



ROYAL  
PHARMACEUTICAL  
SOCIETY

## *Scaling up the UK pharmacy workforce through supporting education and training*

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Introduction

Changing  
role of the  
Pharmacist

Challenges

Roadmap

Benefits



## ***Professional body: strategic goals (2016-2021)***

Over the next five years, our activities and resources will be focused on delivering six strategic goals:

1. We will improve the public's health and wellbeing
2. We will be the professional voice of pharmacy
3. We will support the education and development of pharmacists
4. We will be a global publisher of medicines information
5. We will drive and support research and innovation in medicines and healthcare
6. We will be a viable and sustainable organisation

## Our campaigns

The following are the key five campaigns which the RPS will pursue as we work to shape pharmacy for the future and improve patient care in England through pharmacy:



### Improving urgent and emergency care through better use of pharmacists

The Royal Pharmaceutical Society (RPS) believes that pharmacists are an underutilised resource in the delivery of better urgent and emergency care for patients.

[Find out more >>](#)



### Pharmacists improving care in care homes

The Society believes that better utilisation of pharmacists' skills in care homes will bring significant benefits to care home residents, care homes providers and the NHS.

[Find out more >>](#)



### Pharmacists and GP surgeries

The RPS believes that primary care patients should have the benefit of a pharmacist's clinical expertise similar to that currently experienced by patients in hospital.

[Find out more >>](#)



### Pharmacist-led care of people with long term conditions

We believe that utilising pharmacist led care of people with long term conditions will deliver cost-effective services that will bring significant results to patients and the NHS.

[Find out more >>](#)



### Pharmacist access to the patient health record

The RPS believes that all pharmacists should have full read and write access to the patient health record in the interest of high quality, safe and effective patient care.

[Find out more >>](#)





Do you think pharmacists should have  
read-write access to the Summary Care Record?

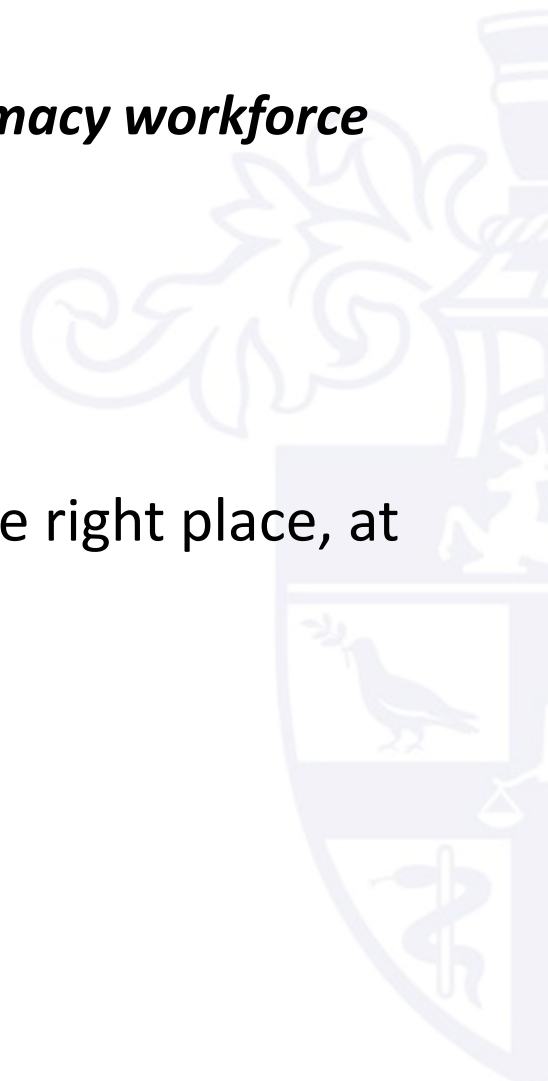
## ***Defining transforming and scaling up health professionals' education***

Transformative scaling up of health professionals' education and training is defined as the sustainable expansion and reform of health professionals' education and training to *increase the **quantity, quality and relevance** of health professionals, and in so doing strengthen the country health systems and improve population health outcomes.*

## ***The challenges: Developing the capacity of the pharmacy workforce***

We require:

- Sufficient funding
- Adequate training facilities
- Right pharmacy staff, with the right skills, in the right place, at the right time in the right numbers
- National policies and plans
- Needs based workforce development



