
MAIN COMMITTEE

Unconfirmed Minutes of the meeting held on Monday 16th July 2012 50 Eastbourne Terrace, Paddington, London

Present:

Main Committee Members: Trevor Beswick (Chair), Helen Fawcett (Secretary), Waz Baqir (GHP), Maria Christou, Liz Fidler (Chair of the Pharmacy Technician & Support Staff (Pre and Post Qualification) Specialist Group), Rosalyn Cheeseman, Janet Gilbertson, Andrea Hollister, Amanda Kemp (Chair of the Pre-registration Trainee Pharmacists Specialist Group), Rachel Kenward, Helen Middleton, Susan Sanders, Alison Sampson, Julie Sowter.

Observer: Alison Littlewood, Debra Roberts, Wendy Penny.

Apologies: Sue Ambler, Ray Fitzpatrick, Gail Fleming, Cath O'Brian, Chris Cutts (CPPE), Roisin O'Hare (GHP), Laura O'Loan, Jill McDonald, Peter Taylor, Ann Watson.

T Beswick started the meeting by informing members that due to personal circumstances P Taylor had resigned from the Committee. In addition, Karen Wragg will now be the lead contact for CPPE instead of C Cutts.

On behalf of the Committee T Beswick thanked both P Taylor and C Cutts for their contribution.

1. **Minutes of the Last Meeting: 17th April 2012**

Minutes accepted as an accurate record of the last meeting.

2. **Matters Arising**

2.1 – Letter to SHA workforce directorates re recruitment of band 6 pharmacists

Members confirmed that they had not seen a copy of the letter.

Action: T Beswick to check with S Ambler if the letter has been circulated to SHAs, and if it could be circulated to NHS PEDC members.

2.2 – Centre for Workforce Intelligence meeting 19th April 2012 - update

S Sanders reported on the Centre for Workforce Intelligence (CfWI) meeting that was held on 19th April; S Sanders, R Cheeseman, and T Beswick attended. The CfWI is in the process of preparing a briefing pack about the pharmacy workforce. The meeting was held with a number of stakeholders to test the proposals in the pack. The final paper will be circulated once the Department of Health has signed it off.

3. **NHS Reforms**

Update on professional networks

Jill Loader (Associate Director Medicines Management, NHS South of England) provided an update on professional networks. Copy of presentation to be circulated.

Key points:

- The Commissioning Board will commission all primary care services following a single commissioning model.
- There will be 27 local area teams to undertake the commissioning.
- Local professional networks (LPN) are a key, integral part of the local area teams, ensuring the local health system benefits from strong clinical leadership and engagement.

The role of LPN includes:

- Professional integration: links with CCG, LA, H&WB to ensure care is integrated around the patient
- Quality improvement – identify quality measures for community pharmacy
- Medicine optimisation and patient safety
- Service planning, redesign and development

It was identified that there was a need for LPNs and LETBs to work closely together to ensure future commissioning of training is fit for purpose.

Stocktake of impact of reforms

T Beswick had previously circulated a document outlining the current position in the development of LETBs in each region.

Action: T Beswick to re-circulate the document in September 2012 and request an update.

4. Medical Education England – Modernising Pharmacy Careers Programme Board

Liaison with Company Chemists Association (CCA)

H Middleton reported that she had hoped to work with CCA and BPSA to produce guidance advising undergraduates what to do if a community place has been offered but the candidate still wishes to apply for hospital places. CCA and BPSA have had a further meeting, which the NHS was not invited to.

The BPSA is now preparing the guidance document. H Middleton advised that any queries about accepting / declining offers should be referred to the BPSA.

Comments on the practical implications of the proposals from Workstream 1

A report outlining the views of the Committee on the MPC Programme Board's 2011 proposals for reform of pharmacist education and training was circulated prior to the meeting. Each proposal was discussed with a few amendments suggested. The stakeholders to circulate the paper was discussed and agreed.

L Fidler requested that in the accompanying letter to the stakeholders it is highlighted that there is a need for the qualifications to be a pharmacy technician to be reviewed.

Action:

- Members to forward detailed comments to T Beswick by Friday 20th July.
- T Beswick to make the agreed amendments to the paper
- T Beswick to liaise with H Fawcett about circulating the paper (phased approach) to various stakeholders (including MPC Programme Board, RPS, CUHOPS, Guild of Healthcare Pharmacists, CCA).
- Pharmacy Technician & Support Staff (Pre and Post Qualification) Group to prepare a paper highlighting the need to review the pharmacy technician qualifications in time for the next meeting.

Stakeholder meetings to discuss workstream 2

The stakeholder meetings were to share and seek views on proposals relating to post-registration career development of pharmacists and pharmacy technicians. S Sanders, L Fidler, R Kenward and G Fleming attended.

