



Ni Centre for
Pharmacy Learning
& Development

Hospital Foundation Programme (FP)

Induction – Sept/Oct 2020

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NICPLD



Induction lecture - outline

Background

- Proposed reforms to Initial Education and Training of Pharmacists
- FP competencies

Hospital FP

- Practice activities
- eWorkshops
- Online portfolio
- Final assessment
- Responsibilities of the FP pharmacist / ES / PS



Webinars and recorded lectures

During this time of uncertainty, we have suspended all face-to-face training. For the foreseeable future, live workshops, either standalone or part of a larger programme, are moving to webinar and recorded lecture formats.

[Read more](#)

Foundation proposals

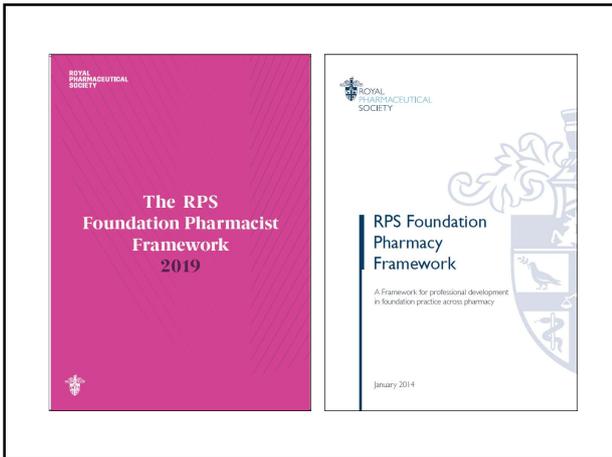
There is broad agreement on a UK-wide proposal to replace the current pre-registration year with a foundation period of 12 months at the end of which, one aim would be for new registrants to be independent prescribers. Once the standards are finalised, there will be a phased approach to implementation.

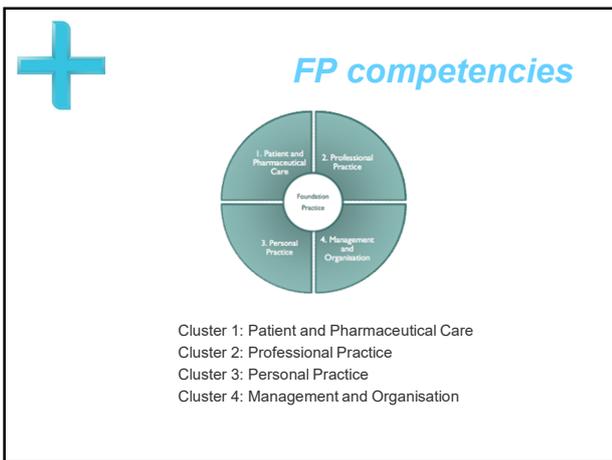
[Read more](#)

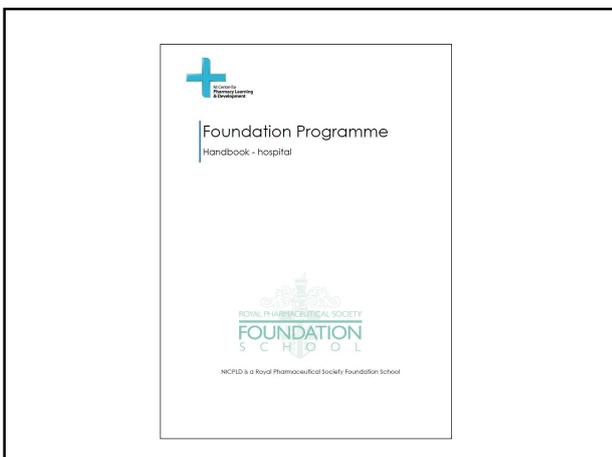
Pharmaceutical Journal August 2020; vol 305; no. 7940:

- 'Foundation programme for new pharmacists' (News & Analysis) p 79-80
- 'Replacing the preregistration year' (Editorial) p 75-6

PSNI website: Reforms to Initial Education and Training of Pharmacists (letter)









FP competencies

- 26 FP competencies arranged in 4 competency clusters
- Each competency has one or more behavioural statements defining how it would be recognised
- Some competencies apply to all 4 practice areas
- Some competencies are only relevant to one practice area
- Each practice area has a specified set of competencies and behavioural statements



Practice areas (domains)

Core practice areas:

- Dispensary services
- Medicines optimisation
- Evidence based practice

Plus EITHER:

- Technical services

OR:

- Public health



Practice activities

- To develop and demonstrate competence in each practice area
- Minimum of 10 hours of CPD (*underpinning knowledge*) in each practice area

Learning mediated by practice activities = 'scaffolding'





Practice activities:
Medicines optimisation

- 5 accompanied ward visits (AWVs)
– *minimum one surgical and one medical*
- 8 pharmaceutical care plans (PCPs) + 4 PCP reflections
- 1 oral case presentation
- Minimum of 20 significant intervention records
- Minimum of 10 hours of CPD
- Professional practice testimonial for the practice area





Practice activities:
Evidence based practice (EBP)

- Completion of Medicines Learning Portal (MLP) & MiCAL
- 20 clinical/medicines advice queries answered satisfactorily
– *ideally using MiDatabank*
- Risk assessment report or critical incident reflective record
- Procurement activity reflective record
- Audit presentation
- Staff training activity
- Minimum of 10 hours of CPD
- Professional practice testimonial for the practice area

**Practice Activities:
Technical Services**

- Introduction of a new product
- Cancer clinic / nutrition ward round
- Cancer / PN patient PCP + reflection
- Weekly diary
- Pharmaceutical Quality Systems (PQS) activity
- Minimum of 10 hours of CPD
- Professional practice testimonial for the practice area



**Practice activities:
Public health**

- Behavioural change patient case study and follow-up
- Public health activity report
- Reflection on a brief intervention
- Minimum of 10 hours of CPD
- Professional practice testimonial for the practice area

NICPLD News
August 2020

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[Read more](#)

The screenshot shows the website for the NI Centre for Pharmacy Learning & Development. The main heading is 'Foundation Programme'. The page contains introductory text about the programme, a list of links for hospital and general practice pharmacists, and a logo for the Royal Pharmaceutical Society Foundation School. A red box highlights the 'Foundation FP' link in the sidebar.

The screenshot shows the 'Online portfolio' interface. It has a title 'Online portfolio (please refer to user guide)' with a blue arrow pointing to a small red box in the top right corner. Below the title is a grid of four colored boxes: A (Dispensary Services), B (Medicines Optimisation), C (Evidence Based Practice), and D (Technical Services). Each box has a 'View Details' link.

FP final assessment:
Refer to FP handbook for full details

- Foundation Portfolio Review (FPR)
 - Portfolio submission form
 - All practice activities completed to the required standard
 - Declaration
 - Signed by FP pharmacist & educational supervisor
 - NB PSNI Code of Ethics (standard 3.1)

Standard 3.1: Act with honesty and integrity at all times	
3.1.1	Adhere to accepted and acceptable standards of personal and professional conduct at all times both inside and outside your work environment.
3.1.2	Maintain public trust and confidence in your profession by acting with honesty and integrity in your dealings with others. This applies to your professional, business and educational activities.
3.1.3	When providing information or advice, in whatever format, do so accurately, clearly and unambiguously.
3.1.4	Honour commitments, agreements and arrangements for the provision of professional services.
3.1.5	Conduct research and development with integrity and obtain any necessary approval from the appropriate authorities.
3.1.6	Promptly inform the regulator, your employer and other relevant authorities of any circumstances that may call into question your fitness to practise or has the potential to bring the profession of pharmacy into disrepute.
3.1.7	Make sure that any documents you complete or sign are not false or misleading, or contain false or misleading information. Take all steps that are reasonably necessary to ensure that recorded information is correct and complete. Do not omit relevant information.