## ***In other words...***

Transforming the pharmacy workforce

More than workforce enhancement

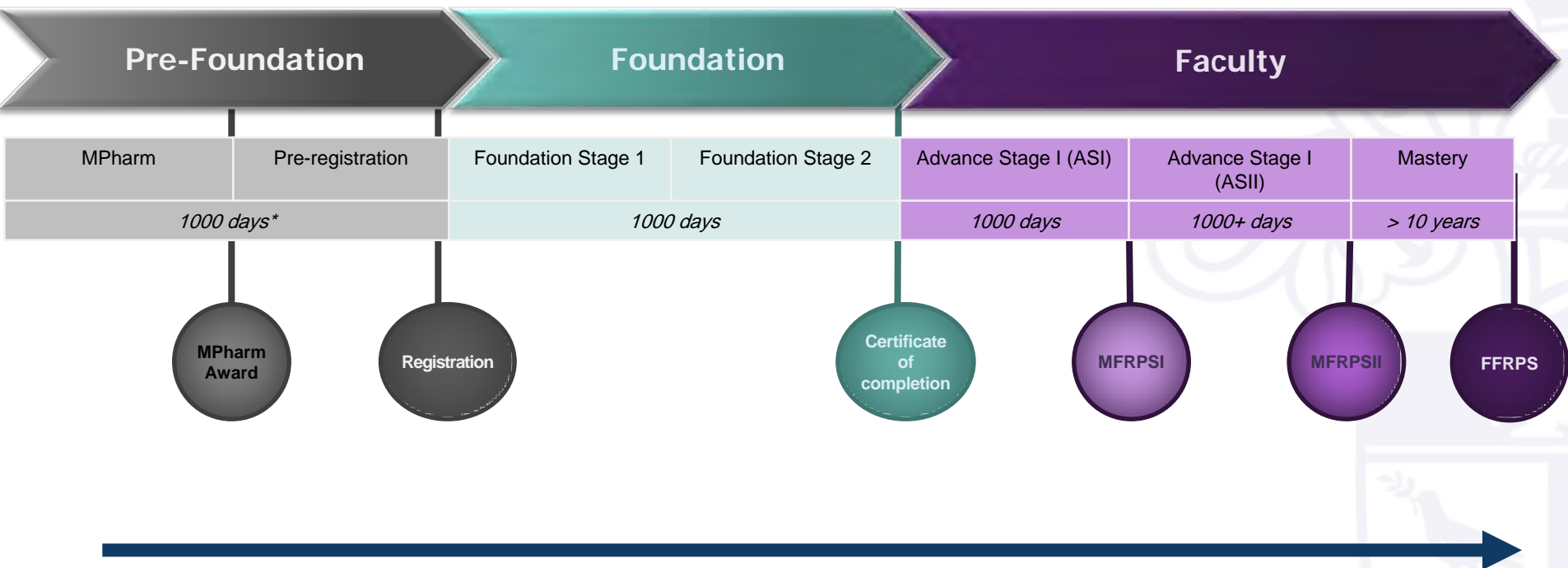
More than workforce development

A roadmap!





