

ROYAL PHARMACEUTICAL SOCIETY

Minutes of the meeting of the English Pharmacy Board - Open business

Minutes of the meeting held at 9.00am on 10th October 2019 in the Events Space on the 4th floor, at the Royal Pharmaceutical Society, 66 East Smithfield,

Present

Claire Anderson (Chair)
Sibby Buckle
Sandra Gidley
Mahendra Patel
Duncan Petty

Martin Astbury (Vice Chair)
David Carter
Brendon Jiang
Hemant Patel (left at 2.15pm)
Andre Yeung

Guests

Sunayana Shah
Jatinder Harchowal/Roger Fernandes
Mike Holden
Sumayya Kasuji
Fatema Mamdani
Isobel Lowings
Stephen Goundrey Smith

Industrial Pharmacists' Forum
Hospital Expert Advisory Group
RPS in Wessex
RPS in West Yorkshire
RPS in North West London
BPSA, Publications Officer
Pharmacist Consultant, Digital

In Attendance

Paul Bennett
Robbie Turner
Ravi Sharma
Gino Martini
Wing Tang
Neal Patel
Melissa Dear
John Lunny
Jonathan Bisby
Gareth Kitson
Sarah Cahill
Nicola Gray
Amandeep Doll
Stephanie West
Chris John
Joseph Oakley

Chief Executive
Director for Pharmacy and Member Experience
Director for England
Chief Scientist
Head of Professional Standards
Head of Corporate Communications and Engagement
Campaigns and Corp Comms Manager
Public Affairs manager
Public Affairs executive
Professional Development and Engagement Lead
RPS Clinical Fellow
Regional Liaison Pharmacist
Regional Liaison Pharmacist
Regional Liaison Pharmacist
Head of Workforce development
Head of Assessment and Credentialling

Corrinne Burns
Yvonne Dennington

Pharmaceutical Journal, RPS correspondent
Business Manager, England

Apologies

Thorrund Govind
Ash Soni
Tracey Thornley

19/107 Welcome and Introductions

The Chair welcomed EPB members and staff to the meeting and asked all present to introduce themselves. She invited visiting members to contribute to the discussion if they wished.

The Chair advised that today the RPS and EPB will be supporting the Pharmacist Support GoGreen4PS campaign, and will be launching the RPS GB wide Mental Health and Wellbeing survey to coincide with this campaign and World Mental Health Day. All attendees were asked to wear something green in support.

19/108 Apologies

Thorrund Govind, Ash Soni and Tracey Thornley gave apologies. Hemant Patel left the meeting at 2.15pm as he was unwell.

19/109 Declaration of Interests

The English Pharmacy Board noted paper 19.10/EPB.03. Board members were reminded to send in any amendments to their declarations to Yvonne Dennington and were also asked to state, in the interests of best practice, any declared interest at the start of the discussion to which it relates.

19/110 Minutes of the meeting held on 19th and 20th June 2019

The minutes of the meeting held on 19th and 20th June 2019 circulated as 19.10/EPB.04 were agreed as an accurate record of proceedings subject to the minutes of 20th June, page 5 item 19/86 – CPD should read CBD.

19/111 Matters arising not specifically included on the Open Business Agenda

19/66 (2) – Community Pharmacy expert advisory group – RT reported that it is in the business plan for 2020 which will need budget approval from the Assembly in November.

19/88 (3) – work on the ambassadors web page has commenced.

19/51 – Digital capabilities - on the agenda for this meeting.

18/121 – meeting with Matt Hancock – this item to remain open.

19/112 Updates from Team England

The English Pharmacy Board **noted** the update papers 19.10/EPB.06 (i) – (vi).

- (i) Local Engagement – noted. The EPB were informed that Gareth Kitson will be leaving the RPS at the end of the year to take up another role. RS said it will be time to take a fresh look at local engagement and building on GK

accomplishments. GK was thanked for all his hard work and given well wishes for his future.

Action: A paper will be submitted to the EPB in January with proposals for taking local engagement forward from a national perspective.

