



NI Centre for
**Pharmacy Learning
& Development**

news

/Newsletter/June 2015/

Foundation training

The trend of increased participation in our education programmes continued in 2014/15. Undoubtedly mandatory CPD has played a part in this, but pharmacists increasingly view programmes linked to workforce development as important in upskilling them for new roles.

One such example is foundation training. This is the acquisition of knowledge, skills, experience and behaviours that collectively form the building blocks for all pharmacy practitioners. We know that practitioners who are well supported and understand what is required in their early years of practice are better equipped to adapt and deliver pharmaceutical care. The Foundation Programme provides a structured approach to paving the way for young

pharmacists to realise their competence, demonstrate their experience and facilitate advancement or develop special interests. During this two-year work-based programme, pharmacists build a portfolio of evidence and are supported by face-to-face learning and work-based mentoring.

Initially offered to all newly qualified hospital pharmacists, we see foundation training as the development pathway for all new or recently qualified pharmacists, regardless of practice. Thus, we would like to recruit 10-20 pharmacists from community or primary care practice to participate in this extension of the Foundation Programme.

Further details of the programme are given in this newsletter and full details can be found on our website. Pharmacists interested in the programme should contact Laura O'Loan at NICPLD.

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Foundation programme for pharmacist practitioners

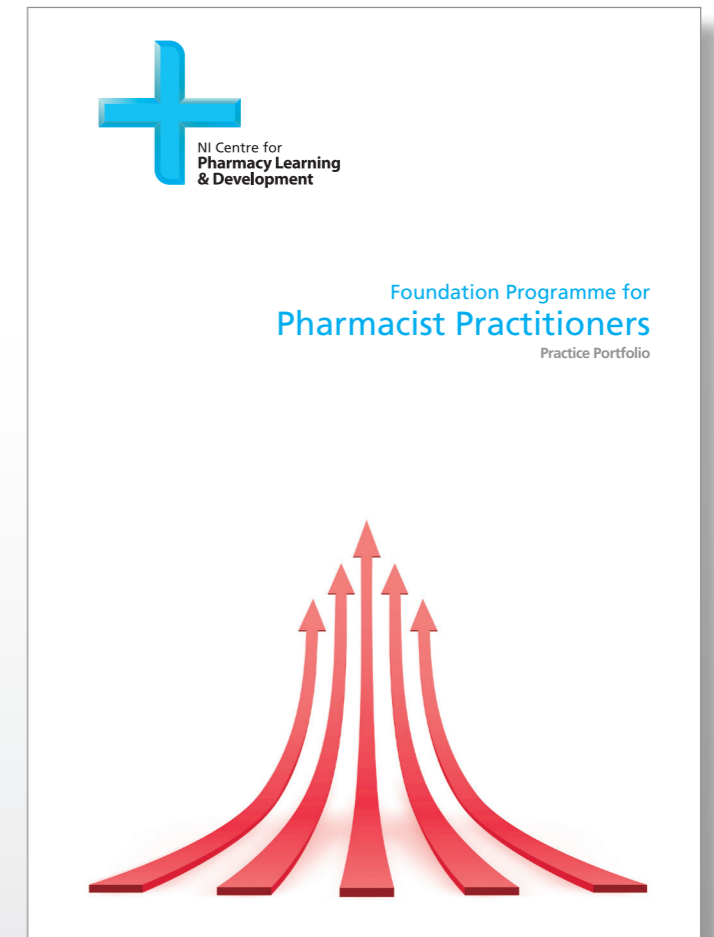
The Foundation Programme is in-line with changes in pharmacy training, nationally and internationally. The programme will be open to any pharmacist working in a patient-facing role in the hospital, community or primary care sectors in Northern Ireland. The aim of the Foundation Programme is to provide structured work-based training and experience, enabling pharmacists to deliver safe and effective pharmaceutical care to individual patients.

The Foundation Programme is two years in duration, but may be completed in a shorter time for those with additional experience.

Pharmacists joining the Foundation Programme will maintain a portfolio and undertake practice activities in the workplace, which will help them to develop and demonstrate their competence based on the foundation framework of the Royal Pharmaceutical Society. Areas of practice covered by the programme are shown in the table opposite.

