

ROYAL PHARMACEUTICAL SOCIETY

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

**Minutes of the meeting held at 30th January 2020 in the Events Space on the
4th floor, at the Royal Pharmaceutical Society, 66 East Smithfield,**

Present

Claire Anderson (Chair)
Sibby Buckle
Sandra Gidley
Thorrund Govind
Mahendra Patel
Tracey Thornley (left at 3pm)

Martin Astbury (Vice Chair)
David Carter
Brendon Jiang (left at 2pm)
Hemant Patel
Ash Soni
Andre Yeung

Guests

Sue Kilby
Regan McCahill
Paul Wright (left at 3.25pm)
Annett Blochberger
Faraaz Hussain
Mohammed Hussain (left at 3.25pm)

Industrial Pharmacists' Forum
BPSA, President
CPOs Clinical Fellow
CPOs Clinical Fellow
RPS in West Yorkshire
RPS Member

In Attendance

Paul Bennett
Robbie Turner
Ravi Sharma
Gail Fleming (via skype)(item 8 only)
Lynne Smith
Wing Tang (item 10 only)
Neal Patel (item 10 and 13 only)
Melissa Dear (item 13 only)
John Lunny
Jonathan Bisby(item 13 only)
Hanna Jenvey (item 13 only)
Sarah Cahill (left at 12.15)
Helena Rosado (item 9 only)
Corrinne Burns
Yvonne Dennington

Chief Executive
Director for Pharmacy and Member Experience
Director for England
Director of Education and Professional Development
Assembly Lay member
Head of Professional Standards
Head of Corporate Communications and Engagement
Campaigns and Corp Comms Manager
Public Affairs manager
Public Relations executive
Events Manager
RPS Clinical Fellow
Senior Researcher
Pharmaceutical Journal, RPS correspondent
Business Manager, England

Apologies

Duncan Petty

20/16 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.

20/17 Apologies

Apologies were received from Duncan Petty.

20/18 Declaration of Interests

The English Pharmacy Board noted paper 20.01/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. Yvonne noted amendments to interests and will update the paper for the next meeting.

20/19 Minutes of the meeting held on 10th October 2019

The minutes of the meeting held on 10th October 2019 circulated as 20.01/EPB.04 were agreed as an accurate record of proceedings.

20/20 Matters arising not specifically included on the Open Business Agenda

18/121 JL wrote to Matt Hancock's office but to date no meeting, but there is a meeting in the diary with the Pharmacy Minister for February.

19/121 With the new ways of working for 2020 holding member webinars to help shape board meetings will be actioned.

20/21 Updates from Team England

The English Pharmacy Board **noted** the update papers 20.01/EPB.07 (i) – (iv).

- (i) Local Engagement – noted.
- (ii) Public Affairs – noted.
- (iii) Policy and Consultations – noted.
- (iv) Digital (IM&T) – noted.

20/22 Science and Research Update

The English Pharmacy Board noted paper 20.01/EPB.09

This item was taken early at the meeting therefore Gino Martini was unable to join the meeting via Skype and Helena Rosado gave the update in his place at the meeting.

Helena gave a short verbal update focusing on the following:-

- The Science and Research Board was dissolved at their last meeting in December 2019 – good applications have been received for the new Board – the process to finalise the selection of applicants will take place over the next couple of weeks

- The Science and Research summit will take place at County Hall in London on 19th June. Currently working with the Events team on finalising the programme. Hope to launch the event in March. Calls for abstracts are open.
- E-cigarettes policy will be launched in Q1 2020. The policy is designed to help members give guidance to patients and the public.
- A review of the Research Ready programme has been conducted and a workplan to action the recommendations is currently being drafted.

PB thanked Helena for the update saying that an awful lot was being produced for the small team. He noted a structural change in that the Chief Scientist is now reporting to RT to strengthen the links between Science and Research and Practice.

20/23 Education and Professional Development Directorate

The English Pharmacy Board noted update paper 20.01/EPB.08.

