

Good evening everyone, and many thanks for joining the event this evening and for those listening back to the recording. For those I have not met before, I'm Emma Llewellyn, I'm the HEIW Lead for post registration foundation Pharmacist training. So as Kath just said, I'm just going to take a few minutes just to provide a little summary of the education reforms to pharmacist education and also to provide an overview of the Post Registration Foundation Pharmacist programme starting in 2022. As we said, we've covered a little bit of this already in our previous stakeholder event, so you may have heard some of the information and seen some of the slides before. So we'll just try and keep this as brief as possible, but just to cover for those that have missed it.

So just want to start with a brief overview of the background to the pharmacist educational reforms. So at the beginning of this year, the GPhC published the major reforms to undergraduates and early postgraduate education and training across all UK nations by setting a new initial education and training standards to pharmacists.

So the pharmacist training pathways being reformed by the trainee pharmacist now becoming IPs at their point of registration, reducing the existing IP training and pathway from eight to five years, and the implementation then of the new education standards for Foundation training, which started this year. So as an education organisation, we need to consider how we are going to support these changes. So as you can see the document on the right, the HEIW has developed a Case for Change document, which provides a high-level overview of all the domains of the reforms, covering why the changes have been made, the recommended appropriate environment for the training to take place, the benefits of the training and how it will impact patient outcomes.

So this slide shows the full HEIW IETP implementation programme and the seven projects which cover the transition. And as you can see, they span across the three domains of undergraduate, foundation and career pathway. So post registration foundation actually is a single project on its own and that sits under the career pathway domain. As you can see, the Learning Outcomes project spans across the three domains, and it's really important for us to align these so that the learning content is seamless across the career pathway. We understand that staffing and resources important, both to be considered from a HEIW perspective, but also from support from the workplace as well. And also, we know that workforce planning is important to enable the reforms to be implemented effectively, whilst we consider some of the current workforce challenges that we have.

So the HEIW Post-Registration Foundation Pharmacist Training Programme is intended to be used as part of the Transition Programme for Newly Qualified Pharmacists in Wales starting in 2022. And this is to bridge the period until full implementation of the GPhC initial education training standards are made over the next five years up, until the end of July 2026. So we'll utilise the newly published RPS Post Registration Foundation curriculum, which really reflects the core changes to pharmacist practice and could be used by any pharmacist and patient facing roles. And this can be viewed in full on the RPS website.

So the key elements to our model have been developed from the work we've been undertaking with various stakeholders and learners over the past 12 months. So some of you may have seen this diagram before, but it just shows the various elements which make up the programme model. So it will provide an early career vocational pathway for pharmacists when on from their foundation training year offering an equitable approach.

So for September 22, we'll be offering a maximum of 50 places to newly qualified pharmacist, with the majority of 40 places to NHS contractor employed sectors, including Community Pharmacy. As of 2022 the NHS Manage sector will continue their current diploma offerings. But from 2023, we anticipate the cohorts will be split equally across the sectors.

So the new registrants will be employed by their chosen organisation and the learner will be provided with protected development time equivalent to one day per week for a maximum of two years.

The programme will be externally evaluated, so looking at the delivery content, and the time frame as the educational reforms are implemented. And HEIW are in the process of commissioning a HEI to deliver programme, which will meet the learning outcomes of this curriculum, including both the non-IP and IP competencies through an integrated programme in collaboration with the RPS.

So we initially believe that this programme will take two years to complete. However, as the GPhC initial education and training standards are implemented earlier within the pharmacist career pathway, the learning outcomes in the post-registration phase and the time frame will need to be reviewed.

So the programme will be facilitated by a learning agreement set between HEIW, the learner and their employer and the learner will have practice-based support provided by their employer organisation, which may be remote or based within the same location as the pharmacist, equivalent to one day per month for a maximum of two years. So as the learner will progress through the programme, they'll be complete an e-portfolio of evidence, and once the competencies have been achieved, they can submit their e-portfolio to the RPS, and that will involve a joint HEI and RPS Assessment.

So a successful pass of the assessment will result in the HEI awarding the pharmacist with the IP Practice Certificate, plus any additional qualifications they've undertaken. The RPS will award the learner with the Post Registration Foundation credential, which this can be used as assurance that that learner has reached the required level of competency and has gained the appropriate skill set to progress to advanced practice.

