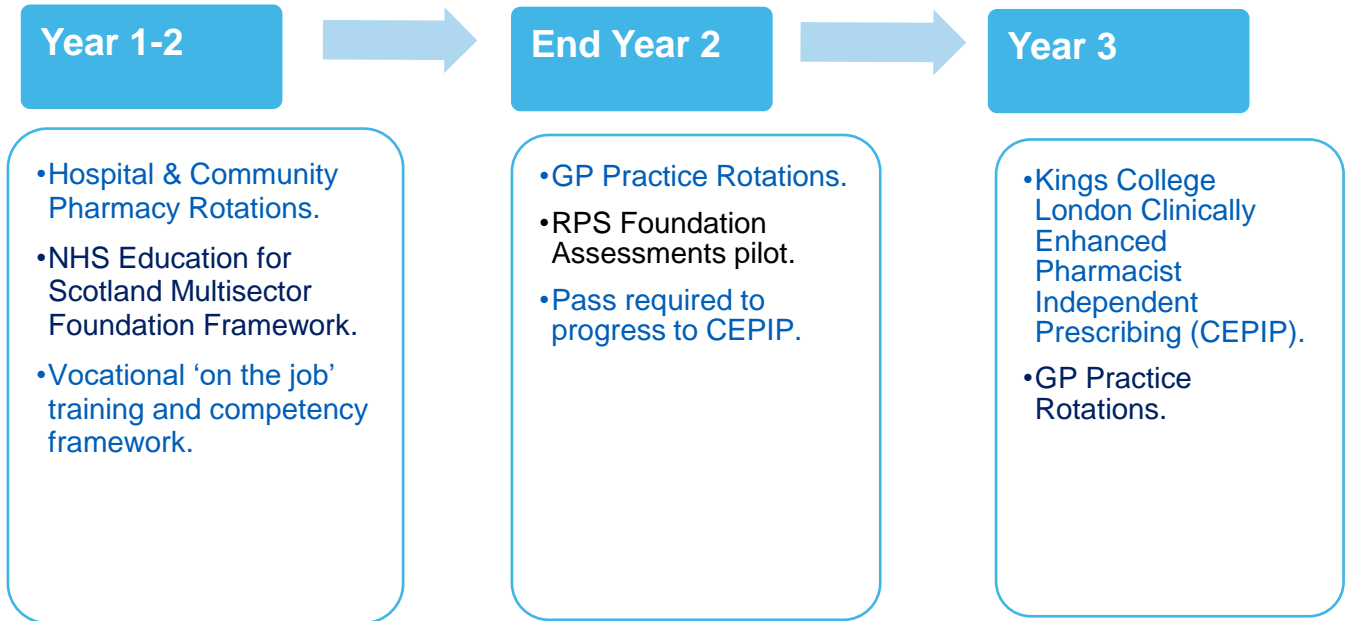


Albion Street Group Practice

Addington Road Surgery



# SEL VTS Pilot Programme Overview



# SEL VTS Multisector Pilot: Programme Model

## South East London Foundation Pharmacist Vocational Training Scheme (SEL FP VTS)

Programme Year 1 (2017/18)									Programme Year 2 (2018/19)									Programme Year 3 (2019/20)***																	
Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep

### Group 1 Foundation Pharmacists

Hospital Placement 1  
6 months

Community Placement 1  
6 months

Hospital Placement 2  
6 months

Community Placement 2  
3 months

General Practice Placement 1  
6 months

Hospital Placement 3  
9 months

### Group 2 Foundation Pharmacists

Community Placement 1  
6 months

Hospital Placement 1  
6 months

Community Placement 2  
6 months

Hospital Placement 2  
3 months

Community Placement 3  
4 months  
NHS LPP Placement  
4 months\*\*

General Practice Placement 1\*\*\*  
5 months

Community Placement 3  
5 months

General Practice 1  
1 month

### Educational Programme:

NHS Education for Scotland (NES) Foundation Framework - Portfolio Development & Work-Based Assessments

RPS Portfolio Assessment Submission  
Aug 2019

RPS Professional Discussion Assessment & Results  
Oct 2019

KCL CEPIP Jan 2020 Learning Sessions

CEPIP Supervised Practice & Portfolio Development

CEPIP OSCEs  
July 2020

CEPIP Portfolio Submission & VIVA exam  
Dec 2020

NHS Education for Scotland Foundation Framework Certificate of Completion 2017 – 2019

Royal Pharmaceutical Society Foundation Practice Certificate 2017 - 2019

Clinically Enhanced Pharmacist Independent Prescribing (CEPIP) Qualification 2020\*\*\*

Health Education England Certificate of Programme Completion for SEL FP VTS 2017 - 2020

Group 1 – Hospital Employed. Group 2 – Community Employed. \*CEPIP Practice Hours for Group 2 community employed pharmacists integrated into GP Practice placement.