- (ii) Public Affairs – noted.
- (iii) Policy and Consultations – noted
- (iv) Digital (IM&T) – noted.
- (v) Joint GB Policy – noted. It was highlighted that this is a new update. This follows on from the cross board working day where there was agreement to take a more collaborative approach to GB policy formation. This paper is the start of the process which will develop over time. There was some discussion on the length of time it takes for policy formation (3 months). This is a realistic approach of the time it takes to develop a policy but of course there will be exceptions where there is an urgent need. This time line is also designed to manage expectations, involving boards, experts and members is a timely process. The question of who leads on a GB policy was put forward. This is part of the developing process and also about sharing resources.
The policy flow chart is not new – policy development has followed this process for a number of years.
Action: It was suggested that GB policy be for discussion and not for noting on future agendas.
- (vi) System leadership - noted

19/113 Public Affairs and Policy Statements

Pharmacogenomics

The English Pharmacy Board noted and agreed with the position statement - paper 19.10.EPB.07.

Pharmacogenomics was discussed at the working day with a presentation from NHS England and it was highlighted how quickly this will be upon the pharmacy profession, it is moving at pace and will create opportunities for pharmacists.

There was further discussion on what could be done to take members on the journey of pharmacogenomics, these were some of the points raised to consider:-

- Working with the PJ on some articles
- Strategic planning with universities
- Information will be needed on a number of levels
- Public will be asking pharmacists to interpret data
- Pharmacogenomics needs to link in with person centred care – looking at lifestyle, demographics, prescribing etc

19/114 Science and Research Update

The English Pharmacy Board noted paper 19.10.EPB.08

Gino Martini highlighted some of the issues that he has been dealing with:-

- Over prescribing of opiates

- CAR-T therapies
- DNP – working on trying to get it banned and reclassified as a poison
- CBD – most products on the market are not legal – working with MHRA to understand the exempt clause – have meeting with GPhC and MHRA on 5 November.
- Nitrous oxide ampules – trading standards has asked for our help – we are currently unable to find person who can test these ampules to a criminal standard
- RPS conference – currently received 42 abstract submissions.
- QPs – working on assessing the number of pharmacist QPs that may be needed as a result of Brexit and the drug supply chain.
- AMR group – supporting their E-bug campaign within schools

19/115 Education and Professional Development Directorate

The English Pharmacy Board noted update paper 19.10/EPB.09.

Gail Fleming introduced this item. The Education Governance Oversight Board met in Sept and is moving on with the post registration training boards. The GPhC is taking a central role and is looking at post registration and training. EGOB has written a number of letters advocating for foundation training with a series of meetings being set up including a meeting with the Chair of HEE Sir David Behan and NHSI People Plan Chair Dido Harding. There was some discussion regarding lobbying for parity with other healthcare professions with the ambition that all pharmacists have 2 years foundation training.

RPS will be publishing a Foundation Pharmacists framework on November 17 at the RPS conference – hold a roundtable event at the conference is currently being considered.

The publication of the Consultant Pharmacist guidance is awaited. It is hoped once published that the RPS can get underway in January with approving posts and credentialing applicants by April.

The mentoring platform has been launched and is gathering pace. All board members are encouraged to be mentors. Training and support materials are available on the site.

Apprenticeships

There was a stakeholder meeting in July to discuss apprenticeships, where some of the questions on whether the course meets degree level were discussed – it was a positive meeting. The employers group met last week and a statement should be released by the end of October. There is still a lot of interest in apprenticeships as it gives students more choice, but there are still questions to be answered about the detail of the proposals and the funding.

Assessment and Credentialling

Joseph Oakley introduced this item with a short presentation. He said that taking a national collaborative approach was critical to its success, and the RPS was well placed to take on this role. It is important to define the assessment principles (see slide). The assessment process must be able to fund itself.

Faculty Review

Chris John introduced this item with a short presentation.

The main driver for the review was that the Faculty had not fulfilled its original ambition with only 2% of the membership completing the Faculty curriculum. The brief for the review was to define a service that was modern, accessible and recognised. There are a lot of challenges but it is an opportunity to realign the programme and ensure it interfaces with the foundation programme. The recommendations from the review will be taken to the Assembly meeting in November.

If the recommendations are accepted by the Assembly there will need to be an implementation plan and it is proposed to have 5 workstreams, namely

- Infrastructure
- Secure ownership
- Programme definition
- Modelling
- Membership – define the offer

Chris and Joseph were thanked for their presentation and discussion followed. Gail said it was difficult to give timelines for this work as partnerships need to be formed. It was generally agreed that there is a need for assessment and credentialing as pharmacists continue to embrace more clinical roles. It is important to develop an approach that is consistent with the other health professions and to map out career pathways. This approach will support portfolio careers as core attributes are the same across sectors, and will help to build a more fluid flexible workforce.

