



LPC – Workforce insights

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Pharmacy Faculty -Workforce Priorities

**Identified from Star Workshop Outcomes Report
with RAG rating June 23**

Data
Collection

Attraction

Supervision –
DPP Capacity

Aseptics

E-Product Data Summary

Key:

↑ *increase in trainees in last 12 months*
↓ *decrease in trainees in last 12 months*

Midlands ICS	Foundation trainees	
	2022 (479)	Trend (2021)
Birmingham and Solihull (B-Sol)	102	↑
Black Country	84	↑
Leicester, Leicestershire and Rutland (LLR)	63	↑
Nottingham and Nottinghamshire	54	↑
Staffordshire and Stoke-On-Trent	42	↑
Coventry and Warwickshire	40	↑
Derby and Derbyshire	31	↑
Lincolnshire	23	↑
Herefordshire and Worcestershire	17	↓
Northamptonshire	14	↓
Shropshire, Telford and Wrekin (STW)	9	↑

From National Pharmacy Team NHSE

The National Trainee Pharmacist (Pre-reg) Recruitment Scheme for England and Wales was introduced in 2017; mandated for all HEE funded posts and optional for community pharmacy places funded by NHS England

Year	2016	2017	2018	2019	2020	2021	2022	2023
(Herefordshire and Worcestershire)								
Community	9	19	11	6	11	12	9	11
Community/GP training programme					1			
Hospital	4	5	6	6	6	6	7	5
Hospital/GP training programme						2	1	4
Multisector training programme								1
Grand Total	13	24	17	12	18	20	17	21



Implementation of IETP reform in 2025/26 - Summary

- As part of the reform of the initial education and training of pharmacists, the 2025/26 training year will see major changes implemented
- All training posts for England must be recruited through the National Recruitment Scheme (NRS) also known as Oriel
- Training posts must be entered into the system between January and March 2024 for the 2025/26 training year
- All training sites will need to meet the NHS England Workforce Training and Education quality criteria, including using the Assessment Strategy and E-portfolio
- All training sites must confirm that they understand the requirement to provide access to a Designated Prescribing Practitioner (DPP) and a prescribing learning environment
- Details of the DPP and learning environment do not need to be provided in the NRS/Oriel entry, meaning that training sites have a longer period of time to firm up plans for provision of a DPP and prescribing learning setting.

Key elements to plan



Timeline for recruitment for 2025/26

Date	Activity	Notes
January 2024-March 2024	Training sites entered into Oriel/NRS	<ul style="list-style-type: none"> • Must agree to terms of participation – agree that will provide access to DPP and prescribing learning environment • Do NOT need to identify who the DPP is and where the prescribing environment is • IF a multi-sector rotation is being including, must identify where this rotational site is
June 2024-October 2024	Application and Preferencing	Applicants apply to the NRS and create their preferences; a list of sites in which they wish to train
September 2024-October 2024	Assessments	Applicants undertake their recruitment assessment activity
December 2024	Allocation	Employers informed of trainees allocated to their training programmes and begin contacting them
Jul/Aug 2025	Trainee starts	

