

East Sussex Multisector Foundation to Advanced (MFtA) Vocational Training Scheme (VTS)

Transforming from traditional post graduate education, East Sussex Multisector Foundation to Advanced Vocational Training Scheme originated from a Health Education England (HEE) Kent, Surrey and Sussex funded multisector pilot programme developed in collaboration with local partners. It aims to serve the needs of patients via primary and secondary care pharmacy services throughout the whole of East Sussex.

Initially covering 6 speciality rotations including Acute, Community Health, Mental Health, Community Commissioning Groups and Care Homes across 4 NHS patient care organisations, the programme has evolved to encompass the Primary Care Network pharmacist role.

The target audience is qualified pharmacists with at least two years registration who are ready to transition and broaden their scope of practice to a multi-sector role, delivering pharmaceutical care whilst not compromising recognition of their professional knowledge and attributes.

East Sussex Multisector Foundation to Advanced VTS Stakeholders & Partners



Feedback from programme participants:

“Gaining transferable skills in different areas e.g. teaching, lesson planning, leadership etc” and “gaining so much experience and exposure to technology, teams, knowledge etc in such a short space of time”

“Personally it has opened another entire avenue of professional work I am interested in for the future” “The experience has been wonderful. Working in so many areas gives a brilliant appreciation of the workload types and differing challenges faced in each role”

“I am a different pharmacist following my VTS year, I have gained so much more expertise and confidence in performing my role and have strengthened my clinical skills far beyond my expectations.....”

“Working with pharmacists who are specialised in their areas and their level of expertise has shaped me and had the most positive impact on my development.”

Observations from the Training Programme Directors:

“This rotational programme offers a supported structured learning environment within the workplace.”

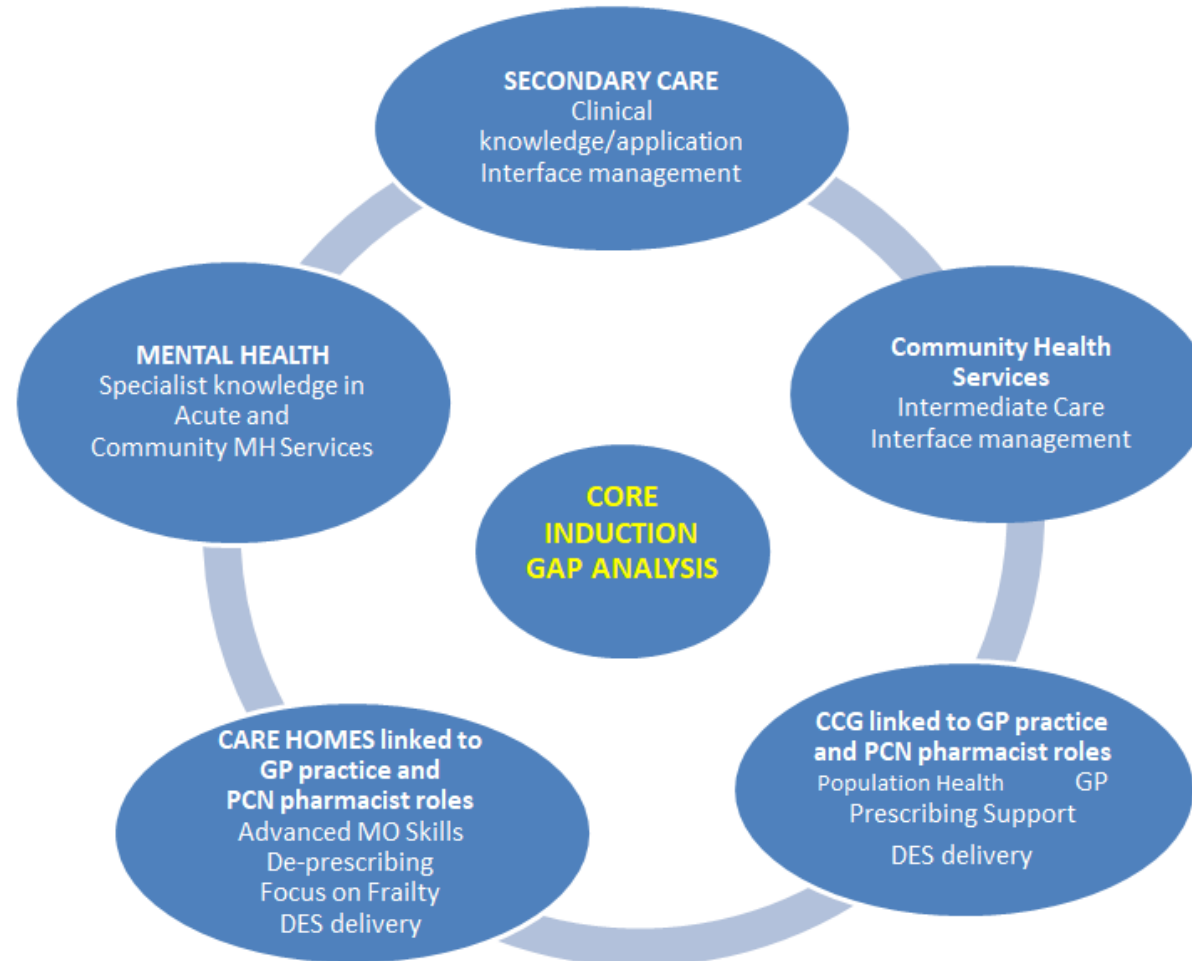
“It allows pharmacists to adapt and transfer their skill set to enable them to transition into contemporary roles in different sectors.”