So the table on this slide does provide some further information on the protected time funding model. And it contains a variety of protective time elements in the subsequent funding figures for 2022 to 2023. I'm not going to go into too much detail, but just going to pull out some of the key information from it. So the protective development time for newly qualified pharmacists will be funded at a band 6 level for one day per week, and the figure shown in the table is the funding equivalent for one year per pharmacist. The protective time for a practice-based pharmacist support to be funded at a band 8a level and that'll be for one day per month, and again, the figure shown is the funding equivalent for one year per pharmacist.

A newly qualified will need to acquire designated prescribing practitioner or DPP, for completion of that IP qualification. So funding will be provided for the 90 hours practice supervision with the DPP and the figure is shown in the table. These protective time models are based on the learner working full time hours, so the funding will be provided for the maximum of two years. As I've already said, this time frame may reduce as the programme transitions.

So the diagram on this slide just shows the supervision model for the programme in Wales. I'd like to acknowledge the use of the RPS image for this slide. The pharmacists undertaking the programme will have support from an educational supervisor, a DPP and a practice supervisor. So the role of the educational supervisor, which will be based from the HEI infrastructure, is to support personal and professional development of the learner, to monitor their educational progress and to undertake regular meetings with them, and to review the evidence for the non-independent prescribing outcomes.

The role of the DPP, who could be based within the same organisation or externally to the learner, is to supervise a period of learning and prescribing training in practice, to guide and facilitate professional development of the IP capabilities and to review evidence for IP outcomes, and will certify that that pharmacist has met the competency in prescribing.

The role of the practice supervisor which will be provided by the pharmacists' employer organisation and could be based remotely or work within the same location as the pharmacist. They will be responsible for the day-to-day supervision and support in application of learning into practice. They will observe some of the supervised learning events but this also may be a role carried out by the educational supervisor and the DPP.

So what will the programme involve? So as we're still currently working through our procurement process, we don't currently have the full detail of the programme content, but hopefully this will be available within the new year to be able to provide some further details to you on this. But just an overview of what some of the elements that could be involved in the programme.

So it would be involving completion of an online e-portfolio of evidence to demonstrate achievement of the RPS curriculum learning outcomes, to provide opportunities of experiential learning in the workplace and across a wider multi-disciplinary team, to have undertaken supervised learning events and receive informative feedback off of these. And there'll be a blended teaching approach, so a variety of face to face and remote training opportunities. The learning will have opportunities of completion of some HEI credit bearing modules, and they will gain an IP qualification and there will be ongoing support throughout the programme from the education supervisor, the designated prescribing practitioner and a practice supervisor.

So what are the incentives for both newly qualified pharmacists and employer organisations in completing or offering the programme? So we believe that for newly qualified pharmacists that this will provide opportunities of embedding and developing the knowledge and skills in practice to meet the new GPhC IETPs with support from experienced supervisors. And that would be including gaining some HEI credit multiple qualifications. There will be opportunities to learn through vocational experiences and gain confidence in a new pharmacist role, and we think it will be supporting with the delivering of the evolving service-based community pharmacy contract, delivering of improved patient care and achieve in the IP qualification, and be able to drive towards advanced practice skills.

So for the employer organisation, we believe the programme will provide opportunities of employer attraction, specifically for newly qualified pharmacists. Pharmacist job retention, offering a credential qualification, to provide assurance at the level of competency for that pharmacist has been met, and the development of portfolio careers, which will support pharmacists who have split roles between different health care sectors and overall supporting the changing needs of the health care system.

So where are we currently and what are our planned next steps to take? So as I mentioned, we are in the process of completing the procurement process for the commission programme starting in 2022. We are hoping to award the tender of the programme to the successful HEI by the end of this month and that subsequent subject to Welsh Government funding approval. So once the tender has been awarded, we'll be able to aim to start working closely with HEI on the programme from the New Year. We understand there's still a need to continue regular communication and engage with appropriate stakeholders and learners to ensure that you are aware of what is happening and why, and what are the opportunities available to newly qualified pharmacists in Wales from next year.

So we are happy to continue to set up one to one meetings, as well as undertaking further events such as this webinar this evening. I've just asked for a specific email address, which is the HEIW IETP email address. If you need to contact us or send us any information directly, that's the best email address to use and from the New Year will be looking to undertake the process of expressions of interest and recruitment for the Programme for 2022, and that's what we'll be discussing further now in the next part of this event.