19/116 English Pharmacy Board Work Plan

Ravi Sharma introduced this item with a team presentation.

Public Affairs

A short roundup of work currently on the agenda was highlighted which included:-

- APPG – changes in secretariat and officers
- Political change
- Brexit
- Stakeholder engagement
- Queen's speech
- Possible general election
- Party conferences – a more detailed roundup of the Conservative Party conference was given. A number of encounters with MPs took place and the public affairs team will be following these up.

There was some discussion on the value of starting to develop a manifesto for pharmacy with the threat of a general election in the near future. Points such as pharmacogenomics, workforce development, education future for the profession, safe culture, could be raised again.

Local Engagement

Another cohort of ambassadors have been recruited with an induction day planned for w/c 14th October. They will be provided with the policy highlight document and stakeholder meeting toolkit.

Workforce Pressures

The Mental Health and Wellbeing campaign was launched today with the release of a survey (for members and non members), coinciding with World Mental Health day across RPS in England, Wales and Scotland. The survey will run for two-three weeks depending on response rates and will then be analysed. A report will be published and a roundtable event will be held. Evidence will be used to support the on going lobbying to raise awareness of workforce pressures with government, NHS and key stakeholders. It is envisaged that the survey will run annually to enable benchmarking.

There was some discussion on how RPS work could build on the work of others to gain greater traction. Mental health issues are multi factorial and not all are preventable therefore the terminology used is important.

System Leadership

The regional liaison pharmacists gave a short update on their work over the past 18 months, which has culminated in an on line resource being launched at the Clinical Pharmacy Congress in April 2019 which is now being supported by 4 roadshows to help members understand the system and their vital role within the new structures and is helping to bring the resource to life. Other engagement methods include blogs, webinars and podcasts.

The online resource is iterative and there is potential for more roadshows to be held. It is important to keep up the momentum for this work.

The regional liaison pharmacists' roles come to an end in November. The three pharmacists were thanked for what they have achieved over the past 18 months.

Concerns were raised as to how this work will be supported in the future and what will be the next steps as this work has resulted in real tangible engagement with the RPS. Ravi responded saying that there are plans in the budget for next year to support engagement if approved by the Assembly. There will be more information on this at the board meeting in January.

Digital Capabilities

Stephen Goundrey Smith introduced this item with a short presentation and workshop. Stephen has been commissioned by the RPS on a two day a week basis to lead on this work stream which is GB wide.

Over the past 30 years services have moved from product centred to patient centred. Digital systems will allow pharmacists to have greater integration with the NHS with more enablement such as access to patient records and referrals and in the future artificial intelligence will play a greater part. Digital capabilities is not only

about IT skills but about the softer skills such as communication, consultation, record keep etc and also about engendering confidence. Various initiatives on digital capability are currently being undertaken across other health professions and NHSE and HEE.

Three separate groups were formed to look at three questions (as per slide) to help inform the digital capabilities strategy for the RPS. Flip charts notes were recorded to help with this development. A strategy will be developed over the next couple of months and will include the resources we can provide for members. This will be circulated to the Boards for their comments.

19/117 Innovators' Forum

The English Pharmacy Board noted paper 19.10.EPB.11 and had further discussion on the proposal for change proposed in the paper.

After much discussion, with various views on the value of the forum being expressed, along with ideas of what it should and shouldn't be, it was agreed that the preferred option 3 should be adopted and more detail should be developed – "Option 3 - to discontinue the Innovators' Forum but replace it with a forum that engages members in terms of a focus group or reference forum".

Action: A paper expanding on option 3 will be developed.

19/118 Pharmacy and Members Experience update

Inclusion and Diversity programme

Gareth Kitson gave a short update on the programme so far.

Asif Sadiq has been appointed as chair, he is an influential expert in this field. The survey had a good response rate and will help inform the strategy for this programme of work. Workshops have been arranged in England, Scotland and Wales to further inform the strategy. Asif Sadiq will be leading a session at the RPS Conference in November. The strategy report will be written following the conference and workshops and should be published early in 2020. Other events related to the programme are Pride, Women in Leadership day and Black History month.

This programme of work has been well received by the membership, and it is helping to drive a sense of belonging to the organisation.

