An NHS Education South West funded project to design, develop, deliver and evaluate a programme of continuing professional development study days for registered pharmacists who wish to develop their knowledge and skills for potential extended roles in primary care.
Training needs analysis

- This was performed by asking stakeholders and pharmacists currently in primary care roles
- Their suggestions informed the design of the course content
Recruitment of participants

- 38 applications from registered pharmacists for 16 places
- Selected by work experience, motivation for course and future career plans
Welcome to the 'Pharmacist in Primary Care - An Introduction' CPD Course resource and collaboration space

The programme is designed so that knowledge and skills are developed in an integrated way with patient case illustrations to mirror the complexity of practice.

There are opportunities for clinical skills training, peer group work and sessions delivered by expert speakers. The days are facilitated by an experienced GP and a community pharmacist to ensure you optimise your learning.

Between contact days, you are encouraged to engage with recommended learning resources that are made available here and reflect on your practice to contribute to your CPD requirements.

The content of 'The Pharmacist in Primary Care - An Introduction' course is accredited by the Royal...
Clinical skills
Medicines optimisation
GP IT systems
High risk medications

Long term conditions

Course delivery

Communication training
Case-based discussion

Minor illness

PHARMACIST in PRIMARY CARE

www.exeter.ac.uk/medicine
Course evaluation

1. Study day feedback forms

2. Pre- and post-course MCQ test
   - 50% increase in mean score

3. Pre- and post-course semi-structured interviews
Participants’ global ratings of study days
Participant quote:

‘What has been a highlight moment?’

Trying to not always look too much at the meds and look at the holistic issues as well.
Participant quote:
‘What have you found most useful?’

Communication skills was the part that I found potentially most useful and will start to utilise tomorrow.
Semi-structured interviews

Participants varied in perceptions of pharmacists’ roles in primary care

Saw the role as a means to reduce the GPs’ workload, make primary healthcare service more efficient and more effective for patient care

All participants appeared willing to contribute to the relief of workload pressures

Those most established in GP roles were less willing to extend their skills as they were using medicines mx and optimisation skills already.

A common perception was that pharmacists currently working in primary care have high levels of job satisfaction
Semi-structured interviews

By far the most well-received aspects of the training course were:

1. The clinical skills teaching
2. Networking opportunities
3. Motivational way the course was delivered,

Chronic disease care sessions were discussed enthusiastically

Many of our participants were optimistic about the potential positive health outcomes for their patients when applying these skills in practice
Semi-structured interviews

All participants agreed that the training programme was best suited to pharmacists working in a GP surgery.

Participants who had little experience in primary care were concerned about how they might be perceived in this new role by members of primary care team.

Pharmacists thought that the role needed to be promoted to patients and worried that patients may not trust their advice in a GP setting.
Our observations:

- Too much content planned
- More clinical skills practice time needed
- Marketed an intro course to experienced pharmacists
- Medicines optimisation could have covered more clinical reasoning
Conclusions & Recommendations for Future Training
Designing for future pharmacist training needs:-

• Appropriate curriculum – relevant to practice
• Ability for tailoring to pharmacists’ needs & experience
• Mandatory contact teaching days
CPD for extended pharmacists roles needs:

- Independent prescribing qualification invaluable for extended roles
- Supervised clinical practice
- Case-based discussions & simulated learning tasks
Ensuring quality delivery of education

• Use of IT for e-learning and internet forums
• Involve primary care pharmacist, teacher-practitioners and clinical skills tutors
• Create opportunities for participants to practise skills, receive feedback & reflect
What have we learnt?

Clinical / communication training is required

- Takes time
- Resource intensive
- Requires skilled tutors
Other essential skill development needed

- Leadership skills
- Management of risk / uncertainty
- Negotiate their position in the MDT
Evolving role of pharmacists in primary care

- Interest shown by South West pharmacists
- Uncertain indemnity provision at present
- Career structure / progression needs clarity
Participant quote on integrating into a GP team:

Realising we won’t be flying solo in general practice and it’s ok to face a steep learning curve
Thank you for your interest in this exciting pharmacy development