Pharmacists will be supported by a mentor, while in the workplace practice local trainers may facilitate learning on a day-to-day basis in each of the rotational areas. Workplace learning will be complemented by workshops and online resources.

Patient and pharmaceutical care	Professional practice	Personal practice	Management and organisation
Patient consultation	Professionalism	Gathering information	Clinical governance
Need for the medicine	Organisation	Knowledge	Service provision
Provision of medicine	Effective communication skills	Analysing information	Organisations
Selection of the medicine	Team work	Providing information	Budget and reimbursement
Medicine specific issues medicines information and patient education	Education and training	Follow up	Procurement
Monitoring medicine therapy		Research and evaluation	Staff management
Evaluation of outcomes transfer of care			



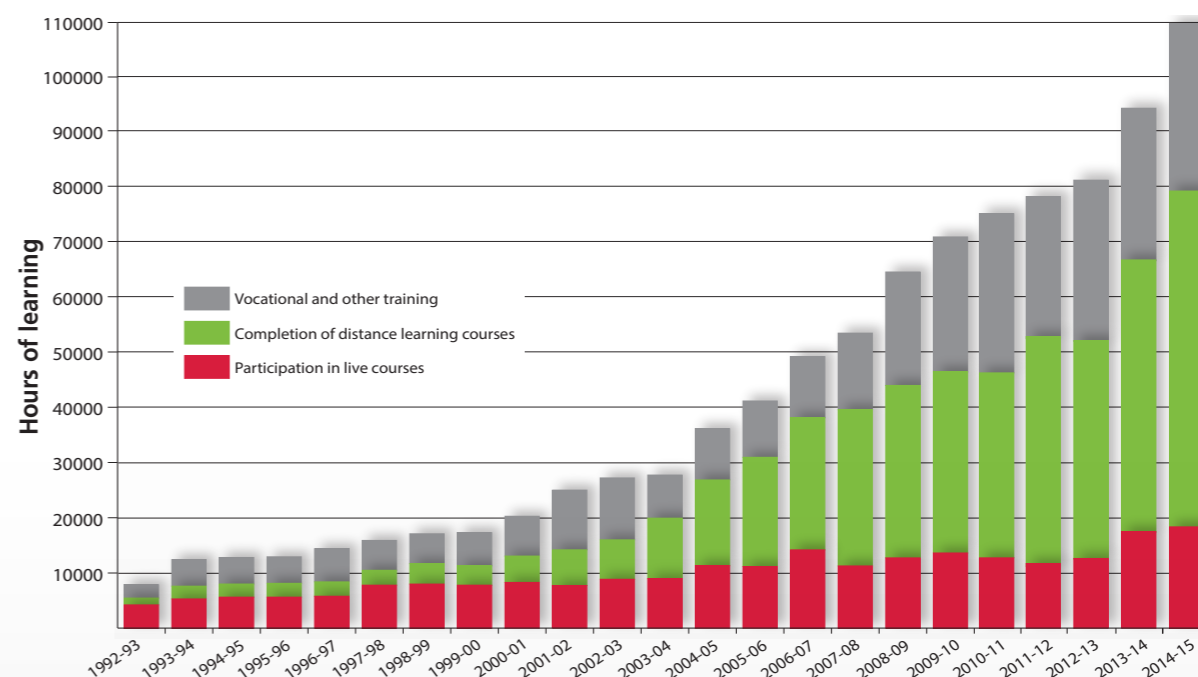
The next Foundation Programme for hospital pharmacists will start in September 2015, while community pharmacists will start in early 2016. Those considering applying for the programme should contact Laura O’Loan (l.oloan@qub.ac.uk). View details of NICPLD’s Foundation programme.

Review of 2014/15

The past year has seen another significant increase in programme uptake. During 2014/2015, NICPLD provided 1,163 hours of learning. This comprised 640 hours of live workshops and 523 hours of distance learning. Programme uptake equated to 109,809 hours of learning, with 12,580 participations by 2,127 unique pharmacists (see opposite). A further 1,081 other healthcare professionals (GPs, foundation doctors and practice nurses) also participated in our live and distance learning programmes.

Notable achievements in this year have been the expansion of the MUR service to include diabetes. This was supported by the regional programme in which 825 pharmacists participated, with a further 228 pharmacists completing the online course on diabetes. Training to support Health Plus pharmacies continued in 2014/15 and, to date, 478 staff from 239 pharmacies have completed this training. The well-being advisers are currently completing their distance learning course, with final accreditation later in the year.

