Developing a Transition Programme: supporting pharmacists to practise safely in new care settings

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THE SITUATION:

How can we support the workforce to transition across care settings confidently and competently?

- Increasing demands on the NHS
- Patients taking more medications than ever before
- Shortage of doctors – in particular GPs
- Pharmacists moving into new roles
BACKGROUND

Supporting an evolving workforce

• Evolving roles
• Aspiring to excellence
• Support, development, standards
• Quality support, quality assurance, quality delivery
RPS Professional Development Roadmap
OBJECTIVE

3.3.1.4 Pharmacists in Established Roles – Supporting Transformation of the Workforce

The greater proportion of the workforce are already in established roles, however such pharmacists may not have undergone assessment of their practice since day 1 of registration. In order for individuals and their employers to meet changing models of health care delivery and the expectations of patients and employers, the RPS frameworks, tools, resources and assessments need to support these practitioners in identifying areas for further development. The Foundation Framework describes the scope of the knowledge, skills, behaviours and experiences that constitute the foundations of practice for all pharmacists across all areas of the profession, and therefore is applicable to pharmacists at any stage of their career. It can be used as an initial step when identifying stage of practice, and familiarising practitioners with developmental frameworks in the first instance. Assessment recommendations are detailed below.

RPS Transition Programme
**METHODOLOGY**

**TRAINING PROGRAMME**

- Multi Sector Expert Panel
- Review of assessment types and training delivery methods
- Agreement of core programme elements

**KNOWLEDGE and CAPABILITY GUIDE**

- Review of core and specialist curricula
- Review of core and specialist curricula
- Review of core and specialist curricula
- Comment
- Integrate

- Identification of relevant knowledge and skills required to manage the most common clinical scenarios in the relevant area of practice
What does a Transition Programme look like?

| Knowledge & Capability guide | Defines the learning outcomes throughout the programme |
| Face-to-face events | Attend an event with expert trainers and speakers. |
| | Discuss your topic with other colleagues and practitioners. |
| Self-directed learning | Guidance, textbooks, guidelines, etc. |
| | Recorded webinars, videos, etc. |
| Practice experience | Apply what you’ve learnt in your practice at work. |
| | Develop new skills and receive feedback on your practice |
| Mentorship | Discuss about your achievements or your most challenging moments. |
| Peer review | Ask your tutor, colleagues and patients for feedback about your practice. |
| Assessment | Demonstrate what you’ve learnt to achieve a certificate of completion. |
RESULTS

IDENTIFICATION OF STAGE OF PRACTICE – 100 day blocks of focused development

<table>
<thead>
<tr>
<th>FOUNDATION STAGE</th>
<th>ADVANCED STAGE</th>
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</thead>
<tbody>
<tr>
<td>Self-assessment of the FPF</td>
<td>Self-assessment of the FPF</td>
</tr>
<tr>
<td>2-5 practice based assessments (as defined by area of practice)</td>
<td>Self-assessment of the APF</td>
</tr>
<tr>
<td>1 Peer Assessment</td>
<td>1 Peer Assessment</td>
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<tr>
<td>1-3 clinical learning episodes (aligned to the RPS Knowledge Interface tool – Foundation stage)</td>
<td>1-3 clinical learning episodes (aligned to the RPS Knowledge Interface tool – advanced)</td>
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<tr>
<td>Reflective account</td>
<td>Reflective account</td>
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Portfolio review completed by an RPS Tutor/Assessor – recommendation made if additional 100 day blocks to be completed

FINAL ASSESSMENT:

- Completion of Transition Programme ✓
- Revalidation ✓
- RPS Professional Development Programmes (Foundation / Faculty) ✓
APPLICATION IN PRACTICE:

Transition Programme for Pharmacists working in NHS111 and GP Practices

• Pharmacists in NHS111
  • Cohort 1 – January 2018
    – Evaluation being presented at FIP Congress, September 2018
  • Cohort 2 – September 2018

• Pharmacists in GP Practices
  • Cohort 1 - September 2018
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