

The [NHS Consultant Pharmacist Guidance](#) sets out the requirements for the use of the title Consultant Pharmacist; that the individual has undergone the RPS credentialing process and the post has been approved.

*“A consultant pharmacist is a pharmacist who has developed and demonstrated high level expertise in their area of practice and across the four pillars outlined in the 2005 guidance, namely clinical practice, leadership, education and research. They have been credentialed as such **and** have been appointed to an approved consultant post.”*

Consultant pharmacists who were appointed to an approved post before the guidance was published and the credentialing process was launched are considered legacy post holders and are also eligible to use the title consultant pharmacist.

When posts or people are undergoing the recognition processes there may be ambiguity over the use of the consultant pharmacist title. The following sets out how this should be managed.

A consultant pharmacist post has been created and is yet to undergo approval and the employer would like to begin recruiting.

Employers are encouraged to submit their post for approval as early as possible in their development process. They are welcome to begin the recruitment process pending the approval of the post; the RPS recognises that timelines may not always align and would not want this to jeopardise the creation of a new consultant pharmacist post.

It must be made clear, however, that the post is awaiting approval throughout the recruitment process (e.g. in the job advert and at interview) and that the successful applicant is expected to be credentialed at consultant level. The employer must also accept the risk that aspects of role, such as elements of the job description or person specification, may be subject to change through the approval process.

The title consultant pharmacist must not be used until post approval is confirmed and the pharmacist has successfully been credentialed at consultant level. This includes the use of titles such as *consultant pharmacist in training* or *consultant pharmacist (pending approval)*.

A pharmacist has been appointed to an approved consultant pharmacist post but has not yet undergone consultant pharmacist credentialing and is not a legacy consultant pharmacist.

A pharmacist may be appointed to a consultant pharmacist post if they have not yet been credentialed. This may be because the interview panel believes they fulfil the criteria but have not yet been credentialed or because they are the most suitable applicant and although they have not yet developed all the required competence the employer wishes to support them to develop to consultant level.

Throughout this period the post remains approved, however, until the pharmacist has successfully undergone the credentialing process, the title consultant pharmacist can not be used. This includes the use of titles such as *consultant pharmacist in training* or *consultant pharmacist (pending approval)*.

A pharmacist has been credentialed as consultant-ready but is not in an approved consultant pharmacist post.

Pharmacists are encouraged to undertake consultant pharmacist credentialing in preparation for applying for consultant pharmacist posts or as part of their professional development journey. If a pharmacist has been credentialed at consultant level, this can be recognised as part of their professional qualifications. However, they must not use the title consultant pharmacist if they are not employed in an approved post.