\*\*NHS London Pharmacy Procurement – 2 placements, 1 completed, 1 cancelled due to COVID-19 disruption.

\*\*\*COVID-19 impact Year 3: Programme adjusted, delayed end to CEPIP to Dec 2020, LPP placement 2 cancelled and GP placements working remotely.

# SEL VTS Team Structure & Governance

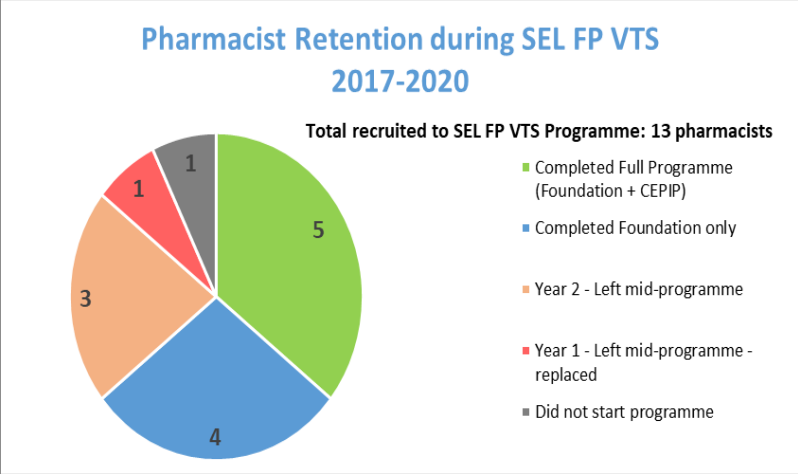
Fig 2. SEL FP VTS Programme – Team and Supervision



Pharmacists were line managed by their individual employer.

# SEL VTS Outcomes: Programme Completion

- SEL VTS programme initially recruited 13 trainees. 12/13 pharmacists started the programme in Oct 2017.
- Foundation Programme Years 1-2 (Oct 2017-Sept 2019): 4/12 pharmacists left the programme.
  - Main reasons for staying in programme included IP and GP placement experience.
  - Reasons for leaving were relocation, left job role, personal priorities, move to a diploma programme.
  - 1 post was re-recruited.
- 9 pharmacists completed Foundation Training and successfully passed the RPS Assessments.



- 5 of 9 pharmacists chose to progress to CEPIP.
  - Reasons for not progressing to CEPIP included decision to postpone CEPIP, move to a new job roles (Band 7 and PCN pharmacist roles).
- 5 of 5 pharmacists passed KCL CEPIP with distinction Dec 2020.



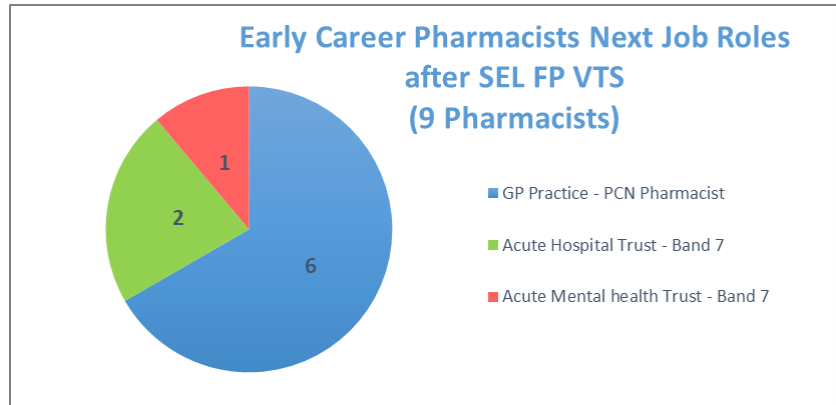


# SEL VTS Outcomes: Post-programme Roles

All progressed to senior pharmacist job roles within the London area.

4 pharmacists completed the 2 year Foundation element:

- 1 moved to NHS Trust rotational band 7 within SEL
- 3 moved to PCN pharmacist roles, 2 of these were within SEL.