Overall, we want to continue to communicate and work closely with the undergraduate and foundation domains across the IETP transition, as we said, to ensure the outcomes are aligned throughout the new pharmacist's career pathway. Thanks for listening to that brief overview, just going to see if anyone's got any questions before we move on to the next part of the event.

It's Llyr here. Can I just ask. Is it that you envisage that pre-registration pharmacists finishing in July now could enrol onto this straight in August 22? Is that my understanding?

Yeah, that's what we're looking for, so for foundation trainees in this cohort at the moment they'll finish their training at the end of July 2022, and they will be able to move into this Post Registration Foundation programme. So that's where our main target audience would be.

Great. Thank you.

So we're going to move into breakout rooms just to provide you with an opportunity to have discussions around some next steps to take specifically for implementing this programme within Community Pharmacy.

So in the interest of time, I managed to pop into a couple of rooms and appreciate really good discussions and very strong opinions, which is always welcomed. And I say we will be discussing these themes and taking them back and continue with the dialogue. But let's take some feedback first and then we can, if everyone's happy to stay on, I appreciate it's 8:20. But can I ask Group One just to provide some, some top line feedback, please? And then we can discuss any pertinent points as time allows.

Yeah, that's fine Kath. That was our group, it's Catrin and Alison. So really exciting time for community pharmacy. It was the general feeling, really good opportunity. I'm really excited to see what happens. General consensus that really need some more detail. But most, well everyone, said that they would be at this stage interested in showing expression of interest.

We did have some questions that I think you and Emma will probably be able to answer a bit better, which were some clarity on whether it will be multi-sector or solo place of work. It was in relation to where the foundations are with being multi-sector really. Leading on to from that it was about where you envisage HR to sit, would it be within HEIW or the employer and then will there be things like accredited premises or any recruitment process like Oriol? Or does it sit completely different?

OK, so I'll try and take them in order now, Emma, please come in as well, so we'll try and do a double act here. In terms of the HR the individual will be employed solely by the employer, HEIW whilst we are providing funding from a sort of training grant perspective, there will be a tripartite agreement about the funding and what's required from an employer, a learner, HEI provision, so no the HR will sit purely with the employer. In terms of multi-sector, when we did the survey back earlier this year, nearly a year ago now, the general consensus was because the foundation year i.e. the current, the old pre-reg years, as we were referring to it and I know someone's talked about terminology, but pre-reg is now referred to as foundation across the four nations. Because ours is predominantly multi-sector, then they felt that the learners, the new registrants, really wanted to go into their preferred sector of practice. So hence, initially, for this first cohort in 2022, there will not be multi-sector. However, that does not stop any employer liaising with existing arrangements they've got or a friendly GP or hospital site that if they want to put their employee into another area for experience, then that can happen. But HEIW feel at this stage that we don't want to force learners down that route and that's why we're asking for expressions of interest and things like that to start with, because we don't feel at this stage we want an Oriol process. Again, we can take feedback on that, once we've taken other feedback from the groups.

Thanks, Kath. We did have a mix of employees and learners in our group, and one of the things that came up was about more course detail, so detail about, for example, when aspects of the IP will be done because they felt it was more advanced. You know, rather than starting it in August, for example, we did have some really good ideas then on the second page.

Just to add in from what Cat's already said from question one. There was just some feedback, just around more detail to made available when that's possible. And also to try and make sure that everything is communicated because things like this webinar are active participation, just making sure that the message reaches down to everybody. And other things that came up were things like how to identify DPP's and yes, sort of timings really isn't it, if employers need to know if they're able to offer this training programmes? Sort of when will they know? When can they let trainees know etc to is more around detail and timings. And the only other thing, the recruitment process, would it be similar to foundation or would it just be something separate for employers?

OK. Group two. Is there something that you want to feedback on that first question or were the discussions sort of more rounded and holistic about everything. So, if there's anything from group 2 you want to add now?

The main I think is that they do want more information, that's what everybody said. And they would like it simply and as quickly as possible, really. And I think that's reiterating what AI just said about timings. And they are worried about finding DPP's I know, Kath clarified in our session, you popped in and mentioned that it doesn't have to be a medic. It could be a pharmacist or advanced practitioner. But I think the group who were all employers no learners in our group, were quite vocal that they would prefer a number of places to be set aside purely for community

pharmacy because it didn't want to be causing any friction with GP practices when they're already trying to work in a multidisciplinary team with them.

