

Newly Qualified Pharmacist Pathway: Briefing for employers and key stakeholders

The Health Education England (HEE) Newly Qualified Pharmacist pathway aims to link the initial education and training reforms to a continuum of post-registration development.

This optional pathway is designed for learners across all sectors of pharmacy, to help them meet their development needs as they enter newly qualified practice.

The pathway is also intended to help pharmacists make the transition to more independent, self-directed learning. It acts as a stepping-stone towards enhanced and advanced practice.



HEE Newly Qualified Pharmacist pathway webpage

The goal is to establish lifelong learning along the pharmacy education and career continuum.



The Newly Qualified Pharmacist Pathway is designed to integrate with work commitments and complement existing workplace and postgraduate learning.

Initial education and training reform

Pharmacist roles have evolved significantly in response to rapid changes in healthcare and pharmacy practice. There is a growing demand in the NHS for clinical, patient-facing, accountable pharmacist practitioners across all sectors.

In January 2021, the General Pharmaceutical Council (GPhC) published the revised Standards for the Initial Education and Training of Pharmacists. Over the next few years, Health Education England (HEE) will be working closely with the GPhC, Pharmacy Schools, employers, system partners and trainees to implement these changes in England.

Key changes

- The fifth (pre-registration) year has become the foundation training year, with strengthened supervision for trainees, increasing number of cross-sector clinical training posts and collaborative working between higher education institutions, statutory education bodies and employers.

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- By 2026, the aim is for all pharmacists joining the register to be trained as prescribers and have a greater range of clinical capabilities.
- This reform will pave the way towards a more consistent training experience, with the same opportunities for trainees to develop their skills and knowledge across healthcare settings.

Post-registration development

The new five-year initial education and training programme is the first step to a defined career structure for pharmacists. Initial education and training reforms aim to enable pharmacists to progress from foundation to career development pathways including enhanced and advanced practice (with recognition of specialist practice) and ultimately consultant level practice.

Post-registration development will become more structured, creating a continuum of learning and development from novice to higher levels of practice. There will be a unified approach to the development of post-registration pathways, including the development of standards, outcomes, curricula and assessments.

HEE, including its Centre for Advancing Practice, NHS England (NHSE) and the Royal Pharmaceutical Society (RPS) are already collaborating to develop advanced practice routes for pharmacy professionals.

Plans are also being developed to make sure that the current workforce of pharmacists also benefits from increased post-registration opportunities to train as an independent prescriber, develop enhanced clinical skills and have opportunities to practise using those skills. This requires collaborative working across the system to help meet current and future need for trained clinical and prescribing pharmacists across primary care.

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The HEE Newly Qualified Pharmacist pathway is designed to start pharmacists on the journey towards advanced practice roles. The new pathway supports the transition period to full implementation of the IET reforms by providing supervision and structure for those qualifying over the next few years. For more information about how this pathway supports independent prescribing visit the [HEE Newly Qualified Pharmacist pathway](#) page.

Newly qualified pharmacists need to:

- Adjust to the demands of professional practice
- Continue to develop clinical reasoning and decision-making skills
- Progress leadership and educational behaviours
- Apply learning into complex clinical environments
- Consider how research is embedded into clinical practice

The good learning habits developed in the early stages of an individual's career will support them throughout their career development path. As each learner's needs and situation will be unique, the HEE Newly Qualified Pharmacist pathway is designed to be flexible and lets the individual tailor their own learning.

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The pathway is designed to integrate with work commitments and complement existing workplace and postgraduate learning.

The HEE Newly Qualified Pharmacist pathway is open to pharmacists in any pharmacy sector, including locums, who:

- Completed their foundation training within a year of pathway registration opening*
- Have GPhC registration
- Are in employment in England
- Have access to a workplace educational supervisor or are enrolled on the CPPE *Newly qualified pharmacist programme* and have access to an educational supervisor via CPPE.

* Those who completed their foundation training more than one year before pathway opening should contact their regional HEE pharmacy team or CPPE to discuss available options. Exceptions may include those who have been qualified for longer than a year but have not had access to a HEE-funded learning pathway such as a previous Newly Qualified Pharmacist pathway or the Primary Care Pharmacy Education Pathway.