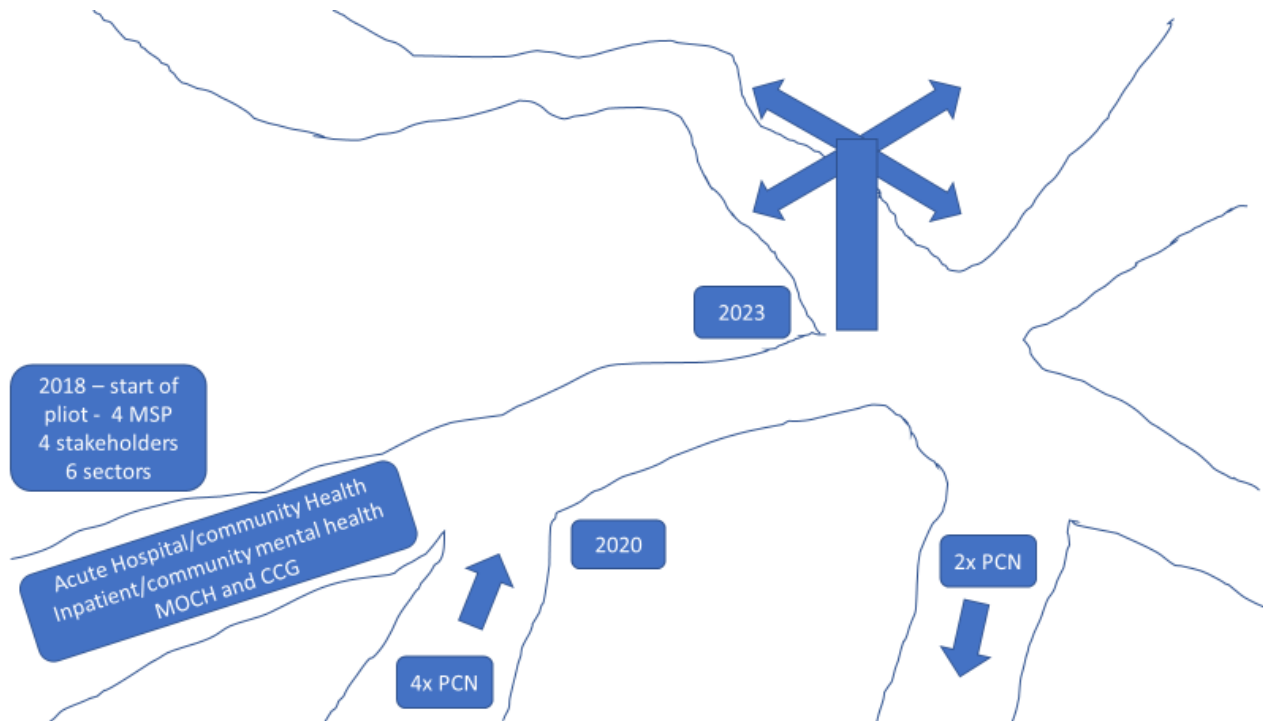


5 pharmacists completed the full 3-year SEL VTS Programme (Foundation and CEPIP):

- 2 stayed at SEL VTS employer Acute Trusts and progressed to Band 7 role
- 3 moved to PCN Pharmacist Roles within London area, 1 of which was in SEL.

3 remained working in SEL ICS. Main reason for moving outside SEL ICS were:  
Closer to home; Easier commute; Opportunities through networking during placements.

