The Changing Landscape of Pharmacy Practice in Wales: Margaret Allan transcript

Hello, I'm Margaret Allan, the Pharmacy Dean at Health Education and Improvement Wales, HEIW. I want to share with you the key drivers that are shaping how the landscape of pharmacy practice is changing in Wales.

The Welsh Pharmaceutical Committee commissioned the Royal Pharmaceutical Society, RPS, in 2018, to describe the vision for pharmacy in Wales to meet the ambitions and goals of Welsh governments, ‘A Healthier Wales’.

In April 2019, ‘Pharmacy delivering a healthier Wales,’ was published and described the 2030 Vision for pharmacy services, around 4 main themes:

Enhancing patient experience.

Seamless pharmaceutical care.

Harnessing innovation and technology.

And developing the pharmacy workforce.

To provide the steps to towards the 2030 vision ‘Pharmacy delivering a healthier Wales’ also describes the 2020 two goals.

To date, several of the 2020 two goals have now been achieved.

And others have progressed.

In 2022, the Welsh Pharmaceutical Committee requested that the RPS undertook a refresh of goals and set new goals for 2025.

The 2030 vision has remained as the ambitions are considered to still be relevant to today.

Here you can see the refreshed goals for 2025.

These goals were developed again through collaboration with hundreds of pharmacy professionals across Wales, as well as health and social care professions and patient representative groups.

The four overarching themes have remained with new goals described for 2025.

The 2025 goals continue with the overarching aim of breaking down boundaries between care settings to ensure patients benefit from the expertise of the pharmacy team wherever and whenever they need it.

The aim being that patients will experience seamless care as they move between care settings and pharmacy teams will lead on the safe transference of pharmaceutical care.

The 2025 goals and the 2030 Vision will be the overarching driver to deliver change to pharmacy practice in Wales.

If you would like to learn more about ‘Pharmacy delivering a healthier Wales’, then please use the details shown on this side to join in the conversation and find out about progress against the goals.

In 2022, Welsh Government agreed a new community pharmacy contract, ‘A New Prescription.’

The new contract is driven by the goals of ‘ A Pharmacy delivering a healthier Wales,’ and is underpinned by 6 principles shown on the slide:

The capacity to deliver outstanding care.

The capability of the workforce to deliver health improvements and the recognition by other healthcare professionals of the skills of the workforce.

Collaboration by integrating Community Pharmacy within NHS and primary care providers.

A continuity of service delivery.

Community reinforming the role of Community pharmacy within localities.

And connectivity.

Community pharmacy having access to tools and information to deliver care.

The contract will be achieved by commitment to expanding the clinical role of community pharmacists.

Creating a workforce with skills to deliver outstanding pharmaceutical care.

Collaboration and integration with primary care and valuing community pharmacy contribution to the NHS.

This will be achieved by consistent clinical service provision from all pharmacies across Wales, including a new national independent prescribing service.

This will be underpinned by developing the whole community pharmacy workforce with enhanced skills to maximise the skill mix within the team.

The Welsh Government has commissioned a review of clinical pharmacy services within NHS hospitals across Wales.

The review will take stock of current clinical service provision and describe any next steps to meet future pharmacy services.

The review is expected to be completed by spring 2023 and will include recommendations to mandate pharmacy service transformation within Welsh hospitals.

So what is HEIW doing to support the transformation of the pharmacy workforce?

We have a large portfolio of transformational work programmes, to transform the workforce from undergraduate to foundation and post-registration for pharmacists.

Then from pre-registration through to post-registration for pharmacy technicians and also the development of the skills of our support staff.

In addition, we are developing a workforce plan.

A flavour of the areas of to be considered in the plan are:

The actions required to reshape pharmacy working practices with future jobs, which optimises the enhanced skill set, but also supports a health and wellbeing of the workforce.

The need to have time to develop yourself, as well as train and develop others.

Career pathways, which include developing leadership and research skills.

Planning the size and shape of our workforce through improved workforce data.

A plan has been developed so far with extensive engagement with many stakeholders, including the pharmacy workforce.

The plan will be out for consultation during February and March 2023.

And this will be another chance to shape the pharmacy roles of the future, which utilise your skills and provide job satisfaction.

The changes to the initial education and training standards of pharmacists and pharmacy technicians will deliver registrants within enhanced skills.

Pharmacists will be independent prescribers at registration and the HEIW pre-registration pharmacy technician programme will produce registrants with prescription checking and medicine management accreditation.

HEIW is committed to supporting our existing workforce as well, to acquire the same enhanced skills as new registrants.

The new HEIW Post- registration Foundation program is designed to ensure that our newly registered pharmacists have the opportunity to achieve the same skills and competence as those students who complete the new five year initial education and training pathway.

The programme is commissioned by HEIW from Cardiff School of Pharmacy and Pharmaceutical Science and is aligned to the RPS Post-registration Foundation curricula, which includes independent prescribing.

Through our transformation portfolio of work, HEIW Pharmacy Deanery will develop the skills of the workforce of the future to meet the ambitions and goals of Welsh government and ‘Pharmacy delivering a healthier Wales’.

We look forward to continuing to work with all our stakeholders and partners to make Wales a great place to train, work and live.

Thank you for listening.