The pathway provides access to four elements:

- **1. E-Portfolio:** Supports learners assess their learning needs, develop an action plan, and reflect upon their experiences. The e-Portfolio is mapped to the RPS Post-registration foundation pharmacist curriculum and will enable newly qualified pharmacists to develop through reflection on their practice, using work-based formative assessment and validated supervised learning events.
- **2. Curriculum:** The [RPS Post-registration foundation pharmacist curriculum](#) is designed to support pharmacists grow from meeting the initial standards of education and training through to being confident practitioners who can provide increasingly complex care.
- **3. Learning resources:** Curated resources have been mapped against the curriculum domains. This virtual library will support the professional development of newly qualified pharmacists, based on their individual learning needs, and can complement resources available locally. [The learning resources library is available online.](#)
- **4. Supervision:** For **community pharmacy (except those with in-house training programmes), primary care¹, health and justice, including locums** supervision is funded via the CPPE [Newly qualified pharmacist programme](#). Learners registered on the programme will benefit from fully funded access to supervision. For those in **community pharmacy large multiples** and **hospital trusts**, HEE will contribute a fee for each learner signed up to the pathway.

Information about registration can be found on the [HEE Newly Qualified Pharmacist pathway](#) page.

The learner registration process will be via the RPS post-registration foundation e-Portfolio. Registration to the RPS e-Portfolio will initiate the payments-to-employers process, through existing payment mechanisms.

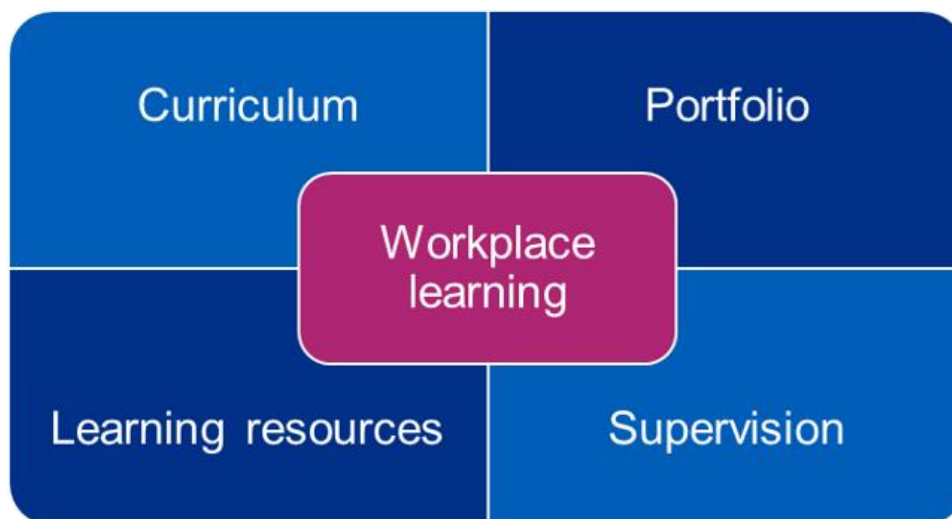
Learners will undertake a periodic learning needs analysis, developing a specific action plan, using the tools within the e-Portfolio. They can then:

¹Excluding those employed as part of the PCN Additional Roles Reimbursement Scheme (ARRS) and enrolled on the CPPE *Primary care pharmacy education pathway*

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- Reflect on their work and learning in practice
- Progress with existing learning opportunities, e.g. CPPE learning materials, Post-graduate Diplomas or workplace learning provision (such as workplace education sessions)
- Make use of the HEE Newly Qualified Pharmacist pathway curated learning resources

The key elements of the pathway are illustrated in the diagram below:



Further information

[More information is available on our website](#), including Frequently Asked Questions and 'Getting started' guides for learners and educational supervisors.

Contact us

If you have any further questions, please contact your HEE regional lead or CPPE:

- East of England: pharmacy.eoe@hee.nhs.uk
- London and South East: lasepharmacy@hee.nhs.uk
- Midlands: pharmacy.me@hee.nhs.uk
- North East and Yorkshire: medicinesoptimisation.north@hee.nhs.uk
- North West: medicinesoptimisation.north@hee.nhs.uk
- South West, Thames Valley and Wessex: pharmacy.south@hee.nhs.uk
- CPPE *Newly qualified pharmacist programme*: newlyqualified@cppe.ac.uk

If learners require technical support with the e-Portfolio, please ask them to contact the RPS e-Portfolio support team (Monday to Friday, 9am-5pm) at: eportfolio@rpharms.com.

Keep in touch

To receive news by email about the education and training of pharmacists, [please sign up to our monthly newsletter](#).