

Pharmacy Technician Qualification Development

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Developing people
for health and
healthcare

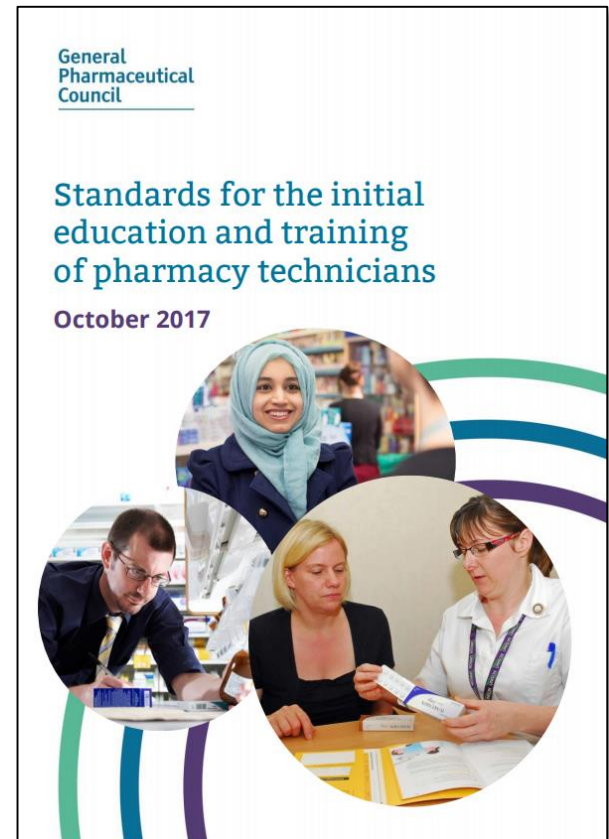


Pharmacy Technician education is fundamental to underpin the transformation and up-skilling of a large pharmacy technician workforce, enabling appropriate skill mix to support the infrastructure changes required to enhance the roles of clinical pharmacists and services across sectors.



Pharmacy Technician Qualification

- National Occupational Standards review 2015
- General Pharmaceutical Council Initial Education & Training Standards review
 - Council Sign off October 2017
 - One Qualification
 - Patient Centric
 - Core knowledge/Skills – any sector



Skills for Health commissioned to facilitate development of qualification

- Qualification Development
- Oversight Group
- Public consultation
- GPhC
- OfQual

April-June 2018

- Development of first draft qualification units (including indicative content) with Awarding Organisations and Subject Matter Experts

May 2018

- Project Oversight Group input

June – July 2018

- Public consultation period
- Stakeholder engagement events

July-Sept 2018

- Changes in response to consultation results

Mar 2018

- Qualification submitted to GPhC for approval
- Revision and re-submission as necessary

Apr 2018

- Qualification submitted to OFQUAL

Apr –Jun 2019

- Revision and re-submission as necessary in response to OFQUAL feedback
- Education providers commence development of curriculum and local implementation strategy

February 2020

- Trainees enrolled on new programmes delivering the new Pharmacy Technician qualification

THE QUALIFICATION IS BEING DEVELOPED BASED ON THE FOLLOWING PRINCIPLES

The qualification will be:

- developed *to meet the Initial Education and Training Standards* <https://www.pharmacyregulation.org/news/gphc-launches-new-education-and-training-standards-pharmacy-technicians> and regulatory requirements to register as a Pharmacy Technician post completion
- reflective of the knowledge and skills required for a **day 1 Pharmacy Technician** regardless of their working environment
- a **single** qualification to reflect the requirements of a blended course
- include **the underpinning knowledge requirements** with a focus on the science knowledge to reflect the patient centric standards
- based on the **National Occupational Standards** relevant to the role where available
- where possible utilise **existing units** from the current two qualifications which will be updated to meet the new IET Standards
- include **subject matter experts** during the development phase
- reflect any apprenticeship policy requirements in England as determined by the Institute for Apprenticeships
- meet the GPhC Evidence Framework for Initial Education and Training Course Providers

Title of Qualification....

Diploma in the Principles and Practice of
Pharmacy Technicians (Level 3)

- Skills for Health hosted an online survey on behalf of the Awarding Organisations involved in the qualification development from Monday 2nd July 2018 until noon on Monday 30th July 2018.
- Skills for Health received 475 responses to the consultation. 113 responses were complete responses covering each of the proposed 25 units. 362 partial responses were received.



- There was an overwhelming response from those practising or managing technical services, raising concerns over whether the qualification would support a pipeline of future pharmacy technicians working in this specialist area.



CONCERNS RAISED

- Initial Education and Training Standards 37 and 38
37 - Apply pharmaceutical principles to the safe and effective formulation, preparation and packaging of medicines and products
38 - Ensure the quality of ingredients to produce and supply safe and effective medicines **were not sufficiently covered in the DRAFT qualification**
- Removal of 'making medicines' units risked a lack of exposure to Technical Services for trainees and the potential effect on recruitment into the specialism
- Underpinning knowledge of **how** medicines are manufactured to the role of a pharmacy technician is important regardless of sector, for example in relation to clinical trials and Falsified Medicines Directive

- Following a review of the consultation feedback and subsequent discussion with the subject matter experts, it was agreed that IETs 37 and 38 were **not** sufficiently covered. To support this, an additional **knowledge unit** has been developed with subject matter experts titled '*Principles of safe manufacture of quality medicines in a pharmaceutical environment*'
- Historically, the Technical Services NVQ units were optional and could be utilised instead of other units to support specialist practice areas. Any qualification that is designed to meet an apprenticeship standard in England should consist of mandatory units only, as the apprenticeship model in England does not permit the inclusion of optional tasks to be occupationally competent.
- For those organisations wishing to assess skills or competence in this area, assessment can be achieved by utilising other units within the qualification. Thus meaning that the qualification is achievable in all sectors and meets the Apprenticeship standard, e.g. applying the '*assemble and check dispensed medicines and products*' skills based unit to the preparation and self check process within TS

The Awarding Organisation have analysed the consultation responses regarding appropriate assessment methods for each unit. Common proposals include:

- **Observed practice**
- **Assignments**
- **Professional discussion**
- **Reflective practice**
- **Knowledge tests**

As this qualification will align with the apprenticeship standard in England, Awarding Organisations have shared potential assessment methods with the Trailblazer Group to try and minimise over-assessment of on-programme assessment with the integrated end point assessment development for the apprenticeship standard.

- ✓ Apprenticeship Trailblazer group to submit Apprenticeship End Point Assessment (EPA) to Institute for Apprenticeships
- ✓ Awarding Organisations to submit qualification to GPhC for approval (11.4.19)
- ✓ Awarding Organisations submit qualification to Ofqual for accreditation
- ✓ Training Providers to begin developing their programmes ready for Feb 20 onwards intakes