

## MAIN COMMITTEE

### Confirmed Minutes of the meeting held on Monday 18<sup>th</sup> October 2010 50 Eastbourne Terrace, Paddington, London

**Present:**

**Main Committee Members:** Trevor Beswick (Chair), Helen Fawcett (Secretary), Sue Ambler, Maria Christou, Chris Cutts, Vanessa Eggerdon from 10.15am, Gail Fleming from 11.00am, Janet Gilbertson, Andrea Hollister, Amanda Kemp, Helen Middleton, Clive Moss-Barclay, Cath O'Brian from 12.10pm, Roisin O'Hare, Susan Sanders, Julie Sowter.

**In Attendance:** Sally Kemp for item 8, Ross Leach for item 6 (Economic Advisor, Medicines, Pharmacy and Industry, Department of Health)

**Apologies:** Laura O'Loan, Peter Rolland, Alison Sampson, Anne Watson.

1. **Minutes of the Last Meeting: 13<sup>th</sup> July 2010**

Minutes accepted as accurate.

2. **Matters Arising**

T Beswick confirmed that the coding of NHS pharmacy posts had been accepted by the Workforce Information Review Group.

**Action:** S Sanders to prepare a brief to inform Chief Pharmacists about the new codes

**2.1 – Pre-registration training pharmacist numbers 2010 and 2011 intake**

S Ambler reported that the Task and Finish Group had met in August and had made a number of recommendations on maintaining pre-registration pharmacist numbers. A report would be sent to SHA workforce leads.

T Beswick stated that the main key points were:

- Across England the numbers of trainees have increased to approximately 690 for the 2010/11 intake in England but there was uncertainty regarding 2011/12. Views of the members of the Task and Finish Group were that trainee numbers have dropped but not as dramatically as they have in other professions.
- The work carried out by the NHS PEDC to undertake the exit survey, and the band 6 and 7 surveys was noted
- Concerns were expressed about the reduction in the retention rate seen in some geographical areas.

A discussion was held about retention rates and the importance of advertising vacancies in a timely manner to maximise retention. A Kemp stated that the outcome data over the last few years showed similar retention rates. Concerns were expressed about the impact of increasing university fees as student debt is already a major influence on career choice.

A Kemp stated that the intended numbers for the 2011 intake in England and Wales were 727 (719 commissioned and 8 Trust funded). Further work will be carried out to identify the number filled.

**Action:**

- S Ambler to circulate the Task and Finish report when available.
- Pre-registration Trainee Pharmacists Specialist Group to discuss undertaking work to identify timing of adverts of band 6 posts.

- *Pre-registration Trainee Pharmacists Specialist Group to collect data on filled posts following the second round of interviews*

## 2.2 – UK Borders Agency Consultation on ‘limits on immigration’

H Middleton confirmed that she had submitted a response to the consultation prior to the deadline (previously circulated).

She reported that the government has introduced measures to limit the number of migrant workers through Tier 2 of the Points Based System (PBS). Temporary limits are already in place and permanent limits will be in place by April 2011.

The types of visas that may be used for non EEA graduates undertaking pre-registration training are as follows:

Tier 1 (Post-study work) - Non-EEA MPharm graduates and MSc OSPAP graduates (Aberdeen University only)

Tier 2 (General (sponsored skilled workers)) - Non-EEA MPharm graduates, MSc OSPAP and OSPAP PgDip graduates at Aberdeen, Aston, Brighton and Sunderland.

In previous years recommendations as to which visa is more suitable have not been made and the decision has been left to be made jointly between the employer and employee; however, the new limits on Tier 2 have led for the following recommendations to be made.

**Note: the information below was correct at the time; however, following this meeting the outcomes of the UK Borders Agency Consultation were published and the recommendations are no longer accurate. See the Pharmed website for up to date information and the minutes of the meeting held 17<sup>th</sup> January 2011.**

It is recommended that all those eligible for Tier 1 – Post-study work visas should use this route (i.e. all non-EEA MPharm graduates and all MSc OSPAP graduates (Aberdeen University only))

The reasons for this include:

- The government has not announced any intentions to limit the number of Tier 1 - Post-study work visas
- Whilst non-EEA MPharm graduates and MSc OSPAP graduates are eligible to apply for a Tier 2 – General visa, the government’s intention to limit the number of Tier 2 visas makes this a riskier option than Tier 1 - Post-study work
- Permanent limits on the number of Tier 2 visas will be put in place by 1 April 2011. Therefore if the quota of Tier 2 visas has been reached at the time of application the Tier will be closed.
- The employer is likely to be reluctant to use the Tier 2 route for those eligible for other routes as this will use up their allocated quota of CoS
- Every CoS issued for someone eligible for a Tier 1 – Post-study work visa prevents someone ineligible (e.g. an OSPAP PgDip graduate) from obtaining a Tier 2 visa

Unfortunately OSPAP PgDip graduates are not eligible for Tier 1 – Post-study work visas and will have to continue to use the Tier 2 – general route.