FP final assessment:
Refer to FP handbook for full details

- RPS assessment criteria
 - RPS grade descriptors
 - used to assess each practice area
- Assessment outcomes:
 - PASS
 - Minimum 2 x Pass + 2 x Borderline
 - MUST pass Medicines Optimisation
 - FAIL
 - One or more fail marks
 - Only one pass mark
 - Three or more borderline marks
 - Borderline or fail in Medicines Optimisation

 **Completion of FP programme:**

- On successful completion of the FPR
 - Certificate of completion issued
 - Entry to QUB Diploma/MSc in Advanced Pharmacy Practice (with Independent Prescribing) course
 - *hospital pharmacists only at present*



Responsibilities of the FP pharmacist:

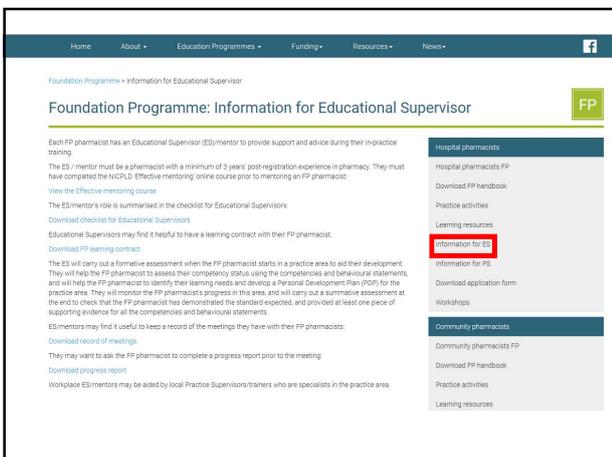
- Compiling online FP portfolio
- Providing evidence for all competencies & behavioural statements
 - 'No Empty Competencies'
- Submitting FP portfolio by the agreed deadline
 - Allow time for ES/PS to complete their paperwork
 - Submission form (NB PSNI Code of Ethics)
- Their own CPD
- Informing practice & educational supervisors if problems



Responsibilities of the educational supervisor:

- Providing support / advice throughout the Foundation Programme
- Undertaking formal assessments:
 - Ongoing formative assessments
 - (to aid development)
 - Final summative assessment (PSNI Code of Ethics)
 - (to confirm that the required standard has been met)

Further info on the role of the educational supervisor is available online





Responsibilities of the practice supervisor:

- Supporting training & development in practice area
- Observing practice
- 'Signing off' practice activities
 - (NB PSNI Code of Ethics)
- Providing a Professional Practice Testimonial for the practice area or domain
 - (NB PSNI Code of Ethics)

Further info on the role of the practice supervisor is available online

Foundation Programme > Information for Practice Supervisors

Foundation Programme: Information for Practice Supervisors

Practice Supervisors/trainers support the FP pharmacist's development and observe their practice on a day-to-day basis. They will also sign off their practice activities and write a Professional Practice Testimonial when the FP pharmacist has completed their practice area.

It is recommended that Practice Supervisors complete the NICPLD 'Effective workplace training' online course prior to undertaking the role of FP trainer.

View the Effective workplace training course

The PS/trainer's role is summarised in the checklist for Practice Supervisors

Download checklist for Practice Supervisors

- hospital pharmacists
 - hospital pharmacists FP
 - Download FP handbook
 - Practice activities
 - Learning resources
 - information for PS
 - information for PS
 - Download application form
 - Workshops
- Community pharmacists
 - Community pharmacists FP
 - Download FP handbook
 - Practice activities
 - Learning resources



NI Centre for Pharmacy Learning & Development

Any questions?

email l.oloan@qub.ac.uk

Register online for FP Induction webinar

- Tuesday 12th October 2020