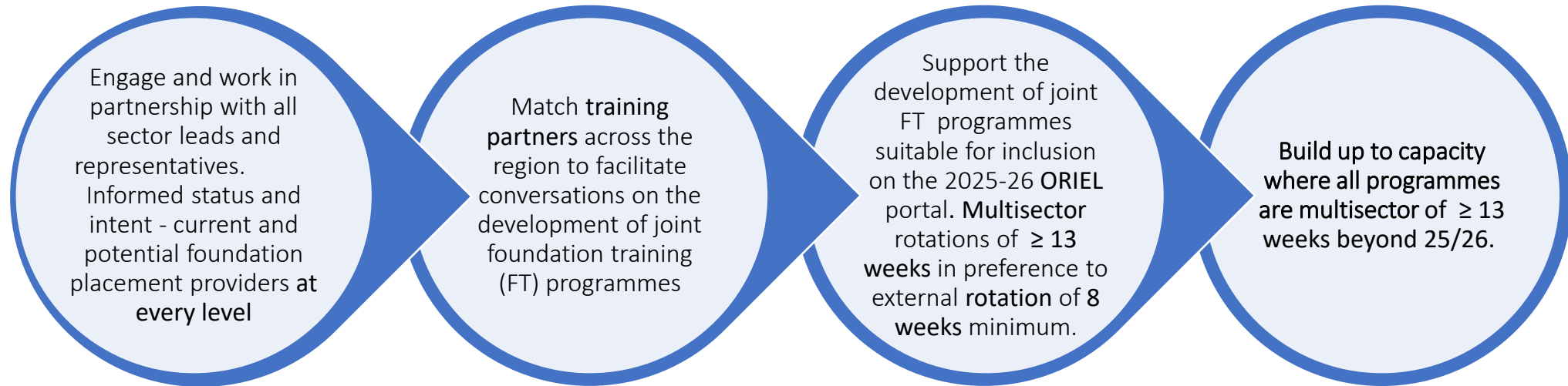
On the Horizon Jan 24 FTY Placements:

- Not a mandated requirement for cross sector placements
- Single sector still acceptable for 2025/2026
- Development of harmonised funded model to be finalised to help with planning
- Training program standardised for all trainees (WTE)

Statutory Education Body accreditation of NHSE WTE by GPhC: June 24

- Information on Placement requirements - standardised contract for rotational placement agreement
- Supervision criteria– Role of DPP and DS
- Two pathways (dual track) – Qualify IP and Not qualify IP (OSPAP/Old LO).
- [IETP Reform: September 2023 Update Full Video - You Tube](#)

Our vision for the future



Multisector placements for Foundation Pharmacist Training

Implementing the Foundation Training Year 25-26 -

Main presentation.pdf (hee.nhs.uk)

Call to action

- Consider what you need to do to prepare for the training site requirements in 2025/26 – **what can you do? What support do you need?**
- Explore system-level relationships to develop cross-sector collaboration opportunities – **consider informal, shorter cross-sector rotations in 2023/24 and 2024/5 training years**
- Support existing prescribers to use qualification – laying groundwork for supervisor role – **support non-prescribers to train**
- Consider what support you can give to training sites in other sectors, and what you can gain from the relationship
- Engage with the Assessment Strategy and E-portfolio – **early familiarity will support adaptability to subsequent changes**

Trainee Pharmacists Workforce
Survey



Data collection –
Multi sector
placements

Link to form/survey here : <https://forms.office.com/e/CFxYhGH9fZ>



ICS Academy Exchange

Its purpose is to provide a shared resource that includes a central repository of learning and development resources in our Resource Library as well as a learning management system that will host courses that will be available to book on to.

- You can access the Resource Library by signing into the ICS Academy Exchange as a Guest, by clicking on **Login as a Guest** from the home screen. To enrol onto a course, you will need to create an account by clicking on **Create Account** from the Home Page.

Course: Resource Library: Pharmacy (hubkencore.com)

Attraction - Promote Pharmacy Careers

	Attraction Events- Promoting careers in Pharmacy.	Date	Volunteers
Oct	Skills Show Event Venue: Hereford Racecourse	04/10/23	Date Change
Oct	School careers Fayre: Haybridge School, in Stourbridge	12/10/23 4-6:30pm.	
Oct	Event: Careers and Apprenticeship Roadshow Venue – HOW College Redditch	17/10/23 4-8pm	
Oct	School/College visits in Herefordshire	w/c 16/10/23	
Nov	Event: ICS Recruitment and Careers Fair Venue - Maylords Orchard, Hereford. HR1 2DT	7/11/23 11am-3pm	
	Upcoming Opportunities	Who	
	Technician Training Community Pharmacy	CPPE	
	DPP Novel case studies	WTE	
	Community Pharmacy ES and DPP Training	Propharmace	

Video 1 - <https://player.vimeo.com/video/867212333>