

RPS Hospital Expert Advisory Group (HEAG) Meeting Report

Held on

Thursday 2 July 2020

Present

MEMBERS: Yousaf Ahmad, Mark Borthwick, David Campbell, David Cook, Oweikumo Eradiri, David Erskine, Roger Fernandes, Steve Gage, Jatinder Harchowal (Chair), Karen Harrowing, Raliat Onatade, Sumara Parvez, Tracy Rogers (TR), Rahul Singal, Steve Tomlin

RPS: Amandeep Doll, Robbie Turner (RT), Ravi Sharma (RS), Gino Martini, Gail Fleming, Elizabeth Ward, Wing Tang, Rebecca Braybrooks (notes)

APOLOGIES: Amanda Bevan, Thomas Cox, Melinda Cuthbert, Matthew Elswood, Caroline Parker

BY INVITATION: Wasim Baqir, Natasha Callender

1. Welcome and introductions

The Chair welcomed members and invited guests attending the first virtual RPS HEAG meeting. Introductions were made.

To note, the Chair thanked Chris John (no longer at RPS) for his work supporting the HEAG and welcomed Gino Martini, RPS Chief Scientist formally, who is now supporting HEAG.

2. Summary notes from last meeting and matters arising

The summary notes from the last meeting were accepted. Updates to actions as set out on Action log. Updates:

TR – set up and using PGD template. Productivity has increased. To review the work for future use.

ACTION: To review terms of reference (TOR) for the group going forward (including meeting format and stakeholder management); JH to speak with GM, RT and RS before inviting Liz Fidler, President APTUK to future meeting

3. Update from RPS - Inclusion & Diversity Strategy

<https://www.rpharms.com/recognition/inclusion-and-diversity>

HEAG heard an update on the new RPS Inclusion and Diversity strategy released on the 22nd June 2020. Having spoken to hundreds of pharmacists and many organisations to build up the strategy for the profession, a detailed plan was in place to launch until COVID19 happened. Having paused the work, this has been reviewed and renewed. There is still much to do in this area. RPS commitment to the profession is to deliver through change.

The three strategic pillars/ priorities are:

- Create a culture of belonging
- Champion inclusive and authentic leadership
- Challenge barriers to inclusion and diversity

What RPS has done to date includes:

- Gender and Ethnicity pay gaps released and action plans agreed

- Letter to equality minister raising awareness of a need for risk assessment for at risk/ BAME pharmacists and their teams
- United Kingdom Black Pharmaceutical Association (UKBPA) and RPS survey collecting data on how many risk assessments have been undertaken
- Welcomed announcements from NHSE/I and GPhC

What are the next steps:

- Set up an inclusive action group: networking across the profession and delivery of our strategy
- Work with partners across the profession to address Black students' registration assessment pass rates
- Continue to improve inclusion and diversity in RPS events, programmes and assessment through Equality Impact Assessments
- Address systemic workplace inequalities and discrimination across the profession
- Integrate inclusion and diversity into RPS mentoring programme
- Early Careers Advisory Group launches, objective to improve the sense of belonging for all pharmacists.

HEAG discussions included comments on the work done to date, work that's required and how this should be pushed forward, how leaders must actively contribute and that there will need to be accountability on all agendas. There will be a workforce pledge to sign up to following stakeholder work that needs to be completed.

ACTION To invite Amandeep Doll to future HEAG meetings to update on I&D workstreams

4. System Level Data & Analytics / Clinical Pharmacy – Quality & Performance Measures

([https://www.rpharms.com/Portals/0/RPS_document_library/Open_access/Support/HEAG_documents/RPS HEAG Metrics Slide \(WB\) 01 07 2020.pdf?ver=2020-07-21-145534-523](https://www.rpharms.com/Portals/0/RPS_document_library/Open_access/Support/HEAG_documents/RPS_HEAG_Metrics_Slide_(WB)_01_07_2020.pdf?ver=2020-07-21-145534-523))

Presenters were Natasha Callender, Clinical Fellow at NHS England and Improvement and Wasim Baqir, National Pharmacy Lead (Care Homes), Pharmacy Integration Programme, Primary Care Strategy and NHS Contracts Group, Strategy and Innovation Directorate, NHS England and NHS Improvement

Wasim discussed how medicines and pharmacy leadership are well used across the system to support the IPMO workstream.

