

# PCPA VISION FOR PCN PHARMACY TEAMS

[www.pcpa.org.uk](http://www.pcpa.org.uk)

April 2019



## BACKGROUND

- Following a meeting at NHS England in February. PCPA were inspired to develop a vision for the PCN pharmacy teams of the future

## VISION

- Build on from pioneers in the last decade and continue the momentum of the national vanguard and pilot sites
- Realise the ambition of the Long Term Plan by ensuring succession of pharmacists and pharmacy technicians in the General Practice workforce and integration into Primary Care Networks

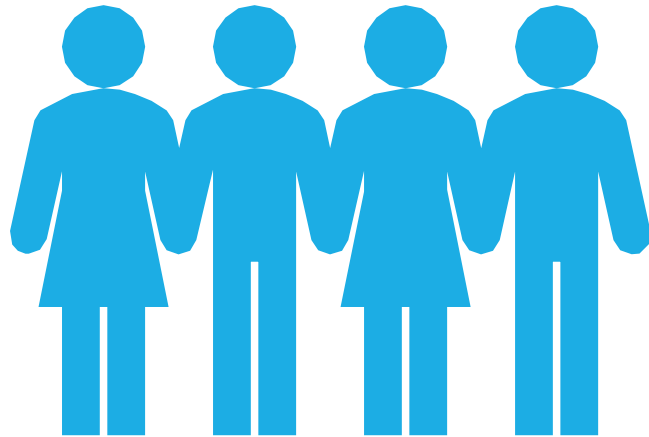
**THIS VISION  
DOCUMENT  
WILL BE  
UPDATED AS  
MORE  
INFORMATION  
BECOMES  
AVAILABLE**

**[WWW.PCPA.ORG.UK](http://WWW.PCPA.ORG.UK)**

# PRESENCE & VALUE WITHIN PCN

Opportunity to demonstrate collaboration within individual practices as well as local neighbourhood team

Servant leadership to the local community, utilising skill sets from community pharmacy background



System leadership, through development of trust and autonomy, pharmacists and pharmacy technician lead best practice to peers and various allied healthcare professionals

Innovate proactive management of long term conditions and prevention of disease

Pragmatic approach to data driven care, medication safety & patient engagement

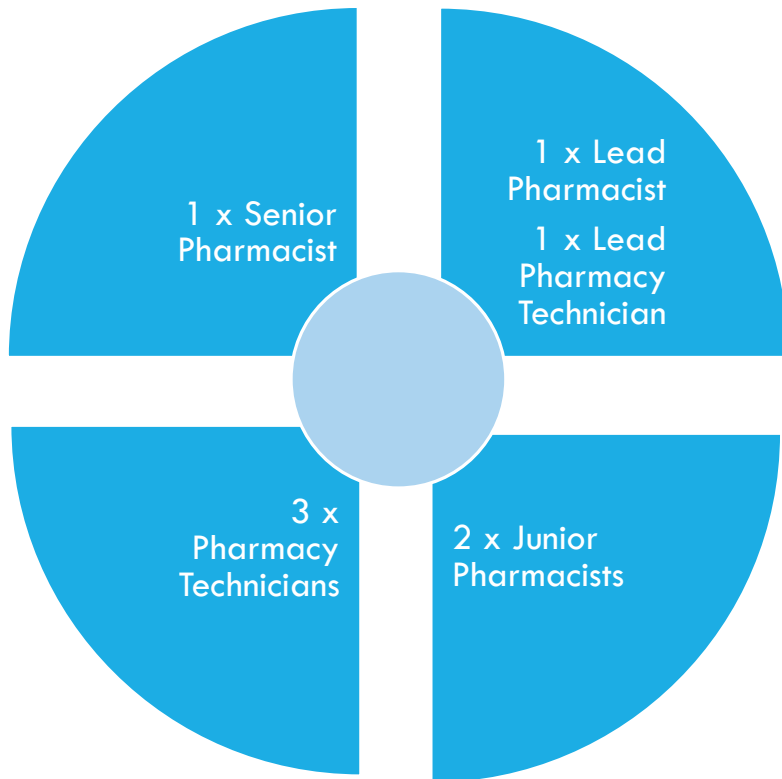
Contribute to multidisciplinary team for patients care within General Practice and the wider community team