“A great opportunity for peer learning and to reduce risk through increased awareness of the challenges of transfer of medicines across patient interfaces.”

“The VTS allows pharmacists to consider preferred future career goals enabling them to tailor their CPD.”

“I would absolutely encourage this training post to my peers, I have many colleagues who are in community and would love the opportunity. Pharmacy is an integrated service and working as a multi-sector pharmacist this is a valuable impact you make on transfer of care of patients between sectors”

Programme Overview



Programme Information

Whilst pharmacists are delivering service in day to day practice, this programme offers them a contemporary and innovative approach to post-registration training. Supported by a designated educational supervisor to oversee and facilitate progress through a bespoke set of sector specific progressive learning outcomes with the opportunity to demonstrate Foundation to Advanced level Practice across a range of sectors supported by a practice supervisor. Pharmacists on the programme develop the optimum skill set for caring for patients in and across any sector of healthcare equipping them for forthcoming pharmacist roles within the locality partners supporting the desired outcomes of the NHS Long Term Plan.



Recruitment



Commencement of the programme



Sectors and Placements



Educational Programme



Educational Infrastructure



Assessments



Programme Governance and Quality Assurance



Independent Prescribing



Evaluations



East Sussex MFtA VTS - Contact Us

For further information on this Foundation to Advanced pharmacist training programme, including information on benefits, considerations, challenges, and lessons learned from the pilot, contact the Training Programme Director(s):

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RECRUITMENT

Recruitment for the East Sussex MFtA VTS is via a single employer model with all posts hosted by East Sussex Healthcare NHS Trust (ESHT) and therefore NHS terms and conditions of service apply to all pharmacists on the programme.

Posts are advertised through NHS jobs www.jobs.nhs.uk and other standard appropriate forums for NHS employment.

The interview process uses a collaborative recruitment centre approach with virtual multiple mini interviews to support values' based recruitment and specific service needs with all partners given the opportunity to be involved with shared responsibility for the selection process. A clinical assessment is included in the recruitment process and this is the initial stage for identifying individual learning needs.



STARTING THE PROGRAMME

Prior to commencing the Multisector Foundation to Advanced rotational programme (MFtA) all programme core prerequisites must be completed either via programme induction hosted and assessed at ESHT or through APEL.

The programme induction includes completion of a comprehensive bespoke GAP analysis process evidenced through a range of supervised learning events to be signed off by the educational supervisor (ES) (typically between 3 weeks – 3 months, depending on their prior experience.) This confirms that the programme entry criteria have been met and the readiness of the practitioner to progress onto the MFtA. Those identified who would find an intense immersion in secondary care beneficial will then proceed straight into their acute rotation following induction.



SECTORS & PLACEMENTS

The programme uses a blend of block and split rotations over the 2 years to support the ethos of portfolio working balanced alongside optimisation of service delivery and the learning needs of the individual Multisector Pharmacist (MSP).

