

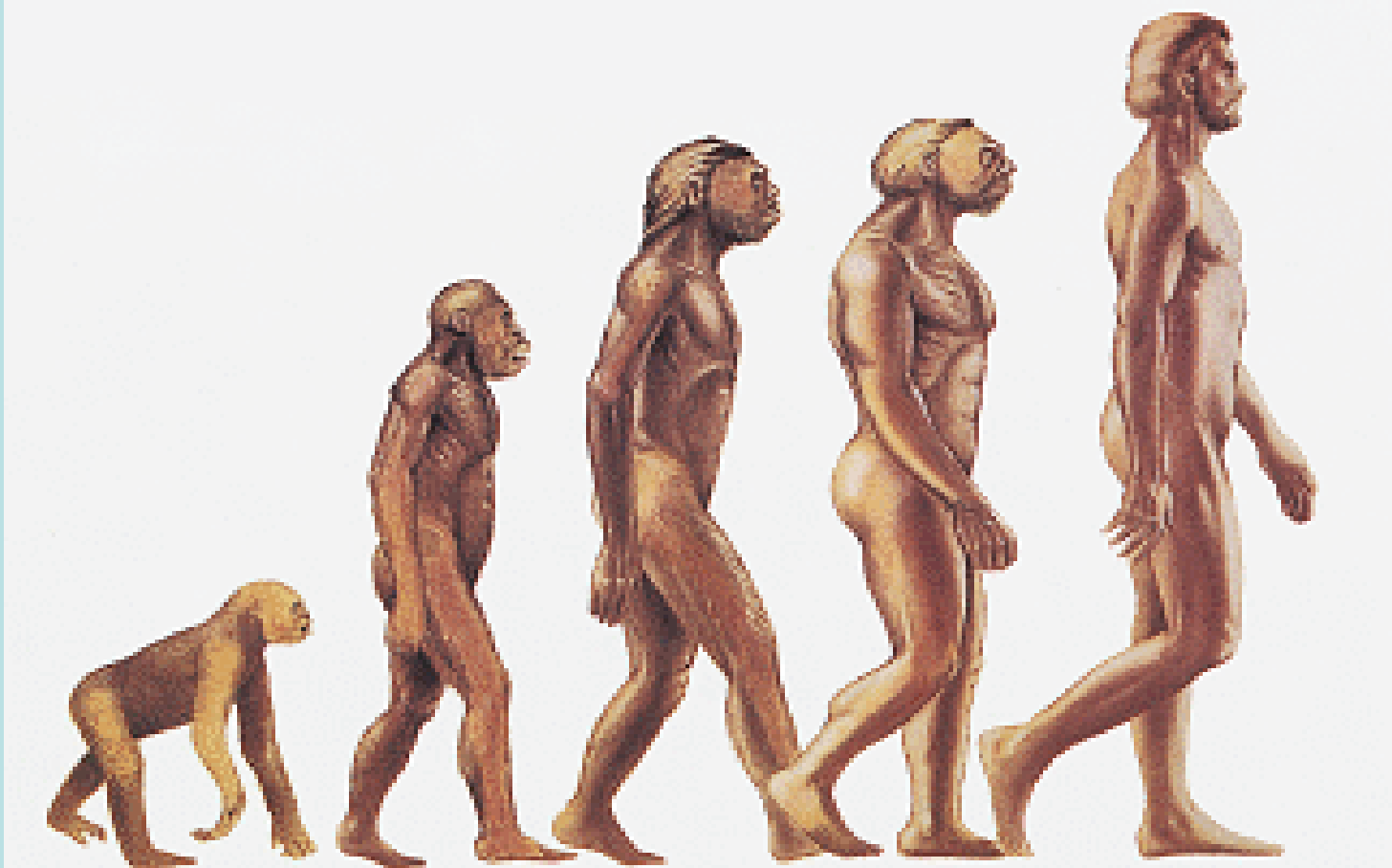
Pharmacy Technician Education & Training- The Employer's Perspective

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The role of the Pharmacy Technician has evolved.....



.....their education & training must evolve with them!