# RPS Professional Development Roadmap

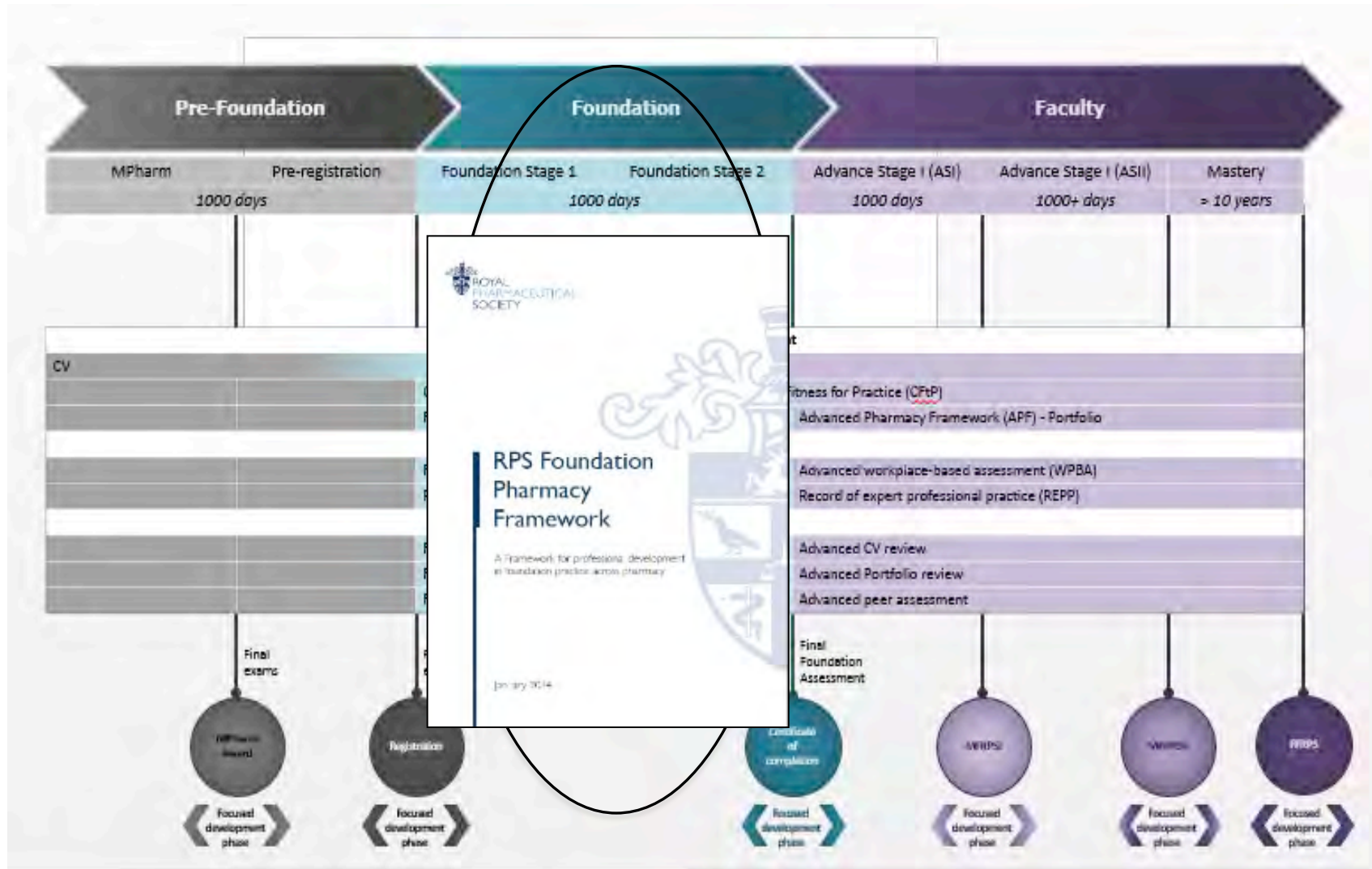


## Continuing Fitness to Practise

\* "1000 days" is a construct to assist practitioners with a normalised expectation for career development stages

