

# Pharmacy Technician Workforce Expansion Programme 2021/22: Guidance for Employers and System Leads



**Monday 23rd August 2021**

**Chair: Dalgeet Puaar, Pharmacy Technician Professional Lead**

# Welcome

## Housekeeping

- Please turn your mic off unless speaking
- Please turn your camera off unless speaking
- Please put questions in the chat or use the raise hand option
- Transcription being recorded to aid development of FAQs

# Introductions



Dalgeet Puaar  
Pharmacy Technician Professional  
Lead, National Pharmacy Team



Clare Drain  
Programme Facilitator  
East of England



Tracey Tisley  
Programme Manager - Pharmacy  
London & Southeast (Kent, Surrey & Sussex)



Sabeha Patel  
Programme Facilitator  
Midlands



Alison Pritchard  
PT & Support Staff Specialty Training Lead  
Northwest



Gill Risby  
Pharmacy Specialist Education Lead  
Northeast & Yorkshire



Helen Fawcett  
Pharmacy Specialist Education Lead  
Northeast & Yorkshire

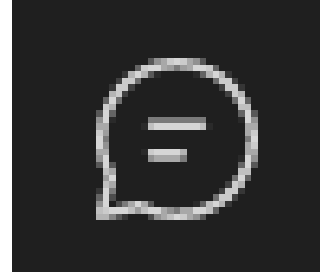


Karen Nash  
Southwest & Southeast  
(Thames Valley & Wessex)

# Introductions

If you are looking to form a partnership, we recommend you type the following in the conversation box:

- Name
- Work
- Region
- Sector
- Email address



# Purpose of today's webinar

## During this session we will give you an overview of/cover:

- The pharmacy technician workforce expansion programme
- The role of a pharmacy technician
- The 2021/22 pharmacy technician expansion project including:
  - Supervision requirements
  - Examples of placement models
- Application process
- Answer questions related to this project

# Programme drivers

## Why do we need to increase the pharmacy technician workforce?

- Demand is growing for pharmacy technicians to be available to support delivery of new service models outlined in the NHS Long-Term Plan
- Pharmacy technicians have a key role in supporting the new primary care workforce, as reflected in the GP Contract 2020/21 Additional Roles Reimbursement Scheme (ARRS)
- Purpose of this project is to support development of the required educational transformation to better enable a supply of pharmacy technicians into primary care roles, without destabilising other sectors of healthcare
- Responsibility for all sectors to contribute to this workforce development

# Pharmacy technician workforce expansion programme

## 2019/20 Project

- 40 PTPTs on a PTPT integrated training pilot

## 2020/21 Project

- Additional single sector acute/secondary and 170 cross sector PTPTs

## 2021/22 Project

- Further monies to support growth in the pharmacy technician workforce

# 2021/22 Project overview

## Up to 330 PTPT placements across England

- **Community pharmacy single sector**
- **Cross sector training**
- **Acute/secondary single sector**



# 2021/22 Project overview

## Community pharmacy – single sector

- PTPTs are employed and complete their full 24 months training programme in community pharmacy

# 2021/22 Project overview

## Cross sector training

- PTPTs complete their full 24 months training in a minimum of two different healthcare settings

# 2021/22 Project overview

## System wide

- System wide bids cover multiple employers and partnerships. Managed by one representative who is the system lead.
- This could be a large multiple for community pharmacy or an ICS/PCN for cross sector partnerships.

# Cross sector partnerships

- Partnerships will consist of a minimum of two healthcare settings
  - ambulance service
  - care homes
  - community pharmacy
  - community services
  - general practice
  - health and justice
  - integrated care systems
  - primary care networks
  - secondary care
  - mental health
- Partnership must include a **community** or **hospital** pharmacy
- Employers will be responsible for forming their own partnerships



**Any questions?**

**Questions from the chat or raise you hand**

# Role of a Pharmacy Technician

Please note, this list is not exhaustive and lists activity from three care settings and tasks currently being undertaken within partnerships on the National pilot across London and Kent, Surrey and Sussex.