And I think I think from the first, I just think that was the main, yeah, the main comments really from that first group. So, we talked about how soon they need to know and basically if they're planning on recruiting in August, they're going to need at least three months in advance to know if they're going to be having someone or not. So, letting employers know by the end of April is really important. And we asked as well about, you know, how long they need to get the expression of interest in. So one suggestion came about maybe promoting it for two weeks and then leaving the window open for that expression of interest for four weeks, which we thought was really a good idea. Everyone in our group said definitely they'd be really keen to express early interest in this. But there's a really good point, actually, that more information is needed to be available if they're part of a large organisation because it's getting that information to maybe senior management who they need approval from to recruit.

So that was really good point. And again, with the job description, there was a yes from our group as well. Thank you very much, Catrin. Group two. I don't know if you managed to discuss any of these questions, I appreciate there was more sort of in-depth questions, actually. So Karen, was there anything you can add on this point. I think, reiterates really what Cat's group has said they would like sort of more information as soon as possible and an expression of interest to be started so that early January they felt it would be good actually to have a three week window and then follow it up to find out how far down the line people are with regards whether there's a DPP in place and that kind of thing. They are very interested in these places. The employers are only now considering recruiting pharmacists if they are already an IP. People are interested in becoming an IP, so they're really interested in sort of, you know, applying for these roles and this training.

OK, thank you. Really interesting and immensely valid points. Emma do you want to sort of give a summary of where we are in terms of being able to cascade our information and how we do it. Yeah, so just obviously by hoping to get some information as I said at the end of my slides, by if we get the procurement process finished, by the end of this month, we'll be looking more sort of December, maybe early January to get some information out. And as I said, we can take, you know, feedback from yourselves on what you think maybe is the best way of communicating, whether we do more events like these in the evening or we can do one to one as I said following if you want us to speak to individual learners or organisations, we could set that up as well. So I think it's yes and feedback would be great on how you feel that we can get the detail out to you.

I mean, I can open it up and you can type it in the chat or can raise hands, you know, how best is it for you and indeed for the learners, we can target through the current foundation groups that we've got within HEIW. We can obviously go through CPW, CCA, NPA, but how do you, who are currently on the call, require the information? Is it in sessions like this? Is it a document that you click a link? You've can have a load of FAQ's. How best do you think we can support you with what you need?

So, yeah, my opinion is that CPW represents all contractors. And if we go through NPA or the CCA, you're limiting the exposure. So, to get all contractors in Wales, I think that CPW should be the organisation now. I've got to confess a conflict of interest. I am a CPW board member, but I still think that that is the best avenue to do this. Thank you. I'll come to Judy and then I don't know. Steve wanted to say something, but I can see Judy's hand and then Dai. So Judy, first then

Dai. So I'm more than willing to put stuff in the newsletter and on a regular basis we are happy to use our social media as well. And we also intend to include information in relation to this in our forthcoming contractor events as well to try and get the message out there as widely as possible. And just purely to try and ensure that there that as many contractors who want to have the opportunity to take part and express an interest. OK. Thank you, Judy. Dai.

Yes, thanks, guys. A declaration of interest as well, obviously. CPW board member I agree with Steve CPW does represent every contractor in Wales. We get a newsletter, have personnel and an executive who visit all the pharmacies. It seems to me the obvious choice of a publication, so that would be my preferred option. Thank you,

Steve - As a CCA person, as long as CCA is involved, I think probably CPW as they represent all the pharmacies and who would be the best place people to pass information on really. The other thing I'd be a little bit concerned with is the window for expressions of interest at three weeks for a few of these companies might be a bit on the low side. OK.

OK. No, that's valid Again, as I say, you know, timing is tight and it always has been. And we obviously need to seek government funding approval that is all in the direction of travel and due out by the end of this month or early December. So we all beholden with timeframes that are completely outside our control, but we also recognise how urgent it is that you have a picture of what does it look like? What's in it for me? What does a timetable look like? What's the content and how do we go about registering interest? So in our heads, we know, this is really valuable that you're sort of on the same pages that we're on, but it's always good to check. We never want to assume . So we are aiming to get lots of things out within the first couple of weeks of January, pending everything is in place. So that hopefully is going to meet some of your requests and timeframes, which we know are absolutely vital in allowing you to take this forward and be informed, isn't it?

