

MAIN COMMITTEE

Confirmed Minutes of the meeting held on Tuesday 17th April 2012 50 Eastbourne Terrace, Paddington, London

Present:

Main Committee Members: Trevor Beswick (Chair), Helen Fawcett (Secretary), Maria Christou, Chris Cutts (CPPE), Liz Fidler (Chair of the Pharmacy Technician & Support Staff (Pre and Post Qualification) Specialist Group), Ray Fitzpatrick, Gail Fleming, Janet Gilbertson, Amanda Kemp (Chair of the Pre-registration Trainee Pharmacists Specialist Group), Rachel Kenward, Jill McDonald, Helen Middleton, Cath O'Brian, Susan Sanders, Alison Sampson.

Apologies: Sue Ambler, Waz Baqir (GHP), Rosalyn Cheeseman, Andrea Hollister, Roisin O'Hare (GHP), Julie Sowter, Peter Taylor, Ann Watson.

1. **Minutes of the Last Meeting: 23rd January 2012**

Minutes accepted as an accurate record of the last meeting.

2. **Matters Arising**

2.1 – Liberating the NHS: Developing the Healthcare Workforce – meeting held 19th September 2011 – access to papers

Members confirmed that they had received the website address to access the paper summarising the main points from an 'Accelerated Learning Event' that had taken place on 19th September.

2.2 - Letter to SHA workforce directorates re recruitment of band 6 pharmacists

It was identified that G Fleming was the only member that had seen a copy of the draft letter.
Action: *G Fleming to check with S Ambler if the letter has been circulated to SHAs, and if it could be circulated to NHS PEDC members.*

S Sanders reported that the Centre for Workforce Intelligence meeting that was due to be held in February was cancelled. The event will be held on 19th April; S Sanders and T Beswick are both attending.

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

Immigration update

H Middleton reported on the updated immigration policy, which came into effect on 6th April.

The new immigration policy provides an exemption for employers having to undertake a resident labour market test (RLMT) for a Tier 2 visa for those candidates who have graduated with a degree from UK university

- MPharm and MSc OSPAP graduates eligible for RLMT exemption at point of transfer from Tier 4 Student visa – provided they switch whilst in UK
- OSPAP PgDip graduates – not eligible (diploma not a degree).

A Tier 2 visa requires a minimum salary of £20k. As the salaries in community are often less than £20k then a number of pre-reg offers have been withdrawn. The BPSA and Company Chemists Association (CCA) are liaising with the UK Borders Agency to identify the type of visas that can be used for pre-registration trainee pharmacists in community; however, it is not

known whether any changes can be made in time for the 2012 intake.

Many pre-registration trainee pharmacists are able to work in the UK under a spouse visa.

The FAQ about visas have been updated on the recruitment website; however, this only relates to visas to allow pre-registration trainee pharmacy training to take place and not for recruitment into band 6 posts. Following a discussion it was agreed not to prepare a guidance document for employers recruiting to band 6 posts as the circumstances of individual applicants are likely to be much more variable than those applying for pre-registration training places. H Middleton stated that members are welcome to contact her if they have any queries about visa requirements.

Update on redesign of national recruitment website:-

H Middleton reported on the development of the recruitment website. Due to the amount of work involved it had been agreed to phase in the functionality. Full timetable details are available on the recruitment website.

H Middleton reported that some hospitals have not included data on the number of posts available and as this is linked to the regional page then the overall trainee numbers stated may not be accurate.

Work is ongoing on the system for coding.

T Beswick reported that the formation of the LETBs may produce cross border issues, which may require changes to the list of hospitals in each region e.g. part of the South West region is joining with Wessex based LETB. This will need to be considered when preparing for future recruitment.

4. Preparing for an Integrated Pharmacy Degree

Liaison with CCA

H Middleton reported on a second webinar hosted by the CCA with participation from some (but not all) of the community pharmacy multiples. Representing the NHS were T Beswick, H Middleton and A Kemp.

Following the first webinar a draft paper was written by the NHS with options for aligning NHS and community recruitment timetables. This was discussed during the webinar but was rejected by the CCA; however, they did agree that guidance should be produced advising undergraduates what to do if a community place has been offered but the candidate still wishes to apply for hospital places. H Middleton stated that it was important that the BPSA is involved in the preparation of this guidance.

During the webinar a list of key points were identified that will be discussed further at a CCA meeting on 24th April.

Action: *keep on agenda*

Proposals on how the five year integrated degree could work in practice

A Kemp stated that as part of the first webinar discussions CCA had circulated sections of a document they had prepared highlighting issues with the proposed five year integrated degree, with possible suggestions on their resolution. It had previously been agreed that the NHS needed to prepare a similar document looking at how integration could work in practice. Following a further discussion it was agreed to prepare a briefing paper on the major issues e.g. cultural, funding, organisational, which could affect the five year integrated degree. This will help with the formal consultation if the current proposal on an integrated degree is

approved by ministers.

R Fitzpatrick, A Kemp, J Gilbertson, R Cheesman, T Beswick and A Sampson volunteered to be part of the Working group to prepare the briefing paper.