# East Sussex Multisector Foundation to Advanced Programme - Overview



# East Sussex Multisector Programme Partners & Organisations



East Sussex Healthcare  
NHS Trust



Sussex Community  
NHS Foundation Trust



Sussex Partnership  
NHS Foundation Trust



Sussex

Bexhill Primary Care Network

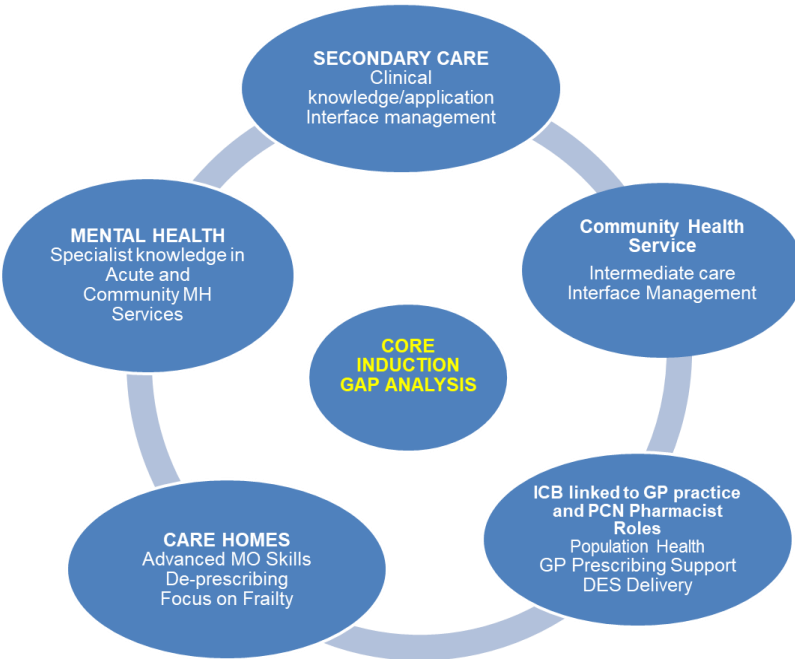
Rural Rother PCN



Eastbourne East PCN  
COLLABORATIVE HEALTHCARE

Hastings and St Leonards PCN

# East Sussex Multisector Foundation to Advanced 2-year fixed term programme



Typical sector distribution  
across the 2 years:

- Induction (hosted by ESHT)
- 3 months ESHT acute
- 4 months ICB
- 4 months MOCH
- 3-4 months Mental Health
- 3 months Community Health often integrated with additional PCN time (split rotation)
- 6 months PCN

# Programme Structure- Learning on the job plus 0.2wte "study time" to incorporate *as a minimum* the following

- Independent Prescribing
- CPPE Leading for Change
- Quality Improvement project – aiming for publication
- HEE Practice Supervisor Accreditation
- CPPE Structured Medication Review course
- East Sussex Structured Medication Review passport
- CPPE Shared Decision Making
- CPPE Mental Health course
- RPS Foundation portfolio completion and Advanced framework mapping
- Shared Learning Events – 4-7 weekly events including case based discussions clinical and leadership training – promoted within East Sussex and open to all sectors

# East Sussex Multisector Foundation to Advanced Structure & Governance

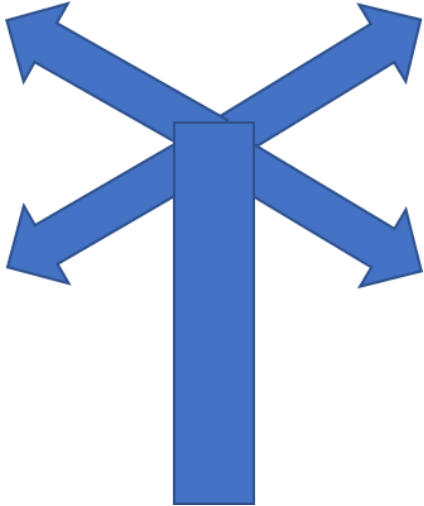
- Building on systems already in place within pharmacy and HCP
- Project/Programme board for strategy
- Finance and HR involvement from the start
- Secondment agreement and joint protocol with stakeholders
- MOU between the CCG and PCN's as the CCG's ensures that the expectations are the same across all of the PCN's
- Medical Model with Local Faculty Group reporting to Trust Local Academic Board
- Training Programme Director(s)
  - Line management and Educational supervisor roles
- Practice Supervisors (PS) for each rotation
  - Attend Local Faculty Groups,
  - Joint progress meetings with MSPs, Educational Supervisors and PS
- Learning Agreement with MSP, PS and ES
- Learners Require Additional Support matrix

# East Sussex Outcomes: Programme Completion

Since the start of the programme

- 20 pharmacists have joined
- IP scope of practice linked to local service needs
- Out of 16 who have already exited the programme to date
  - 9 hold substantive roles with programme partners (including posts with 3 of the 4 PCN partners)
  - 2 have offered service to programme partners on a bank basis since completing their 2 years indicating a retention rate in the local ICS in the region of 70%.
  - Cohesive network across sectors, IPs ,Practice Supervisors, appetite for DS roles and future DPPs