Independent prescribing continues to attract interest among pharmacists from all areas of practice. In cohort 8, thirty-seven pharmacists completed their training in 2014/15 and thirty-two pharmacists have enrolled for cohort 9, which started in April 2015. The Foundation Programme underpins development of all newly



qualified hospital pharmacists, with 50 pharmacists currently enrolled. Forty hospital pharmacists are currently enrolled in the Advanced Pharmacy Practice MSc, which is based on the advanced to consultant level framework and includes prescribing for patients with multiple pathologies.

As we look ahead, the financial climate remains challenging for us all. Nonetheless, the much-publicised shortage of GPs throughout the UK may provide opportunities for pharmacist prescribers to work within general medical practices from 2015 onwards. In anticipation of this, we have increased the number of training places on the next prescribing course. Later this year we will provide training for practice support pharmacists, once they have been appointed.



Pharmacist independent prescribing

NICPLD will be accepting applications from September 2015 for the prescribing course, starting in April 2016.

The closing date for applications is Friday 6th November 2015. While this may seem a long way off, there are a number of arrangements you will need to make prior to applying for the course, such as obtaining a medical mentor to supervise your in-practice experience.

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Pharmacist prescribing

How do I become a pharmacist prescriber?

Pharmacists who wish to become independent prescribers must undertake an accredited training course. The course must follow the Pharmaceutical Society of Northern Ireland (PSNI) outline curriculum and consist of a minimum of 27 days training (approx. 9 day workshops and 18 days distance learning) plus a minimum of 12 days in-practice training.

Full eligibility criteria can be downloaded from the non-medical prescribing section of the NICPLD website, however in summary, all entrants to the course must:

- be registered with the PSNI as a practising pharmacist in Northern Ireland
- have at least two years post-registration experience in a patient orientated practice in hospital, community or primary care
- identify a clinical area in which to practise as a prescriber
- have up-to-date clinical knowledge in the area they wish to prescribe.

What does the course involve?

NICPLD provides the course on independent prescribing free of charge to pharmacists in Northern Ireland. On successful completion of the course, pharmacists are awarded a Postgraduate Certificate in Independent Prescribing from Queen's University, Belfast and this allows pharmacists' names to be added to the PSNI annotated register of prescribers.

The curriculum consists of six modules that will be delivered by elearning, print-based distance learning and live workshops, over a six-month period. There is continuous assessment throughout the course, but no final examination.

How does in-practice training work?

Completion of training is dependent upon a minimum period of 12 x 7.5 hour days mentorship by a designated medical practitioner (GP or hospital consultant). This need not be completed in one block of time, but you must maintain a portfolio of your activities during the in-practice training.

The closing date for applications is Friday 6th November 2015.

[View full details on training to become an independent prescriber](#)

New elearning course

We have replaced our print-based courses on Women's health and Evidence-based management of respiratory disease with a suite of elearning courses in each area. Thus, you can now study each aspect of these topics as a stand alone course to enable you to be more focused in addressing your CPD learning needs.



Respiratory disease

Areas covered within the suite of courses on Respiratory disease are:

- asthma
- COPD
- inhaler devices
- nebulisers
- oxygen therapy



Women's health

Areas covered within the suite of courses on Women's health are:

- contraception
- menopause
- menstrual disorders
- nebulisers
- pregnancy
- urogenital conditions

New elearning course

Effective mentoring

This course is intended to help individuals already acting as workplace mentors and those preparing to become workplace mentors to mentor someone effectively within the workplace setting.

Aim

To provide individuals with the tools to begin mentoring effectively.

Learning outcomes

On completion of this course you should be able to:

- understand mentoring and its benefits
- define the different roles of a workplace mentor
- identify the skills required to become an effective mentor
- recognise the stages in the mentoring relationship
- conduct effective mentoring meetings in order to get the most out of the mentoring relationship
- begin effectively mentoring an individual in your workplace.



This course provides 3 hours of learning

New elearning course

Consultation skills

Effective consultation is central to the delivery of high quality clinical services for patients. This course will describe the communication and consultation skills necessary for effective medication-related consultations and public health interventions.