In future, testing the resident labour market and a job being on the occupation shortage list may be combined, which will cause problems with recruitment of OSPAPs as the labour market

can not be tested a year in advance. A 'milk-round' (graduate recruitment scheme) could be a solution to the resident labour market test requirements for the 2012 intake onwards but not for the 2011 intake as we have already recruited. Further details to be provided in the future.

The consultation results will be available at the end of the year.

There was some confusion as to whether community pharmacists have been put back on to the occupation shortage list. *Since the meeting H Middleton has confirmed the following:*

*The current list on the UKBA website*

*<http://www.ukba.homeoffice.gov.uk/employers/points/sponsoringmigrants/employingmigrants/shortageoccupationlist/> still specifies that it is only NHS pharmacists and pre-registration pharmacists on the list.*

*The Migration Agency Committee (MAC) published it's third review of the Shortage Occupation List earlier this year and recommended that all pharmacists and pre-registration trainee pharmacists be included on the Shortage Occupation List regardless of the sector in which they work; however the previous Labour government decided to wait until after the general election in May before considering MAC's recommendations. The new government has not considered MAC's recommendations since coming in to power and it is unlikely they will do so until they have decide what to do following the consultations on limiting non EEA economic migration.*

**Action:**

- *Members to identify candidates with job offers who will require visas and discuss with the relevant Trust, and notify H Middleton*
- *Recommendations to be discussed with local Human Resources department when appointing non-EEA applicants.*

**2.3 - NHSPEDC Website Bulletin Board**

T Beswick stated that his Trust would be unable to host a bulletin board for members. C Moss-Barclay replied that the North West may be able to help.

**Action:** *C Moss-Barclay to investigate whether the North West can host a bulletin board.*

**2.4 – Succession planning for specialist and senior posts**

Following a discussion it was agreed to drop this item.

**2.5 - Focus Event**

Programme circulated previously.

**2.6 - Consultation on Education & Training Standards**

Not available yet

**3. National NHS Pharmacy Staffing Establishment & Vacancy Survey May 2010**

S Sanders reported that the Survey report had been finalised and circulated to members but it was not for further circulation until it had been discussed at the Focus Event and signed off by the Department of Health.

**Action:** *S Sanders to circulate the report to the contacts on the distribution list once finalised.*

**4. National Recruitment Scheme for Hospital Pre-registration Trainee Pharmacists**

H Middleton reported on the 1<sup>st</sup> round of recruitment for 2011 intake (report previously circulated). Due to the new Equality Bill, which came into effect on 1<sup>st</sup> October changes have

had to be made to the application form as it is no longer acceptable to ask on the form if amendments need to be made in order to attend an interview. This can be checked following an offer of an interview.

66% of applications were made in the last three days prior to the closing date. 51 places are going through to the second round.

Agenda item brought forward.

8. **QIPP Project- Development of a National Framework for Medicines Management Accreditation**

S Kemp provided an update on the development of the national medicines management accreditation framework. Work was progressing well. An outline Framework (similar to the ACPT Framework) has been prepared along with learning outcomes and suggested tasks (previously circulated). Sub-groups have been set up to share the workload. Although the work programme has tight dead lines the work is on target.

A number of groups and individuals relevant to community and primary care practice have been contacted and are inputting as and when they wish.

The next step is to develop assessment methods and to provide greater detail for the Framework. In the future will also need to decide how the Framework is to be implemented e.g. self-assessment against the Framework, or existing courses to be approved by a panel.

Following a question from C Moss-Barclay, C Cutts replied that CPPE were also involved in the work and if a gap was identified they may be able to provide educational support.

It was agreed that this work should continue to links with Skills for Health and the national occupational standards in medicines management areas.

*Action: G Fleming to identify link with Skills for Health*

Back to agenda order

5. **Research into the Retention of Band 6 and 7 Pharmacists**

**Pre-registration pharmacists survey**

M Christou stated that a draft report was available; however, there were a few areas that required further clarification. Data can be broken down by SHA area if requested.

