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Addysg a Gwella Iechyd  
Cymru (AaGIC)  
Health Education and  
Improvement Wales (HEIW)

# Post-Registration Foundation Pharmacist Programme

## FAQs

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December 2022

## How does this programme differ from the HEIW Multi-Sector Foundation training programme?

The table below provides an overview and a summary of key differences.

	<b>HEIW Multi-Sector Foundation Training year</b>  <b>(Previously known as pre-registration year)</b>	<b>HEIW Post-registration Foundation Pharmacist Programme</b>  <b>(Previously known as foundation training)</b>  Additional information can be found via this link; HEIW resource page: <a href="https://heiw.nhs.wales/education-and-training/pharmacy/heiw-post-registration-foundation-pharmacist-training-programme-for-newly-registered-pharmacists/">https://heiw.nhs.wales/education-and-training/pharmacy/heiw-post-registration-foundation-pharmacist-training-programme-for-newly-registered-pharmacists/</a>
When can a learner start the programme?	Once awarded an MPharm and matched to Wales through the national recruitment process for England and Wales (oriel) i.e., also known as “trainee pharmacists”	Once registered with the GPhC and working in any sector of practice i.e., an early career pharmacist (up to 12-18 months newly registered) and enrolled onto Cardiff University Post-graduate modules.
Does the learner need to have completed their foundation training year in Wales to apply for the programme?	n/a	No but will need to secure an employed role within Wales.
How will the programme places be allocated?	n/a	HEIW will allocate places to the employer organisations following an expression of interest process by the end of January/beginning of February 2023. If oversubscribed, places will be allocated pro rata within each Health Board across Wales to provide as even a distribution as possible. Trainee pharmacists that have not secured employment will need to link with potential future employers to secure their new role and discuss and agree the opportunity to enrol on this programme.
When does the learner apply for the programme?	Applications in Oriel open in June each year and to start August of the	Pharmacists will need to secure employment with an organisation in Wales (to initiate after July 2023)

	following year i.e., year 3 of <b>undergraduate</b> degree programme	and will be given a start date for the programme of either September 2023 or January 2024.  Pharmacists will need to complete an application to Cardiff University in June -mid July 2023 or October-November 2023, depending on programme initiation date.
How does a learner apply for the programme?	Oriel Pharmacy programme <a href="#">Oriel - Home</a>	Pharmacists will need to secure employment with an organisation in Wales (to start after July 2023).  Then follow the HEIW & Cardiff University application process to enrol on the programme.
Who employs the learner?	NHS Wales Shared Services Partnership (NWSSP) as the single lead employer for all trainee pharmacists (NHS employee)	An employer organisation in Wales, within their chosen sector of practice, as an early career pharmacist.  (Locum Pharmacists will need to agree an approach with employers they regularly work for)
How long is the programme?	12 months (52 weeks)	Approx. 24 months
Will the learner work in different sectors of practice?	Yes and the current model of delivery is 4 months in each sector – community pharmacy; GP practice and hospital (order of rotation will vary)	This is not mandated, unless the employer/ pharmacist chooses to organise this locally or the pharmacist's role is based across different sectors
When does the programme start?	The first Monday in August/end of July of each year to enable a 1 <sup>st</sup> August registration for the following year (pending programme and registration assessment pass)	From 2023 each cohort will have two intakes (September and January) with a max. of 40 places (80 per academic year), with a split intake between the NHS contractor employed sector and NHS managed sector. (Awaiting WG funding approval)
How will I know if I am going to be part of the September 23 or January 24 intake?	The full cohort starts in the August of the foundation training year. Late starts may be considered with extenuating circumstances and be considered on a case-by-case basis.	HEIW will allocate places for the Sept 23 and January 24 intakes to employer organisations.  Employer organisations will confirm secured employment, and allocation of place on the programme to individual pharmacists and when that is due to start, as discussed and

