



Executive Summary

Health Education Kent Surrey and Sussex (HEKSS) Pharmacy plays a major role in supporting the educational infrastructure to underpin the commissioning of training and development of the future and existing pharmacy workforce across Kent, Surrey, Sussex Hampshire and Isle of Wight .



Health Education Kent
Surrey and Sussex
Pharmacy Education

Pharmacy Education Reform



Health Education England established a national Pharmacy Education Reform team in 2014 to take forward this objective as outlined within the HEE mandate. The Head of HEKSS Pharmacy was seconded into this team to support this project; Locally HEKSS has been actively working to strengthen its state of readiness for a 5-year degree programme. This has included learning from colleagues in NHS Education for Scotland about their processes for quality management and recruitment as well as taking steps to strengthen these arrangements in KSS. In addition the HEKSS Interim Head of Pharmacy has led on the development of a pharmacy trailblazer (apprenticeship) for Pharmacy Technicians and Pharmacy Assistants on behalf of HEE.

HEKSS Skills Development Strategy

HEKSS Pharmacy has worked in partnership with the KSS Pharmacy Workforce Group to ensure that pharmacy and medicines related perspectives are included and actioned within HEKSS SDS programmes. This is particularly relevant in the Emergency Care and Primary Care programmes.

Primary Care Programme

Community Pharmacy Workforce Survey

HEKSS Pharmacy led a pilot on behalf of HEE to map the community pharmacy workforce. The full report is available here:

www.ksspharmacy.nhs.uk/dyn/assets/folder4/ReportKSSworkforcedataFINAL.pdf

The project is now being rolled out to other LETBs in England using the methodology developed by HEKSS.

Community Education Provider's Network (CEPN) Pharmacy Project

In September 2014 the CEPN Pharmacy project was established to promote a deeper understanding between GPs and community pharmacists of their respective roles and working practices. The project was targeted at pre-registration pharmacists and GP trainees with the aim being for each group to spend time in both pharmacy and general practice environments. During the course of 2014/15, training for pre-registration pharmacist tutors was commissioned and piloted and a curriculum for pre-registration pharmacist training in general practice was developed and approved by the General Pharmaceutical Council.

Urgent & Emergency Care Programme

Pharmacist Prescribers in Emergency Departments

HEKSS participated in a national pilot to identify how many patients could have been seen and treated by a community pharmacist vs. pharmacist prescriber vs. pharmacist prescriber with advanced clinical skills vs. medical team in emergency departments. This project was led by Health Education West Midlands.

Community Pharmacy Supporting the Urgent and Emergency Care agenda

A HEKSS project group was formed to look at upskilling community pharmacy teams to support the Urgent and Emergency Care agenda. By the end of 2014/15 a learning needs analysis had been completed and work was underway to develop a curriculum.

HEKSS Safe Prescribing

This programme is an enabling project for other Skills Development Strategy programmes. **The two main work streams are:**

To formatively assess the prescribing skills of junior doctors and to put in place individualised training plans using online media and local educational support. In 2014/15 a further 522 junior doctors undertook the diagnostic prescribing assessment taking the total to approximately 950.

To review the current commissioning arrangements for non-medical prescribing in light of future demand. Scoping work was undertaken to identify the current position with regards to access to high quality training and future demand. As a result non medical prescribing was put out to tender in January 2015 with contracts awarded in April 2015.

Pre-registration Trainee Pharmacists & Pharmacy Technicians

The summer registration exam pass rate for HEKSS managed pre-registration pharmacists continues to exceed the national average (89.5% vs. the national rate of 85.3%). Following the September 2014 GPhC exam the 2013/14 cohort pass rate was 93.5%. Retention within the NHS for KSS/ HIOW 2013/14 pre-registration pharmacists has increased to 75.4%, in comparison with 62% in 2013. 38/38 (100%) of pre-registration trainee pharmacy technicians (PTPT) completed their qualification by December 2014. Of these, 73.6% were retained within the NHS.

Pharmacy Technicians in Extended Roles

72 pharmacy technicians were accredited in checking dispensed items, medicines management or pre and in process checking. The total number of accredited technicians now stands at 720.

From September 1st 2014, the Core Checking Skills Course was made a formal prerequisite for progression into a Checking Accreditation Programme (ACPT and PIPC). The core checking skills are the same for both accreditation programmes, meaning that this training can be delivered just once improving efficiency within delivery of the programme.

Foundation Pharmacists

As a result of a programme review in July 2014, the four existing Foundation Pharmacist curricula in different service areas were replaced with one new overarching and streamlined curriculum. As part of this initiative, the entry criteria were strengthened to ensure that new entrants were at a standard baseline level. There were 49 new entrants onto the programme in January 2015.

Managing & Enhancing Quality

Multiprofessional quality management processes are currently in development within LETBs. In pharmacy a system of verification of education infrastructure, trainee feedback and triggered developmental and exception visits is in place. Trusts with good trainee outcomes and feedback as well as a stable infrastructure are awarded "earned autonomy" and therefore are not included in verification processes. In 2014/15 three Trusts had earned autonomy. In addition two developmental visits were conducted – triggers for these were in relation to outputs of contract review, trainee feedback or poor trainee progression. In 2014/15 routine quality visits on a 5-year cycle were introduced mirroring regulatory arrangements with academic education providers.

Ways of Working

A major focus in 2014/15 for Health Education England was to review its ways of working in order to prepare to become an Arm's Length Body and to produce efficiency savings. As a consequence of this, there was a restructure of Local Education and Training Boards (LETBs) and the planned introduction of "geographies" from April 2015. To enable economies of scale and sharing of best practice, LETBs have begun work on integrating services and working across geography when appropriate. Health Education Kent, Surrey and Sussex will be part of Health Education London and South East geography from April 2015 and therefore part of the business within the latter part of 2014/15 focused on working with the three London LETBs, Health Education South London (HESL), Health Education Central & East London (HECEL), and Health Education North & West London (HENWL) to consider what services might best be integrated. For Pharmacy the models of education support and professional advice are different between KSS and London and the possibilities for integration will be considered in 2015/16.