Evaluating a multi-sector pre-registration training programme in North Wales: Perceptions of pre-registration pharmacists and their tutors

Bethan Broad, Education Project Manager, WCPPE, Cardiff University
Presented by Margaret Allan, Director, WCPPE, Cardiff University

www.wcppe.org.uk
Background-Regulatory and Political

UK
- Regulated by General Pharmaceutical Council
- Minimal QA process
- Employer driven
- Single sector training
- Single tutor sign off

Wales
- Integrated health boards
- Health and Social Care
- Transformation of NHS services
- Flexible workforce
Background

• For the 12-month period from August 2016, six pre-registration pharmacists (trainees) in Betsi Cadwaladr University Health Board (BCUHB) experienced pre-registration training through a multi-sector programme.

• This ‘multi-sector’ programme provided training in hospital, community and primary care pharmacy environments.
Background

• Over the course of the training year the trainees spent 40% of the time in community, 40% in hospital and 20% in primary care.

• This was run concurrently, not sequentially, which meant that on a weekly basis the trainees spent two days in hospital, two days in community and one day in primary care.
Aims & Objectives

**Aim**
To evaluate the effectiveness of this new programme in preparing trainees for day-one pharmacy practice.

**Objectives**
1. To obtain opinions of trainees and tutors on preparedness for day-one pharmacy practice
2. To elicit their perceptions of the different training programmes
3. To compare opinions of trainees on a multi-sector versus single sector programmes
4. To explore changing opinion over time
Results

Twenty-two participants were interviewed at month-6. All but three participants were followed up at month-10 (n=41 interviews in total). Four themes were identified.

<table>
<thead>
<tr>
<th>Category</th>
<th>Month 6</th>
<th>Month 10</th>
</tr>
</thead>
<tbody>
<tr>
<td>Multi-sector trainees</td>
<td>6</td>
<td>6</td>
</tr>
<tr>
<td>Community-only trainees</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>Hospital-only trainees</td>
<td>6</td>
<td>4</td>
</tr>
<tr>
<td>Multi-sector tutors</td>
<td>5</td>
<td>4</td>
</tr>
<tr>
<td>Total</td>
<td>22</td>
<td>19</td>
</tr>
</tbody>
</table>
Theme 1: Programme value to multi-sector trainees

• Participants were overwhelmingly positive in their opinions towards the multi-sector pre-registration programme.

  “It definitely broaden your mindset for who is actually working in the entire team that cares after patients that you see. You see nurses, you see district nurses, you see GPs, the reception staff...you see people like delivery drivers and things you get to see how all of it fits together and like how that helps then towards patient care”

• The view of a number of tutors was that the multi-sector programme produced “rounded” pharmacists with an ability to work in more than one sector upon registration.

• They argued that it improved trainee confidence in communicating and allowed them to take more ownership for their training year.
Theme 2: Programme value to other stakeholders

• As a consequence of the multi-sector programme tutors perceived that patients may benefit from closer working between sectors.

• Multi-sector trainees themselves agreed with this sentiment and felt the programme allowed them to do more for patients.

“I think it gives you almost another level of skill to be able to do more for the patient”
Theme 3: Value of cross-sector experience to hospital-only and community-only trainees

• Community and hospital trainees made frequent reference to their experiences in other sectors through their pre-registration training programme.

• Comments were on the whole positive with cross-sector experiences seen as important and enjoyable, even if the trainee had no interest in working in that sector.

“Being able to work in both sectors within your pre-reg would give you an understanding on how each side addresses issues and goes about communication and goes about decision making really”
Theme 4: Suggestions for change

• Recommendations include:
  • spending a whole week in each sector
  • better use of IT solutions (e-mail, online diaries) and telephone communication
  • meetings with more advanced notification
  • enhancing primary care experience
  • addressing geographical challenges
  • setting up suitable roles for the multi-sector trainees after qualification

“If they set up an integrated pre-reg they should set up an integrated diploma”
Conclusions

It has identified that both multi-sector trainees and their tutors have positive perceptions of the programme.

Interviewees identified benefits in preparing trainees for practice and suggested wider benefits within the pharmacy community, as well as ways to refine the programme for future cohorts.
Further work

Interviews have since been conducted with the multi-sector trainee cohort and their new line managers six months post programme completion, in order to explore their opinions post registration.

Findings from this evaluation will be available soon.
Further work

2017-18
• Three health boards running multi-sectorial programmes
• Each Health Board is running a slightly different model although proportionally the same amount of time will be spent in each sector by the trainees.

2019-20
• Six health boards offering multi-sectorial programmes
Thank you for listening