Pharmacy Technician Education & Training has.....

- **Traditionally been provided by Further Education Colleges**
- **Often stopped when the individuals have achieved their professional qualification**
- **Been restricted by capability & capacity of both employers and Further Education providers**
- **Been confined to traditional methods**
- **Been inconsistent across Primary & Secondary Care sectors**
- **Expanded into the Higher Education arena when an employer or employee has been innovative, resourceful and extremely committed**
- **Not linked to career pathways**
- **Been separated from Pharmacist Education & Training**

Why do we need to change the approach to Pharmacy Technician Education & Training?

- **Role re-design**
- **Increased profile of the Pharmacy profession**
- **Changing healthcare/education policy & trends**
- **FE Colleges have limited capability & capacity**
- **The value of work-based learning is being recognised**
- **Registration & Regulation**

Why do we need to change the approach to Pharmacy Technician Education & Training?

- **The advancement of other healthcare professionals**
- **Performance management focus of commissioners/employers**
- **Knowledge & Skills Framework (KSF)**
- **National Occupational Standards**
- **Workforce challenges**
- **We are one profession!**

**Skills for Health overarching strategic intent is
to:**

***‘Develop a skilled flexible and productive
workforce for the whole health sector in all UK
nations, to raise the quality of health and
healthcare for the public, patients and service
users’***

***The Sector Skills Council for the Health Sector
Strategic Intent 2007***

The Employer's 'Wish List'

- *Flexible & innovative delivery*
- *Appropriate content*
- *Inclusion in the identification, development & review of courses with local providers*
- *Throughput that meets the service demands*
- *Staff learning 'on the job'!*
- *Expertise*
- *Course Accreditation of 'post-registration' qualifications*

The Employer's 'Wish List'

- *Links with KSF*
- *CPD culture embedded in course*
- *Identify the value of interprofessional / multiprofessional leaning*
- *RPSGB links*
- *Progression routes*
- *Pharmacy Education to be all inclusive*

The North West Experience

- **Scoping exercise identified Medicines Management as key developmental area for Technician Education & Training**
- **Training need was identified as 'bigger' than standard FE provision**
- **FE Colleges were focusing on NVQ2/NVQ3 development & delivery so were not in a position to collaborate in the project**
- **Local experiences of Salford University providing Management qualification opportunities showed what the HEIs could offer**
- **Schools of Pharmacy within NW HEIs were consulted and LJMU agreed to participate in the initiative (September 2003)**

The North West Experience

The options of course 'status' were explored :

BTEC	X
NVQ	X
Certificate / Diploma	X
Foundation Degree	?

The North West Experience

- The Foundation Degree option appeared to 'fit the bill'
- The key stakeholders were consulted & agreed
- Steering Group was established consisting of both academia and employers alike
- 2 years of hard slog followed.....
- Course validation was achieved in April 2005
- First cohort September 2005
- Combination of teaching, learning and assessment methods were adopted that was appropriate to HEI, Employer and Employee

Benefits of HEI involvement in Pharmacy Technician Education & Training

- **A team of pharmacy experts ‘on tap’**
- **Provides higher level of training that new roles require**
- **The opportunity to tangibly influence the curricula and modes of delivery**
- **Involvement in the validation process**
- **The capacity and capability**
- **Allow flexibility**
- **The confidence to follow the project through to the end**
- **Acknowledgement & respect across the conurbation**

Challenges

- **Local agreement & support**
- **Funding**
- **Committed project teams**
- **Validation**
- **Innovative methods of learning**
- **The ‘guinea pig’ cohort!!**
- **Review and redesign of course to meet ever changing face of Pharmacy**

Summary

- **Pharmacy Technician Education and Training has to change in order to develop the skills knowledge and competences of the future**
- **HEIs are not just for Pharmacists**
- **Important to liaise with the employers, they can make or break the demand!**
- **Consider funding opportunities**
- **Ensure capacity and capability**
- **Higher skills for Pharmacy Technicians are being developed nationally and the HEIs are becoming an integral part of these developments**

Any Questions?