In order to do this new measures are required with a system wide view on medicine use to understand variation across systems.

Comments from HEAG included how to collect the data required, identify outcome measures to bring the academic rigor and tried and tested ways to set up measures.

There was agreement across HEAG that HEAG should be leading on the development of these measures.

The Chair thanked everyone for a good discussion and will move this work forward by pulling together an appropriate group to begin discussions.

ACTION JH to pull together an appropriate group, to move the system level data and analytics work forward.

5. Learning from COVID19 pandemic: RPS Critical Care Training resource

HEAG were asked to input on further resources required for a possible second wave, recognise the work done to date.

UKCPA/ RPS Critical Care resource was pulled together at pace. Brings together all critical care resources to align with UKCPA framework. This helped quickly upskill those moving into critical care areas for covid19. Do HEAG feel there is any further support that RPS can offer in terms of contingency planning for a second wave in the context of winter pressures (e.g. webinar bringing together Chiefs/leads to discuss/ share their ideas and plan for upskilling or redeploying workforce, lessons learnt, protecting supply chains etc)

HEAG thanked RPS for the valuable piece of work. Ideas from the group included: a structured series of webinars/events to help those prepare before a second wave/winter season and links being held to all resources in one place to aid in finding most relevant/ up to date information quickly. Please send through any comments to Beth Ward (who is leading on content and delivery for RPS currently)

6. RPS Early Careers Programme

(https://www.rpharms.com/Portals/0/RPS_document_library/Open_access/Support/HEAG_documents/ECP_overview0620.pdf?ver=2020-07-21-145529-803)

Presentation from Gail Fleming around the new RPS programme of work which is focussed on Early Careers. RPS want to build on support for this group, put more focus on this area going forward. There is a need to include I&D strategy very early in careers. See slides for more information on where we are, how we are doing and what has so far been asked.

ACTION Share RPS Early Careers Presentation with HEAG and invite chair of newly formed Early Careers Advisory Group to next HEAG.

7. AOB

- a) Format of meetings going forward was agreed (TOR to be reviewed):-
 - 1 x face to face (subject to situation)
 - 3 x virtual
- b) HSIB draft report has been shared along with the draft RPS response. A short life working group of HEAG volunteers was formed and a meeting held just before covid19 lockdown. RPS draft response was developed following this, any further comments please send to Wing Tang.
- c) Green agenda needs to be thought about going forward, bring back to future meeting.

JH thanked members and guests for attending and giving a thought-provoking discussion.

RPS HEAG Action Log updated 02/07/2020

| Action | Lead | Update |
|---|------------|------------------------------------|
| <i>To review terms of reference (TOR) for the group going forward (including meeting format and stakeholder management); JH to speak with GM, RT and RS before inviting Liz Fidler, President APTUK to future meeting</i> | RPS/ Chair | |
| <i>To invite Amandeep Doll to future HEAG meetings to update on I&D workstreams</i> | Chair/ RPS | |
| <i>JH to pull together an appropriate group, to move the system level data and analytics work forward.</i> | Chair | |
| <i>Share RPS Early Careers Presentation with HEAG and invite chair of newly formed Early Careers Advisory Group to next HEAG</i> | RPS/ Chair | |
| <i>To raise issue of pharmacy technician membership with RPS National Pharmacy Boards (English Pharmacy Board in the first instance) with strong support from HEAG.</i> | Chair | TBC – to follow up with RT, RS, GM |
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