The rotations will typically cover the following over the 2 years:

- Acute medicine including admissions
- Community Health Services
- CCG linked to GP practice and PCN pharmacist roles
- Medicines optimisation in care homes (MOCH) linked to GP practice and PCN pharmacist roles
- In patients and community Mental Health Services
- Primary Care Network pharmacist role

Supported by the programme partners:

- East Sussex Healthcare NHS Trust (ESHT)
- East Sussex Commissioners
- PCN within East Sussex
- Sussex Community NHS Foundation Trust (SCfT) – more specifically MOCH
- Sussex Partnership NHS Foundation Trust (SPfT)



EDUCATIONAL PROGRAMME

The MFtA rotational programme provides structured work-based training underpinned by rotational training packs and offers experience for pharmacists within a patient facing role incorporating clinical, management, governance, research, education and leadership skills. The programme curriculum is quality assured and validated against the Royal Pharmaceutical Society professional development frameworks relevant to the area of practice and delivered across the different pharmacy sectors. This is coupled with a professional development portfolio and workplace assessment tools relevant to each pharmacy setting with a focus of in-practice training and experiential learning in the workplace.

A task and finish group has developed a bespoke programme curriculum which addresses all partners' needs. The group was made up of practice supervisors, who deliver the workplace training in each sector, offering the opportunity for engagement and ownership to operational staff.

Each MSP on the programme is linked to one of the PCN partners from the start of the programme, with redeployments and other rotations maintaining this focus to support service and delivery of the Network contract Directed Enhanced Services (DES) whilst offering continuity for both the practices and the MSP's. This also has the benefit of a natural progression towards portfolio working with a focus on transition of care at the primary/secondary care interfaces and a spiral curriculum to effectively deliver the programme learning outcomes.

The programme is underpinned by a series of shared learning network events and multi-professional learning activities to ensure all aspects of the curriculum are considered. GP practice pharmacists and other allied health professionals working within the locality are also invited to the shared network learning events to support interprofessional networking and case based discussions are presented to share good practice and learn from experience.

The programme is educationally driven with training time factored in to enable the supplementary training including the Clinically Enhanced Pharmacist Independent Prescribing (CEPIP) to be undertaken during the programme. This translates to operational activity of 0.8wte with 0.2wte training time.

MSP's complete a Record of Prior Learning which is discussed with the PS prior to commencing each rotation to discuss any specific training needs and then tailor the rotation objectives. The 2 year rotational plan is jointly agreed between partners on a regular basis enabling a flexibility of movement to maximise service provision.

Overall Learning Outcomes of the Multisector Pharmacist Programme

[Adapted from <https://www.england.nhs.uk/wp-content/uploads/2019/01/gp-contract-2019.pdf>]

By the end of the programme Multisector Pharmacists will:

- Work as part of a multi-disciplinary team in a patient facing role to clinically assess and treat patients using their expert knowledge of medicines for specific disease areas.
- Be prescribers, or training to become prescribers, and will work with and alongside the multi-disciplinary team across a Primary Care Network. They will take responsibility for the care management of patients with chronic diseases and undertake clinical medication reviews to proactively manage people with complex polypharmacy, especially the elderly, people in care homes, those with multiple long term conditions (in particular COPD and asthma) and people with learning disabilities or autism (through STOMP - Stop Over Medication Programme).

- Provide specialist expertise in the use of medicines while helping to address both the public health and social care needs of patients in the network and help in tackling inequalities.
- Provide leadership on person centred medicines optimisation (including ensuring prescribers in the practice conserve antibiotics in line with local antimicrobial stewardship guidance) and quality improvement, while contributing to the quality and outcomes framework and enhanced services. Through structured medication reviews, clinical pharmacists will support patients to take their medications to get the best from them, reduce waste and promote self-care.
- Have a leadership role in supporting further integration of general practice with the wider healthcare teams (including community and hospital pharmacy) to help improve patient outcomes, ensure better access to healthcare and help manage general practice workload.
- Aim to significantly improve quality of care and safety for patients.
- Develop relationships and work closely with other pharmacists across networks and the wider health system.
- Take a central role in the clinical aspects of shared care protocols, clinical research with medicines, liaison with specialist pharmacists (including mental health and reduction of inappropriate antipsychotic use in people with learning difficulties) and anticoagulation.
- Deliver the education and training of other members of the team including peer review and assessment.
- Contribute to the development of other members of the team through supervision, mentorship and feedback.
- Develop leadership and project management skills.



EDUCATIONAL SUPERVISION AND INFRASTRUCTURE

The training programme directors have oversight of the whole programme for all MSPs.

Each MSP will be allocated an educational supervisor (ES), within the workplace. The role of the ES is to holistically review progress and support the MSP throughout the programme. The MSP and ES relationship is vital to success within the programme. Within the MSFtA programme the ES role is also being fulfilled by the Training Programme Director (TPD) offering direct educational support and oversight throughout the whole programme and line management responsibilities for their respective allocated MSPs.