Aim

To support healthcare professionals to develop their consultation skills with patients, integrating a patient-centred approach.

Learning outcomes

At the end of this course you should be able to:

- appreciate the concepts of patient-centred care and medicines optimisation and their impact on adherence
- identify the communication skills needed in any patient consultation
- build relationships and communicate effectively with patients using appropriate questions, verbal and non verbal communication
- identify and use appropriately a model for a medication-related consultation
- identify and use appropriately a model for a public health related consultation
- signpost to the GP Consultation Observation Tool (COT) and the modified consultation model (PharmaCAT) which could be used by non-medical prescribers
- evaluate your consultation skills in a practice setting.



This course provides 4 hours of learning

Advanced hospital pharmacist practitioners

Hospital pharmacists interested in the MSc in Advanced Pharmacy Practice starting in September 2015 should speak to their line manager about NICPLD funding.

Pharmacists working in the hospital sector in Northern Ireland who have completed the Foundation/VT Programme (or who can demonstrate competence in the four areas of the Foundation/VT Programme) are eligible to undertake the (QUB) MSc in Advanced Pharmacy Practice.

The MSc in Advanced Pharmacy Practice has 2 stages:

Stage 1 (Diploma)

Like the Foundation/VT Programme, pharmacists will engage in workplace learning in four therapeutic areas (respiratory, antimicrobials, cardiovascular and diabetes). They will also train as independent prescribers in those four areas. Thus, pharmacists completing this stage of the course will be 'generalist prescribers' who will be able to optimise and prescribe medicines for complex patients with multiple disease states.

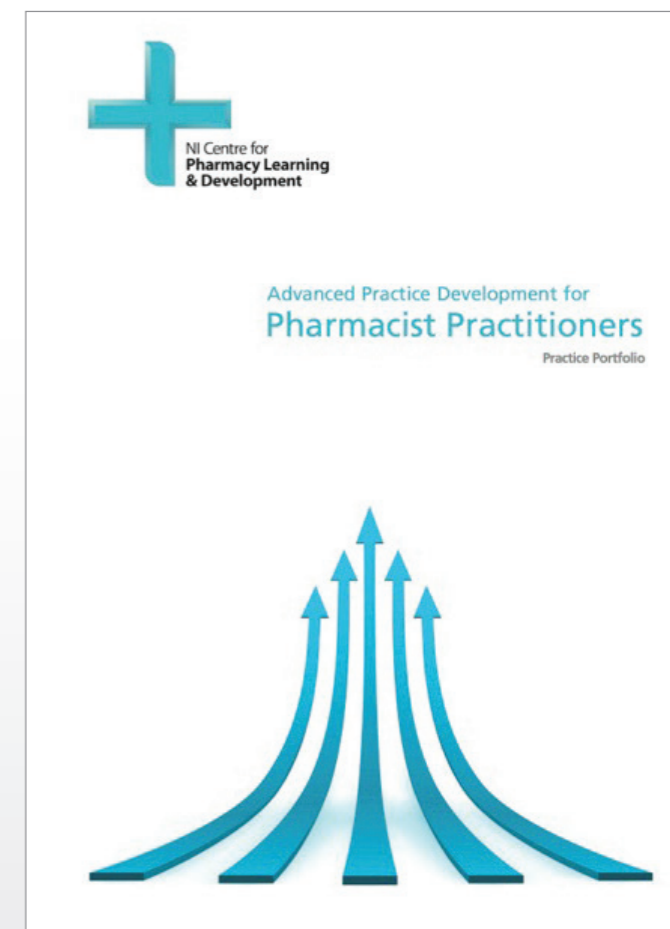
This will enable them to provide holistic pharmaceutical care to patients in areas such as general medicine, care of older people, and medical/surgical admissions;

differentiating them from medical and nurse prescribers, who tend to prescribe in one specialist area only.

Stage 2 (MSc)

Pharmacists will undertake a research project, and will also build on their sound generalist knowledge to develop as an advanced practitioner in an area of their choice. In addition, they will be given the opportunity to develop skills in training and developing others, and in leadership and management.

The Foundation/VT Programme is the pre-requisite for this course, but applicants with comparable experience may be considered.



Recruitment is underway for the next intake to the MSc in Advanced Pharmacy Practice. If you are interested in participating, please speak to your line manager. Click [HERE](#) for full details.