		agreed during the application and interview process.
Can I wait a year to apply for the Post-registration foundation pharmacist programme?	n/a	The programme is intended for early career pharmacists (up to 12-18 months newly registered). Pharmacists can wait to apply to the programme during this timeframe, until they are personally ready. Recruitment will be prioritised for those finishing their foundation training year. Exceptions to this will be reviewed on a case-by-case basis.
Who delivers the programme?	HEIW foundation team and host organisations accredited by the GPhC	Cardiff University School of Pharmacy and Pharmaceutical Sciences are commissioned by HEIW to deliver the programme in collaboration with the Royal Pharmaceutical Society (RPS) and the pharmacists' employer organisation
What learning outcomes does the programme deliver?	The GPhC initial education and training standards for pharmacists- IETPs (revised in Jan 2021). All foundation programmes are currently working to an interim set of these learning outcomes	The RPS Post-registration foundation curriculum learning outcomes, which can be accessed: <a href="https://www.rpharms.com/rps-post-registration-foundation-curriculum-final.pdf">RPS Post-registration Foundation Curriculum-FINAL.pdf (rpharms.com)</a>
Where are the study days held?	A blended approach of regional face to face and online study days equating to approximately one per month. These are facilitated by HEIW Foundation Pharmacy Programme Regional Leads and are held in small (approx. 20 trainees) groups.	A blended teaching approach of virtual and face to face study days.  Three quarters of study days will be held via MS TEAMS and approx. 6 days face to face in Redwood Building, Cardiff University, covering patient assessment skills in the Independent Prescribing module.
Does the learner need to be a RPS member?	No, however this is strongly encouraged in order to get access to the additional RPS resources and support	No. Will receive access to the resources required to complete the Post-registration foundation pharmacist programme, however, not access to wider educational resources.
What does the learner achieve after programme completion?	Registration as a pharmacist with the GPhC	A practice certificate in Independent Prescribing (IP); 80 Post-graduate credits from Cardiff University and the RPS credential qualification for post-registration foundation level (a qualification recognised across UK countries and an enabler to progress

		towards advanced practice in the future)
What is the difference between this programme and the Post-graduate Clinical Diploma?	N/A	A Clinical Diploma is the achievement of 120 post-graduate credits, whereas this programme will provide you with an opportunity to gain 80 post-graduate credits, including the 40 credit IP module. The other two modules, Optimising health outcomes and Quality improvement and leadership, are core modules in both qualifications. Upon completion of this programme, with further funding the 80 credits gained could be applied for Accreditation of Prior Experiential Learning (APEL) into a Clinical Diploma or Master of Science (MSc) with Cardiff Universities or other UK universities.
What if I would like to complete an IP qualification- can I do this as a standalone module?	N/A- IP qualification will be introduced in the foundation training year by August 2025. Elements of prescribing, such as clinical assessment skills will be introduced earlier into the training programme.	The GPhC have removed the regulation to have 2 years post-registration experience prior to undertaking an IP module. University programmes are currently undergoing reaccreditation due to the removal of this regulation. Pharmacists will need to demonstrate appropriate evidence from practice supporting their readiness for prescribing. Separate funding will need to be secured for completing a standalone IP module, which may be available through HEIW Pharmacy.
What are the criteria for application?	See Oriel Pharmacy programme <a href="#">Oriel - Home</a>	An early career pharmacist (up to 12- 18 months newly registered) who is patient facing in any sector of practice. Has secured employment and agreed to undertake the programme with an employer; has an identified a practice supervisor (PS) from employer organisation, who is usually an experienced pharmacist (based in the same location or working remotely) and can nominate a suitable designated prescribing practitioner (DPP) to support with achievement of the IP