# RPS Foundation Programme

*Highly structured, supported, safe development for novice pharmacists*



## Foundation Stage: Development of established practice:

*Highly structured, supported, safe development for novice pharmacists*

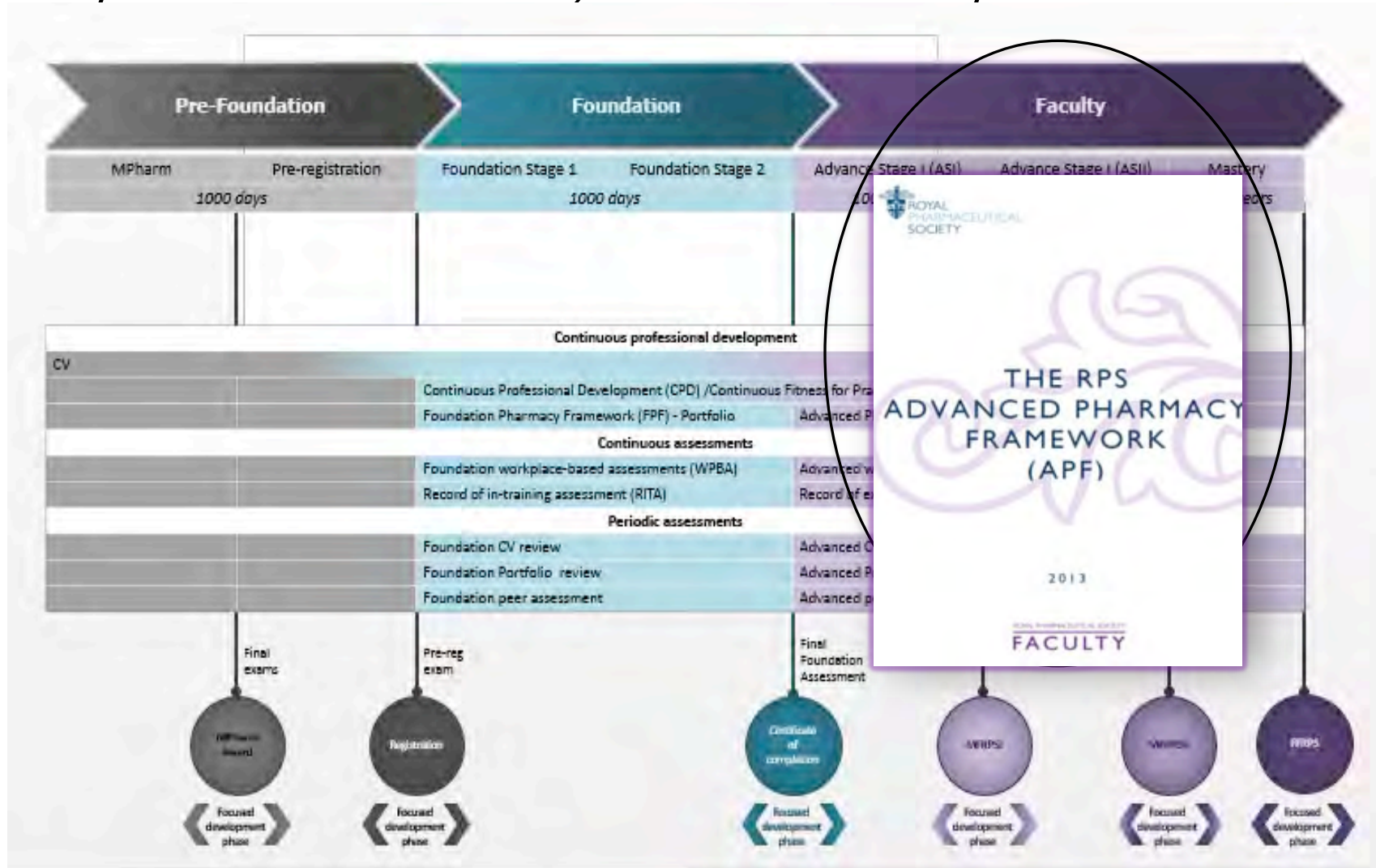
FOUNDATION PRACTICE – each 12-18 months during first 1000 days	FOUNDATION PRACTICE – each year during sustaining phase
Foundation Pharmacy Framework self-assessment	6-12 portfolio entries including:
5 - 25 Workplace-based assessments (WPBA)	<ul style="list-style-type: none"> <li>• Foundation Pharmacy Framework self-assessment</li> </ul>
Reflective account	<ul style="list-style-type: none"> <li>• 1-3 Workplace-based assessments</li> </ul>
1 Peer Assessment	<ul style="list-style-type: none"> <li>• Reflective account</li> </ul>
3-6 Clinical learning episodes (aligned to RPS Foundation Curriculum)	<ul style="list-style-type: none"> <li>• Peer assessment</li> <li>• Clinical learning episodes (aligned to RPS Foundation Curriculum)</li> </ul>
1 Record of In-Training Assessment (portfolio review with Foundation Tutor)	1 portfolio review with Foundation Tutor or RPS CPD Assessor