There was some discussion about the National Association of Women Pharmacists (NAWP). The RPS continues to work with the NAWP and they will be present at the Inclusion and Diversity round table event.

RPS conference

Bookings are gathering pace and it is hoped that with the new initiative of holding a deposit for "no shows" that attendance numbers will be maintained.

Board members were encouraged to engage with their networks to drive numbers up as the conference is free for members.

19/120 BPSA

Isobel Lowings, the Publicity Officer for the BPSA, gave a short update on the current work streams of the BPSA which included the following:-

- Membership numbers are turning around and looking again at introducing paper sign up
- Executive meeting will be held in Huddersfield with area conferences happening in November – Robbie Turner is attending the Executive meeting
- Mental Health and Workforce
- Hygiene products – cost and tax
- Vaccination schedules - PH campaign to raise awareness
- Brexit transition period
- Equal opportunities – celebrating black history month
- Investigating disparity in pre-reg pass rates
- Female leadership
- Podcasts – students discussing issues happening in pharmacy that matter most
- Oriol – taking into account previous work experience of students

Roger Fernandes invited the BPSA to attend the Hospital Expert Advisory Group meetings.

There was discussion about raising the profile of BPSA through the PJ. Robbie Turner reported that he was in discussions with the Editor on this issue.

The RPS Ambassadors will be working together with the BPSA.

19/121 English Pharmacy Board Communications Plan

Melissa Dear and Neal Patel gave a short presentation update.

Melissa gave a round up on recent media appearances and articles on various subjects i.e prescription charges, medicines shortages, new heart checks in community pharmacy, polypharmacy and said how this was an excellent medium with which to reach pharmacists, patients and the public and the reach involved millions of viewers and readers. Story telling engenders good engagement and has real impact.

Melissa was thanked for the great work she does in elevating the RPS profile.

Neal went on to emphasise the importance of website traffic and why it matters and how it drives what we do as an organisation. Future work was highlighted:-

- Pharmacists' mental health and wellbeing campaign – launched today
- Mentoring – it is important for its success to get a high number of mentors – board members are encouraged to be mentors

Many media requests present and it is important that those trained to be spokespeople are available to take up these requests but also to assess the risk/benefit of doing so.

Action: In future, before EPB meetings agenda setting, members will be invited to a webinar to help shape agendas to improve member engagement and transparency across England, Scotland and Wales

19/122 Brexit Update

John Lunny gave a short update. Currently the RPS is in good communication with the Department of Health and preparations for a “no deal” Brexit are increasing. The first SSP has been issued and sent out to membership.

Medicines shortages remains an issue and the RPS is considering what resources their members may need to help them deal with the associated problems of shortages and with communicating with patients and public. It was agreed that a set of principles would be useful for members and should include a message about having confidence in the supply chain and not to stockpile. It is to be noted that medicines shortages is a world wide problem and not only associated with Brexit. Any advice given cannot be in conflict with the Medicines Act. The RPS keeps its website updated with new information as it is released.

The medicines shortages poster developed by the RPS has been well received by members and is downloadable from the [website](#).

19/123 Key Messages

The key messages from the meeting were:-

- Mental Health and Wellbeing Campaign – Pharmacist Support
- Pharmacogenomics
- Workforce/Digital Capabilities

19/124 Any other business

Pharmacists transition to become doctors through extra training

Action: As Hemant Patel was not present to discuss this item it was agreed that it would be held over until the January meeting

Declaration of Geneva

Sibby Buckle raised this issue and read out the declaration to those present, it is a modern version of the Hippocratic oath taken by doctors. A discussion continued of the merits of having something similar for pharmacists.

Action: it was agreed that the Chair and SB have a meeting to discuss this with the Head of the Schools’ Council.

19/125 Close of meeting

The meeting closed at 16.00pm

19/126 Dates of next meetings

Dates for 2020

EPB working day - 29th January

EPB meeting – 30th January

EPB working day – 22nd April

EPB meeting – 23rd April

EPB working and induction day – 17th June

EPB meeting – 18th June

EPB working day – 7th October

EPB meeting – 8th October

Board Members please note: *All of the above dates are to be diarised across all EPB members. Board meeting dates are firm dates but Working Days will only be used at the discretion of the Chair and the Director for England.*

The dates for 2020 will be approved by Assembly in July, they will then be circulated.