		<p>award, by month 9 of the programme.</p> <p>Further information regarding the PS:</p> <ul style="list-style-type: none"> <li>•Responsible for day-to-day supervision in workplace and oversee practice element of programme</li> <li>•Advice and constructive feedback on all aspects of experiential learning</li> <li>•Specific roles for the CPD Post-graduate modules</li> <li>•Meets pharmacists remotely or in person at least once a month</li> </ul> <p>For further information regarding the DPP criteria, please access the links;</p> <p><a href="#">DPP competency framework Dec 2019.pdf (rpharms.com)</a></p> <p><a href="#">Standards for the education and training of pharmacist independent prescribers (pharmacyregulation.org)</a></p>
Why would a learner complete the programme?	<p>Completion of the foundation year is a requirement in order to achieve registration as a pharmacist with the GPhC (as well as successfully passing the national registration assessment). Wales have had a pass rate consistently higher than the average of other UK countries.</p>	<ul style="list-style-type: none"> <li>-Bridges the period until the GPhC IETPs are fully implemented and provides similar development opportunities to peers qualifying in consecutive years</li> <li>-Support from experienced practitioners &amp; a group of peer pharmacists</li> <li>- Further develop competences to support delivery of more complex patient care, reflective of the changing pharmacist role</li> <li>-Gain 80 post-graduate credits and Independent Prescribing practice certificate</li> <li>-Achieving a RPS post-registration foundation credential qualification, which is recognised across the UK &amp; is an enabler to transition into advanced practice</li> </ul>

What dedicated/protected time is provided to complete the programme?	Trainee pharmacists get study time equivalent to four hours per week, unless there is a specific HEIW off-site regional training day	<p>Pharmacist – up to 1 day a week for 2 years</p> <p>Employer practice-based supervisor – up to 1 day a month for 2 years</p> <p>DPP payment (to their employer) for the 90 hours supervisory practice as part of the IP element of the programme</p>
What can the protected time for the programme be used for?	<ul style="list-style-type: none"> <li>- Attending monthly regional offsite training days</li> <li>- Writing up evidence for ePortfolio</li> <li>- Regular meetings with Designated Supervisor</li> <li>- Undertaking Supervised Learning Events (SLEs) in practice</li> <li>- Completing activities/work for study days</li> <li>- Self-directed learning</li> </ul>	<ul style="list-style-type: none"> <li>- Attending Cardiff University study days</li> <li>- Completing module assignments and writing up evidence for ePortfolio</li> <li>- Regular meetings with practice supervisor, educational supervisor and DPP</li> <li>- Undertaking Supervised Learning Events (SLEs) in practice</li> <li>- Observation and supervision time with experienced practitioners</li> <li>- Self-directed learning</li> </ul>
What does an employer/host organisation need to do?	If interested in hosting trainee pharmacists contact: <a href="mailto:HEIW.PRP@wales.nhs.uk">HEIW.PRP@wales.nhs.uk</a> during January/February to register your interest. Host organisations who have matched with trainees need to abide by the roles and responsibilities outlined in the training agreement.	<p>Provide a practice supervisor, who must be a pharmacist, (remote or otherwise); agree to and provide protected time as above for both pharmacist and practice supervisor and to ensure attendance at Cardiff University study days</p> <p>Be part of a learning agreement set between HEIW, employer organisation and pharmacist</p>
What funding is provided by HEIW to support completion of the programme?	Single lead employer scheme within HEIW @ Band 5 agenda for change salary for 12 months.	<p>Employer organisation is funded as below:</p> <p>Learner grant - *£16,995 for 24 months (Sept 23) and £17,107 for 24 months (Jan 24)</p> <p>Practice Supervisor grant- *£5779 for 24 months (Sept 23) and £5818 for 24 months (Jan 24)</p>