Is it FAQs or how would you want it? From my perspective, we may still have a document to make sure we're up to speed with everything. I mean, it would be nice to be involved in all the different stages and steps. But like I said, will be more than happy for CPW to be the conduit for the information. OK, that's lovely, thank you. Dai, is your hand still up or is it an old hand? So, OK, we've got a couple more points on the slides, I think, and I'm conscious of not keeping you too late. I don't know if you've got an answer group two from that one. Did you have thoughts of that if we are oversubscribed and how we would allocate? We had a couple of suggestions in Group one. So some really good points about needing to show equity across the health board with an even distribution, nice mix between multiples and smaller community pharmacies. There's a really good point about, you know, this is a new thing that are going to be learning from it. So, it's really important to test out all the options at the table, ranging from small pharmacies to large multiples. And we did have a question. I don't know if you've got representation from any of the large multiples here today, but we did have a question about what the feel was from large multiples about this if there's anyone who can answer that ? I think there might be if they're willing to answer it, if that applies to anyone, would you be willing to share current thoughts on this within the larger organisation?

I think general interest is being very similar to yourself. There is. There is definitely an appetite. But at the end of the day, until people are actually, you know, put their expressions of interest on paper that they submit it and I appreciate that opportunity has not arisen yet and that, you know,

the relevant new registrants that some of you are going to recruit also want to do it, which is a big factor. You know, this isn't a six month walk in the park, this is a two year programme. We don't know what the final numbers will look like, but certainly in terms of application, I totally concur with what Catrin said that we need a very broad, wide distribution. It needs to be fair in terms of percentages. And yeah, we have a challenge in the sense that initially there's potentially 40 places across 713 pharmacies within Wales, and we need to review that. And we also know that if demand is increased, then we need to continue talking and have dialogue with our execs and with our CPO around funding and things, if that turns out to be the case for subsequent years. But no, it needs to be broad, it needs to be, as you say, the first cohort is a little bit more tentative and we'll see how we go.

So does anyone want to add anything else for that particular point in group two? We mentioned that it does need to be fair allocation of places. But we also need to consider where there are areas of workforce in crisis and aim some of the resources at those as well. It's just a question and answer, and I think it's probably quite an important point. Maybe.

Yeah, no. It's a very valid question. OK, So is there anything anyone would like to raise at the moment within the last five minutes that we can either take note of or if we feel we can answer it, we will.

So that's where we are at the moment. As I've said, we will aim to turn this around as quickly as we can. We will just top and tail the recording. We will get a link out of the recording with a summary of the key things from discussions which have been immensely valuable. We are on the same page with a lot of your feedback and there's been some other points raised that we very much need to note, document and respond accordingly. But as I said going forward, if any of you currently on the call are within your organisations, I know that doesn't apply to all of you. If you want individual one to one follow ups with us or you would like further discussions, then please use that email address detail there and we will respond as quickly as we can.

We are aware that this is a moving feast and we want to make sure that people are clearly aware of what the opportunity is, and we realise that we need to get stuff out to you very early January. But we didn't want to cancel tonight because we knew we potentially wouldn't have the final sign off of our tender, but we just felt it was important and hopefully you agree it was useful. Even though we haven't been able to answer all your questions tonight. Anything else you'd want to raise before we close for this evening.

I was just thinking Kath, but I think you're spot on. You didn't have all the answers, but you've had all the important ones it's give us an indication of the direction of travel, what we need to do. The details can follow later. As long as you've been able to ascertain our views and form an opinion. I think it gives us a head start on waiting any longer. So I think it was very valuable.

Good, and thank you for your input. Anyone else want a final say before we bid you good night, and we really appreciate you making the time to attend tonight.

Llyr, are you about to say something?

I was going to reiterate Dai's comments really, that thank you. And I know that there's meat to go on the bones, but it's just getting that viewpoint of the skeleton itself, that was great. Thank you.

No pleasure. Thank you. OK, facilitators, anything else you need to add?

I really appreciate your time. We'll get this out to you. And as I said, we will continue our dialogue as much as it needs, and I'm very much aware that it is communication. I know we will say it, but it is really vital at this stage that we're very clear and we've taken on board the simple terminology. But unfortunately, the IETP isn't simple, but we will do our best to keep it as succinct and as simple as we can. So thank you very much, everyone, and have a good rest of the night, and we will hopefully speak very soon in the new year, if not before.