**End of first 1000 days and then every 5 years**

**Foundation Portfolio Review (with RPS Foundation Assessor) and Final Foundation Assessment**

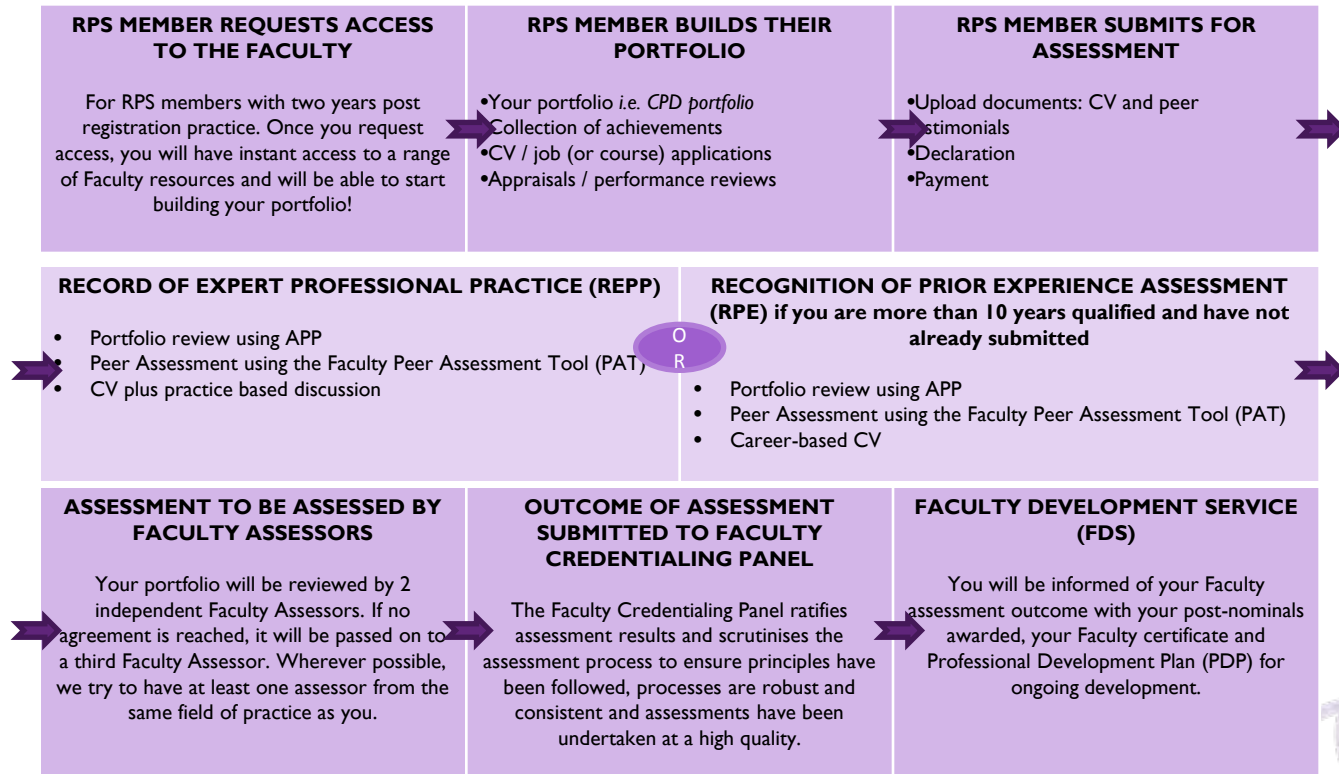
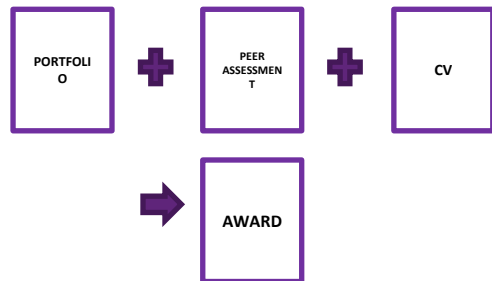
# RPS Faculty development:

*Less structure, broader skill sets, building practitioner independence and flexibility of career and scope*



## YOUR FACULTY JOURNEY

There are three stages of Faculty membership and post-nominals: Advanced Stage I, Advanced Stage II and Mastery. Your post-nominals are valid for five years after which you will need to be re-assessed in order to continue to use your post-nominals.





## Advanced Practice: Advancement and Sustainability: *Building practitioner independence and flexibility*

ADVANCED PRACTICE – each 12-18 months (1000 days) during focused development	ADVANCED PRACTICE – each year during sustaining phase
6-12 Faculty portfolio entries reviewed by RPS CPD Assessor / Faculty assessor	6-12 Faculty portfolio entries reviewed by RPS CPD Assessor / Faculty assessor
Advanced Pharmacy Framework self-assessment	Advanced Pharmacy Framework self-assessment
Practice based assessments (as defined by area of practice) required in preparation for Record of Exert Professional Practice (REPP)	1-3 practice based assessments (as defined by area of practice) required in preparation for REPP and full Faculty assessment every 5 years
1 REPP (5 to 25 practice based assessments)	1 Peer Assessment
1 Peer Assessment	
<b>Faculty assessment (peer assessment) via portfolio review, once every 5 years</b>	

## Benefits of the roadmap

- Career pathway with recognised competency levels for pharmacy professionals
  - mitigate risk to patients
- Demonstrate fitness for purpose
- Provides assurance to employers
  - Individual has advanced practice attributes
- Provides robust effective way to support, develop and sustain robust infrastructure
- Helps meet changing landscape of healthcare



*[www.rpharms.org.uk](http://www.rpharms.org.uk)*

**Shukran jazeelan**  
**Merci beaucoup**  
**Thank you**

*Please come and visit me in UK*

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