Feedback from these meetings will be used to further refine the proposals ahead of submission to Medical Education England/ Health Education England.

Feedback on the [Modernising Pharmacy Careers Review of Post-Registration Career Development: Next Steps - Discussion Paper](#) can still be made – closing date 3rd August.

Action: Those members who attend the stakeholder meetings to liaise and prepare a response. To be circulated before submission by the deadline date 3rd August.

5. **NHS Pharmacy Staffing Establishment and Vacancy Survey 2012**

Short term project for Keith Ridge

T Beswick reported that a request was made from the Chief Pharmaceutical Officer to undertake some urgent research on the impact of the re-organisation of medicines management (PCTs) to inform ongoing discussions at DH in advance of the main survey. The timescale required that the work was completed within three weeks of the request being received.

A survey using Survey Monkey was undertaken with 50% of PCTS responding. Paper with results circulated prior to meeting.

Main survey

S Sanders reported that the data collection for the main survey was on track to be completed by the end of July. The raw data will be circulated to members and the DH shortly after this.

It was proposed that when requesting future funding for the main survey that the other surveys that PEDC are involved in are highlighted to the MPC PB.

Action: S Sanders to circulate the raw data, and report when available.

6. **Health Select Committee's report into education, training and workforce planning**

T Beswick highlighted this Report to members and advised members to read the summary. Proposals in the report included:

- More professional regulation e.g. health care assistants
- Workforce planning for the independent sector
- A reduction in the dependence on locum workforce

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

Immigration update

H Middleton reported that as a short-term measure the RPS would be a sponsor for Tier 5 visas for those pre-registration pharmacists that were unable to apply for Tier 2. This was aimed at community trainees that did not meet the minimum wage of £20k. The NHS should continue to use Tier 2 visas.

Once the pre-registration year is completed trainees on a Tier 5 visa will need to leave the UK.

Update on redesign of national recruitment website:-

H Middleton reported that the functionality for some areas was still being developed and would be available in time for short-listing.

Webinars are also being recorded.

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

Minutes previously circulated.

A draft paper highlighting the Committees' views on 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.

Action: *Minor amendments to be made to the paper and then to be circulated for members to use locally.*

Task and Finish Group – work is ongoing in the preparation of a document to signpost post-qualifications for pharmacy technicians. The paper will be available for discussion at the next Committee meeting.

Outcome data for pre-registration trainee pharmacy technicians and registration data is being collected by the Group.

9. Pre-registration Trainee Pharmacists Specialist Group

Minutes and agenda previously circulated.

It was agreed previously to include some key questions in all exit questionnaires; however, due to the timescales it was not possible to do this for the 2011 intake.

Data is being collected on the timing of band 6 adverts.

10. General Pharmaceutical Council

H Middleton reported on a meeting held on 5th July by the GPhC to discuss revalidation. A wide range of stakeholders attended the event including representation from other regulators e.g. General Dental Council, General Optical Council, General Medical Council. This allowed pharmacy to learn from the lessons learnt by the regulators who are ahead of us. J Gilbertson and C O'Brien also attended.

The purpose of the event was to look at the GPhC principles of revalidation and consider what this might look like in practice. The workshop focussed on three out of the seven principles which were:

- 3) The model will need to consider more than one source of information
- 4) Some form of assessment will be required and will need to be made against a standard
- 5) That standard should be based on the standards of conduct, ethics and performance which apply to all registrants.

Attendees were divided into groups to discuss each of these principles in terms of implications for individuals, the organisations represented, the profession, and the regulator.

The GPhC intends to have a revalidation policy in place by 2015 and be ready to start revalidation mechanisms in 2015, but it is not known at this stage whether this will be a pilot or full rollout in 2015.

Action: *H Middleton to circulate notes from the meeting to members.*

13. **Royal Pharmaceutical Society**

Update on Hospital Pharmacy Standards

R Kenward reported that the Pharmacy Standards should be published soon.

14. **Focus Event**

T Beswick informed members that he would be unable to attend the Focus event. Other members identified that the dates clashed with other events.

Action:

- *S Sanders to email dates for the Focus event to identify attendance*
- *Members to send ideas for the Focus event to T Beswick by 1st August*

15. **Any Other Business**

S Sanders reported that Janet Flint (DH) was leading on a review of the information on NHS Careers to ensure that the information is accurate. She has requested for real life stories from trainees.

Action: *S Sanders to circulate the request for information. Interested members to contact J Flint directly.*

Dates of future meetings- 50 Eastbourne Terrace, Paddington

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

Monday 21 January 2013

Thursday 02 May 2013

Wednesday 17 July 2013

Tuesday 05 November 2013 (& followed by Focus Event on 06 November)