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Cymru (AaGIC)
Health Education and
Improvement Wales (HEIW)

Strategic Pharmacy Workforce Plan

Autumn 2024 Newsletter



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Introduction



Welcome to our Autumn 2024 Newsletter and thank you for joining us as we continue our mission to support the pharmacy workforce across Wales. This update focuses on key achievements and progress from the Strategic Pharmacy Workforce Plan (SPWP), along with what's coming next.

Professor Margaret Allan, BPharm (Hons) FRPS,
Pharmacy Dean

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Key Progress Highlights

Supporting Wellbeing

We've reviewed access to wellbeing resources for the pharmacy workforce. The [Health and Wellbeing Hub](#) on the HEIW website makes it easier to find support when you need it, whether you are a [manager](#) or member of [staff](#).

Promoting Pharmacy Careers

We're improving the visibility of pharmacy careers with a new dedicated career page launching on the HEIW website by Spring 2025. These pages will provide clear and accessible information for those interested in a pharmacy career in Wales. HEIW has developed and published a Career Framework that provides principles and guidance on how we will lead the health careers attraction agenda. [A Strategic Framework for NHS Wales Careers](#)

Shaping Future Pharmacy Roles

Our Clinical Fellow is gathering insights from Year 3 and Year 4 student pharmacists and trainee pharmacists training in Wales, to identify what makes an attractive job offer for newly qualified pharmacists.

This project will establish a baseline of expectations for emerging newly qualified pharmacists, with findings shared by Summer 2025 to help employers develop attractive job roles.



Building Digital Skills

We continue to promote the [interactive self-evaluation tool](#) from the Digital Capability Framework to help the workforce improve digital skills. More information can be found here [Digital capability framework - HEIW](#).

Innovating with Technology

We're exploring immersive technologies to enhance pharmacy training, aiming to provide realistic, hands-on experiences that prepare the workforce for diverse healthcare settings.

By addressing any educational and training needs we hope to contribute to the [Welsh Government's review of hospital pharmacy services](#). By Summer 2025, we aim to establish a clear roadmap for incorporating this technology across all HEIW pharmacy programmes.

An immersive environment simulating an intensive care unit, located within the Simulation Suite at Swansea University's Singleton Campus.

Immersive technology provides students with realistic, hands-on learning experiences. It is adaptable to various healthcare roles and settings.

Simulating diverse scenarios can support skills development and bring a deeper understanding of pharmacy's role within multidisciplinary teams and care environments.



Genomics in Healthcare

Strategic Workforce Plan for Genomics

Health Education and Improvement Wales (HEIW) and Genomics Partnership Wales (GPW) have created a three-year Strategic Workforce Plan with 33 actions to support the workforce in harnessing genomic medicine for the benefit of patients and the population. Launched on 15th November, the plan aims to build a sustainable workforce and address challenges in delivering genomic healthcare in Wales.

For further information please visit the Genomics [webpage](#).

Pharmacogenomics Delivery Plan

The Genomics Delivery Plan for Wales 2022-2025, included a commitment to develop an NHS pharmacogenomics service, providing a roadmap to embedding pharmacogenomics within routine clinical practice. This 3-year delivery plan will address the development of pharmacogenomic services across community, primary, secondary and community care.

Further details will be available very soon. To keep up to date with how the plan is progressing please visit the GPW pharmacogenomics [webpage](#) or contact NPGG@wales.nhs.uk

Leadership

We are pleased to announce the successful collaboration between the Pharmacy Deanery Leadership Team and the HEIW Digital Leadership Team, leading to the launch of the Pharmacy Leadership Hub. This new resource is designed to support pharmacy professionals at every stage of their career, whether you're a pharmacist or a pharmacy technician. It provides valuable tools and insights to enhance leadership skills, focusing on compassionate and inclusive leadership practices that positively impact patient care and services across Wales.

We extend our gratitude to the pharmacists commissioned by the Directors of Pharmacy Peer Group, whose contributions were instrumental in developing the content for this platform.

Explore the Pharmacy Leadership Hub here: [Pharmacy Leadership Hub](#).

Workforce Planning

The Workforce Planning Support Project brings together three key actions to enhance pharmacy workforce development:

1. Developing Job Planning Guidance and a Toolkit
2. Mapping Pharmacy Roles to National Career Frameworks
3. Developing Workforce Planning Skills

The HEIW Workforce Strategy Team has launched a curated 'playlist' of workforce planning tools and resources of interest to pharmacy. We encourage pharmacy leads in all sectors and specialities to begin engaging with these resources as a first step towards developing workforce planning skills.

Access the repository here: [Repository - Ytydysgu Heiw](#)

To support the implementation of credentialing into the pharmacy workforce, the SPWP team has mapped the Royal Pharmaceutical Society's (RPS) curricula for Post-registration Foundation, Advanced, and Consultant level practice against the six NHS pharmacist job profiles.

Proposals for integrating RPS credentials as 'essential' or 'recommended' criteria in NHS pharmacist job specifications have been accepted for consideration by the HEIW Pharmacy Advisory Board and Directors of Pharmacy Peer Group.

Further work generated proposals describing how pharmacist time can be distributed across the various 'pillars of practice' to provide quality services and achieve the credentials. This proposal has also been accepted for further consideration by the same groups.



Looking Ahead

In the coming months, we'll focus on:

- 🔗 Launching pharmacy career pages.
- 🔗 Collaborating with wider health and social care workforce to improve understanding of how pharmacy roles are changing.
- 🔗 Expanding immersive technology in pharmacy education.
- 🔗 Strengthening workforce planning tools and resources.

Stay tuned for updates on these priorities in our next edition!



Get Involved

We'd love to showcase your work! Share your stories, images, or case studies of pharmacy in action.

Contact us at HEIW.pharmacyworkforce@wales.nhs.uk to feature your work in future updates.

Feedback

Your thoughts, feedback, and ideas are incredibly important to us, and we're always happy to hear from you. Thank you for taking the time to read this newsletter and for being an integral part of our community. Together, we make each season better and brighter!

[Feedback form.](#)

Thank you for your support in
shaping the future of pharmacy in Wales