Action: *Working group to prepare a document on issues raised by the proposals for a year integrated degree in time for discussion at the next meeting.*

Briefing document on what pharmacy needs to do to work towards integration.

Discussed as part of the above item.

5. NHS Pharmacy Staffing Establishment and Vacancy Survey 2012

A project proposal was circulated to members prior to the meeting. This paper was submitted to the Department of Health along with a covering letter outlining additional work that needed to be undertaken e.g. mapping the PCT changes, and additional checks required to ensure accuracy of information. S Ambler has replied informing S Sanders that the DH was unable to meet the full costs for the proposal. A discussion was held and the following action points agreed.

Action:

- *S Sanders to review the costs if regional leads were to check the accuracy of information submitted by trusts in their area.*
- *S Sanders to contact regional leads about them meeting the shortfall in required funding*

S Sanders reported that the DH may not be able to fund this survey in future years.

Action: *T Beswick to write to S Ambler and K Ridge highlighting the importance of this survey and to request that it is raised at the MPC Board.*

6. Review of pharmacy workforce surveys conducted by the NHS PEDC

A paper reviewing the NHS PEDC workforce surveys was circulated prior to the meeting. The recommended action points were reviewed and the following agreed.

Action:

- *To continue to collect data on A&C staff etc in the Staffing Establishment and Vacancy Survey*
- *Band 6 recruitment data to be included with the pre-registration trainee pharmacists outcome data*
- *To continue collecting data about the pre-registration trainee pharmacists outcomes*
- *Pre-registration trainee pharmacists exit survey - Pre-registration Trainee Pharmacists Specialist Group to identify 4-5 key questions to be included in regional surveys*
- *Band 6/7 recruitment and retention survey - not to be routinely repeated*
- *Pre-registration trainee pharmacy technician – numbers, outcomes, destination data to be collected annually*
- *Pharmacy assistants – no further data collection required*

S Sanders reported that it had been agreed with L Fidler to publish the outcomes and destination data for the pre-registration trainee pharmacy technicians at the same time as the pre-registration trainee pharmacists.

7. General Pharmaceutical Council

GPhC consultation on revalidation

<http://www.pharmacyregulation.org/education/revalidation>

A brief discussion was held about the consultation.

Action: *T Beswick to respond to the consultation on behalf of the Committee stating that the NHS PEDC supported the principles.*

Technician checking programmes – clarification of presentation made by GPhC

T Beswick reported that he had contacted Damian Day seeking clarification on the statement made by the GPhC about accredited technician checkers.

Joanne Martin has responded stating that the statement was confusing and the intended meaning was that only registered pharmacy technicians should be referred to as accredited technician checkers or ACTs. This was because the GPhC were aware that some pharmacy assistants who had undergone an accredited checking course were being referred to as 'ACTs'. L Fidler stated that the national checking Framework does refer to 'ACPTs'.

8. NHS Reforms

Local development of LETBs

T Beswick thanked S Sanders for preparing a document outlining the current position in the development of LETBs in each region.

Under this agenda item a discussion was held about Local Professional Networks.

Action: *T Beswick to invite Jill Loader (SHA pharmacist from the SW) to the next meeting*

9. Pharmacy Technician & Support Staff (Pre and Post Qualification) Group

Minutes and agenda previously circulated.

A paper prepared by the Group highlighting the use of pharmacy apprentices was circulated prior to the meeting. The main concern about their use was that the driver appears to be financial rather than being what is best for the profession. It was acknowledged that apprenticeship funding is useful and in some cases was the only route to obtain funding to support these trainees; however, if it is the only source of funding available then it can be restrictive in terms of the pool of eligible candidates that employers can recruit from. It was agreed to summarise the key points from the paper.

Action:

- *Members to send comments to L Fidler re apprenticeship scheme by end April*
- *L Fidler and T Beswick to summarise the pharmacy apprenticeship paper and circulate to Main Committee members for comment.*

10. Pre-registration Trainee Pharmacists Specialist Group

Minutes and agenda previously circulated.

A Kemp reported that a number of trusts had received FOI requests about pre-registration pharmacists e.g. universities attended, degrees obtained. She stated that some of the information requested could in some cases identify individuals; therefore, trusts need to be careful about what information they provide.

11. Medical Education England – Modernising Pharmacy Careers Programme Board

Workstream II - C Cutts reported that a paper was being written highlighting the key issues.

This will be presented to the Stakeholder Group in the summer before being submitted to HEE Board in September.

12. Accreditation of training providers

RPS Accreditation Service <http://www.rpharms.com/development/accreditation.asp>

T Beswick reported that the RPS was offering an accreditation service for courses, training materials etc. It was identified that only LPET had used this service.

Connecting for Health (www.cfh.nhs.uk/etdstandards)

Circulated for information.

13. Royal Pharmaceutical Society

Update on work on Hospital Pharmacy Standards

R Kenward reported that a final copy of the Pharmacy Standards had been prepared and the planned launch date was at the end April.

14. Any Other Business

Nothing raised

Dates of future meetings- 50 Eastbourne Terrace, Paddington

Monday 16 July 2012 - Room 1, LPE&T, 2nd floor,

Wednesday 10 & Thursday 11 October 2012 - Room 1, LPE&T, 2nd floor.