At the beginning of the programme the MSP, ES and the TPD are required to sign a learning agreement. All points should be upheld by all parties during the duration of the programme. This will also be revisited at the start of each rotation signed by all speciality practice supervisors. Currently the TPDs also take on the ES role.

All of the specialist rotation hosts have identified named practice supervisors (PS) to provide support, training and day to day supervision for the MSPs through progress monitoring & Supervised Learning Events (SLE) that demonstrate progression & development.

Specified training requirements have been developed for the programme to clarify PS expectations of the role, offer consistency across sectors and underpin the Local Faculty Group (LFG) quality educational infrastructure. The LFG model is aligned to standard practice for commissioned training placements within the region and reports within the trust to the Local Academic Board (LAB). The Training Programme Directors are part of the membership of the ESHT LAB.

There is an additional memorandum of understanding (MOU) between the CCG and PCN's, as the CCG currently offer practice supervisor support when the MSP's rotate to PCN, to ensure that the expectations are clear and consistent across the different PCN's.

Monitoring of progression is maintained through 4-6 weekly progress meetings that are held jointly between the MSP, rotational PS and ES/Line Manager which works well to establish an agreed shared agenda. PS's

from all rotations are encouraged to self-assess themselves against the HEE LaSE PS framework to identify any learning needs and then signposted to resources to address these.

Through the LFG and with the support of HEE LaSE we have developed a bespoke TRAS (Trainees Requiring Additional Support) matrix applicable for any pharmacists in training based on the HEE standard model for their commissioned trainees. This provides us with a robust and transparent mechanism to manage any challenges relating to pharmacist progression within the programme. The LFG meets frequently (currently every 3 - 4 months) to monitor the programme.

Robust handover processes between MSP's have been established towards the end of rotations with the incoming MSP being supported by the current MSP in that area. MSP's undertake the HEE LaSE Accredited Practice Supervisor course to enable this peer development culture to succeed. This also allows succession planning for future MSP cohorts. MSP's have utilised opportunities to practice these skills.

Several resources have been developed to support the programme including

- East Sussex MSFtA VTS Pharmacist Orientation Guide
- East Sussex MSFtA VTS Practice Supervisor Guide
- Prerequisites for Multisector Pharmacist Participation in Structured Medication Review – self assessment requirements



ASSESSMENTS

Each rotation includes a defined number of supervised learning events (SLE's) to be completed as key performance indicators of progression for the rotation. These include Case Based Discussions, Mini Cex, Direct Observation of Practice, Medication Related Consultation Framework assessments, Peer Observation of Teaching and Multi-Source Feedback. Pharmacists with no previous post graduate qualifications are encouraged to complete the RPS foundation portfolio requirements. Two of our MSPs were amongst the first cohort to be successfully awarded RPS Foundation accreditation through portfolio submission and face to face assessments in 2019.



PROGRAMME GOVERNANCE AND QUALITY ASSURANCE

The programme is overseen by a strategic programme board (formerly project board) including representation from all partners, including finance and human resource expertise and a representative from HEE.

The LFG (as mentioned above) also has a remit to report to the programme board as required which includes input from a "trainee representative". The trainee representative role has helped shape the content and continuous improvement of the programme via the voice of the multi-sector pharmacist on the Local Faculty Group (LFG). Additionally, representation from library and knowledge services allows available resources to be highlighted.



INDEPENDENT PRESCRIBING

The opportunity to apply for the HEE commissioned Clinical Enhanced Pharmacist Independent Prescribers (CEPIP) qualification requires the pharmacist to meet the programme thresholds which would usually be either a relevant post graduate pharmacist qualification or completion of the RPS foundation accreditation.

It was anticipated that this is achievable during year 2 of the programme, however this may be initiated sooner to allow use of the prescribing annotation status during year 2 of the programme, or deferred depending on the individual demonstrating the prerequisite requirements and the need for a prescriber in a particular speciality.



EVALUATIONS

Several evaluation processes are in place for evaluation of the East Sussex MFtA VTS pilot at various stages.

An external evaluation was completed during year one of the pilot that was commissioned by HEE which highlighted some key themes for us to reflect on as the programme develops and we have a standard evaluation template for any Pharmacist to complete who exits the programme to allow us to capture their views and strengthen the programme through any lessons learnt. MSPs are expected to evaluate each rotation undertaken which is shared with the respective PS and LFG.

For further information on the programme contact the Training Programme Director(s),
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