<b>Acute Hospital</b>	<b>GP Practice</b>	<b>Community Pharmacy</b>
Dispensing medicines	Repeat prescriptions management	Dispensing medicines
Stock Control	Patient safety audit	Stock Control
Medicines reconciliation	Medicines Reconciliation	Final Accuracy Checking
POD assessments	Complete a concordance / compliance review	Audit / Projects
Transcribing for supply	Counselling patients to support them in using their medicines effectively.	Health promotion campaigns
Final Accuracy Checking	Counsel patients on new or high-risk medication	Respond to the MHRA recalls
Audit / Projects	Medication switching – high-cost drugs	Receiving and validating prescriptions
Discharge counselling	Health promotion campaigns	Giving out medicines
Patient education	Respond to the MHRA recalls	Providing information and advice
Providing information and advice	Assist with medication queries	Supporting health monitoring – BP , etc.
Responding to the MHRA recalls	Clinical Prioritisation of patients and tasks	Over the counter medication (OTC)
Be able to check inhaler technique	Support initiatives for antimicrobial stewardship	Be able to check inhaler technique

# Training programmes

## Training programmes must:

- meet the requirements of the General Pharmaceutical Council (GPhC) Initial Education Training ([IET Standards](#))
- be overseen by an Educational Supervisor; must be a pharmacy professional
- have a work-based Practice Supervisor in each rotation/care setting
- Include accuracy in the assembly of medicines and the checking of others as well as be able to undertake medicines reconciliation and supply
- provide good experiential learning opportunities
- meet the [HEE quality framework](#)
- have a learning plan in place **before** the trainee starts
- have placement objectives for each care setting/rotation

# Placements for cross sector programmes

- PTPTs must spend a minimum of 12 weeks in each sector per year
- Placements may be blocks or split weeks and could look like:

## Model 1

- 2 days a week in community or hospital pharmacy
- 2 days a week in General Practice
- 1 week placement in specialist service e.g. ambulance service

## Model 2

- 4 x 13 week rotations in community or hospital pharmacy
- 4 x 13 week split rotations consisting of:
  - 2 days a week in GP
  - 2 days a week in care home

## Model 3

- The following repeated over 2 years:
- 13 weeks in hospital pharmacy
  - 13 weeks in GP
  - 13 weeks in hospital pharmacy
  - 13 weeks in community pharmacy

\*All models to include 1 day per week for college attendance/distance learning



# Education Provision

- GPhC recognised/accredited [qualification/course](#)
- It is recommended that education provision is procured via the apprenticeship route, the following costs may apply:
  - If you are classed as a 'levy payer' 100% of course fees will be funded by the levy.
  - If you are classed as a 'non-levy payer' you will only pay 5% of the course fees (up to £400 for the entire 2-year programme), the remaining 95% will be paid by the government

# Education Provision

- Your local HEE Pharmacy team will support identification of an appropriate GPhC accredited education or apprenticeship provider.
- If utilising the apprenticeship route, employers may undertake their own procurement exercise or utilise the National Framework for Pharmacy Apprenticeships managed by Salisbury NHSFT.
- Trainees require:
  - 1 day per week to attend college/complete distance learning
  - 3-4 hours to contribute towards assignment writing and evidence collection

# Entry requirements for education provision

- **GPhC recognised qualifications:** Four GCSE/equiv. at Grade A\*- C/9-4 including Mathematics, English Language, Science and *one other subject*
- **GPhC accredited courses:** Undertake pre-screening criteria in relation to health and character, current ability & current level of mathematics, English Language & science knowledge
- Must be meet eligible criteria for apprenticeship funding if being used
- 16 years of age or older
- Appropriate DBS check and references as per the employing organisations HR policies



**Any questions?**

**Questions from the chat or raise you hand**

# Recruitment requirements

- Ideally a full-time contract
- Minimum of a 24-month contract
- Expectation that PTPTs will be paid recommended rate as per Agenda for Change [Annex 21 of Band 4](#) (adjusted trainee rate). This ensures standardisation across all employers and equates to (excluding employer on-costs):
  - Year 1 - £17,417 (this is 70% of band 4 maximum)
  - Year 2 - £18,662 (this is 75% of band 4 maximum)

# How much funding is available?

**£46,099** per PTPT over the 2-year training period

- Year 1 - £22,772 per PTPT
- Year 2 - £23,327 per PTPT
- Two payments will be made to the employer/system lead
- The PTPT can be someone new to your team or an existing team member to upskill (subject to them meeting course entry criteria)
- **PTPTs must start the 24-month training programme by the end of March 2022.**