*Action: M Christou to finalise the report and circulate to members for comment.*

**Band 6 and Band 7 pharmacist R&R surveys – Update**

M Christou reported that the survey had been circulated via SHA leads. There are a few issues with quality assurance e.g. if a candidate restarts the survey Survey Monkey counts it as a multiple response. This was also an issue with the exit survey that had to be resolved prior to the report being prepared.

*Action: Members to remind band 6 and 7 pharmacists to complete the survey by 5<sup>th</sup> November.*

7. Agenda items brought forward

**Impact of Coalition Government Changes and Priorities on PEDC Work**

T Beswick stated that the White paper on education and training commissioning should be available late November / early December.

*Action: add to next agenda*

**9. Medical Education England – Modernising Pharmacy Careers Programme Board**

T Beswick reported on the work streams of the MPC.

- Training up to registration – it had been hoped that firmer recommendations to consult on would be available, however, there are not available yet. An update will be provided at the Focus Event.
- Post-registration – little progress due to problems with availability of resources.
- Workforce information/awareness – workforce planning is in final stages of contracting for commissioning model for pharmacy workforce.

Full update available on the MEE website.

S Ambler reported that the Board has people involved in various pieces of work e.g. working-time review, MPET levy review, Foundation programme review

**10. Professional Leadership Body**

C Moss-Barclay provided an update on the joint work between the RPS and the Pharmacy Specialist Reference Group. The two work streams are:

- Education and development support
- Credentialing (people) and accreditation (training material)

The RPS will act as a hub and signpost the availability of education and training to the profession via a library (virtual).

It was identified that a number of groups wish to link in with this Committee e.g. UKCPA, RPS. It was agreed to discuss this further at the Focus Event.

*Action: discuss at the Focus Event which groups this Committee needs to link in with.*

**6. Pharmacy Training Costs**

R Leach (Economic Advisor, Medicines, Pharmacy and Industry, Department of Health) provided an update on the pre-registration pharmacists training cost data (presentation attached).

It was agreed that J Gilbertson, G Fleming and S Ambler would work jointly on preparing a narrative to go with the data. The anonymised data will be shared with members; however, each member will be sent a key to identify own figures. A decision will be made in future whether the key will be shared with others.

**Action:**

- *J Gilbertson, G Fleming and S Ambler to work jointly on preparing a narrative to go with the data.*
- *Anonymised data to be sent to members once the narrative has been finalised.*

**11. General Pharmaceutical Council**

T Beswick reported that the education and training standards should be available in November for consultation. The current cohort of trainees will follow the existing standards. Quality management and tutor training may change for the next cohort.

*Action: Add education and training standards consultation to the next agenda*

**12. Pre-registration Trainee Pharmacists Specialist Group**

Minutes of the last meeting and agenda previously circulated.

**13. Support Staff Specialist Group**

V Eggerdon stated that the agenda and minutes had previously been circulated. H Fawcett expressed her concern that six weeks after the launch of the new QCF Level 3 qualification for Pharmacy the standards were still only available in draft form from City and Guilds. Centres are unwilling to start the NVQ as Centre documentation can not be finalised. C O'Brian stated that it is also going to have a financial consequence as they may lose some Apprenticeship funding. H Fawcett stated that Skills for Health (SfH) were notified in January that the timetable was too tight but the warnings were ignored. A congratulatory email was circulated by SfH stating how well they had done to complete the project on time; however, consideration had not been given to the time needed by Awarding Bodies to finalise their documentation, and then for Centres to finalise their documentation and introduce the new qualification.

The project lead at City and Guilds has now moved to another role and it is not known who has taken over. City and Guilds have repeatedly missed their own deadlines for finalising the standards.

It was also identified that there may be an issue with registration if the GPhC classifies the two year period from the start of the qualification training as many trainees are on fixed two year contracts.

**Action:**

- *T Beswick (with the help of V Eggerdon) to write to Skills for Health about concerns with the introduction of the QCF qualifications.*
- *T Beswick (with the help of V Eggerdon) to write to City and Guilds to express concerns and to identify when the standards will finally be available.*

**14. Any Other Business**

S Sanders stated that C Johns has been made redundant from the Centre for Workforce Intelligence (CfWI). CfWI will be advertising for professional advice on pharmacy issues.

**Action:** *T Beswick to write to the CfWI to express concerns about pharmacy workforce and to offer the Committee's services in future area.*

**Dates of future meetings- 50 Eastbourne Terrace, Paddington**

- Monday 17<sup>th</sup> January 2011
- Tuesday 3<sup>rd</sup> May 2011
- Wednesday 13<sup>th</sup> July 2011
- Monday 17<sup>th</sup> October & Tuesday 18<sup>th</sup> October 2011