# East Sussex Programme: Current Status and Challenges



- Reduced capacity within PCN partners due to successful MSP appointments
- Rotation gaps caused by early exit from programme
- Longevity of ARRS and challenges of PCPEP exemption
- Widening participation across geography, sector and alignment with Foundation year & band 6
- Portfolio working culture



# SEL VTS & East Sussex Multisector Outcomes: Staff Retention & Post-programme Roles

Presented at UKCPA November 2022

- 20/26 pharmacists (12 SEL VTS and 14 ESMFtA, respectively) provided their next job role post-VTS. All 20 pharmacists were retained within the NHS.
- **Experience pre-programme:** 19/26 (73%) had previous community pharmacy experience, 9/26 (35%) hospital, 1/26 (4%) prison pharmacy and 1/26 (4%) primary care. 3/26 had experience of more than 1 sector. Data excluded undergraduate placements.
- **ICS post-programme:** 13/20 (65%) pharmacists stayed within the ICS (12 substantive, 1 bank).
- **Job sector post-programme:** 4/13 into GP/PCN pharmacist roles, 4/13 acute secondary care, 4/13 specialist mental health, and 1/13 CCG. 9/13 moved to higher band or higher paid roles within the ICS.
- **Change in sector after programme experience:** 17/20 (85%) pharmacists moved into different sectors to when they commenced the VTS.

**SEL VTS Post-registration Pharmacist Vocational Training Scheme Pilot:  
Focus Group Work Post-registration Pharmacists 1 year on from programme completion.  
Beneficial Outcomes of Early Careers Multisector Training  
in Community, Hospital and GP sectors**

**Career**

Positive influence on career direction.

More informed sector career decisions.

Increased job opportunities across pharmacy sectors.

**System**

Enhanced understanding of wider system and healthcare pathways.

Enhanced understanding of pharmacy roles across sectors.

Proactive development of cross-sector pharmacy working relationships - attributed to working across 3-sectors.

**Patients**

More effective:  
Transfer of care  
Medicines reconciliation  
Signposting to services  
Referral pathways.

Enhanced understanding patient journey compared to current peers.

**Organisations**

Retention of pharmacists within the Integrated Care System (ICS).

Employers' recognised benefits to service provision.

Support for colleagues with system knowledge

**Skills**

Flexible, adaptable and more resilient to work in different pharmacy environments.

Confident to work in at least 2 pharmacy sectors.

Skills applied in current roles attributed to 3-sector, independent prescribing (IP) training programme.

# Key Lessons/Considerations

## **Contractual: Consider differences in sector working models, contracts and service needs**

- Single or multi-employer model?
- Impact on JD, Working hours (late shifts, weekend, oncall), Pay etc.
- Partner agreements
- Funding for salary and training placements.
- Standardised recruitment process.
- Line management.
- Funding/Costs/Salaries.

## **Governance & Educational Infrastructure:**

- Oversight of programme and learners
- **Need for programme team**
- Supervision roles & models – oversight of learner journey and placement experience
- Cost/time/capacity for supervision.
- Support models for learner and supervisors
- Programme management & oversight
- Governance – Stakeholder Board, LFG.

## **Communication:**

- Mechanisms for communication esp when on external placement.(SEL)
- IT mechanisms e.g. digital passports.
- Manage expectations of learners & stakeholders

## **Educational Programme:**

- Meets all sectors training needs
- Options/providers for curriculum, e-portfolio, assessments, IP.
- Who will develop this?
- ARRS funded? PCPEP issue
- Min 6 months lead in.
- Induction time & frequency
- Training investment and time esp SLEs.

## **Vision, Engagement and Outcomes:**

- Vision agreed by all stakeholders – Buy-in is key.
- Clear outcomes from training
- Output - Future roles?
- Workforce development needs
- Ensure all stakeholders have clear understanding of programme and support required to implement.

## **Cultural considerations:**

Ownership of learner – line management.  
Who benefits from training?  
ICS vs Organisation  
New vs Old training expectations/ challenges.  
Prepared to change/adapt ways of training.