		* current figures for 23/24 and will be aligned to agenda for change banding
What funding is provided by HEIW to the learner's nominated DPP?	n/a, until full implementation of IETP	*£4162 per learner and paid to the employer of the DPP as part of the 90-hours supervisory element for IP award.  *current figures for 23/24
Whose responsibility is it to identify a suitable DPP?	n/a until full implementation of IETP	The learner, with support from their employer.  For further information regarding DPP criteria, please access the links;  <a href="#">DPP competency framework Dec 2019.pdf (rpharms.com)</a>  <a href="#">Standards for the education and training of pharmacist independent prescribers (pharmacyregulation.org)</a>  HEIW may be able to provide contact details for potential DPPs.
What is the role of the Education supervisor (ES)?	Designated Supervisors (DS) as they are known in foundation year are responsible for signing off a trainee pharmacist. Host organisations are responsible for securing the DS and both the DS and host organisation are required to meet their respective roles and responsibilities outlined in the training agreement	Each learner will be allocated an ES, from Cardiff University to provide pastoral and academic advice and support.  ES will undertake more formal intermediate progress reviews; carry out observations known as Supervised Learning Events (SLEs); undertake continuing assessments, monitor educational progress, support the PS; meet with learner at least once a month, and with PS every 3 months
What is the role of the Practice supervisor (PS) provided by the employer?	The DS as they are known in foundation year are responsible for ensuring the trainee pharmacist always has an appropriate level of supervision. The trainee pharmacist may be supervised for agreed periods by other healthcare professionals. These are called PS. PS should have the appropriate training and relevant experience to be supervising trainee pharmacists. The DS is still responsible for the trainee pharmacist even when they are being supervised by a PS.	Each learner should be allocated a PS by their employer organisation, who is usually an experienced pharmacist. A PS will oversee the application of learning in practice; carry out observations (SLEs) in day-to-day practice on a more regular basis provide advice and constructive feedback  Meet with learner at least once a month; meet with ES quarterly.



<p>What are other UK countries offering in this Post-registration foundation phase?</p>	<p>n/a</p>	<p>NHS Education for Scotland (NES) offer a programme for newly qualified pharmacists in patient-focussed roles in any sector of practice. Further information can be found via: <a href="https://www.scot.nhs.uk/post-registration-foundation-programme-for-newly-qualified-pharmacists/">Post-Registration Foundation Programme for Newly Qualified P (scot.nhs.uk)</a></p> <p>Health Education England (HEE) in conjunction with Centre for Pharmacy Postgraduate Education (CPPE), offer a Newly Qualified Pharmacist pathway for all pharmacists in any pharmacy sector who have access to a workplace educational supervisor. Contact regional HEE or CPPE pharmacy team for local information. Further information can be found via: <a href="https://www.hee.nhs.uk/newly-qualified-pharmacist-pathway/">Newly Qualified Pharmacist pathway   Health Education England (hee.nhs.uk)</a></p> <p>Northern Ireland Centre for Pharmacy learning and development (NICPLD) offer a 2 year Post-registration foundation programme for all early career patient- focused pharmacists working in NI. Further information can be found via: <a href="https://www.nicpld.org.uk/post-reg-foundation-programme/">NICPLD: Post-reg Foundation Programme</a></p>
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## Further Information

Pharmacist Education and  
Training is changing from 2021



HEIW's Case for Change for Pharmacy Education sets out the Vision and ambition for Wales and can be viewed via the following link:

<https://heiw.nhs.wales/files/pharmacy-update-final-2021/>

**The model of delivery for the Post-Registration Foundation Training Programme can be found below:**

Post-Registration Foundation (PRF) Training Programme – proposed model of delivery  
for transition commencing September 2022



**RPS post-registration Foundation curriculum information can be found by following the link:**

<https://www.rpharms.com/development/credentialing/foundation/post-registration-foundation-curriculum>

Further email contacts:

HEIW Multisector Foundation pharmacist team: [HEIW.PRP@wales.nhs.uk](mailto:HEIW.PRP@wales.nhs.uk)

HEIW Post-registration foundation pharmacist team: [HEIW.PRFP@wales.nhs.uk](mailto:HEIW.PRFP@wales.nhs.uk)