Gail Fleming introduced this item via a skype call and gave some key headlines:-

- RPS are attending GPhC workshops on a programme of initial education and training standards of pharmacists – there is another meeting in early March.
- Apprenticeships – meetings of the employer group have been suspended and we have been informed that there will be a new focus on communications for 2020 but to date have heard nothing further.
- Foundation training – a new board has been established – the National Foundation Pharmacist Programme Board (NFPPB). The first meeting of this board will take place at the end of February and be co-chaired by RPS/GPhC.
- Faculty Review - work is ongoing to support the recommendations of the faculty review. This work has been positive for the RPS credentialing service.
- Consultant pharmacist posts – successful launch of this service on the same day as the guidance was issued.
- Mentoring – has exceeded the target of 500 mentors and mentees – the number has now reached 717 with 156 live relationships. More work needs to be undertaken to understand the data, re sectors of practice, those who are actively speaking to a mentor and those who have not managed to secure a mentor.
- The Faculty and Education Board was dissolved in December 2019. 52 applications have been received for the new committee. A short listing process is currently being conducted.

The question was raised regarding the number of training providers who are currently flooding the market, and in some cases charging extortionate amounts, and how pre-regs can protect themselves in this market.

Action: BPSA to work with RPS to consider how we can support students to navigate the quality of external pre-reg training providers.

20/24 Pharmacy and Members Experience update

RT introduced members of his team to update as follows:-

Events – Hanna Jenvey

- 44 national events were held in 2019 with around 4000 delegates
- Successful annual conference in November with 570 people attending – with positive feedback which will be used to shape the future. Students reported the content was not relateable to them – 2020 will include more for students
- 2020: 40 events are scheduled. Working on collaboration at events with RCGP and RCN – want to make the most of multi disciplinary opportunities
- Career support – working with Education to meet the needs of the profession
- Conference 2020 will retain Medicines Safety as the theme
- Working with NHSE – have secured funding for 2 x PCN events – one in London and one in Leeds.

Membership – Neal Patel

- Renewals campaign is underway running from January to May with a focus on the value of membership.
- Membership cards – listening to feedback (plastic pollution) and looking at other options

Digital MEP – Wing Tang

The MEP is published annually, is highly valued and drives volume to the website. Currently developing a digital version to improve member value and experience and to protect RPS intellectual property. The new product is scheduled to be ready by the end of 2020. There was some discussion that it should be an App and available on a smart phone, but WT said that the team have explored this option but the cost of development and maintenance is prohibitive at this stage. A further discussion took place on the importance of protecting intellectual property and disciplining those who use member benefits without paying for them.

20/25 Team England 2020

RS introduced this item recapping on the work of the past year and looking at the forward plan. The presentation was circulated to board members before the meeting.

The priorities for 2020 are

1. Primary Care Networks
2. Community Pharmacy Transformation
3. Workforce wellbeing
4. Member engagement
5. Partnership working - NHS, organisations, government and ministers

Some of the England priorities overlap with the GB priorities for 2020:-

1. Workforce wellbeing
2. Inclusion and Diversity
3. Innovation and technology
4. Member Engagement
5. Proactive policy programme
6. RPS Education offer

Discussion followed on:-

- PCNs: changing the aim to reflect pharmacists working with PCNs, this will be a boarder offer. PCNs offer a great opportunity for aspiring pharmacists – RPS needs to advocate for the role of consultant pharmacists in PCNs.
- Digital – the inability to get systems to talk to each other is a barrier. HW said there is work going on regarding interoperability and the flu vaccination has been used as a pilot. Mohammed Hussain added that with GPs they have a GP IT committee that signs off on all delivery whereas pharmacy has various optional groups that sign off. SB added that pharmacy was a very different model from GPs whereby there are many PMR suppliers and they are independent.
- Value proposition – some of the work in the programme for 2020 will address this issue – the challenge is helping members to understand how RPS fulfils their need.

Workforce wellbeing

RPS are working in partnership with Pharmacist Support on this. The survey brought in around 1300 responses, some of the stories are compelling. There will be a more detailed report out in the spring and a roundtable. RPS will develop policy asks which will be worked up with board members before publishing. RPS will be collecting examples of good practice. We will be using 6th February “time to talk” initiative to publish blogs, etc. BPSA President added that workforce wellbeing is one of their priorities that they are currently working on.

