

Transforming pharmacy education and training

The role of pharmacy professionals is expanding:

Patients and other health professionals are becoming increasingly reliant on the clinical knowledge and skills of pharmacists and pharmacy technicians.

- Clinical pharmacists and pharmacy technicians are being developed and deployed across Primary Care Networks.
- Across Integrated Care Systems, pharmacists and pharmacy technicians are working in a multitude of roles:
 - ▶ Supporting services including hospital and pre-hospital care
 - ▶ Supporting urgent treatment and emergency care and specialist services including cancer, mental health, genomics, health and justice and ambulance service
 - ▶ As prescribing pharmacists in integrated urgent care teams including NHS 111.
- Community pharmacists are providing a range of services including medicines optimisation, prescribing and urgent care for minor illnesses.
- 2020 saw the launch of a five-year reform of pharmacist initial education and training, led by HEE and overseen by the pharmacy professional regulator.



By 2026, the aim is for all pharmacists joining the register to be trained as prescribers and have a greater range of clinical capability.

The reforms will be iterative, with bridging training and post-registration workforce development offered during 2021-26.

The aim of this is to ensure that the whole pharmacy workforce is consistently trained to offer the right services to the right people at the right time.

What will be different about the future pharmacist?

Enabling pharmacists to prescribe earlier in their career means that they can safely and confidently make prescribing decisions to optimise medicines within their scope of practice.



The benefits of this include:

- ▶ Greater prescribing support in primary care for GPs – in the surgery and in community pharmacies
- ▶ Better able to support in pressured areas, such as A&E, Urgent Care and NHS 111 services
- ▶ More clinical confidence to make key decisions around when to prescribe, when not to prescribe, or when to deprescribe.

What we need from medical educators:

We need the commitment of medical educators to multi-professionalism and support in training.

It is essential that educators and supervisors have a good understanding of the needs of trainee and registered pharmacy professionals across sectors, to enable access to high quality, supportive, and enabling professional development and supervision.

Medical educators are well placed to ensure that the potential of pharmacy professionals across sectors and within multi-professional teams is realised and developed. In particular:

- developing pharmacy professionals as future leaders
- enabling pharmacy professionals to develop multi-professional supervisory skills
- enabling access to high quality 'shop floor' teaching to expand the clinical competence, capability and confidence of pharmacy professionals
- recognising the unique contribution that pharmacy professionals bring to multi-professional teams and ensuring that cross-profession peers share this understanding
- Understanding the wellbeing and development needs of pharmacy professionals, to support the attraction-to-specialty and retention of this workforce.

Find out more:

Visit our website: [Initial education and training of pharmacists - reform programme](#)

Contact

Jane Brown, Pharmacy Dean, North East and Yorkshire and North West:
medicinesoptimisation.north@hee.nhs.uk

Rosalynne Cheeseman, Pharmacy Dean, Workforce and Transformation: pharmacyteam@hee.nhs.uk

Leanne Clews, Midlands Pharmacy Dean (Acting) and Head of Commissioning and Quality:
pharmacy.me@hee.nhs.uk

Nick Haddington, Pharmacy Dean, South West, Thames Valley and Wessex:
pharmacy.south@hee.nhs.uk

Dr Helen Johnson, Reporting Associate Dean and East of England Interim Lead for Pharmacy, Foundation School Director, East of England:
pharmacy.me@hee.nhs.uk

Helen Porter, Pharmacy Dean, London and South East: lasepharmacy@hee.nhs.uk