**Any questions?**

**Questions from the chat or raise you hand**

# What is expected from the Employer?

- Ensures each PTPT has a named registered pharmacy professional to act as an educational supervisor (ES)
- Leads recruitment and HR processes
- Responsible for MoU with partners
- Facilitates the completion of the education provision
- Liaises with HEE and Training Provider
- Ensure supervision requirements are met



# Supervision Requirements

- Work-based experience must be under the supervision, direction or guidance of a GPhC registered pharmacist or pharmacy technician to whom they are directly accountable for a minimum of **14 hours per week**
- Each PTPT must have a named Educational Supervisor
- Each placement site/rotation must have a Practice Supervisor
- [HEE supervisor framework](#)

# Role of an Educational supervisor (ES)

- The Educational supervisor is a named person, responsible for the overall supervision and management of a specified trainee's educational progress during a period of training placement or series of placements. This will include formal assessment and sign off.
- The Educational supervisor is responsible for:
  - Liaises with education provider and HEE
  - Ensuring inductions are undertaken
  - Objective settings
  - Organising workplace shadowing
  - On the job training
  - Formative Assessments
  - Progress reviews
  - Ensures each placement site has a PS in place
  - Ensures the PS understands their role
  - Facilitates completion of training programme

# Role of the Practice Supervisor (PS)

- The PS is responsible for overseeing a specified trainee's work and providing developmental feedback during a period of training. This role requires appropriate assessment skills. Practice supervisors will support learners to identify opportunities for learning in the workplace and provide supervision of trainees on a day-to-day basis.
- Local HEE pharmacy teams offer training for both PSs and ESs



**Any questions?**

**Questions from the chat or raise you hand**

# Support from HEE Pharmacy Team

## Dedicated Regional Programme Facilitator

- Employer/system lead guidance
- Resources e.g. examples of job adverts, JDs and learning plans
- Support/signposting for partnership formation
- Advice for levy transfer (if/where applicable)
- Where needed, site visits to provide support and ensure robust educational infrastructure, quality processes and governance in place.

# Application process

- Application via an online form
- Application template to support application completion
  - For cross placements this should be completed in collaboration with all partners
- Application window
  - Monday 23 August until **11.59pm, Sunday 26 September 2021**

# Project timeline

August 2021	• Initial stakeholder engagement events to identify possible training sites and facilitate formation of partnerships
23 August 2021	• Application opens for expressions of interests
<b>26 September 2021</b>	• <b>Closing date for expressions of interests</b>
w/c 27 September 2021	• Evaluation of applications
w/c 4 October 2021	• Successful applicants informed
w/c 18 <sup>th</sup> October 2021	• Programme initiation meeting to provide support with initial recruitment e.g. advert, JD, apprenticeship funding guidance
October/November 2021	• Recruitment of trainees
January/February 2022	• Trainees begin employment, local induction etc.
By 31st March 2022	• All trainees must be employed and have started college/distance learning programme

# Next Steps

- Read guidance for employers and system lead
  - This will be email to you today
- Form partnerships (cross sector bids only)
- Agree training programme overview
- Complete expression of interest form





**Any questions?**

**Questions from the chat or raise you hand**

# Thank you for listening

- Before you go look at the contact details in the conversation box and jot any down.

# HEE regional pharmacy teams

If you have any question following today's session please email

Regional Office	
East of England	<a href="mailto:pharmacy.me@hee.nhs.uk">pharmacy.me@hee.nhs.uk</a>
London	<a href="mailto:lasepharmacy@hee.nhs.uk">lasepharmacy@hee.nhs.uk</a>
Midlands	<a href="mailto:pharmacy.me@hee.nhs.uk">pharmacy.me@hee.nhs.uk</a>
North East and Yorkshire	<a href="mailto:medicinesoptimisation.north@hee.nhs.uk">medicinesoptimisation.north@hee.nhs.uk</a>
North West	<a href="mailto:medicinesoptimisation.north@hee.nhs.uk">medicinesoptimisation.north@hee.nhs.uk</a>
South East (Kent, Surrey and Sussex)	<a href="mailto:lasepharmacy@hee.nhs.uk">lasepharmacy@hee.nhs.uk</a>
South East (Thames Valley and Wessex)	<a href="mailto:Pharmacy.South@hee.nhs.uk">Pharmacy.South@hee.nhs.uk</a>
South West	<a href="mailto:Pharmacy.South@hee.nhs.uk">Pharmacy.South@hee.nhs.uk</a>