The RPS results are very similar to those of the BMA and Lynne Smith added that the results were very similar to other organisations she had worked with, it is clearly a major issue.

Need to raise awareness of this issue with GPhC, some of the issues are systemic – ensure environments are safe and targets are appropriate, pharmacists should get paid for breaks when they are signed in as the responsible pharmacist. Stakeholder engagement is taking place with the major stakeholders.

Action 1: develop a principle around Responsible pharmacists being able to take breaks that are paid for – share draft between board meetings.

SG referred to the work that was undertaken on the “Just Culture” project a few years ago and suggested reviewing this as much of it is still relevant.

Action 2: Review the work done on the “Just Culture” project to assess how much is still relevant

Digital Capabilities

This is an area that is moving at pace and RS called for some suggestions on where we should be focusing our efforts.

Pharmacogenomics is set to change practice and there will be an enormous role for the RPS in supporting members to embrace this change.

Public Affairs

JL introduced this item saying a new majority Government is likely to mean new legislation of which there has been a dearth for the past 3 years. Jeremy Hunt has been appointed Chair of the Select Committees. Currently working hard to contact new MPs. The APPG has been reconvened with a new secretariat. 2020 will bring about a new legislative programme, March budget, Brexit implementation period, NHS people plan, NHS policy landscape and regulatory reform.

Action 3: JL to circulate key messages to board members

20/26 BPSA

The Chair welcomed Regan McCahill, President of the BPSA, to the meeting. Regan said she had taken on the role of President in July 2019, when the BPSA was not in a good place due to a variety of reasons. Much progress has been made since then and she thanked the RPS for its support. She added that there were 19 board members across 3 countries who met and communicated on line for 2 days 6 times per year. Regan noted some of the areas of work for the BPSA:-

- Emergency medicines
- Protection and safeguarding
- Hidden illnesses
- International events – Korea
- Science and practice conference
- Aligning medicines to wider health issues – working closely with the Epilepsy society
- BPSA week long conference – election of officers, awards evening and a ball

The Chair offered to work closely with the BPSA.

20/27 Digital Marketing and Comms

Neal Patel introduced this item and illustrated his new team structure with a slide, saying that he now had an incredibly talented team with clear lines of responsibility for the different areas of comms and marketing.

NP recapped over the recent ITV programme and how the follow up had unfolded. This unfortunate episode resulted in a positive news story for pharmacy and saw the profession come together to defend pharmacy and correct the misconceptions. The team's response to this issue was impressive.

20/28 Key Messages

The key messages from the meeting were:-

- Education
- Workforce wellbeing
- Supporting pharmacists in a changing NHS

20/29 Any other business

Pharmacists transitioning to become doctors through extra training

There were mixed views from Board members on this issue. There was a call to welcome the opportunities to take up this extra training and positioning the profession well in the NHS and increasing the opportunities for pharmacists, while calling for a level playing field of offering other professions extra training to become pharmacists. The counter argument was that the profession is proud to be pharmacists and should not be considered inferior, and the NHS should make better use of its existing workforce, skill mix and the expanding role that pharmacists can offer. Some think that there is no need for more GPs but that there is a growing need for a more flexible and agile workforce. Pharmacists do a good and important job for the population of this country and must be proud of their role.

There were other comments made such as the disappointing interest from pharmacists in the Mary Secole leadership programme – more should be done to encourage pharmacists to engage with these programmes.

AY declared an interest relating to CPCS. He said it was important to get pharmacists into leadership roles and went on to explain some of the problems with support for pharmacists in their consultative role with CPCS, saying that variance is the enemy.

JL cautioned commenting on this proposal until more detail is announced as it could detract from the RPS calling for expanding roles for pharmacists. RPS should be investing in its own profession and the importance of the role of pharmacists and preserving the future.

The English Pharmacy Board decided to support the view to make full utilisation of pharmacists' roles and invest in their post graduate development. RPS will need further detail on any proposal before being able to comment any further.

20/30 Close of meeting

The meeting closed at 16.05pm

20/31 Dates of next meetings

The dates of all future meetings are still to be confirmed.

The AGM will be held on 29th April 2020.