# Key Considerations – 1 of 2

- **Vision:** Agree VISION and OUTCOMES for multi-sector training – stakeholder buy-in is key to success.
- Ensure **all stakeholders, on ground staff and supervisors have clear understanding of programme** implementation and support required.
- **Communication mechanisms:** Consider how information will be shared effectively with stakeholders and learners.
- **Educational Programme Development:**
  - **Develop a programme framework and syllabus to meet all sector** training needs.
  - **Agree assessment requirements** at START of programme with all stakeholders and agree provider, process and accreditation required.
  - **Consider electronic portfolio options available** and how this will support assessments process?
  - Education programme and curriculum finalised BEFORE start of programme.
  - **Do not make any assumptions** about understanding of pharmacy training needs.
  - Ensure on the **ground staff and practice supervisors understand the programme** requirements and their support role.
- **Educational infrastructure and governance:** How will training be monitored, supervision requirements and oversight of learners?
- **Lead-in time needed:** Minimum lead in period to start of programme of at least **6 months**.

# Key Considerations 2 of 2

- **Recruitment Process:** Ensure a **standardised process for recruitment** which involves all stakeholders/employers.
- **Employment models:** Consider the **employment and contractual models required and impact** of these on movement of pharmacists between sectors.
- **Contractual models:** Explore ways to ensure similar contracts across all learners and programme – access HR and contractual expertise where available.
- **Sector working models and service needs:**
  - **Consider differences in sector working models, contracts and service needs**, such as hours of work, out of hours, oncall and weekend working requirements, and impact of movement between placements
  - What is expected from each placement/sector, how much travel is needed, does this impact costs and pay?
  - **How will employer late shift, weekend working and oncall** service staff requirements be met when staff rotate? What model and/or training is needed to minimise the impact of this?
- **Manage Expectations:** **Manage pharmacists' and stakeholders' expectations** from start of programme.
- **IT infrastructure:** **Consider options for IT platforms** available for sharing information with stakeholders, and foundation pharmacists.

# Programme Feedback-quotes from SEL

“The VTS programme has helped shaped my understanding of the profession and how pharmacy influences healthcare overall.”

“I would definitely recommend others to also join similar programmes and to not just commit themselves to being a sector specific pharmacist. We can be all rounded pharmacists that are able to flourish no matter which sector or what situation we are placed in.”

“I believe I have become a flexible and competent pharmacist, able to apply my skills in a variety of sectors and teams and make a positive contribution for patients.”

# Further Information?

- Interested in understanding more about the SE London & East Sussex multisector foundation to advanced programme experience?
- Looking to implement multisector training in your area?
- We are keen to share our lessons and practical experience to support others to implement multisector training.

## Contacts

### SE London Pilot

Jennifer Guffie Training Programme Director SEL VTS and HEE LaSE Early Careers Pharmacist Lead. [Jennifer.Guffie@hee.nhs.uk](mailto:Jennifer.Guffie@hee.nhs.uk)

### East Sussex Multisector Pharmacist Foundation to Advanced Programme

Training Programme Directors

- Alice Conway [Alice.Conway@nhs.net](mailto:Alice.Conway@nhs.net)
- Sarah Purdy [S.Purdy@nhs.net](mailto:S.Purdy@nhs.net)

# Publications

- Post-registration pharmacist multisector vocational training supporting workforce needs reflected by post-programme retention. Jennifer Guffie, Alice Conway, Sarah Purdy, Katie Reygate. Accepted for abstract UKCPA Conference, Nov 2022. Available [here](#).
- Impact of Post-registration Multisector Training in Community, Hospital and GP Practice Pharmacy Sectors on Early Careers Pharmacists' Professional Practice and Career Development. South East London Foundation Pharmacist Vocational Training Scheme (SEL FP VTS): One Year on from Completion. J Guffie, K Reygate. Presented at CPC May 2022.
- Lessons from implementing supervision infrastructure in a multisector post-registration pharmacist training pilot: South East London Foundation Pharmacist Vocational Training Scheme (SEL VTS). Jennifer Guffie, Katie Reygate. Poster/Oral presentation at Pharmacy Education conference, Sept 2022. Available [here](#).
- Review of the impact of moving sector in year 1 of SEL FP VTS programme: Lessons learnt from switching practice settings within a multi-sector Foundation Pharmacist programme report. Presented at UKCPA Pharmacy Together Conference 2019, a summary of this report can be read [here](#).
- SEL VTS GP Placement evaluation - completed by Centre for Pharmacy Workforce Studies, Division of Pharmacy and Optometry, The University of Manchester. Available [here](#).
- Early career pharmacists' and their supervisors' experiences of foundation training in general practice. A. Hindi, S. Willis, E. Schafheutle. Pharmacy Education 21 (5) 6. Abstract available [here](#).