# WHAT COULD A MODEL TEAM LOOK LIKE?

---



# 5 – YEAR VISION PHARMACIST/PHARMACY TECHNICIAN LED TEAM IN GENERAL PRACTICE



- ▶ 4 WTE pharmacists (seniors and juniors) plus 4 WTE pharmacy technicians covering the entire PCN – all 70% funded through the contract. Approx. £100,000 cost to PCN (233k through contract out of 726k available for additional staff) = £2.00 per patient pro-rata cost to PCN based on 50,000 pts.
- ▶ Each will have their own practice base but all working to the same protocols regarding medicines management at PCN level – 1 or 2 lead pharmacists overseeing the rest of the team. Enables sharing of reception/techs/pharmacists/clerk staff.
- ▶ Allows for contingency to management annual leave and sickness
- ▶ Create environment for career progression, succession planning
- ▶ Encourage an working culture of openness and development of autonomy

*Model based on PCN patient population of 50k*

# CLINICAL RESPONSIBILITIES



Managing complexity in polypharmacy and co-morbidity

Medication reviews, face-to-face, telephone or via remote access

Domicilliary reviews

Care Home Residents medication reviews

Ensure patient medication safety for high risk medicines

Improved patient access for minor ailments and acute presentations

Action of medication and medical device safety alerts

Adopting evidence base medicine and best practice

# NON-CLINICAL RESPONSIBILITIES



Quality Improvement, including Clinical Audit



Development of protocol and guidelines for locality and for shared care with acute trust



Collaboration with neighbourhood resources to support care management plans and social prescribing



Service Evaluation and Quality Improvement projects



Facilitate data driven care, sensitive to population health



Educational training and mentorships to peers and wider healthcare teams



Provide patient education and facilitate engagement



Facilitate national digital agenda; utilisation of EPS, eRD, NHS app, NHS email

# OPPORTUNITIES FOR CAREER DEVELOPMENT & PROFESSIONAL PROGRESSION



Consultant Pharmacists



Advanced Clinical Practitioner Roles



Mentoring, Leadership, Education



Joint Pre-Registration Tutor



FUTURE ROLES



Rotational portfolio roles: GP pharmacists and community/hospital pharmacists rotating/joint employment within a PCN



# QUALITY ASSURANCE



KPI data as part of national/local payment scheme

Identify clinical outcomes as well as value based outcomes

Ensure baseline data is extracted for benchmarking

Ensure standardisation of data capture i.e. read codes

Evaluate impact of structured education and development

# CURRENT WORKFORCE CONSIDERATIONS



Unknown census of pharmacists and pharmacy technicians working in General Practice

- Number of Independent Prescribers
- Those classed as senior
- Number of non-NHSE pathway pharmacists
- Number of NHSE pathway pharmacists who remain in practice

Under current funding proposal, potential for disruption for current working relationships

- Movement of employment due to funding stream

No current structured mentoring program

No current competency framework for progression in career

No protected titles for Advanced Practice and Consultant

# KEY SUMMARIES AND NETWORKS

[CLICK HERE](#)  
FOR DOCUMENT



CONTAINS

Key dates and timescales

PCN Contract summary

Advice for current pharmacists working in  
general practice

Resources and references

Kindly developed for PCPA by Helen Kilminster PPG Chair

KINDLY PROVIDED BY ZIAD  
SULEIMAN AND NIPA PATEL

REVIEWED BY THE PCPA EXECUTIVE  
COMMITTEE MARCH 2019

---

